

# **ARKANSAS TEACHER RETIREMENT SYSTEM**

**April 15, 2024**

1400 West Third Street

**BOARD ROOM**

Little Rock, AR 72201

## **Board of Trustees Meeting**

**10:30 a.m.**

### **Trustees**

Danny Knight, Chair

Shawn Higginbotham, Vice Chair

Kelsey Bailey

Anita Bell

Susan Ford

Keri Hamilton

Dr. Mike Hernandez

Michael Johnson

Bobby G. Lester

Chip Martin

Jeff Stubblefield

### **Ex Officio Trustees**

Susannah Marshall, State Bank Commissioner

Jacob Oliva, Secretary, Dept. of Education

Honorable Dennis Milligan, State Auditor

Honorable Larry Walther, State Treasurer

**AGENDA**  
**ARKANSAS TEACHER RETIREMENT SYSTEM**  
**BOARD OF TRUSTEES**

**April 15, 2024**  
**10:30 a.m.**  
**1400 West Third Street**  
**Little Rock, AR 72201**

- I. **\*Call to Order/Roll Call.** page 1.
- II. **\*Motion to Excuse Absences.**
- III. **\*Adoption of Agenda.** page 2.
- IV. Executive Summary. (Attachment No. 1) page 5.
- V. **\*Approval of Prior Meeting Minutes.**
  - A. **\*February 5, 2024, Minutes.** (Attachment No. 2) page 11.
  - B. **\*April 4, 2024, Minutes.** (Attachment No. 3) page 20.
- VI. Executive Director Report. *Mark White, Executive Director* (Attachment No. 4) page 22.
- VII. **\*Legislative Audit Report - June 30, 2023.** *Mark White, Executive Director* (Attachment No. 5) page 29.
- VIII. **\*GASB Report - June 30, 2023.** *Mark White, Executive Director* (Attachment No. 6) page 83.
- IX. **\*Computation of Final Average Salary.** *Mark White, Executive Director and Jennifer Liwo, General Counsel*
  - A. **\*Resolution 2024-15.** (Attachment No. 7) page 184.
- X. **\*Clarification on the Calculation of the Lump-Sum Death Benefit.** *Mark White, Executive Director and Jennifer Liwo, General Counsel*
  - A. **\*Resolution 2024-16.** (Attachment No. 8) page 185.

\* Action Item

2024-04-11 10:58:49.901144

- XI. Report of Member Interest Amount Waived Under A.C.A. Sec. 24-7-205.
- XII. Report of Employer Penalties and Interest Waived Under A.C.A. Sec. 24-7-411. (Attachment No. 9) page 187.
- XIII. **\*Board Waiver of Penalties and Interest Greater than \$1,000 in a Fiscal Year.**
  - A. **\*In Re: Employer 00219.**
  - B. **\*In Re: Employer 00185.**
- XIV. Audit Committee Report. *Maggie Garrett, Audit Committee Chair*
  - A. Update on Board Policy 1 - Board Governance.
  - B. Internal Audit: Accounts Receivable. (Attachment No. 10) page 188.
  - C. Internal Audit: Qualified Domestic Relations Order Follow-Up Report. (Attachment No. 11) page 195.
- XV. Investment Committee Report.
  - A. Arkansas Related and Investment Update.
    - 1. List of Fund Closings.
      - a. Clearlake Capital Partners VIII, L.P., a fund targeting debt and equity investments primarily in the technology, industrial, and energy sectors, the Board authorized commitment of up to \$35 million dollars on December 4, 2023 was accepted and closed on January 30, 2024.
      - b. Franklin Park Co-Investment Fund VI, L.P., a fund focused on co-investments in middle market companies, the Board authorized commitment of up to \$60 million dollars on December 4, 2023 was accepted and closed on January 29, 2024.
      - c. Franklin Park Venture Capital Fund XV, L.P., a fund that seeks a well-diversified portfolio of top-tier venture capital funds, the Board authorized commitment of up to \$40 million dollars on December 4, 2023 was accepted and closed on February 19, 2024.
    - 2. Board Policies Report. (Attachment No. 12) page 201.
    - 3. ESG Oversight Committee Established by Act 411 of 2023 Update. (Attachment No. 13) page 204.
  - B. General Investment Consultant.
    - 1. Preliminary Performance Report for the Month Ending February 29, 2024. (Attachment No. 14) page 205.

\* Action Item

- C. Real Assets.
  - 1. **\*Recommendation to approve for Board adoption Resolution 2024-13 authorizing an investment of up to \$50 million dollars in Carlyle Realty Partners X, L.P.** (Attachment No. 15) page 230.
    - a. **\*Resolution 2024-13.** (Attachment No. 16) page 237.
- D. Private Equity.
  - 1. **\*Recommendation to approve for Board adoption Resolution 2024-14 authorizing an investment of up to \$35 million dollars in Enlightenment Capital Solutions Fund V, L.P.** (Attachment No. 17) page 238.
    - a. **\*Resolution 2024-14.** (Attachment No. 18) page 242.

XVI. Operations Committee Report.

- A. Open Forum for Potential Rule or Law Changes by Committee Members and Board Members in Attendance.
  - 1. Open Forum.
- B. **\*Rules Promulgation Status Update.** (Attachment No. 19) page 243.
- C. Update to ATRS Board Policy 1 - Board Governance. (Attachment No. 20) page 279.

XVII. **\*Board of Trustees Disability Review.**

- A. **\*In Re Disability Retiree - ATRS ID #188998.** (Attachment No. 21) page 294.
- B. **\*In Re Disability Retiree - ATRS ID #257739.** (Attachment No. 22) page 297.
- C. **\*In Re Disability Retiree - ATRS ID #244277.** (Attachment No. 23) page 300.

XVIII. **\*Staff Reports.**

- A. **\*Medical Committee Report. A total of 13 disability applications were approved.** (Attachment No. 24) page 303.

XIX. Other Business.

XX. **\*Adjourn.**

## EXECUTIVE SUMMARY

TO: Board of Trustees  
FROM: ATRS Staff  
RE: Executive Summary  
DATE: April 15, 2024

**A. \*February 5, 2024, Minutes.** page 11.

**B. \*April 4, 2024, Minutes.** page 20.

**VI. Executive Director Report.** *Mark White, Executive Director* page 22.

**VII. \*Legislative Audit Report - June 30, 2023.** *Mark White, Executive Director* page 29.

The Division of Legislative Audit has provided ATRS staff with the annual financial report for the fiscal year that ended on June 30, 2023. There were no findings in the report. This report still has been reviewed by the Legislative Joint Auditing Committee.

**VIII. \*GASB Report - June 30, 2023.** *Mark White, Executive Director* page 83.

The Division of Legislative Audit and GRS Actuaries have completed their annual report required by the Governmental Accounting Standards Board (GASB) Statement No. 68 "Accounting and Financial Reporting for Pensions." There were no findings in the report. This report has been reviewed by the Legislative Joint Auditing Committee.

**IX. \*Computation of Final Average Salary.** *Mark White, Executive Director and Jennifer Liwo, General Counsel*

The proposed resolution clarifies how the final average salary must be calculated and when the Board will set the number of years used to calculate the final average salary.

**A. \*Resolution 2024-15.** page 184.

**X. \*Clarification on the Calculation of the Lump-Sum Death Benefit.** *Mark White, Executive Director and Jennifer Liwo, General Counsel*

The proposed resolution clarifies whether actual service credit must be used to determine eligibility for the lump-sum death benefit.

**A. \*Resolution 2024-16.** page 185.

**XI. Report of Member Interest Amount Waived Under A.C.A. Sec. 24-7-205.**

No member interest was waived for this reporting period. This is a standard report for information and is not an action item.

**XII. Report of Employer Penalties and Interest Waived Under A.C.A. Sec. 24-7-411.** page 187.

ATRS may also waive employer interest and penalties when reports or payments are late or have issues due to a new bookkeeper, inclement weather, sickness and other situations that justify a waiver. Six (6) employer penalties and interest amounts were waived for this reporting period in the amount of \$1,651.35. This is a standard report for information and is not an action item.

**XIII. \*Board Waiver of Penalties and Interest Greater than \$1,000 in a Fiscal Year.**

Board Waiver of Penalties and Interest Greater than \$1,000 in a Fiscal Year.

Executive staff only has authority to waive up to \$1,000 in a fiscal year for an employer. ATRS staff has placed these two (2) items on the agenda and recommends the Board approve the waiver of penalties and interest in the total amount of \$1,913.45.

**A. \*In Re: Employer 00219.**

Lacava School District. This employer had several changes with their financial office at the end of the year. They hired a new treasurer. The emails from ATRS were still going to the old treasurer and not the current treasurer. Due to the unusual circumstances, staff recommends waving this penalty.

**B. \*In Re: Employer 00185.**

Fund were sent, but the reports were not ran electronically in eFinance due to concerns they would not upload on a weekend. Employer was late on 9/2023 reporting and \$600.59 in penalties and interest have already been waived.

**XIV. Audit Committee Report.** *Maggie Garrett, Audit Committee Chair*

**A. Update on Board Policy 1 - Board Governance.**

- B. Internal Audit: Accounts Receivable. [page 188.](#)**
- C. Internal Audit: Qualified Domestic Relations Order Follow-Up Report. [page 195.](#)**

**XV. Investment Committee Report.**

**A. Arkansas Related and Investment Update.**

**1. List of Fund Closings.**

- a. Clearlake Capital Partners VIII, L.P., a fund targeting debt and equity investments primarily in the technology, industrial, and energy sectors, the Board authorized commitment of up to \$35 million dollars on December 4, 2023 was accepted and closed on January 30, 2024.**

The ATRS full commitment of \$35 million dollars was negotiated, accepted, and closed on January 30, 2024.

- b. Franklin Park Co-Investment Fund VI, L.P., a fund focused on co-investments in middle market companies, the Board authorized commitment of up to \$60 million dollars on December 4, 2023 was accepted and closed on January 29, 2024.**

The ATRS full commitment of \$60 million dollars was negotiated, accepted, and closed on January 29, 2024.

- c. Franklin Park Venture Capital Fund XV, L.P., a fund that seeks a well-diversified portfolio of top-tier venture capital funds, the Board authorized commitment of up to \$40 million dollars on December 4, 2023 was accepted and closed on February 19, 2024.**

The ATRS full commitment of \$40 million dollars was negotiated, accepted, and closed on February 19, 2024.

**2. Board Policies Report. [page 201.](#)**

This report is updated based on investment consultant quarterly reports. The included report has not changed since the last Investment Committee and Board meetings due to this meeting occurring before the end of the current quarter.

**3. ESG Oversight Committee Established by Act 411 of 2023 Update. [page 204.](#)**

The ESG Oversight Committee established by Act 411 of 2023 has made its initial identifications of financial services companies that discriminate against energy, fossil fuel, firearms, or ammunition companies. This report summarizes the current status of the

Committee's work and next steps.

**B. General Investment Consultant.**

**1. Preliminary Performance Report for the Month Ending February 29, 2024. [page 205.](#)**

P.J. Kelly and Katie Comstock of Aon Hewitt Investment Consulting will provide the Committee with a preliminary portfolio update for the month ending February 29, 2024.

**C. Real Assets.**

**1. \*Recommendation to approve for Board adoption Resolution 2024-13 authorizing an investment of up to \$50 million dollars in Carlyle Realty Partners X, L.P. [page 230.](#)**

The fund is sponsored by The Carlyle Group which was founded in 1987 by William Conway Jr., Daniel D'Aniello, and David Rubenstein. Headquartered in Washington, D.C., Carlyle now employs over 2,246 professionals in 30 offices on six continents and has over \$382 billion dollars in assets under management.

The closed-end fund will focus on property types with favorable demand prospects driven by demographic and technology shifts. Given the current view on market conditions, the strategy intends to overweight multifamily, industrial, active adult apartments, and single-family rentals, while underweighting sectors such as office, retail, and hotels. Value is created through ground-up development, renovation, or redevelopment, using joint venture operating partners, over a three-to-five-year business plan.

The manager has historically selected midmarket property deals and is targeting a net IRR of 13% to 17% for this fund. The preceding funds in the series have averaged a 12% IRR. ATRS previously invested in Carlyle Realty Partners funds VII, VIII, and IX. Funds VII and VIII have returned an average of 18% IRR. Fund IX is still in the investment period and is not yet generating a meaningful return. Aon Hewitt Investment Consulting recommends an investment of up to \$50 million dollars in Carlyle Realty Partners X, L.P., and ATRS staff concurs.

**a. \*Resolution 2024-13. [page 237.](#)**

**D. Private Equity.**

**1. \*Recommendation to approve for Board adoption Resolution 2024-14 authorizing an investment of up to \$35 million dollars in Enlightenment Capital Solutions Fund V, L.P. [page 238.](#)**

Based in Chevy Chase, Maryland, the general partner was formed in 2011 by Devin Talbott and Pierre Chao. Today the firm is led by Mr. Talbott and Jason Rigoli (principals) who have an average of



twenty years each in the private equity industry and ten years each with the general partner. The fund is being formed to make structured capital investments in small and middle market businesses in the aerospace, defense, government and technology space. The type of investments that will be targeted are management-owned and often founder-led companies that provide vital services, innovative cyber and data solutions or aerospace engineering systems. These businesses may protect critical infrastructure or safeguard national security. The general partner provides a flexible capital solution to companies with each deal structure typically having a debt component and equity upside, either through capital invested or penny warrants. Post-investment, the team seeks to add value by providing industry guidance and introductions, assisting with operational enhancements and professionalization, helping construct a board and hire key personnel, and supporting merger and acquisitions.

The general partner has raised four previous funds that have generated aggregate returns of over 30% gross IRR and 2.1X cost as of September 30, 2023. Franklin Park recommends an investment of up to \$35 million dollars in Enlightenment Capital Solutions Fund V, L.P., and ATRS staff concurs.

- a. **\*Resolution 2024-14.** page 242.

## **XVI. Operations Committee Report.**

### **A. Open Forum for Potential Rule or Law Changes by Committee Members and Board Members in Attendance.**

#### **1. Open Forum.**

This is a standard part of the Committee agenda to allow Committee Members and Board Members in attendance to address topics and issues for consideration.

### **B. \*Rules Promulgation Status Update.** page 243.

### **C. Update to ATRS Board Policy 1 - Board Governance.** page 279.

The proposed changes to Board Policy 3 include non-substantive stylistic changes and substantive changes recommended by ATRS staff. This is an action item.

## **XVII. \*Board of Trustees Disability Review.**

Under the Disability Review procedure described in A.C.A.24-7-704(b)(3)(D) the Board shall approve the recommendations of the Medical Committee.

### **A. \*In Re Disability Retiree - ATRS ID #188998.** page 294.

- B. **\*In Re Disability Retiree - ATRS ID #257739.** page 297.
- C. **\*In Re Disability Retiree - ATRS ID #244277.** page 300.

**XVIII. \*Staff Reports.**

- A. **\*Medical Committee Report. A total of 13 disability applications were approved.** page 303.

The Medical Committee Report is a standard report made by staff on behalf of the Medical Committee approving disability cases. A total of 23 disability applications were received, 13 were approved, 2 was denied, and 8 needed more information. This is an action

**XIX. Other Business.**

**MINUTES  
ARKANSAS TEACHER RETIREMENT SYSTEM  
BOARD OF TRUSTEES**

**Monday, February 5, 2023  
11:00 a.m.  
1400 West Third Street  
Little Rock, AR 72201**

**ATTENDEES**

**Board Members Present**

Danny Knight, Chair  
Shawn Higginbotham, Vice Chair  
Kelsey Bailey  
Anita Bell  
Susan Ford  
Keri Hamilton  
Dr. Mike Hernandez  
Michael Johnson  
Bobby G. Lester  
Chip Martin  
Jeff Stubblefield  
Susannah Marshall, Bank Commissioner  
Hon. Larry Walter, State Treasurer

**Board Members Absent**

Jacob Oliva, Secretary, Department of Ed  
Hon. Dennis Milligan, State Auditor.

**Reporters Present**

Mike Wickline, AR Dem Gaz

**ATRS Staff Present**

Mark White, Executive Director  
Rod Graves, Deputy Director  
Sarah C. Linam, Deputy Director  
Tammy Porter, Ex. Assistant/Board Secretary  
Curtis Carter, Chief Financial Officer  
Dena Dixon, Int. Audit/Risk Mgmt.\*  
Braeden, Duke, Software Support Analyst  
Vicky Fowler, Manager, Human Resources  
Willie Kincade, Director of Operations  
Mike Lauro, Information System Manager\*  
Jennifer Liwo, General Counsel  
Manju, Director, Information Technology  
Jerry Meyer, Manager, Real Assets  
Logan Penter, Staff Attorney\*  
Whitney Sommers, Administrative Analyst  
Leslie Ward, Manager, Private Equity  
Brenda West, Internal Audit/Risk Mgmt.  
Misty Yant, Manager, Accounting/Reporting\*

**Guest Present**

Donna Morey, ARTA  
PJ Kelly, Aon Hewitt Investment Consulting  
Jack Dowd, Aon Hewitt Investment Consulting  
Eric Munson, Treasurer's Office  
Jason Kearney, Bureau of Legislative Research  
Gar Chung – FIN News\*  
Dongles Appell\*  
ID#501-412-4800\*

**\*ZOOM**

- I. **Call to Order/Roll Call.** Mr. Danny Knight, Chair, called the Board of Trustees meeting to order at 11:00 a.m. Roll call was taken. Hon. Dennis Milligan and Mr. Oliva were absent.

**II. Motion to Excuse Absent Board Members.**

**Ms. Marshall *moved to excuse* Hon. Milligan and Mr. Oliva from the February 5, 2024, meeting. Mr. Walther *seconded the motion*, and the Board *unanimously approved the motion*.**

**III. Adoption of Agenda.**

**Mr. Higginbotham *moved for adoption* of the Agenda. Ms. Bell *seconded the motion*, and the Board *unanimously approved the motion*.**

**IV. Executive Summary.** The Executive Summary was provided for reference with no questions or expansions on the written summary.

**V. Approval of December 4, 2023, Minutes**

**Mr. Lester *moved for approval* of the Minutes of the Board of Trustees meeting of December 4, 2023. Mr. Stubblefield *seconded the motion*, and the Board *unanimously approved the motion*.**

**VI. Executive Director Report.** Director Mark White gave his Director's report.

**VII. Staff Empowerment.**

**A. Authority to Transact Business.**

**1. Resolution 2024-01.**

**Mr. Higginbotham *moved to adopt* Resolution 2024-01, Authority to Transact Business on behalf of the ATRS Board of Trustees. Mr. Bailey *seconded the motion*, and the Board *unanimously adopted the resolution*.**

**B. Specific Powers of Executive Director.**

**1. Resolution 2024.02.**

**Mr. Stubblefield *moved to adopt* Resolution 2024-02, Authorizing Specific Powers of Executive Director on behalf of the ATRS Board of Trustees. Ms. Ford *seconded the motion* and the Board *unanimously adopted the resolution*.**

**C. Appointment of ATRS as Manager of LLC's.**

**1. Resolution 2024-03.**

**Ms. Stubblefield *moved to adopt* Resolution 2024-03, Appointment of ATRS as Manager of LLC's. Ms. Ford *seconded the motion*, and the Board *unanimously adopted the resolution*.**

**VIII. Authority to Reimburse Trustee Expenses for 2024.**

**A. Resolution 2024-04.**

**Mr. Lester *moved to adopt* Resolution 2024-04, authorizing ATRS to reimburse ATRS Trustees for miscellaneous expenses and losses in salary resulting from Board of Trustees meeting attendance or other official Board duties. Mr. Martin *seconded the motion*, and the Board *unanimously adopted the resolution*.**

**IX. Authorization for Board Travel and Expense Reimbursement for 2024.**

**A. Resolution 2024-05**

**Mr. Johnson *moved to adopt* Resolution 2024-05, authorizing ATRS to reimburse ATRS Trustees for expenses used in traveling for official Board duties. Dr. Hernandez *seconded the motion*, and the Board *unanimously adopted the resolution*.**

**X. Adoption of 2024-2025 Employer Contribution Rate.**

**A. Resolution 2024-06.**

**Mr. Higginbotham *moved to adopt* Resolution 2024-06, Adoption Employer Contribution Rate at the rate of 15.00% for the fiscal year starting July 1, 2024 Ms. Bell *seconded the motion*, and the Board *unanimously adopted the resolution*.**

**XI. Adoption of 2024-2025 Member Contribution Rate.**

**A. Resolution 2024-07**

**Dr. Hernandez *moved to adopt* Resolution 2024-07, for Adoption of Member Contribution Rate at the rate of 7.00% for the fiscal**

**year starting July 1, 2024. Ms. Hamilton seconded the motion, and the Board unanimously adopted the resolution.**

**XII. Surcharge Rate for Outsourced Positions.**

**A. Resolution 2024-08**

**Mr. Martin moved to adopt Resolution 2024-08, Surcharge Rate of 4% applied to Outsourced Positions. Mr. Walther seconded the motion, and the Board unanimously adopted the resolution.**

**XIII. Actuarial Valuations, June 30, 2023.** Director White presented the annual reports prepared by the Actuaries concerning the valuation of liability to active and inactive members along with the valuation of liabilities for annuities being paid to current retirees and current beneficiaries.

**A. Active & Inactive Members.** This report reflects the liabilities owed by ATRS to active and inactive members.

**B. Retirees & Beneficiaries.** This report reflects the liabilities to ATRS retirees, beneficiaries, survivors, and incapacitated children.

**Mr. Walther moved to accept the Actuarial Valuations for Active & Inactive Member and Retirees & Beneficiaries as of June 30, 2023. Mr. Stubblefield seconded the motion, and the Board unanimously approved the motion.**

**XIV. Report of Member Interest Waived Under A. C. A. Section 24-7-205.** Director White presented the member interest amount waived report. ATRS waives interest for members when there is a dispute between ATRS and the member as to whether ATRS made a mistake or otherwise did not do all that was required on the member's account. No member interest was waived for this reporting period.

**XV. Report of Employer Interest and Penalties Waived Under A. C. A. Sec. 24-7-411.** Director White presented the employer interest and penalties waived report. ATRS may also waive employer interest and penalties when reports or payments are late or have issues due to a new bookkeeper, inclement weather, sickness and other situations that justify a waiver. Two (2) employer penalties and interest amounts were waived for this reporting period in the amount of \$531.80.

**XVI. Disability Review.**

**A. In the Matter of Disability Review Applicant, ATRS ID#391645.**

**Mr. Martin *moved to approve* the Disability Order of the Medical Committee finding Disability Retiree ID#391645 unqualified to received disability benefits. Mr. Lester *seconded the motion* and the Board *unanimously approved the motion*.**

**XVII. 2024 Board Election.**

**A. Certification of Ms. Keri Hamilton – Member Trustee Position #4.**

**1. Resolution 2024-09.**

**Mr. Stubblefield *moved to adopt* Resolution 2024-09, Certification of Ms. Keri Hamilton, Member Trustee Position #4. Ms. Bell *seconded the motion*, and the Board *unanimously adopted the resolution***

**B. Certification of Mr. Kelsey Bailey – Member Trustee Position #7, Non-Certified**

**1. Resolution 2024-10.**

**Mr. Higginbotham *moved to adopt* Resolution 2024-10, Certification of Mr. Kelsey Bailey, Member Trustee Position #7, Non-Certified. Ms. Marshall *seconded the motion*, and the Board *unanimously adopted the resolution*.**

**XVIII. Approval of New ATRS Employer**

**A. In the Matter of the Arkansas School Band and Orchestra**

**1. Resolution 2024-12**

**Ms. Ford *moved to adopt* Resolution 2024-12, to approve Arkansas School Bands and Orchestra as a new member of ATRS. Mr. Johnson *seconded the motion*, and the Board *unanimously adopted the resolution*.**

**XIX Investment Committee Report.** Chip Martin, Chair, gave a report on the Investment Committee Meeting.

**A. Arkansas Related and Investment Update.**

1. **List of Fund Closings, Board Policies Report, and Highland Update.** The Investment Committee heard reports from Investment Consultants and closings from staff. Mr. Leslie Lane, Arkansas Capital Corporation provided an update on Highland.
- B. General Investment Consultant Report. *Aon Hewitt Investment Consulting.***
1. **Preliminary Performance Report for the Quarter Ending December 31, 2023** P.J. Kelly and Katie Comstock of Aon Hewitt Investment Consulting provided the Committee with a Preliminary Performance Report for the quarter ended December 31, 2023. The report was for information purposes and no action was taken.
  2. **Asset Allocation Review and Recommendation.** P.J. Kelly and Katie Comstock of Aon Hewitt Investment Consulting provided the Committee with an Asset Allocation Review and Recommendation.
    - a. **Recommendation to approve for Board adoption a motion to revise Board Policy 4 (Investment Policy) to transition 5% of the Total Equity Target Asset Allocation to the Fixed Income Target Asset Allocation.**
      1. **Asset Allocation Review and Recommendation**
      2. **Proposed Revisions to Board Policy 4.**

Mr. Martin *moved to approve* for Board adoption a motion to revise Board Policy 4 (Investment Policy) to transition 5% of the Total Equity Target Asset Allocation to the Fixed Income Target Asset Allocation. Roll call was taken, and the Board *unanimously approved the motion.*
    - b. **Pending approval of the proposed revisions to Board Policy 4.**
      1. **Recommendation to approve for Board Adoption Resolution 2024-11 authorizing an**



**investment for up to \$800 million dollars in Baird Advisors, Core Plus Bond Strategy.**

**Mr. Martin *moved to approve* for Board adoption Resolution 2024-11, authorizing and investment of up to \$800 million dollars in Baird Advisors, Core Plus Bond Strategy. Roll call was taken, and the Board *unanimously approved the motion*.**

**C. Real Assets Consultant Report. *Aon Hewitt Investment Consulting.***

- 1. Performance Report for the Quarter Ending September 30, 2023.** Jack Dowd, of Aon Hewitt Investment Consulting provided the Committee with a performance report for the quarter ending September 30, 2023.

**D. Private Equity Consultant Report. *Franklin Park***

- 1. Preliminary Private Equity Portfolio Review for the Quarter Ended September 30, 2023.** Michael Bacine of Franklin Park provided the Committee with the private equity portfolio review for the quarter ended September 30, 2023.

**XVIII. Operations Committee Report.** Bobby Lester, Chair, gave a report on the Operations Committee meeting.

**A. Open Forum for potential Rule or Law Changes by Committee Members and Board Members in Attendance.**

- 1, Open Forum. None.

**B. Rule Promulgation Status Update.** Jennifer Liwo, General Counsel gave the Committee a status update on the Rules Promulgation.

- 1. Rule 5-1: Investment Introduction.**
- 2. Rule 5-2: Standard Care.**
- 3. Rule 5-3: Asset Allocation.**
- 4. Rule 5-4: Investment Goals.**
- 5. Rule 5-6: Investment Consultants.**

6. Rule 5-7: Investment Managers.
7. Rule 5-8: Soft Dollars.
8. Rule 0-1: ATRS Rule of Organization and Operation.
9. Rule 4: Election of Board of Trustees.
10. Rule 6: Membership and Employer Participation.
11. Rule 7: Service Credit, Contributions, Reporting, and Final Average Salary.
12. Rule 8: Free Service Credit, Purchasable Service Credit, and Purchase Accounts.
13. Rule 9: Retirement and Benefits.
14. Rule 10: Return to Service and Teacher Deferred Retirement Option Plan.
15. Rule 11: Survivors and Domestic Relations Orders.
16. Rule 12-1: Protection of "Qualified Trust" Status of ATRS Under Internal Revenue Code 401(a).
17. Rule 13-1: Administration Adjudications: Staff Determinations and Appeals.
18. Rule 14-1: Retirement Fund Asset Accounts.
19. Rule 15-1: Benefit Restoration Plan and Trust.
20. Rule 16: Cash and Savings Help (CASH) Program.
21. Rule 17-1: Manifest Injustice.

**Mr. Lester *moved to approve* Rules Promulgation as presented to the Committee. The Board *unanimously approved the motion***

**C. Update to ATRS Board Policy 4 – Statement of Investment Policy.**

**Mr. Lester *moved to approve* the Update to ATRS Board Policy 4 – Statement of Investment Policy. The Board *unanimously approved the motion***

**XXI. Staff Reports.**

- A. Medical Committee Report.** Mr. Kincade reported that a total of Sixteen (16) Disability Retirement Applications were approved.

**Mr. Johnson *moved to approve* the Medical Committee Report. Ms. Bell *seconded the motion* and the Board *unanimously approved the Motion.***

**XXII. Other Business:** None

- XXIII. Adjourn.** With no other business, Danny Knight, Chair, entertained a motion to adjourn the meeting.

**Meeting adjourned at 11:25 a.m.**

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Mr. Mark White  
Executive Director

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Mr. Danny Knight, Chair  
Board of Trustees

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Tammy Porter,  
Recorder

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Date Approved

**MINUTES  
ARKANSAS TEACHER RETIREMENT SYSTEM  
BOARD OF TRUSTEES  
CALLED MEETING**

**Thursday, April 4, 2024  
4:15 p.m.  
1400 West Third Street  
Little Rock, AR 72201**

**ATTENDEES**

**Board Members Present**

Danny Knight, Chair  
Shawn Higginbotham, Vice Chair\*  
Anita Bell\*  
Keri Hamilton\*  
Dr. Mike Hernandez\*  
Michael Johnson\*  
Bobby G. Lester\*  
Chip Martin\*  
Jeff Stubblefield\*  
Ms. Susannah Marshall, Bank Commissioner\*  
Jason Brady, designee for Auditor Milligan\*  
Kelly Griffin, designee for Jacob Oliva\*  
Eric Munson, designee for Treasurer Walther\*

**Board Member Absent**

Susan Ford

\*Via ZOOM

**ATRS Staff Present**

Mark White, Executive Director  
Rod Graves, Deputy Director  
Tammy Porter, Board Secretary  
Braeden Duke, Software Support Analyst  
Curtis Carter, Chief Financial Officer\*  
Willie Kincade, Director of Operations  
Jennifer Liwo, General Counsel\*  
Logan Penter, Staff Attorney\*  
Manju, Associate Director of IT\*

**Guest Present**

Donna Morey, ARTA\*  
Erin Woods, Bleichmar, Fonti, Auld LLP\*  
Derrick Farrell, Bleichmar, Fonti, Auld LLP\*

**I. Call to Order/Roll Call.** Mr. Danny Knight, Chair, called the Board of Trustees meeting to order at 4:15 p.m. Roll call was taken. Ms. Susan Ford was absent.

**II. Motion to Excused Absences.**

**Mr. Higginbotham *moved to excuse* Ms. Susan Ford from the Board meeting. Mr. Bailey *seconded the motion* and the Board *unanimously approved the motion*.**

**III. Adoption of Agenda.**

**Mr. Johnson *moved for adoption* of the Agenda. Mr. Martin *seconded the motion*, and the Board *unanimously approved the motion*.**

**IV Executive Summary.** The Executive Summary was provided for reference with no questions or expansions on the written summary.

**V. Potential Litigation.** Director White presented the Board with the recommendation to participate in a potential securities litigation lawsuit. The Bleichmar Firm presented the recommendation to the Board.

Director White stated that staff concurs with the recommendation.

**Mr. Higginbotham *moved to approve* the Recommendation to file suit on the claim as presented to the Board. Mr. Stubblefield *seconded the motion*, and the Board *unanimously approved the motion*.**

**VI. Other Business.** None.

**VI. Adjourn.** With no other business, Mr. Knight *adjourned* meeting.

**Meeting adjourned at 4:24 p.m.**

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Mark White, Executive Director

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Mr. Danny Knight, Chair

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Tammy Porter, Recorder

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Date Approved

**Executive Director Board Report**  
**April 8, 2024**

To the ATRS Board of Trustees:

I am happy to report to you on the following highlights of the activities and achievements of your ATRS staff since my last Board Report:

**Operations Improvement**

- With one exception, we completed the process of promulgating the comprehensive rewrite of our administrative rules. We appeared in front of both the Joint Public Retirement Committee and the Arkansas Legislative Council Administrative Rules Subcommittee to explain all of the rule changes. Legislators had some questions about one change in Rule 6 related to some 2023 new legislation. After discussing internally and with legislators, we are recommending a minor modification to the Rule. That change will be included in your agenda for the April meeting.
- I have worked with our Finance and Board staff to revise and streamline the process for considering and approving waivers of penalties and interest imposed on employers for late submissions. The new process should save some time and effort internally, but the Board's role and involvement will remain the same.

**Member Engagement**

- We have completed a voluntary survey of ATRS members. After publicizing the survey through social media and email, we received a total of 6,198 responses, which is a tremendous response. 82% of all respondents reported they were very satisfied or somewhat satisfied with ATRS. Of those who have had a recent customer service interaction with ATRS staff, 77% rated that experience as very positive or somewhat positive. I am attaching some initial results from the survey, and we are now beginning work on a more detailed analysis.
- Since your last meeting, I have spoken at the state meeting of the Arkansas Association of School Business Officials, at three county and one regional retired teacher meetings, and a regional meeting of school bookkeepers.
- In the last two months, ATRS posts on Facebook and Instagram have reached more than 20,200 individuals, and 7,600 individuals are actively following the ATRS page. I have also been increasing our activity on LinkedIn, generating 8,700 impressions in the last two months.
- For the monthly Executive Director Update emails, the most recent Update was distributed to 42,754 subscribers (nearly 1,000 more than in January), and was opened by at least 46.97% of the recipients.

## Human Resources

- Kevin Chadwick will be joining the ATRS Internal Audit team effective April 15, in preparation for the coming retirements of our Internal Audit team members. Kevin comes to us from the Arkansas Department of Transportation, where he has long worked for their Internal Audit Division. We are excited to have an experienced internal auditor coming in time to work with our existing staff and ensure a seamless transition into the new fiscal year.
- In response to complaints and problems with the state personnel performance evaluation process last year, the Department of Transformation and Shared Services announced a number of significant changes to the process for this year. ATRS employees will be scored on a 4-point scale in four performance standard categories (plus an additional leadership category for managers). Unlike previous years, employees will have an opportunity to appeal their ratings. And myself and our two deputy directors will form a Review Committee to review the performance rating of each and every ATRS employee. Evaluations will begin April 11 and be completed by mid-May. All ATRS managers have been trained on the revised process.
- Governor Sanders announced she will ask the Legislature in Fiscal Session to award a 3% one-time pay increase for all state employees by July 1. If approved, this increase will apply to all ATRS employees. I do not expect it to create any budget or appropriation issue for us.

## Investments

- The Legislature's Joint Performance Review Committee asked ATRS and the state's other retirement systems to appear on February 26 to discuss their respective holdings in BlackRock. I testified and provided information regarding the approximately \$1.27 billion that ATRS has invested with BlackRock. I informed the Committee that complete divestment from BlackRock could cost ATRS \$6 to \$10 million in administrative costs. The request for this meeting was triggered by news that the Tennessee Attorney General had filed suit against BlackRock regarding their ESG practices.
- The ESG Oversight Committee established by Act 411 of 2023 has made its initial identifications of financial services companies that discriminate against energy, fossil fuel, firearms, or ammunition companies. The Committee tagged six companies, and ATRS has investments with three of them. The companies have 30 days to respond, and next month the Committee will meet to review the responses and finalize its decisions. Once that happens, we will be bringing the ATRS Board recommendations regarding any divestment that may be required by Act 411.

## Finance & Reporting

- ATRS has completed its Annual Comprehensive Financial Report for the 2023 state fiscal year in record time and at a lower cost. Since 2004, it has taken ATRS an average of one year to complete each year's report; the previous two years' reports each took more than 420 days to complete. In contrast, the SFY2023 report was released 280 days after the end of the fiscal year. And by switching vendors, this year's report cost more than \$5,000 less than last year's report to prepare. I intend for us to issue the SFY2024 report even earlier.
- Arkansas Legislative Audit issued their FY2023 audit of ATRS with no negative findings. The report was reviewed and filed by the Legislative Joint Auditing Committee on February 8.

- We met with the System’s actuaries at Gabriel, Roeder, Smith & Company to review the Gain/Loss Analysis of Experience Among Active & Retired Members for SFY2023. The report shows an actuarial loss of \$195.2 million for the fiscal year. This loss is primarily due to Active members receiving greater pay increases for the year than were assumed in the actuarial projections. In past years this report has not been included in the Board’s formal agenda but will be provided to any Board member upon request.

### **Future Plans & Priorities**

In the coming months, I will be focused on the following issues:

- **Strategic Planning** – We have had a strong response from staff on our strategic planning process, with two sessions completed. We will conduct a third session with a larger staff group during the week before your Board meeting. We will be conducting a session with you the Board in the afternoon of June 3 after your regular meeting. We would appreciate your attendance and participation in this June 3 session if at all possible. As I have mentioned before, the result of this process will be a three-year plan to help guide our operational decisions, as well as inform our requests for the next biennial budget.
- **Legislation** – We are now only nine months from the start of the Legislature’s 2025 General Session. I am beginning to work with staff, our actuaries, and external legal counsel to compile ideas and proposals for the ATRS 2025 legislative package. We will bring you an initial list of possible legislation in your June meeting for your review and feedback. I expect to then bring a final package to you for approval in your September meeting. If you have ideas or thoughts on what the legislative package should contain, please let me know.

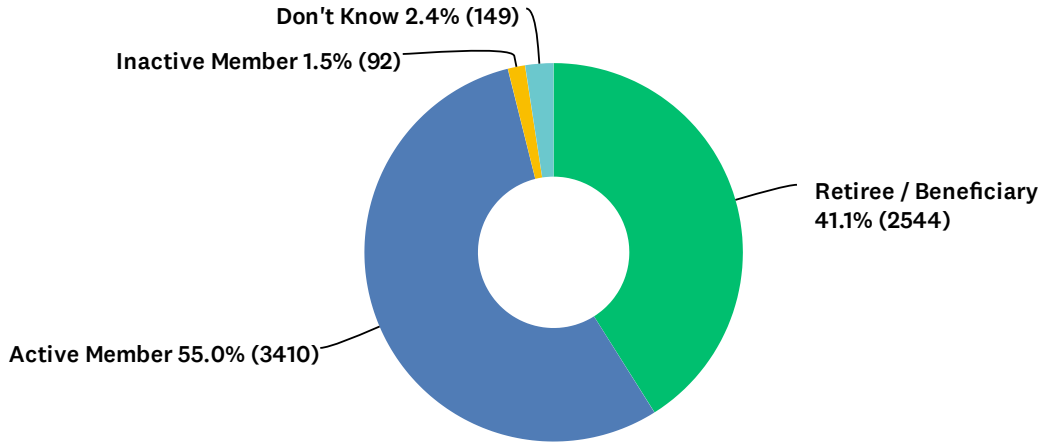
Respectfully submitted,

Mark White  
Executive Director  
Arkansas Teacher Retirement System



# Q1 Which of the following best describes your current retirement status with the Arkansas Teacher Retirement System?

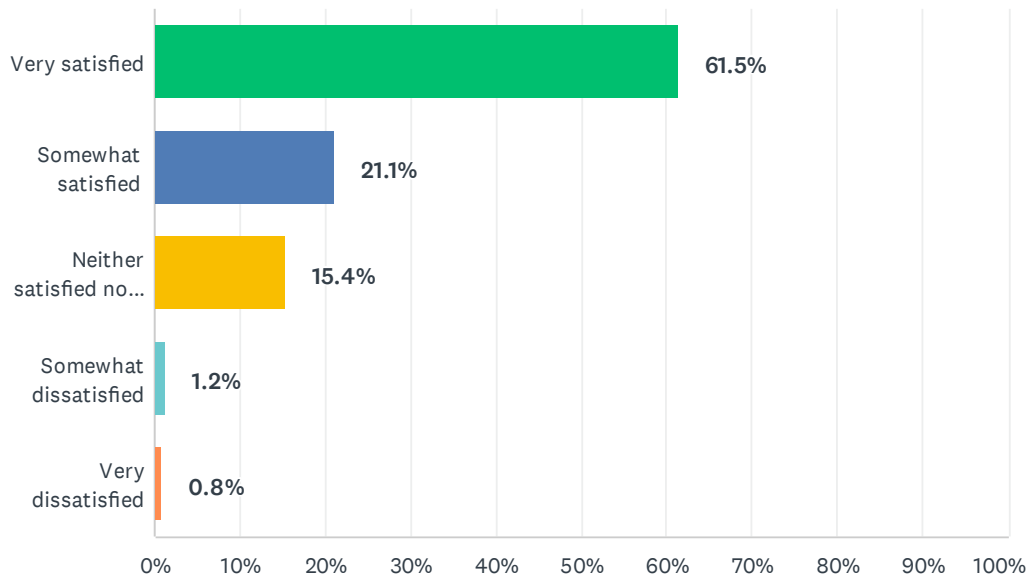
Answered: 6,195 Skipped: 0



ANSWER CHOICES	RESPONSES	
Retiree / Beneficiary	41.1%	2,544
Active Member	55.0%	3,410
Inactive Member	1.5%	92
Don't Know	2.4%	149
TOTAL		6,195

### Q3 How satisfied or dissatisfied are you with ATRS?

Answered: 6,000 Skipped: 46

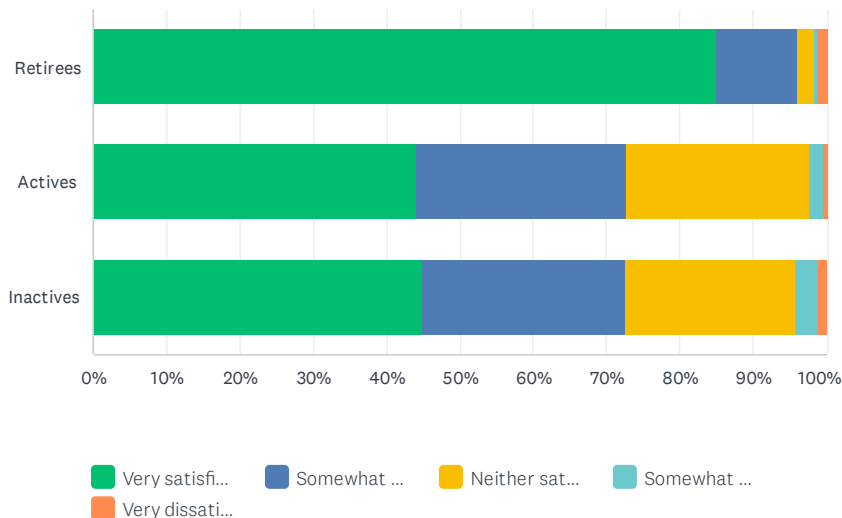


ANSWER CHOICES	RESPONSES	
Very satisfied	61.5%	3,690
Somewhat satisfied	21.1%	1,265
Neither satisfied nor dissatisfied	15.4%	923
Somewhat dissatisfied	1.2%	74
Very dissatisfied	0.8%	48
<b>TOTAL</b>		<b>6,000</b>

# Member Survey

## Q3 How satisfied or dissatisfied are you with ATRS?

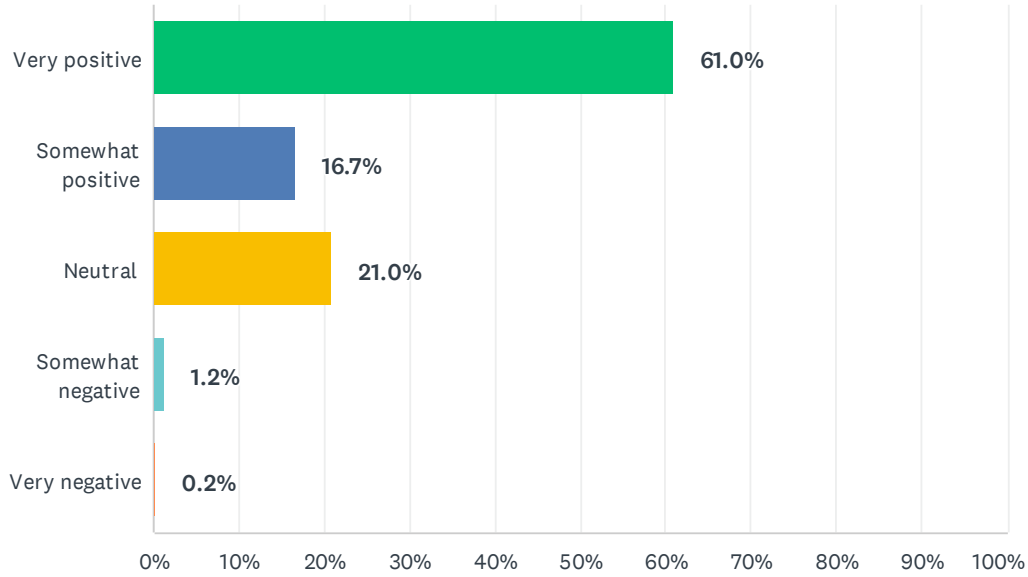
Answered: 6,000 Skipped: 46



	VERY SATISFIED	SOMEWHAT SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	TOTAL
Retirees	85.1% 2,156	11.0% 278	2.3% 59	0.4% 10	1.2% 30	42.2% 2,533
Actives	44.2% 1,493	28.5% 962	25.0% 843	1.8% 61	0.5% 17	56.3% 3,376
Inactives	45.1% 41	27.5% 25	23.1% 21	3.3% 3	1.1% 1	1.5% 91
Total Respondents	3,690	1,265	923	74	48	6,000

## Q5 How would you rate the quality of your last customer service experience with ATRS?

Answered: 5,035 Skipped: 1,011



ANSWER CHOICES	RESPONSES	
Very positive	61.0%	3,069
Somewhat positive	16.7%	841
Neutral	21.0%	1,055
Somewhat negative	1.2%	61
Very negative	0.2%	9
<b>TOTAL</b>		<b>5,035</b>

**ARKANSAS TEACHER RETIREMENT SYSTEM**

**Annual Financial Report**

**June 30, 2023**



ARKANSAS TEACHER RETIREMENT SYSTEM  
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# Arkansas

Sen. David Wallace  
Senate Chair  
Sen. John Payton  
Senate Vice Chair



Rep. Jimmy Gazaway  
House Chair  
Rep. Richard Womack  
House Vice Chair

Roger A. Norman, JD, CPA, CFE, CFF  
Legislative Auditor

## LEGISLATIVE JOINT AUDITING COMMITTEE ARKANSAS LEGISLATIVE AUDIT

### Independent Auditor's Report

Arkansas Teacher Retirement System  
Legislative Joint Auditing Committee

#### **Report on the Audit of the Financial Statements**

##### ***Opinion***

We have audited the financial statements of the Fiduciary Pension Trust Fund of the Arkansas Teacher Retirement System, an office of Arkansas state government, as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the Arkansas Teacher Retirement System's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the Fiduciary Pension Trust Fund of the Arkansas Teacher Retirement System as of June 30, 2023, and the changes in financial position for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

##### ***Basis for Opinion***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the office, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

##### ***Emphasis of Matter***

As indicated above, the financial statements of the Arkansas Teacher Retirement System are intended to present the financial position and the changes in financial position of only that portion of the Fiduciary Pension Trust Fund of the State that is attributable to the transactions of the Arkansas Teacher Retirement System. They do not purport to, and do not, present fairly the financial position of the State of Arkansas as of June 30, 2023, or the changes in its financial position, for the year then ended, in accordance with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

##### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatements, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the office's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risk of material misstatements of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the office's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the office's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the required supplementary information, listed in the accompanying table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

The Governmental Accounting Standards Board requires that a Management's Discussion and Analysis be presented to supplement government-wide financial statements. However, as discussed in the "Emphasis of Matter" paragraph above, the financial statements of the Arkansas Teacher Retirement System are only for the specific transactions and activity of the Agency and not for the State as a whole. Therefore, the Management's Discussion and Analysis is not required to be presented for the Arkansas Teacher Retirement System individually. Our opinion on the basic financial statements is not affected by the omission of this information.

### ***Other Information***

Management is responsible for the other information included in the report. The other information comprises the Schedule of Selected Information but does not include the basic financial statements, required supplementary information, supplementary information, and our auditor's reports thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.



In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

**Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated December 19, 2023, on our consideration of the office's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of the testing, and not to provide an opinion on the effectiveness of the office's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the office's internal control over financial reporting and compliance.

ARKANSAS LEGISLATIVE AUDIT



Roger A. Norman, JD, CPA, CFE, CFF  
Legislative Auditor

Little Rock, Arkansas  
December 19, 2023  
SA1037523

# Arkansas

**Sen. David Wallace**  
Senate Chair  
**Sen. John Payton**  
Senate Vice Chair



**Rep. Jimmy Gazaway**  
House Chair  
**Rep. Richard Womack**  
House Vice Chair

**Roger A. Norman, JD, CPA, CFE, CFF**  
Legislative Auditor

## LEGISLATIVE JOINT AUDITING COMMITTEE ARKANSAS LEGISLATIVE AUDIT

### REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

#### INDEPENDENT AUDITOR'S REPORT

Arkansas Teacher Retirement System  
Legislative Joint Auditing Committee

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Fiduciary Pension Trust Fund of the Arkansas Teacher Retirement System (the "Agency"), an office of Arkansas state government, as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the Arkansas Teacher Retirement System's basic financial statements, and have issued our report thereon dated December 19, 2023.

#### ***Report on Internal Control Over Financial Reporting***

In planning and performing our audit of the financial statements, we considered the Agency's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements but not for the purpose of expressing an opinion on the effectiveness of the Agency's internal control. Accordingly, we do not express an opinion on the effectiveness of the Agency's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

#### ***Report on Compliance and Other Matters***

As part of obtaining reasonable assurance about whether the Agency's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

***Purpose of this Report***

The purpose of this report is solely to describe the scope of our testing of internal control and compliance, and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose. However, pursuant to Ark. Code Ann. § 10-4-417, all reports presented to the Legislative Joint Auditing Committee are matters of public record, and distribution is not limited.

ARKANSAS LEGISLATIVE AUDIT

A handwritten signature in black ink that reads "Tom Bullington". The signature is written in a cursive style with a large, sweeping initial "T".

Tom Bullington, CPA  
Deputy Legislative Auditor

Little Rock, Arkansas  
December 19, 2023

ARKANSAS TEACHER RETIREMENT SYSTEM  
STATEMENT OF FIDUCIARY NET POSITION  
FOR THE YEAR ENDED JUNE 30, 2023

Exhibit A

	Totals
<b>ASSETS</b>	
Cash and cash equivalents	\$ 349,168,296
Receivables:	
Member contributions	11,724,778
Employer contributions	28,876,070
Investment trades pending	14,833,999
Accrued investment income	24,965,467
Due from other funds	20,157,127
Other receivables	2,809,166
Total Receivables	103,366,607
Investments, at fair value:	
Public equities	3,715,263,524
Fixed income	1,686,126,493
Real estate	175,694,289
Pooled investments	5,555,585,690
Alternative investments	9,005,490,510
State recycling tax credits	129,552,000
Investment derivatives	(17,622)
Total Investments	20,267,694,884
Securities lending collateral	457,490,175
Capital assets, net of accumulated depreciation	73,496
Other assets	138,508
 TOTAL ASSETS	 21,177,931,966
 DEFERRED OUTFLOWS OF RESOURCES	
Deferred outflows related to OPEB	493,831
 TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	 21,178,425,797
 LIABILITIES	
Accrued expenses and other liabilities	469,337
Compensated absences	554,664
Post-employment benefit liability	3,248,593
Investment trades pending payable	24,076,623
Accrued investment expenses	13,598,456
Securities lending liability	457,448,502
Due to other funds	2,317,789
 TOTAL LIABILITIES	 501,713,964
 DEFERRED INFLOWS OF RESOURCES	
Deferred inflows of resources related to OPEB	1,659,915
 TOTAL LIABILITIES AND DEFERRED INFLOWS OF RESOURCES	 503,373,879
 NET POSITION RESTRICTED FOR PENSION BENEFITS	 \$ 20,675,051,918

The accompanying notes are an integral part of these financial statements.

ARKANSAS TEACHER RETIREMENT SYSTEM  
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION  
FOR THE YEAR ENDED JUNE 30, 2023

Exhibit B

	Totals
ADDITIONS	
Contributions:	
Member	\$ 200,610,721
Employer	536,619,031
Total contributions	737,229,752
Investment income	
From investing activities:	
Net appreciation (depreciation) in fair value of investments	1,551,241,387
Interest and dividends	175,914,000
Real estate operating income	6,437,924
Total investment income (loss)	1,733,593,311
Less investment expense	45,303,664
Net investment income (loss)	1,688,289,647
From securities lending activities:	
Securities lending gross income	23,296,797
Less: securities lending expense	19,506,915
Net securities lending income (loss)	3,789,882
Other income	229,734
TOTAL ADDITIONS (LOSSES)	2,429,539,015
DEDUCTIONS	
Benefits	1,413,477,760
Refunds of contributions	12,583,767
Administrative expenses	7,892,822
TOTAL DEDUCTIONS	1,433,954,349
NET CHANGE IN NET POSITION	995,584,666
NET POSITION - BEGINNING OF YEAR	19,679,467,252
NET POSITION - END OF YEAR	\$ 20,675,051,918

The accompanying notes are an integral part of these financial statements.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies

A. Reporting Entity/History

Act 266 of 1937, as amended, established the Arkansas Teacher Retirement System (ATRS) as an office of Arkansas state government for the purpose of providing retirement benefits for public school and other public education employees. Act 427 of 1973, as amended, provided that the general administration of ATRS, responsibility for its proper operation, and responsibility for making effective the provisions of the Teacher Retirement law are vested in a 15-member Board of Trustees. The State Bank Commissioner, Treasurer of State, Auditor of State, and Commissioner of Elementary and Secondary Education are ex-officio trustees. The remaining 11 trustees are elected and consist of seven active members of ATRS with at least five years of actual service, three retired members receiving an annuity from ATRS, and one active or retired member from a minority racial ethnic group. The seven active trustees consist of one member from each of the four congressional districts; two employed in positions requiring an administrator's license, of which one must be a superintendent or an educational cooperative director; and one member employed in a position that does not require state licensure. The trustees are elected in accordance with rules adopted by the Board. Board members serve as trustees without compensation but are reimbursed for any necessary expenses incurred to attend Board meetings or perform other duties authorized by the Board.

B. Plan Description

ATRS is a cost-sharing, multiple-employer defined benefit pension plan that covers employees of public schools and education-related agencies, including Arkansas School for the Blind, Arkansas School for the Deaf, Arkansas Activities Association, State Board of Education, regional education service cooperatives, ATRS, Arkansas Educational Television Division, area vocational-technical schools, Arkansas Rehabilitation Services, enterprises privatized by a public school district, and educational nonprofit organizations licensed and regulated by Division of Developmental Disabilities Services of the Department of Human Services.

On June 30, 2023, the number of participating employers was as follows:

Public schools	256
State colleges and universities	38
State agencies	17
Other/privatized	<u>27</u>
Total	<u><u>338</u></u>

On June 30, 2023, ATRS's membership consisted of the following:

Retirees or beneficiaries currently receiving benefits	54,646
T-DROP participants	3,138
Inactive plan members (not receiving benefits)	14,355
Active members	
Fully vested	44,962
Non-vested	<u>23,287</u>
Total	<u><u>140,388</u></u>

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

B. Plan Description (Continued)

Members are eligible for full retirement benefits at age 60 with five or more years of actual and reciprocal service or at any age with 28 or more years of credited service. Members with 25 years of actual and reciprocal service who have not attained age 60 may receive an annuity reduced by 10/12 of 1% multiplied by the number of months by which the early retirement precedes the earlier of (1) completion of 28 years of credited service or (2) attainment of age 60. The normal retirement benefit, paid monthly, is determined based on (1) the member's final average salary (FAS) (effective July 1, 2018, computed using the average of the annual salaries paid during the period of 5 years of credited service producing the highest annual average) and (2) the number of years of service. For active members as of June 30, 2018, a benchmark 3-year FAS was established as a minimum FAS.

ATRS has contributory and noncontributory plans. The contributory plan has been in effect since the beginning of ATRS. The noncontributory plan became available July 1, 1986. Act 907 of 1999, effective July 1, 1999, requires all new members under contract for 181 or more days to be contributory. Act 443 of 2021, effective July 1, 2021, increased the required number of contract days to 185 or more days. Act 385 of 2005 allows noncontributory members to make an irrevocable election to become contributory on July 1 of each fiscal year.

A cost of living adjustment (COLA) is payable on July 1 of each year to retirees, certain survivors, and annuity beneficiaries who received monthly benefits for the previous 12 months. The COLA is calculated by multiplying 100% of the member's base retirement annuity times 3%. Act 780 of 2017 allows the Board of Trustees to evaluate any future COLA adjustments on an annual basis to determine if a simple or compound COLA increase will be given based on the financial condition of the system.

Act 1096 of 1995 created a teacher deferred retirement option plan (T-DROP) for members with 30 or more years of service credit. Effective September 1, 2003, Act 992 of 2003 requires employers to make contributions on behalf of all members participating in T-DROP at rates established by the Board of Trustees. Member contributions and accumulation of service credit will cease once a member enters T-DROP. During participation in T-DROP, ATRS will credit the member account with plan deposits and interest. The plan deposits will be calculated beginning with the member's plan benefit reduced by 1% for each year of credited service. The Board of Trustees may authorize early participation in T-DROP for members with at least 28 years but less than 30 years of credited service. The plan deposit for early participation will be calculated the same as the regular T-DROP deposit with a further reduction of at least .5% but not more than 1% for each month of credited service under 30 years. The T-DROP account accrues interest at a variable rate that is set annually by the ATRS Board of Trustees. T-DROP deposits into member accounts cease at the completion of 10 years of participation in the program; however, a member may continue employment and will continue to receive interest on the account balance at the 10-year plus interest rate that is also set annually by the Board of Trustees. When T-DROP participation ceases, the member may receive a distribution as a lump-sum cash payment or monthly annuity, roll it into another tax-deferred account, or defer the distribution into a T-DROP cash balance account held by ATRS.

Disability retirement benefits are payable to members who are vested and demonstrate total and permanent incapacity to perform the duties of their position while in active employment. The disability annuity is computed in the same manner as the age and service annuity.

Survivor benefits are payable to qualified survivors upon the death of an active, vested member. Eligible spouse survivors receive a survivor annuity that is based on the member's years of service credit prior to their death, and minor child survivors receive a percentage of the member's highest salary earned. ATRS also provides a lump sum death benefit for active and retired members with 10 or more years of actual service. The minimum benefit amount is \$6,667 and an additional amount is provided based on the member's retirement date and years of contributory service up to a \$10,000 maximum.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

C. Basis of Presentation – Fund Accounting

The accounting system is organized and operated on a fund basis. A fund is defined as a fiscal and accounting entity with a self-balancing set of accounts recording cash and other financial resources, together with all related liabilities and residual equities or balances and changes therein, which are segregated for purposes of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations. The following types of funds, if applicable to this Agency, are recognized in the accompanying financial statements.

Fiduciary Funds

Trust and Custodial Funds – Trust and Custodial Funds are used to report resources held by the Agency in a trustee capacity or as an agent for individuals, other governmental units, and other funds. These include Pension Trust Funds, Employee Health Trust Funds, Investment Trust Funds, Private-Purpose Trust Funds, and Custodial Funds. The specific activity accounted for at this Agency includes the following:

Arkansas Teacher Retirement System Pension Trust Fund

D. Basis of Accounting

Basis of accounting refers to when revenues and expenditures or expenses are recognized and reported in the financial statements. The economic resources measurement focus and accrual basis of accounting are used in Fiduciary Fund financial statements. Under the accrual basis, revenues are recognized when earned, and expenses are recorded when incurred.

E. Federal Income Tax Status

During the year ended June 30, 2023, ATRS was a qualified plan under 26 USC § 401(a) and was exempt from federal income taxes under 26 USC § 501(a).

F. Cash and Cash Equivalents

Cash and cash equivalents include demand accounts, imprest accounts, cash on hand, cash in State Treasury, cash on deposit with investment managers, and short-term investment funds (STIF). The STIF accounts are created through daily sweeps of excess cash by the custodial bank into bank-sponsored commingled funds that are invested in U.S. Government and agency securities and other short-term investments. The STIF accounts have a weighted average maturity of 90 days or less and the holdings are stated at a fair value.

G. Deposits and Investments

Deposits

Deposits are carried at cost and consist of cash in bank, cash in State Treasury, and cash on deposit with investment managers, and cash in short-term investment funds totaling \$5,356,299, \$3,137,421, \$111,728,377, and \$228,946,124, respectively. The STIF account is valued at amortized cost which approximates fair value and all other deposits are carried at cost. State Treasury Management Law governs the management of funds held in the State Treasury, and the Treasurer of State is responsible for ensuring these funds are adequately insured and collateralized.

Custodial Credit Risk – Custodial credit risk for deposits is the risk that, in the event of the failure of a depository institution, the Agency will not be able to recover deposits or will not be able to recover collateral securities that are in the possession of an outside party. The Agency has adopted the State Board of Finance Policy requiring the use of depository insurance and collateralization procedures to manage the risk that deposits may not be returned. As of June 30, 2023, none of the Agency's bank balance of \$5,357,769 was exposed to custodial credit risk.



ARKANSAS TEACHER RETIREMENT SYSTEM  
 NOTES TO FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Deposits (Continued)

As of June 30, 2023, \$1,760,901 of \$112,124,986 in cash held by investment managers was exposed to custodial credit risk as it was uninsured and uncollateralized.

As of June 30, 2023, none of the \$228,946,124 balance in cash in the STIF account was exposed to custodial credit risk as it was collateralized with securities held by the custodial agent in the name of ATRS.

Investments

Ark. Code Ann. §§ 24-2-601 — 24-2-619 authorizes the ATRS Board of Trustees to have full power to invest and reinvest monies of ATRS and to hold, purchase, sell, assign, transfer or dispose of any of the investments, or investment proceeds in accordance with the prudent investor rule.

Each investment manager is required to invest within the specific guidelines and parameters set by the Board of Trustees. Asset allocation guidelines have been established as follows:

<u>Asset Allocation</u>	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Total equity	48.0%	53.0%	58.0%
Fixed income	13.0%	15.0%	17.0%
Alternatives	N/A*	5.0%	N/A*
Real assets***	N/A*	15.0%	N/A*
Private equity	N/A*	12.0%	N/A*
Cash equivalents	0.0%	0.0%	5.0%

\*Due to the illiquid nature of alternatives, real assets, and private equity, it is not prudent to set rebalancing ranges for these asset classes.

\*\*Additional allocations to total equity may be made beyond the maximum range to serve as a placeholder for unfunded and uncommitted alternatives, real assets, and private equity.

\*\*\*Real assets include real estate, timber, agriculture, and infrastructure.

The fair value measurement of investments is categorized within the hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset and gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities and the lowest priority to unobservable inputs. In instances where inputs used to measure fair value fall into different levels, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation.

The hierarchy is defined as follows:

Level 1: Unadjusted quoted prices for identical instruments in active markets.

Level 2: Quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs are observable.

Level 3: Valuations derived from valuation techniques in which significant inputs are unobservable.

Assets classified in Level 1 are valued directly from a predetermined primary external pricing vendor. Assets classified in Level 2 are subject to pricing by an alternative pricing source due to lack of information available by the primary vendor. Assets classified in Level 3 are valued using an internal fair value as provided by the investment manager due to lack of an independent pricing source. For investments that do not have a readily determinable fair value and fall outside of the fair value hierarchy, the system establishes the value by utilizing the Net Asset Value (NAV) or its equivalent as a practical expedient.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

The categorization of investments within the hierarchy is based upon the pricing transparency of the instrument(s) and should not be perceived as the particular investment's risk. The fair value measurement of plan investments and securities lending collateral as of June 30, 2023, was as follows:

<u>Investments measured at fair value</u>	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Public equity investments:				
Domestic equities	\$ 2,529,485,813	\$ 2,529,485,813		
International equities	1,069,554,260	1,069,554,260		
Preferred equities	116,223,451	106,967,452		\$ 9,255,999
Fixed income investments:				
U.S. Government obligations	109,988,381		\$ 109,988,381	
Corporate obligations	1,244,481,439		1,244,481,439	
Asset- and mortgage-backed securities	34,456,773		34,456,773	
Fixed income funds	47,818,093		47,818,093	
Promissory notes	249,381,807			249,381,807
Real estate investments:				
Real estate	73,055,424			73,055,424
Real estate investment trusts	102,638,865	102,638,865		
State recycling tax credits:	129,552,000		129,552,000	
Derivative investments:				
Forward contracts	(17,622)		(17,622)	
Total plan investments at fair value	<u>5,706,618,684</u>	<u>\$ 3,808,646,390</u>	<u>\$ 1,566,279,064</u>	<u>\$ 331,693,230</u>
 <u>Investments measured at net asset value (NAV)</u>				
Pooled investments:				
Collective investment trusts	4,765,569,172			
Closed end funds	764,454,223			
Exchange traded funds	25,562,295			
Alternative investments:				
Private equity funds	3,176,323,251			
Real estate funds	2,002,060,137			
Hedge funds	1,199,332,368			
Other private investments	<u>2,627,774,754</u>			
Total plan investments at net asset value	<u>14,561,076,200</u>			
Total plan investments	<u>\$ 20,267,694,884</u>			
 Securities Lending Collateral:				
Compass fund*	<u>\$ 457,490,175</u>			

\*Cash collateral received totaled \$457,448,502. The amount reported in the GASB Statement No. 40 footnote above is the market value of the collateral received at June 30, 2023.

Public equity investments are classified as Level 1 and valued based on published market prices and quotations from either national security exchanges or active markets for those securities.

Fixed income investments are classified as Level 2 and include publicly traded securities in inactive markets. Investments in this category are sourced from reputable pricing vendors using price matrix models and techniques. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices. Fair value is defined as the quoted market value on the last trading day of the period.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

Real estate consists of direct real estate investments and real estate investment trusts. Direct real estate investments are classified as Level 3 and are comprised mostly of owned properties leased to commercial enterprises. These investments are valued using professional property valuations or appraisals, net of debt borrowed against the related assets. Appraisals and valuations are updated every 3 years. Real estate investment trust are valued at net asset value (NAV) per share calculated at the estimated market value of the total assets less liabilities divided by the number of common shares outstanding. These are classified as Level 1 since they report a daily NAV per share and are actively traded on either national security exchanges or active markets for those securities.

Pooled investments consist of collective investments trusts, closed end funds, exchange traded funds and mutual funds. The fair value of these investments is determined based on net asset value (NAV) per share calculated as assets less liabilities divided by the number of shares owned. These investments are classified as Level 1 since they report a daily NAV per share and are actively traded on either national security exchanges or active markets for those securities.

Derivative investments include forward contracts and warrants and are classified as Level 2 and valued using observable exchange, dealer, or broker market pricing.

Alternative Investments are valued using the net asset value (NAV) per share (or its equivalent) but generally do not have a readily obtainable market value. These values are based on the capital account balance of the general partner reports at the end of each reporting period, adjusted by subsequent contributions, distributions, management fees, and changes in values of foreign currency. There are inherent uncertainties in estimating fair values for these types of investments, and it is possible that the estimates will change in the near-term or the subsequent sale of assets will be different from the reported net asset value. Generally, the investments cannot be redeemed or have certain redemption restrictions and distributions are from the liquidation of the underlying assets. The expected holding period is dependent on the discretion of the fund manager.

The unfunded commitments and redemption terms for alternative investments measured at the net asset value (NAV) per share (or its equivalent) are presented in the following table:

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

Investments measured at net asset value (NAV)	Total	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Pooled investments:				
Collective investment trusts	\$ 4,765,569,172		Daily	1 - 30 days
Closed end funds	764,454,223		Daily	Daily
Exchange traded funds	25,562,295		Daily	Daily
Alternative investments:				
Private equity funds				
Buyout funds	1,396,304,427	\$ 670,588,147	N/A	N/A
Distressed debt funds	20,670,755	37,207,326	N/A	N/A
Growth equity funds	31,970,353	11,557,033	N/A	N/A
Hard assets	132,688,385	21,683,853	N/A	N/A
Infrastructure funds	491,096,503	112,920,296	Quarterly - Annually	90 days
Mezzanine funds	53,076,638	38,633,246	N/A	N/A
Multi-strategy funds	441,228,489	341,301,109	N/A	N/A
Structured capital funds	43,657,375	42,441,589	N/A	N/A
Turnaround funds	121,918,983	98,290,038	N/A	N/A
Venture capital funds	443,711,343	158,134,151	N/A	N/A
Real estate funds				
Core funds	821,624,886	21,000,000	Quarterly	30-90 days
Debt funds	124,704,241	65,851,714	Quarterly	90 days
Farmland funds	238,390,888	19,105,587	Quarterly	60 days
Opportunistic funds	161,764,557	436,854,903	N/A	N/A
Timberland funds	338,018,819		Quarterly	90 days
Value added funds	317,556,746	281,766,335	N/A	N/A
Hedge funds				
Co-investment funds	81,506,939	30,188,076	Quarterly	65 days
Credit funds	214,278,554		Quarterly - Annually	90 days
Equity funds	39,818,815		Quarterly	60 days
Event driven funds	83,685,761		Annually	90 days
Global macro funds	191,210,229		Monthly	3-15 days
Mortgage servicing fund	40,288,622		Semi-annually	90 days
Reinsurance funds	131,945,864		Semi-annually - Annually	60-90 days
Relative value funds	95,719,384		Quarterly	45 days
Risk premia funds	320,878,200		Weekly - Monthly	3-5 days
Other				
Private investments	2,627,774,754		Semi-monthly - Monthly	3-7 days
Total plan investments at net asset value	<u>\$ 14,561,076,200</u>	<u>\$ 2,387,523,403</u>		

**Private Equity Funds** – Private equity funds include 69 buyout funds, 3 distressed debt funds, 3 growth equity funds, 13 hard asset funds, 12 infrastructure funds, 5 mezzanine funds, 5 multi-strategy funds, 4 structured capital funds, 10 turnaround funds, and 15 venture capital funds that invest mostly in private companies across a variety of industries. The value of the investments in this type have been determined using the NAV per share (or its equivalent) of the System's ownership interest in partners' capital. These investments cannot be easily redeemed. The nature of private equity investments is that distributions are received through the liquidation of the underlying assets of the fund. The expected holding period of a private equity portfolio company is 2 to 10 years.

**Real Estate Funds** – Real estate funds include 7 core funds, 8 debt funds, 2 farmland funds, 22 opportunistic funds, 2 timberland funds, and 22 value added funds that invest primarily in the United States, Europe, and Asia. Fund investments can be made in the debt, equity, or a combination of both in real estate property ventures. The value of the investments in this asset class have been determined using the NAV per share (or its equivalent) of the System's ownership interest in partners' capital. These investments can be redeemed with proper notification to the fund manager. Distributions from each fund may be received as cash flows from operations or return of capital from sales of assets. The expected holding period of underlying assets in the real estate funds is 2 to 10 years.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

Hedge Funds – Hedge funds consist of 1 co-investment fund, 5 credit funds, 1 equity fund, 1 event driven fund, 2 global macro funds, 1 opportunistic funds, 12 re-insurance funds, 1 relative value fund and 2 risk premia funds. The value of the investments in this asset class have been determined using the NAV per share (or its equivalent) of the System's ownership interest in partners' capital. Redemption ranges from monthly to annually depending on the manager (except for one fund that currently has a 1-year hold). Distributions are received through liquidation of the underlying assets. The expected holding period is dependent on the discretion of the fund manager.

Securities Lending Collateral – Cash collateral received from borrowers in the securities lending program is invested in a collective investment fund comprised of a liquidity pool. The value of this fund has been determined by the fund administrator using the NAV per share (or its equivalent).

Concentration of Investments – Generally accepted accounting principles require each pension plan to disclose investments (other than those issued or explicitly guaranteed by the U.S. Government) in any one organization that represent 5% or more of the pension plan's fiduciary net position. As of June 30, 2023, the Agency had investments of 5% or more of fiduciary net position in the following organizations:

<u>Organization</u>	<u>Net Asset Value</u>
Blackrock Institutional Trust Company, N.A.	
BlackRock MSCI ACWI IMI Index Fund	\$ 1,310,986,178
BlackRock U.S. Core Plus Bond Fund	<u>250,429,410</u>
Total	<u>\$ 1,561,415,588</u>
Franklin Park Associates, LLC	
ATRS/FP Private Equity Fund, LP	\$ 383,793,959
Franklin Park Corporate Finance Access Fund, LP	78,562,182
Franklin Park Corporate Finance Access Fund II, LP	12,298,104
Franklin Park International Fund 2011, LP	10,654,654
Franklin Park International Fund 2012, LP	7,607,582
Franklin Park International Fund 2013, LP	16,792,603
Franklin Park International Fund 2014, LP	16,858,530
Franklin Park International Fund 2015, LP	22,351,074
Franklin Park International Fund 2016, LP	22,671,829
Franklin Park International Fund 2017, LP	30,015,412
Franklin Park International Fund 2018, LP	29,118,750
Franklin Park International Fund 2019, LP	31,351,502
Franklin Park International Fund X, LP	23,734,631
Franklin Park International Fund XI, LP	2,408,869
Franklin Park Venture Capital Fund XIII, LP	41,041,441
Franklin Park Venture Capital Fund XIV, LP	4,250,536
Franklin Park Venture Capital Opportunity Fund, LP	15,584,803
Franklin Park Co-Investment Fund VI, LP	6,846,154
Franklin Park Venture Fund Series 2008, LP	21,015,105
Franklin Park Venture Fund Series 2009, LP	8,881,556
Franklin Park Venture Fund Series 2010, LP	28,445,264
Franklin Park Venture Fund Series 2011, LP	34,454,293
Franklin Park Venture Fund Series 2012, LP	33,723,446
Franklin Park Venture Fund Series 2013, LP	36,250,998
Franklin Park Venture Fund Series 2014, LP	48,735,471
Franklin Park Venture Fund Series 2015, LP	35,510,204
Franklin Park Venture Fund Series 2016, LP	40,977,661
Franklin Park Venture Fund Series 2017, LP	28,664,709
Franklin Park Venture Fund Series 2018, LP	37,177,076
Franklin Park Venture Fund Series 2019, LP	<u>28,998,780</u>
Total	<u>\$ 1,138,777,178</u>
Jacobs Levy Equity Management, Inc.	
Jacobs Levy 130-30 Core 3 Fund, LLC	<u>\$ 1,234,178,399</u>
State Street Global Advisors Trust Company	
State Street MSCI ACWI IMI Index Securities Lending Fund	\$ 1,341,503,314
State Street U.S. Aggregate Bond Index Non-Lending Fund	<u>694,859,507</u>
Total	<u>\$ 2,036,362,821</u>

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

Rate of Return – The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. For the year ended June 30, 2023, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 8.78%.

Interest Rate Risk – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The Agency does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. The summary shown below indicates that 88% of the Agency’s investment maturities are one year or longer.

Investment Type	Total	Investment Maturities (In Years)			
		Less than 1	1 - 5	6 - 10	More than 10
Convertible preferred equities	\$ 62,952,059	\$ 13,016,115	\$ 23,804,448		\$ 26,131,496
U.S. Government obligations	109,988,382		32,421,206		77,567,176
Corporate obligations	1,244,481,439	17,642,330	866,137,542	\$ 286,845,829	73,855,738
Asset- and mortgage-backed securities	34,456,773	719,364	1,559,227	9,389,405	22,788,777
Fixed income funds	47,818,093		47,818,093		
Promissory notes	249,381,807				249,381,807
Collective investment trusts	1,332,895,585	387,606,667		945,288,918	
Private investments	562,557,447			562,557,447	
State recycling tax credits	129,552,000	17,552,000	64,000,000	48,000,000	
Total	<u>\$3,774,083,585</u>	<u>\$ 436,536,476</u>	<u>\$ 1,035,740,516</u>	<u>\$ 1,852,081,599</u>	<u>\$ 449,724,994</u>
<u>Securities Lending Collateral</u>					
Compass fund	<u>\$ 400,742,431</u>	<u>\$ 400,742,431</u>			

Asset-Backed Securities – As of June 30, 2023, ATRS held asset-backed securities with a fair value of \$24,253,352. These securities represent interests in various trusts consisting of pooled financial assets other than mortgage loans conveyed by the issuing parties. ATRS’s ability to recover the amount of principal invested in these securities depends on the performance and quality of the trust assets.

Mortgage-Backed Securities – As of June 30, 2023, mortgage-backed securities had a fair value of \$4,311,661. The yields and maturities of mortgage-backed securities generally depend on when the underlying mortgage loan principal and interest are repaid. Although the full amount of principal will be received if prepaid, the interest income that would have been collected during the remaining period to maturity, net of any market adjustment, is lost.

Corporate Bonds – As of June 30, 2023, ATRS held corporate bonds with a fair value of \$373,987,489. Corporate bonds are debt instruments that are issued by private corporations. These bonds have a term maturity and can have either a fixed or variable interest rate. Variable interest rate bonds have adjustments that are made periodically and vary directly with movements in interest rates.

Convertible Corporate Bonds – As of June 30, 2023, ATRS held convertible bonds with a fair value of \$870,493,950. Convertible bonds convey an option to the bondholder to exchange each bond for a specified number of shares of common stock of the corporation. Convertible bonds generally offer lower coupon rates and promised yields to maturity in exchange for the value of the option to trade the bond into stock.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

Promissory Notes – ATRS also held 2 promissory notes with a fair value of \$249,381,807 at June 30, 2023. Promissory notes are a form of debt that companies use to raise money in exchange for payment of a fixed amount of periodic income at a specified date or on demand. One unsecured promissory note was issued to Big River Steel Holdings, LLC and one secured note was issued to Highland LP.

Credit Risk – Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The risk is measured by the credit quality of investments in debt securities as described by nationally-recognized statistical rating organizations. A formal investment policy that limits investment in debt based on their statistical rating as a means of managing exposure to credit risk has not been adopted by the Agency.

As of June 30, 2023, the Agency's exposure to credit risk as rated by Standard and Poor's and Moody's Investor Service is as follows:

Standard and Poor's		Moody's Investors Service	
Rating	Total	Rating	Total
AAA	\$ 929,440	Aaa	
AA	251,684,289	Aa	\$ 252,559,154
A	35,999,334	A	29,768,629
BBB	229,751,967	Baa	228,516,824
BB	114,136,252	Ba	121,623,441
B	52,721,138	B	62,290,623
CCC or below	18,339,677	Caa or below	8,757,036
Unrated	2,960,533,106	Unrated	2,960,579,496
Total	<u>\$ 3,664,095,203</u>	Total	<u>\$ 3,664,095,203</u>
<u>Securities Lending Collateral</u>			
Unrated	<u>\$ 400,742,431</u>	Unrated	<u>\$ 400,742,431</u>

Custodial Credit Risk – Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, the Agency will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the Agency, and are held by either the counterparty or the counterparty's trust department or agent but not in the Agency's name. The Agency has adopted the State Board of Finance Policy requiring the use of depository insurance and collateralization procedures to manage the risk that investments may not be returned. As of June 30, 2023, none of the Agency's investments were exposed to custodial credit risk.

Concentration of Credit Risk – Concentration of credit risk is the risk of loss attributed to the magnitude of the Agency's investment in a single issuer (not including investments issued or explicitly guaranteed by the U.S. Government, investment in mutual funds, external investment pools, or other pooled investments). The Agency has not adopted a formal investment policy to limit the amount it may invest in any one issuer to manage the concentration of credit risk. As of June 30, 2023, none of the Agency's investments in any one issuer represent more than 5% of total investments.

Foreign Currency Risk – Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. The Agency does not have an investment policy that limits investment in foreign currency.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

The Agency's exposure to foreign currency risk in U.S. dollars for investments and deposits at June 30, 2023, was as follows:

Currency	Fair Value	Cash Deposits	Investments								
			Equities	Fixed Income	Real Estate	Pooled Investments	Alternative Investments	Forward Contracts	Securities Lending		
Argentine Peso	ARS	\$ 18,263	\$ 18,263								
Australian Dollar	AUD	4,507,900				\$ 4,507,900					
Brazilian Real	BRL	14,746,887	91,396	\$ 14,655,491							
British Pound Sterling	GBP	395,193,708	111,595	128,747,778		9,139,143	\$ 256,524,575			\$ 670,617	
Canadian Dollar	CAD	36,756,648	82,697	32,887,747			3,786,204				
Chilean Peso	CLP	4,434,814		4,434,814							
Chinese Yuan Renminbi	CNY	2,732,015	29	2,731,986							
Danish Krone	DKK	6,110,068		6,110,068							
Euro	EUR	559,653,531	(8,351)	455,211,541	\$ 1,824,510			\$ 99,117,348		3,508,483	
Hong Kong Dollar	HKD	129,441,399		126,081,073			3,429,805			(69,479)	
Indian Rupee	INR	396,609	396,609								
Indonesian Rupiah	IDR	1,613,503			1,613,503						
Japanese Yen	JPY	215,129,700	827,766	156,811,906						742,284	\$ 56,747,744
Mexican Peso	MXN	9,471,566		9,376,630						94,936	
New Taiwan Dollar	TWD	32,616,913	227,037	32,389,876							
Philippine Peso	PHP	3,852,817	12,746	3,840,071							
Singapore Dollar	SGD	-									
South African Rand	ZAR	12,041,441	65	10,583,703	1,457,673						
South Korean Won	KRW	43,758,303	16	43,421,364						336,923	
Swedish Krona	SEK	32,615,565	513	32,509,295						105,757	
Swiss Franc	CHF	49,766,472	518	49,451,532						314,422	
Thailand Baht	THB	4,324,778		4,324,778							
Totals		\$ 1,559,182,900	\$ 1,760,899	\$ 1,113,569,653	\$ 4,895,686	\$ 13,647,043	\$ 263,740,584	\$ 99,117,348	\$ 5,703,943	\$ 56,747,744	

For Forward Currency Contracts in the schedule above, a positive number represents the market value of contracts to purchase that currency in excess of the market value of contracts to sell that currency. A negative number, therefore, represents the market value of contracts to sell foreign currency in excess of contracts to purchase that currency.

**Derivatives** – Derivative instruments are financial contracts or agreements whose values depend on the values of one or more underlying assets, reference rates, and/or financial indexes. Derivative instruments include futures contracts, forward contracts, swap contracts, options contracts, forward foreign currency exchange and rights. ATRS investment guidelines state that derivatives may be used to reduce the risk in a portfolio but should not be used to create a position of leverage or substantially increase the risk of the overall portfolio. Futures and options should be matched by cash or cash equivalent securities, and all short futures positions should be matched by equivalent long security positions. Each investment manager's derivative usage is specified in the investment management agreement or specific guidelines.

At June 30, 2023, the fair value balance of derivative instruments and the changes in fair value for the year then ended, were as follows:

Type	Changes in Fair Value		Fair Value at June 30, 2023	
	Classification	Amount	Classification	Amount
Foreign currency forwards	Investment income	\$ (28,255)	Investments	\$ (17,622)

**Foreign Currency Forwards** – ATRS enters into various currency contracts to manage exposure of foreign portfolio holdings to changes in foreign currency exchange rates. A forward exchange contract is a commitment to purchase or sell a foreign currency at a future date at a negotiated forward rate. Risks associated with such contracts include movement in the value of the foreign currency relative to the U.S. dollar and the ability of the counterparty to perform. The contracts are valued at forward exchange rates, and the changes in value of open contracts are recognized as unrealized appreciation (depreciation) in fair value of investments, a component of investment income, in the statement of changes in plan net position. The realized gain or loss on closed forward currency contracts represents the difference between the value of the original contracts and the closing value of such contracts and is included in net appreciation (depreciation) in fair value of investments, a component of investment income, in the statement of changes in plan net position. At June 30, 2023, ATRS had outstanding forward exchange currency contracts to purchase foreign currencies with contract amounts of \$4,073,058 and market values of \$4,075,742, resulting in a net gain of \$2,684. Outstanding forward exchange currency contracts to sell foreign currencies with contract amounts of \$2,228,658 had market values of \$2,248,966, resulting in a net loss of \$20,306.



ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

G. Deposits and Investments (Continued)

Investments (Continued)

The net fair value and net notional amounts of foreign currency forwards as of June 30, 2023 were as follows:

Foreign Currency Forwards	Fair Value at June 30, 2023	
	Fair Value	Net Notional
Swiss Franc	\$ (1,507)	CHF 281,298
Euro	(18,836)	EUR 1,483,000
Hong Kong Dollar	36	HKD 2,432,349
United States Dollar	2,685	USD 4,073,058
Totals	<u>\$ (17,622)</u>	

Securities Lending Transactions – Arkansas Code Annotated and Board policy permit ATRS to participate in a securities lending program administrated by State Street Bank (the “Custodian”). The Custodian enters into agreements with broker-dealers or other entities to loan securities for collateral with a simultaneous agreement to return the collateral for the same securities in the future. There were no restrictions on the dollar amount of securities loaned by ATRS. Securities on loan to participating brokers at year-end include U.S. Government securities, corporate securities, and international securities. Brokers who borrow the securities provide cash or other collateral, including securities issued or guaranteed by the U.S. Government. Collateral must be provided in the amount of at least 100% of the market value of the loaned securities. ATRS cannot pledge or sell collateral securities received unless the borrower defaults. The cash collateral received on each loan is invested in a collective investment fund comprised of a liquidity pool and a duration pool.

As of June 30, 2023, the liquidity pool had an average duration of 7.15 days and an average weighted final maturity of 107.11 days for USD collateral. Because the loans are terminable at will, their duration generally will not match the duration of the investments made with cash collateral.

At year-end, ATRS had no credit risk exposure to borrowers due to the custodian's indemnification agreement to purchase replacement securities or return cash collateral in the event a borrower fails to return a loaned security or fails to pay the Agency for income of the securities while on loan. No borrowers failed to return loaned securities or pay distributions during the year. Investments made with cash collateral appear as an asset on the Statement of Plan Net Position. Corresponding liabilities are recorded, as ATRS must return the cash collateral to the borrower upon expiration of the loan.

ATRS is exposed to investment risk, including the possible loss of principal value in the cash collateral pool, due to fluctuation in the market value of the assets held by the cash collateral pool. As of June 30, 2023, the fair value of the securities lending assets exceeded the securities lending liabilities by \$41,673.

H. Capital Assets

Capital assets purchased (or leased) and in the custody of this Agency were recorded as expenditures at the time of purchase (lease inception). Assets with costs exceeding \$5,000 and an estimated useful life exceeding one year are reported at historical cost, including ancillary costs (such as professional fees and costs, freight costs, preparation or setup costs, and installation costs). Only leases in excess of \$25,000 with non-State entities were recorded in the statewide accounting system. Gifts or contributions are generally recorded in the accounts at acquisition value at the time received. Acquisition value is the market value if the Agency would have purchased the item. Depreciation is reported for capital assets based on a straight-line method, with no salvage value. Estimated useful lives generally assigned are as follows:

Assets:	Years
Equipment	5-20

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

H. Capital Assets (Continued)

Capital assets activity for the year ended June 30, 2023, was as follows:

	Beginning Balance	Additions	Retirements	Ending Balance
Fiduciary activities:				
Equipment	\$ 921,936			\$ 921,936
Less: Accumulated depreciation	832,222	\$ 16,218		848,440
Fiduciary activities, net	\$ 89,714	\$ (16,218)	\$ 0	\$ 73,496

I. Compensated Absences – Employee Leave

Annual leave is earned by all full-time employees. Upon termination, employees are entitled to receive compensation for their unused accrued annual leave up to 30 days. Liabilities for compensated absences are determined at the end of the year based on current salary rates.

Sick leave is earned by all full-time employees and may be accrued up to 120 days. Compensation up to a maximum of \$7,500 for unused sick leave is payable to employees upon retirement.

Compensated absences payable attributable to this Agency’s employee annual and sick leave as of June 30, 2023 and 2022, amounted to \$554,664 and \$602,734, respectively. The net changes to compensated absences payable during the year ended June 30, 2023, amounted to \$48,070.

J. Post-Employment Benefits Other Than Pensions (OPEB)

Arkansas State Employee Health Insurance Plan (Plan)

Plan Description – The Department of Transformation and Shared Services – Employee Benefits Division (DTSS-EBD) provides medical and prescription drug benefits for eligible state employees and retirees. Policies for DTSS-EBD related to medical and prescription drug plans are established by the State Board of Finance (Board) and may include ad hoc benefit changes or annual cost redeterminations. For the current year, no ad hoc or cost redetermination changes occurred. The Constitution of Arkansas, Article 5, vests the General Assembly with legislative power to enact and amend duties of and benefit provisions of the Board and DTSS-EBD, respectively, as published in Subchapter 4, Chapter 5 of Title 21 of the Arkansas Code Annotated. DTSS-EBD is included in the State of Arkansas’s Annual Comprehensive Financial Report (ACFR), which includes all applicable financial information, notes, and required supplementary information. That report may be obtained by writing to Department of Transformation and Shared Services, 501 Woodlane, Suite 201, Little Rock, Arkansas 72201 or by calling 501-319-6565.

The Agency contributes to the Plan, a single employer defined benefit OPEB plan administered by DTSS-EBD, on a monthly basis. The Board establishes medical and prescription drug benefits for three classes of covered individuals: active employees, terminated employees with accumulated benefits, and retirees and beneficiaries. The Plan is established on the basis of a pay-as-you-go financing requirement, and no assets are accumulated in a trust, as defined by Governmental Accounting Standards Board (GASB) Statement No. 75. The State’s annual OPEB cost for the Plan is based on an actuarially-determined calculated amount made in accordance with GASB Statement No. 75.

Funding Policy – Employer contributions to the Plan are established by Ark. Code Ann. § 21-5-414 and may not exceed \$550 per budgeted position. Employees, retirees, and beneficiaries contribute varying amounts based on the type of coverage and inclusion of family members. Benefits for Medicare-eligible retirees are coordinated with Medicare Parts A and B, and the Plan is the secondary payer. The portion of the State’s annual OPEB liability attributable to ATRS as of June 30, 2023, is \$3,248,593.

ARKANSAS TEACHER RETIREMENT SYSTEM  
 NOTES TO FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

K. Deferred Outflows of Resources and Deferred Inflows of Resources

Deferred outflows of resources represent a decrease of net position that applies to future periods. Thus, these items will not be recognized as an outflow of resources (an expense or expenditure) until a future period.

Deferred inflows of resources represent an increase of net position that applies to future periods. These items will not be recognized as an inflow of resources (revenue) until a future period.

L. Contributions

The Agency’s funding policy provides for periodic employer contributions at statutorily-established rates based on annual actuarial valuations. The employer contribution rate was 15% for the fiscal year ending June 30, 2023. Contributory members are required to contribute 7% of gross wages to ATRS. Employee contributions are refundable if ATRS-covered employment terminates before a monthly benefit is payable. Employee contributions remaining on deposit with ATRS for a period of one or more years earn interest credits, which are included in the refund.

M. Reserves

In accordance with the provisions of Ark. Code Ann. § 24-7-405, ATRS must maintain reserve accounts showing plan net position available for benefits. At June 30, 2023, the reserve accounts were funded at a level that complied with the code provisions.

	Total
Members' deposit account reserve	\$ 13,545,105,953
Employers' accumulation account reserve	(7,256,465,541)
Retirement reserve	13,893,055,060
Teacher deferred retirement option plan account reserve	371,192,749
Survivor benefit account reserve	112,186,981
Income - expense account reserve	9,976,716
Total	\$ 20,675,051,918

The Code provisions define each of the reserve accounts as follows:

Members’ Deposit Account Reserve – The account in which members’ contributions shall be accumulated with regular interest and from which shall be made transfers and refunds of contributions.

Employers’ Accumulation Account Reserve – The account in which shall be accumulated the employer’s contributions to ATRS and from which shall be made transfers as provided in the code.

Retirement Reserve – The account from which shall be paid all annuities and benefits in lieu of annuities payable as provided in this act to retirants who retired on account of superannuation or disability and to beneficiaries of such retirants.

Teacher Deferred Retirement Option Plan Account Reserve – The account in which shall be accumulated plan deposits made on behalf of the member with plan interest.

Survivor Benefit Account Reserve – The account from which shall be paid survivor benefits payable as provided in this act.

Income - Expense Account Reserve – The account to which shall be credited all investment income from invested assets of ATRS. It shall also be the account in which shall be accumulated the contributions made by employers for the administrative expenses of ATRS, from which shall be made annual transfers of interest credits and excess amounts to the other accounts of ATRS, and from which shall be paid all the expenses of the Board necessary for the administration and operation of ATRS.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO FINANCIAL STATEMENTS  
FOR THE YEAR ENDED JUNE 30, 2023

NOTE 2: Net Pension Liability

The components of the net pension liability of the participating employers at June 30, 2023, were as follows:

Total pension liability	\$ 25,864,207,765
Plan net position	<u>(20,675,051,918)</u>
Net pension liability	<u>\$ 5,189,155,847</u>

Plan net position as a percentage of the total pension liability 79.94%

Actuarial Assumptions – The total pension liability was determined by an actuarial valuation as of June 30, 2023, using the following actuarial assumptions, applied to all prior periods included in the measurement:

Wage inflation rate	2.75%
Salary increases	2.75 - 5.75%
Investment rate of return	7.25%

Mortality table Pub-2010 General Healthy Retired, General Disabled Retiree, and General Employee  
Mortality amount weighted tables were used for males and females. Mortality rates were adjusted for future mortality improvements using projection scale MP-

Table	Scaling Factor	
	Males	Females
Healthy Retirees	105%	105%
Disabled Retirees	104%	104%
Active Members	100%	100%

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period July 1, 2015 through June 30, 2020.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of geometric real rates of return were adopted by the plan's trustees after considering input from the plan's investment consultant and actuary.

For each major asset class that is included in the pension plan target asset allocation as of June 30, 2023, these best estimates are summarized in the following table:

Asset Allocation	Target	Long-Term Expected Real Rate of Return
Total equity	53.0%	5.0%
Fixed income	15.0%	1.8%
Alternatives	5.0%	4.8%
Real assets	15.0%	4.5%
Private equity	12.0%	7.3%
Cash equivalents	<u>0.0%</u>	1.0%
	100.0%	

ARKANSAS TEACHER RETIREMENT SYSTEM  
 NOTES TO FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED JUNE 30, 2023

NOTE 2: Net Pension Liability (Continued)

Single Discount Rate – A single discount rate of 7.25% was used to measure the total pension liability based on the expected rate of return on pension plan investments. The fiscal year 2023 member and employer contribution rates are 7% and 15% of active member payroll, respectively. The projection of cash flows used to determine this single discount rate assumed that member and employer contributions will be made in accordance with this schedule. This includes payroll for current T-DROP participants and Return to Work retirees. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan’s net pension liability, calculated using a single discount rate of 7.25%, as well as what the plan’s net pension liability would be if it were calculated using a single discount rate that is 1% lower or 1% higher than the current rate:

	<u>Sensitivity of the Net Pension Liability to the Single</u>		
	1% Decrease	Current Rate	1% Increase
	6.25%	7.25%	8.25%
Net pension liability	\$ 8,428,056,331	\$ 5,189,155,847	\$ 2,503,858,115

NOTE 3: Required Supplementary Schedules

Detailed historical information about the pension liabilities for which the pension plan’s assets are being held and managed and the significant assumptions used to measure these liabilities are required supplementary information. This required supplementary information, prepared in accordance with the parameters of GASB Statement No. 67, is included immediately following the notes to the financial statements.

**ARKANSAS TEACHER RETIREMENT SYSTEM**  
**SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS**  
**FOR THE TEN-YEAR PERIOD ENDED JUNE 30, 2023**

Schedule 1

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
<b>TOTAL PENSION LIABILITY</b>										
Service cost	\$ 395,700,338	\$ 379,267,685	\$ 340,401,007	\$ 331,035,218	\$ 325,464,537	\$ 315,864,318	\$ 307,786,503	\$ 305,086,337	\$ 298,134,477	\$ 326,999,276
Interest	1,772,097,027	1,720,782,101	1,655,575,883	1,608,463,162	1,551,511,422	1,504,613,059	1,485,759,965	1,433,768,167	1,371,168,271	1,326,709,192
Changes in benefit terms							(469,205,711)			(27,405,705)
Difference between actual and expected experience	164,573,721	4,880,583	108,860,237	(24,869,157)	119,427,343	(7,365,993)	(76,812,667)	(15,341,738)	123,519,055	(103,017,525)
Changes in assumptions			887,447,380				1,374,950,899			
Benefit payments	(1,413,477,760)	(1,374,220,915)	(1,308,163,750)	(1,255,065,793)	(1,205,326,555)	(1,160,738,238)	(1,092,952,357)	(1,035,958,950)	(970,719,484)	(914,250,015)
Refunds	(12,583,767)	(10,426,792)	(9,463,375)	(9,592,091)	(9,679,783)	(9,455,405)	(10,874,003)	(10,145,471)	(10,774,122)	(10,485,103)
<b>NET CHANGE IN TOTAL PENSION LIABILITY</b>	<b>906,309,559</b>	<b>720,282,662</b>	<b>1,674,657,382</b>	<b>649,971,339</b>	<b>781,396,964</b>	<b>642,917,741</b>	<b>1,518,652,629</b>	<b>677,408,345</b>	<b>811,328,197</b>	<b>598,550,120</b>
<b>TOTAL PENSION LIABILITY - BEGINNING OF YEAR</b>	<b>24,957,898,206</b>	<b>24,237,615,544</b>	<b>22,562,958,162</b>	<b>21,912,986,823</b>	<b>21,131,589,859</b>	<b>20,488,672,118</b>	<b>18,970,019,489</b>	<b>18,292,611,144</b>	<b>17,481,282,947</b>	<b>16,882,732,827</b>
<b>TOTAL PENSION LIABILITY - END OF YEAR (A)</b>	<b>\$ 25,864,207,765</b>	<b>\$ 24,957,898,206</b>	<b>\$ 24,237,615,544</b>	<b>\$ 22,562,958,162</b>	<b>\$ 21,912,986,823</b>	<b>\$ 21,131,589,859</b>	<b>\$ 20,488,672,118</b>	<b>\$ 18,970,019,489</b>	<b>\$ 18,292,611,144</b>	<b>\$ 17,481,282,947</b>
<b>PLAN NET POSITION</b>										
Contributions - employer	\$ 536,619,031	\$ 501,522,604	\$ 472,567,147	\$ 446,228,128	\$ 430,864,656	\$ 424,488,126	\$ 414,954,939	\$ 410,358,229	\$ 408,230,472	\$ 404,920,440
Contributions - member	200,610,721	183,315,252	168,129,972	153,105,134	141,885,632	138,766,747	133,109,939	131,100,983	128,555,684	125,225,906
Net investment income	1,692,309,263	(1,590,291,257)	5,250,953,451	(165,766,491)	898,384,867	1,824,094,695	2,289,818,591	35,579,657	632,166,951	2,429,334,097
Benefit payments	(1,413,477,760)	(1,374,220,915)	(1,308,163,750)	(1,255,065,793)	(1,205,326,555)	(1,160,738,237)	(1,092,952,357)	(1,035,958,950)	(970,719,484)	(914,250,015)
Refunds	(12,583,767)	(10,426,792)	(9,463,375)	(9,592,091)	(9,679,783)	(9,455,405)	(10,874,003)	(10,145,471)	(10,774,122)	(10,485,103)
Administrative expense	(7,892,822)	(6,650,604)	(7,326,797)	(8,454,436)	(7,134,784)	(9,336,430)	(7,825,595)	(8,059,030)	(8,034,857)	(8,034,236)
Other		507,446,092								
<b>NET CHANGE IN PLAN NET POSITION</b>	<b>995,584,666</b>	<b>(1,789,305,620)</b>	<b>4,566,696,648</b>	<b>(839,545,549)</b>	<b>248,994,033</b>	<b>1,207,819,496</b>	<b>1,726,231,514</b>	<b>(477,124,582)</b>	<b>179,424,644</b>	<b>2,026,711,089</b>
<b>PLAN NET POSITION - BEGINNING OF YEAR</b>	<b>19,679,467,252</b>	<b>21,468,772,872</b>	<b>16,902,076,224</b>	<b>17,741,621,773</b>	<b>17,492,627,740</b>	<b>16,284,808,244</b>	<b>14,558,576,730</b>	<b>15,035,701,312</b>	<b>14,856,276,668</b>	<b>12,829,565,579</b>
<b>PLAN NET POSITION - END OF YEAR (B)</b>	<b>\$ 20,675,051,918</b>	<b>\$ 19,679,467,252</b>	<b>\$ 21,468,772,872</b>	<b>\$ 16,902,076,224</b>	<b>\$ 17,741,621,773</b>	<b>\$ 17,492,627,740</b>	<b>\$ 16,284,808,244</b>	<b>\$ 14,558,576,730</b>	<b>\$ 15,035,701,312</b>	<b>\$ 14,856,276,668</b>
<b>NET PENSION LIABILITY - END OF YEAR (A) - (B)</b>	<b>\$ 5,189,155,847</b>	<b>\$ 5,278,430,954</b>	<b>\$ 2,768,842,672</b>	<b>\$ 5,660,881,938</b>	<b>\$ 4,171,365,050</b>	<b>\$ 3,638,962,119</b>	<b>\$ 4,203,863,874</b>	<b>\$ 4,411,442,759</b>	<b>\$ 3,256,909,832</b>	<b>\$ 2,625,006,279</b>
Plan net position as a percentage of total pension liability	79.94%	78.85%	88.58%	74.91%	80.96%	82.78%	79.48%	76.75%	82.20%	84.98%
Covered employee payroll	\$ 3,492,029,158	\$ 3,320,346,417	\$ 3,204,720,806	\$ 3,077,558,814	\$ 3,027,154,131	\$ 2,986,026,715	\$ 2,921,965,125	\$ 2,888,392,668	\$ 2,873,988,053	\$ 2,850,860,174
Net pension liability as a percentage of covered employee payroll	148.60%	158.97%	86.40%	183.94%	137.80%	121.87%	143.87%	152.73%	113.32%	92.08%

\* ATRS is only required to present those years for which information is available until the full 10-year trend is completed.

ARKANSAS TEACHER RETIREMENT SYSTEM  
 SCHEDULE OF CONTRIBUTIONS  
 FOR THE TEN-YEAR PERIOD ENDED JUNE 30, 2023

Schedule 2

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Actuarially-determined contribution	\$ 547,709,158	\$ 493,022,221	\$ 474,196,689	\$ 450,612,124	\$ 447,791,482	\$ 422,365,685	\$ 423,846,831	\$ 437,434,470	\$ 474,773,530	\$ 485,904,529
Actual contribution	<u>536,619,031</u>	<u>501,522,604</u>	<u>472,567,147</u>	<u>446,228,128</u>	<u>430,864,656</u>	<u>424,488,126</u>	<u>414,954,939</u>	<u>410,358,229</u>	<u>408,230,472</u>	<u>404,920,440</u>
Contribution deficiency (excess)	<u>\$ 11,090,127</u>	<u>\$ (8,500,383)</u>	<u>\$ 1,629,542</u>	<u>\$ 4,383,996</u>	<u>\$ 16,926,826</u>	<u>\$ (2,122,441)</u>	<u>\$ 8,891,892</u>	<u>\$ 27,076,241</u>	<u>\$ 66,543,058</u>	<u>\$ 80,984,089</u>
Covered employee payroll	\$3,492,029,158	\$3,320,346,417	\$3,204,720,806	\$3,077,558,814	\$3,027,154,131	\$ 2,986,026,715	\$ 2,921,965,125	\$2,888,392,668	\$2,873,988,053	\$ 2,850,860,174
Actual contribution as a percentage of covered employee payroll	15.37%	15.10%	14.75%	14.50%	14.23%	14.22%	14.20%	14.21%	14.20%	14.20%

ARKANSAS TEACHER RETIREMENT SYSTEM  
 SCHEDULE OF INVESTMENT RETURNS  
 FOR THE TEN-YEAR PERIOD ENDED JUNE 30, 2023

Schedule 3

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Annual money-weighted rate of return	8.78%	-5.15%	31.82%	-0.96%	5.25%	11.46%	16.09%	0.24%	4.34%	19.27%



ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2023

NOTE 1: Summary of Significant Information Related to Required Supplementary Schedules

A. Schedule of Contributions

1. Changes in Benefit Terms

There were no significant changes in benefit terms for the year ended June 30, 2023.

2. Changes in Assumptions

There were no significant changes in assumptions for the year ended June 30, 2023.

3. Methods and Assumptions Used in Calculations of Actuarially-Determined Contributions

Valuation date: June 30, 2021

Actuarially determined contribution rates are calculated as of June 30 in the year which is one year prior to the beginning of the fiscal year in which contributions are reported.

The following actuarial methods and assumptions were used to determine contribution rates reported in the schedule of contributions:

Actuarial cost method	Entry age normal; funding to retirement
Amortization method	Level percentage of payroll
Amortization period	30 years
Asset valuation method	4-year smoothed market for funding purposes ; 20% corridor
Payroll growth	2.75%
Salary increases	2.75 to 5.75% including inflation
Investment rate of return	7.25%
Mortality table	Pub-2010 General Healthy Retired, General Disabled Retiree, and General Employee Mortality amount weighted tables were used for males and females. Mortality rates were adjusted for future mortality improvements using projection scale MP-2020 from 2010.

Table	Scaling Factor	
	Males	Females
Healthy Annuitant	105%	105%
Disabled Annuitant	104%	104%
Employee Mortality	100%	100%

ARKANSAS TEACHER RETIREMENT SYSTEM  
 SCHEDULE OF SELECTED INFORMATION  
 FOR THE FIVE-YEAR PERIOD ENDED JUNE 30, 2023

Schedule 4

	For the Year Ended June 30,				
	2023	2022	2021	2020	2019
Total Assets	\$ 21,177,931,966	\$ 20,501,229,577	\$ 22,005,819,561	\$ 17,272,901,062	\$ 18,281,516,802
Total Deferred Outflows of Resources	493,831	685,899	1,034,149	1,310,404	
Total Liabilities	501,713,964	820,378,162	537,941,055	371,416,146	539,895,029
Total Deferred Inflows of Resources	1,659,915	2,070,062	139,784	719,096	
Net Position Restricted for Pension Benefits	20,675,051,918	19,679,467,252	21,468,772,871	16,902,076,224	17,741,621,773
Total Additions (Losses)	2,429,539,015	(398,007,308)	5,891,652,600	433,570,198	1,471,135,154
Total Deductions	1,433,954,349	1,391,298,311	1,324,955,953	1,273,115,747	1,222,141,121

# **ARKANSAS TEACHER RETIREMENT SYSTEM**

## **Schedules of Employer Allocations And Pension Amounts by Employer**

**June 30, 2023**



ARKANSAS TEACHER RETIREMENT SYSTEM  
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FOR THE YEAR ENDED JUNE 30, 2023

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Schedule of Pension Amounts by Employer

# Arkansas



Sen. David Wallace  
Senate Chair  
Sen. John Payton  
Senate Vice Chair

Rep. Jimmy Gazaway  
House Chair  
Rep. Richard Womack  
House Vice Chair

Roger A. Norman, JD, CPA, CFE, CFF  
Legislative Auditor

## LEGISLATIVE JOINT AUDITING COMMITTEE ARKANSAS LEGISLATIVE AUDIT

### INDEPENDENT AUDITOR'S REPORT

Arkansas Teacher Retirement System  
Legislative Joint Auditing Committee

#### Report on the Schedules of Employer Allocations and Pension Amounts by Employer

##### **Opinions**

We have audited the schedule of employer allocations and the total for all entities of the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense (specified column totals) included in the schedule of pension amounts by employer, and the related notes ("the schedules") for the Arkansas Teacher Retirement System as of and for the year ended June 30, 2023.

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense for the total of all participating entities for the Arkansas Teacher Retirement System as of and for the year ended June 30, 2023, in accordance with accounting principles generally accepted in the United States of America.

##### **Basis for Opinions**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Schedules section of our report. We are required to be independent of the Arkansas Teacher Retirement System, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

##### **Responsibilities of Management for the Schedules**

Management is responsible for the preparation and fair presentation of these schedules in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of schedules that are free from material misstatement, whether due to fraud or error.

In preparing the schedules, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Arkansas Teacher Retirement System's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

##### **Auditor's Responsibilities for the Audit of the Schedules**

Our objectives are to obtain reasonable assurance about whether the schedules are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the schedules.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risk of material misstatements of the schedules, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the schedules.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Arkansas Teacher Retirement System's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the schedules.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Arkansas Teacher Retirement System's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

***Other Matter***

We have audited the basic financial statements of the Arkansas Teacher Retirement System as of and for the year ended June 30, 2023, in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, and our report dated December 19, 2023, expressed an unmodified opinion on those financial statements.

***Purpose of this Report***

The purpose of this report is solely for the information and use of the Arkansas Teacher Retirement System's Board of Trustees and management, as well as the Arkansas Teacher Retirement System employers and their auditors, and is not intended to be and should not be used by anyone other than these specified parties. However, pursuant to Ark. Code Ann. § 10-4-417, all reports presented to the Legislative Joint Auditing committee are matters of public record, and distribution is not limited.

ARKANSAS LEGISLATIVE AUDIT



Roger A. Norman, JD, CPA, CFE, CFF  
Legislative Auditor

Little Rock, Arkansas  
January 4, 2024  
SA1037523S

ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF EMPLOYER ALLOCATIONS  
FOR THE YEAR ENDED JUNE 30, 2023

Schedule 1

Employer ID	Employer	Actual Employer Contributions	Employer Allocation Percentage	%
2001	Academics Plus Charter School	\$ 1,264,005	0.2356	%
125	Alma School District	3,123,837	0.5821	
735	Alpena School District	467,720	0.0872	
1339	Arch Ford Education Cooperative	3,462,658	0.6453	
119	Arkadelphia School District	1,561,321	0.2910	
4857	Arkansas Activities Association	181,912	0.0339	
2000	Arkansas Arts Academy	799,014	0.1489	
6875	Arkansas Association of Educational Administrators	68,400	0.0128	
2034	Arkansas Connections Academy	1,070,970	0.1996	
1-328	Arkansas Correctional School	918,898	0.1712	
1-115	Arkansas Department of Career Education - Rehabilitation Services	935,896	0.1744	
1-294	Arkansas Department of Career Education - Workforce Services	307,004	0.0572	
1-405	Arkansas Department of Commerce	125,039	0.0233	
1-017	Arkansas Department of Education	3,101,274	0.5779	
1-406	Arkansas Department of Education	669,389	0.1247	
1-409	Arkansas Department of Health	8,966	0.0017	
1-391	Arkansas Department of Higher Education	139,254	0.0260	
1-403	Arkansas Department of Human Services - Division of Youth Services	4,089	0.0008	
1-407	Arkansas Department of Public Safety	9,971	0.0019	
1-404	Arkansas Department of Workforce Services	122,657	0.0229	
6864	Arkansas Easter Seals	189	0.0000	
1-401	Arkansas Economic Development Commission	-	-	*
1-224	Arkansas Educational Television Network	771,779	0.1438	
1-335	Arkansas Northeastern College	345,627	0.0644	
1349	Arkansas River Education Cooperative	878,520	0.1637	
6870	Arkansas School Boards Association	16,949	0.0032	
1-399	Arkansas School for Math, Sciences and Arts	82,635	0.0154	
1-008	Arkansas School For The Blind	635,561	0.1184	
1-016	Arkansas School For The Deaf	984,085	0.1834	
1-028	Arkansas State University - Beebe	111,455	0.0208	
1-053	Arkansas State University - Jonesboro	451,798	0.0842	
1-364	Arkansas State University - Mid-South Community College	29,337	0.0055	
1-052	Arkansas State University - Mountain Home	8,834	0.0017	
1-029	Arkansas State University - Newport	63,090	0.0118	
1-202	Arkansas Teacher Retirement System	739,643	0.1379	
1-045	Arkansas Tech University	438,955	0.0818	
2008	Arkansas Virtual Academy	1,289,182	0.2402	
973	Armored School District	474,231	0.0884	
178	Ashdown School District	1,352,602	0.2521	
693	Atkins School District	980,384	0.1827	
674	Augusta School District	525,938	0.0980	
337	Bald Knob School District	1,050,421	0.1958	
365	Barton-Lexa School District	702,318	0.1309	
333	Batesville School District	3,272,124	0.6098	
214	Bauxite School District	1,379,048	0.2570	
637	Bay School District	549,342	0.1024	
592	Bearden School District	544,571	0.1015	
336	Beebe School District	2,980,583	0.5554	
215	Benton School District	4,803,035	0.8951	
385	Bentonville School District	20,016,500	3.7301	
956	Bergman School District	998,600	0.1861	
115	Berryville School District	1,869,110	0.3483	
144	Bismarck School District	837,562	0.1561	
1-295	Black River Technical College	193,701	0.0361	
813	Blevins School District	545,256	0.1016	
586	Blytheville School District	1,466,576	0.2733	
180	Booneville School District	1,208,719	0.2253	
9492	Boston Mountain Education Cooperative	103,586	0.0193	
623	Bradford School District	460,088	0.0857	
630	Brinkley School District	543,917	0.1014	
629	Brookland School District	2,679,078	0.4993	
216	Bryant School District	8,930,374	1.6642	
1333	Buffalo Island Central School District	776,084	0.1446	
705	Cabot School District	10,191,459	1.8992	

ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF EMPLOYER ALLOCATIONS  
FOR THE YEAR ENDED JUNE 30, 2023

Schedule 1

Employer ID	Employer	Actual Employer Contributions	Employer Allocation Percentage	
1165	Caddo Hills School District	\$ 620,102	0.1156	%
727	Calico Rock School District	443,202	0.0826	
396	Camden-Fairview School District	2,474,566	0.4611	
2029	Capital City Lighthouse Charter School	-	-	*
622	Carlisle School District	678,037	0.1259	
719	Cave City School District	1,277,280	0.2380	
1001	Cedar Ridge School District	906,429	0.1689	
552	Cedarville School District	847,886	0.1580	
1991	Centerpoint School District	1,017,960	0.1897	
480	Charleston School District	807,936	0.1506	
463	Clarendon School District	606,831	0.1131	
161	Clarksville School District	2,568,620	0.4787	
1002	Cleveland County School District	838,849	0.1563	
662	Clinton School District	1,426,577	0.2663	
1-291	College of the Ouachitas	186,602	0.0348	
555	Concord School District	542,459	0.1011	
479	Conway School District	10,466,681	1.9505	
1359	Conway Vocational Center	268,877	0.0501	
393	Corning School District	795,793	0.1483	
250	Cossatot River School District	1,019,323	0.1900	
106	Cotter School District	693,009	0.1291	
564	County Line School District	523,776	0.0976	
2012	Covenant Keepers Charter School	-	-	*
1074	Cross County School District	579,233	0.1079	
416	Crossett School District	1,446,354	0.2695	
1354	Crowley's Ridge Education Cooperative	865,831	0.1614	
1-274	Crowley's Ridge Technical Institute	-	-	*
131	Cutter Morning Star School District	544,355	0.1014	
245	Danville School District	859,829	0.1602	
246	Dardanelle School District	2,070,664	0.3859	
1338	Dawson Education Cooperative	1,726,805	0.3218	
547	Decatur School District	635,942	0.1185	
1003	Deer-Mount Judea School District	431,084	0.0803	
224	Dequeen School District	2,461,443	0.4587	
1353	Dequeen-Mena Education Cooperative	879,741	0.1639	
958	Dermott School District	444,717	0.0829	
696	Des Arc School District	595,946	0.1111	
731	Dewitt School District	1,205,264	0.2246	
566	Dierks School District	569,189	0.1061	
159	Dollarway School District	-	-	*
677	Dover School District	1,263,911	0.2355	
531	Drew Central School District	1,215,363	0.2265	
657	Dumas School District	1,383,146	0.2578	
375	Earle School District	489,994	0.0913	
1-331	East Arkansas Community College	120,899	0.0225	
676	East End School District	623,578	0.1162	
1364	East Poinsett County School District	691,542	0.1289	
6877	Economics Arkansas	29,184	0.0054	
351	El Dorado School District	4,024,561	0.7500	
235	Elkins School District	1,166,874	0.2175	
1004	Emerson-Taylor-Bradley School District	1,111,405	0.2071	
606	England School District	710,597	0.1324	
2016	E-Stem Public Charter School	2,620,780	0.4884	
765	Eureka Springs School District	785,436	0.1464	
2027	Exalt Academy	585,693	0.1092	
234	Farmington School District	2,101,489	0.3916	
233	Fayetteville School District	13,124,286	2.4457	
6873	First Student	-	-	*
182	Flippin School District	945,233	0.1762	
539	Fordyce School District	806,158	0.1502	
645	Foreman School District	513,770	0.0957	
213	Forrest City School District	2,199,634	0.4099	
350	Fort Smith School District	15,684,805	2.9229	
601	Fouke School District	1,009,671	0.1882	



ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF EMPLOYER ALLOCATIONS  
FOR THE YEAR ENDED JUNE 30, 2023

Schedule 1

Employer ID	Employer	Actual Employer Contributions	Employer Allocation Percentage	%
133	Fountain Lake School District	\$ 1,535,419	0.2861	%
2039	Friendship Aspire Academy - Little Rock	-	-	*
2036	Friendship Aspire Academy - Pine Bluff	965,748	0.1800	
2042	Friendship Aspire Academy - Southeast Pine Bluff	-	-	*
2033	Future School of Fort Smith	263,194	0.0491	
873	Genoa Central School District	1,075,690	0.2005	
538	Gentry School District	1,714,162	0.3194	
512	Glen Rose School District	953,395	0.1777	
753	Gosnell School District	1,084,983	0.2022	
109	Gravette School District	2,072,228	0.3862	
1350	Great Rivers Education Cooperative	428,716	0.0799	
675	Green Forest School District	1,504,544	0.2804	
129	Greenbrier School District	3,307,678	0.6164	
667	Greene County Tech School District	3,519,769	0.6559	
238	Greenland School District	884,051	0.1647	
221	Greenwood School District	3,919,589	0.7304	
117	Gurdon School District	712,302	0.1327	
1330	Guy Fenter Education Cooperative	586,567	0.1093	
963	Guy-Perkins School District	371,455	0.0692	
2032	Haas Hall Academy - Bentonville	-	-	*
2006	Haas Hall Academy - Fayetteville	910,240	0.1696	
335	Hackett School District	741,703	0.1382	
384	Hamburg School District	1,630,632	0.3039	
521	Hampton School District	633,396	0.1180	
484	Harmony Grove School District - Benton	1,098,376	0.2047	
458	Harmony Grove School District - Camden	945,894	0.1763	
453	Harrisburg School District	1,277,789	0.2381	
451	Harrison School District	2,841,137	0.5295	
493	Hazen School District	583,138	0.1087	
360	Heber Springs School District	1,394,222	0.2598	
583	Hector School District	645,413	0.1203	
196	Helena-West Helena School District	1,079,394	0.2012	
1-025	Henderson State University	38,515	0.0072	
111	Hermitage School District	451,286	0.0841	
1045	Highland School District	1,826,600	0.3404	
1005	Hillcrest School District	487,324	0.0908	
2041	Hope Academy of Northwest Arkansas	122,235	0.0228	
141	Hope School District	2,294,206	0.4275	
602	Horatio School District	746,702	0.1392	
134	Hot Springs School District	4,135,745	0.7707	
165	Hoxie School District	765,526	0.1427	
625	Huntsville School District	2,267,103	0.4225	
2003	Imboden Area Charter School	66,271	0.0124	
1346	Izard County Consolidated School District	673,250	0.1255	
150	Jackson County School District	867,420	0.1617	
2020	Jacksonville Lighthouse Charter School	1,147,811	0.2139	
1093	Jacksonville-North Pulaski School District	4,266,937	0.7952	
607	Jasper School District	1,125,086	0.2097	
135	Jessieville School District	864,707	0.1611	
394	Jonesboro School District	7,150,630	1.3325	
1362	Jonesboro Vocational Center	177,234	0.0330	
228	Junction City School District	684,621	0.1276	
2002	Kipp Delta College Preparatory School	1,548,183	0.2885	
197	Kirby School District	404,639	0.0754	
1000	Lafayette County School District	676,630	0.1261	
136	Lake Hamilton School District	4,345,025	0.8097	
132	Lakeside School District - Hot Springs	3,277,373	0.6107	
116	Lakeside School District - Lake Village	1,160,161	0.2162	
163	Lamar School District	1,311,566	0.2444	
219	Lavaca School District	789,575	0.1471	
1011	Lawrence County School District	925,518	0.1725	
957	Lead Hill School District	395,299	0.0737	
172	Lee County School District	982,771	0.1831	
237	Lincoln Consolidated School District	1,113,975	0.2076	

ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF EMPLOYER ALLOCATIONS  
FOR THE YEAR ENDED JUNE 30, 2023

Schedule 1

Employer ID	Employer	Actual Employer Contributions	Employer Allocation Percentage	%
2007	Lisa Academy - Little Rock	\$ 3,464,823	0.6457	%
2019	Little Rock Preparatory Academy	-	-	*
210	Little Rock School District	28,312,784	5.2761	
404	Lonoke School District	1,607,274	0.2995	
181	Magazine School District	536,158	0.0999	
736	Magnet Cove School District	654,054	0.1219	
123	Magnolia School District	3,129,348	0.5832	
503	Malvern School District	1,933,655	0.3603	
331	Mammoth Spring School District	551,071	0.1027	
658	Manila School District	1,033,202	0.1925	
222	Mansfield School District	792,234	0.1476	
714	Marion School District	3,756,364	0.7000	
203	Marked Tree School District	540,663	0.1008	
597	Marmaduke School District	679,199	0.1266	
195	Marvell-Elaine School District	407,984	0.0760	
535	Mayflower School District	899,096	0.1676	
501	Maynard School District	540,986	0.1008	
242	McCrary School District	549,689	0.1024	
715	McGehee School District	1,160,869	0.2163	
779	Melbourne School District	822,955	0.1534	
208	Mena School District	1,634,451	0.3046	
1371	Metropolitan Vocational Center	271,451	0.0506	
1347	Midland School District	634,415	0.1182	
145	Mineral Springs School District	673,952	0.1256	
330	Monticello School District	1,799,704	0.3354	
1363	Monticello Vocational Center	61,565	0.0115	
186	Mount Ida School District	503,655	0.0939	
964	Mount Vernon-Enola School District	543,646	0.1013	
682	Mountain Home School District	3,911,078	0.7288	
965	Mountain Pine School District	784,962	0.1463	
530	Mountain View School District	1,846,492	0.3441	
126	Mountainburg School District	697,396	0.1300	
756	Mulberry-Pleasant View Bi-County School District	534,882	0.0997	
515	Nashville School District	1,830,844	0.3412	
1-330	National Park Community College	214,718	0.0400	
795	Nemo Vista School District	563,527	0.1050	
702	Nettleton School District	4,060,941	0.7568	
1343	Nevada School District	471,792	0.0879	
545	Newport School District	1,303,217	0.2429	
471	Norfolk School District	505,369	0.0942	
1-329	North Arkansas College	476,886	0.0889	
1365	North Central Career Center	31,118	0.0058	
212	North Little Rock School District	9,421,599	1.7557	
1332	Northcentral Arkansas Education Cooperative	545,871	0.1017	
1337	Northeast Arkansas Education Cooperative	525,541	0.0979	
2024	Northwest Arkansas Classical Academy	999,152	0.1862	
1-388	Northwest Arkansas Community College	431,101	0.0803	
1351	Northwest Arkansas Education Cooperative	709,582	0.1322	
1-321	Northwest Technical Institute	414,289	0.0772	
704	Omaha School District	464,228	0.0865	
185	Osceola School District	1,261,980	0.2352	
1006	Ouachita River School District	771,837	0.1438	
750	Ouachita School District	447,534	0.0834	
2030	Ozark Montessori Academy	-	-	*
1008	Ozark Mountain School District	700,540	0.1306	
130	Ozark School District	1,727,678	0.3220	
1-314	Ozarka College	85,002	0.0158	
1336	Ozarks Unlimited Resource Education Cooperative	692,697	0.1291	
486	Palestine-Wheatley School District	713,789	0.1330	
724	Pangburn School District	842,319	0.1570	
1344	Paragould School District	3,246,775	0.6050	
386	Paris School District	1,198,813	0.2234	
820	Parkers Chapel School District	737,690	0.1375	
1092	Pea Ridge School District	2,271,340	0.4233	

ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF EMPLOYER ALLOCATIONS  
FOR THE YEAR ENDED JUNE 30, 2023

Schedule 1

Employer ID	Employer	Actual Employer Contributions	Employer Allocation Percentage	%
192	Perryville School District	\$ 926,255	0.1726	%
1-320	Phillips Community College - Dewitt	7,719	0.0014	
1-254	Phillips Community College - University of Arkansas	8,714	0.0016	
571	Piggott School District	765,030	0.1426	
2022	Pine Bluff Lighthouse Charter School	-	-	*
593	Pine Bluff School District	4,708,150	0.8774	
558	Pocahontas School District	1,790,280	0.3336	
569	Pottsville School District	1,704,339	0.3176	
757	Poyen School District	430,063	0.0801	
232	Prairie Grove School District	1,822,565	0.3396	
2025	Premier High School of Little Rock	211,353	0.0394	
2040	Premier High School of North Little Rock	71,949	0.0134	
2044	Premier High School of Springdale	45,825	0.0085	
188	Prescott School District	914,537	0.1704	
211	Pulaski County School District	15,183,939	2.8296	
1-290	Pulaski Technical College	371,444	0.0692	
2026	Quest Middle School - Pine Bluff	-	-	*
2028	Quest Middle School - West Little Rock	-	-	*
651	Quitman School District	679,028	0.1265	
1335	Rector School District	668,371	0.1246	
1-315	Rich Mountain Community College	92,328	0.0172	
1366	River Valley Career Academy	-	-	*
1114	Rivercrest School District	1,200,335	0.2237	
1348	Riverside School District	760,209	0.1417	
1-386	Riverside Vocational Technical School	-	-	*
434	Riverview School District	1,211,363	0.2257	
2031	Rockbridge Montessori	-	-	*
108	Rogers School District	16,120,275	3.0040	
847	Rose Bud School District	763,309	0.1422	
209	Russellville School District	6,066,791	1.1306	
565	Salem School District	797,076	0.1485	
2038	Scholarmade Achievement Place	475,224	0.0886	
548	Scranton School District	420,460	0.0784	
1010	Searcy County School District	944,462	0.1760	
443	Searcy School District	3,561,997	0.6638	
139	Sheridan School District	3,631,714	0.6768	
230	Shirley School District	373,504	0.0696	
2023	SIATech Charter School	93,969	0.0175	
110	Siloam Springs School District	4,632,265	0.8632	
395	Sloan-Hendrix School District	706,924	0.1317	
872	Smackover-Norphlet School District	1,143,732	0.2131	
1-344	South Arkansas Community College	260,359	0.0485	
1-392	South Arkansas Developmental Center	438,870	0.0818	
1355	South Central Education Cooperative	404,208	0.0753	
1293	South Conway County School District	2,302,488	0.4291	
251	South Pike County School District	722,851	0.1347	
1-197	Southeast Arkansas College	233,326	0.0435	
1308	Southeast Arkansas Education Cooperative	1,201,946	0.2240	
2037	Southeast Arkansas Preparatory High School	-	-	*
1-268	Southern Arkansas University - East Camden	119,489	0.0223	
1-051	Southern Arkansas University - Magnolia	174,909	0.0326	
771	Southside School District - Batesville	1,866,880	0.3479	
536	Southside School District - Bee Branch	689,235	0.1284	
1307	Southwest Arkansas Education Cooperative	402,885	0.0751	
143	Spring Hill School District	550,024	0.1025	
239	Springdale School District	25,259,796	4.7072	
687	Star City School District	1,291,766	0.2407	
227	Strong-Huttig School District	403,555	0.0752	
746	Stuttgart School District	1,609,122	0.2999	
1372	Texarkana Career And Technological Center	-	-	*
184	Texarkana School District	4,531,673	0.8445	
2035	The Excel Center Charter at Goodwill	127,448	0.0238	
608	Trumann School District	1,241,614	0.2314	
1009	Two Rivers School District	911,134	0.1698	

ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF EMPLOYER ALLOCATIONS  
FOR THE YEAR ENDED JUNE 30, 2023

Schedule 1

Employer ID	Employer	Actual Employer Contributions	Employer Allocation Percentage	
1-402	University of Arkansas - Cooperative Extension Service	\$ 40,754	0.0076	%
1-389	University of Arkansas - Fayetteville	68,807	0.0128	
1-256	University of Arkansas - Fort Smith	45,028	0.0084	
1-390	University of Arkansas - Little Rock	-	-	*
1-400	University of Arkansas - Medical Sciences	11,802	0.0022	
1-005	University of Arkansas - Monticello	68,957	0.0129	
1-006	University of Arkansas - Pine Bluff	12,830	0.0024	
1-318	University of Arkansas Community College - Batesville	79,576	0.0148	
1-327	University of Arkansas Community College - Cossatot	81,584	0.0152	
1-249	University of Arkansas Community College - Hope	62,593	0.0117	
1-220	University of Arkansas Community College - Morrilton	158,790	0.0296	
1-054	University of Central Arkansas	1,424,456	0.2655	
747	Valley Springs School District	810,345	0.1510	
863	Valley View School District	2,606,656	0.4858	
560	Van Buren School District	6,015,298	1.1210	
698	Vilonia School District	2,826,964	0.5268	
794	Viola School District	469,743	0.0875	
513	Waldron School District	1,521,072	0.2835	
113	Warren School District	1,492,202	0.2781	
1373	Warren Vocational Center	91,928	0.0171	
154	Watson Chapel School District	1,965,471	0.3663	
240	West Fork School District	900,691	0.1679	
376	West Memphis School District	5,080,645	0.9468	
502	West Side School District - Greers Ferry	664,014	0.1237	
1342	Western Yell County School District	421,610	0.0786	
1091	Westside Consolidated School District - Jonesboro	1,719,573	0.3205	
1321	Westside School District - Hartman	661,592	0.1233	
2043	Westwind School of Performing Arts	54,185	0.0101	
987	White County Central School District	784,593	0.1462	
153	White Hall School District	2,612,109	0.4868	
1345	Wilbur D Mills Education Cooperative	603,995	0.1126	
780	Wonderview School District	450,452	0.0839	
121	Woodlawn School District	488,725	0.0911	
656	Wynne School District	2,498,620	0.4656	
626	Yellville-Summit School District	905,400	0.1687	
TOTAL		<u>\$ 536,619,031</u>	<u>100.0000</u>	%

\* These employers may not have any current or future contributions; however, they will continue to be included above until all deferred amounts have been fully amortized.

ARKANSAS TEACHER RETIREMENT SYSTEM  
 SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
 FOR THE YEAR ENDED JUNE 30, 2023

Schedule 2

		Deferred Outflows of Resources						Deferred Inflows of Resources						Pension Expense		
Employer ID	Employer	Net Pension Liability	Net Difference Between Projected and Actual Investment Earnings on Pension Plan		Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Net Difference Between Projected and Actual Investment Earnings on Pension Plan		Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Employer Pension Expense	
			Expected and Actual Experience	Investment Earnings on Pension Plan				Expected and Actual Experience	Investment Earnings on Pension Plan							
2001	Academics Plus Charter School	\$ 12,223,044	\$ 444,504	\$ 804,958	\$ 889,932	\$ 1,192,169	\$ 3,331,563	\$ 14,302	\$ -	\$ -	\$ 14,302	\$ 2,251,371	\$ 604,506	\$ 2,855,877		
125	Alma School District	30,207,790	1,098,539	1,989,357	2,199,361	501,535	5,788,792	35,345	-	-	1,170,690	5,663,993	(28,855)	5,535,138		
735	Alpena School District	4,522,893	164,480	297,859	329,302	226,875	1,018,516	5,292	-	-	428,117	833,075	(16,903)	816,172		
1339	Arch Ford Education Cooperative	33,484,226	1,217,690	2,205,129	2,437,911	3,359,469	9,220,199	39,178	-	-	1,313,195	1,352,373	6,167,482	1,822,469	7,989,951	
119	Arkadelphia School District	15,098,114	549,059	994,298	1,099,259	-	2,642,616	17,666	-	-	1,350,906	1,368,572	2,780,932	(792,733)	1,988,199	
4857	Arkansas Activities Association	1,759,108	63,972	115,847	128,077	9,243	317,139	2,058	-	-	28,367	30,425	324,011	(14,269)	309,742	
2000	Arkansas Arts Academy	7,726,542	280,984	508,837	562,552	326,192	1,678,565	9,040	-	-	372,707	381,747	1,423,157	201,897	1,625,054	
6875	Arkansas Association of Educational Administrators	661,430	24,054	43,559	48,157	90,869	206,639	774	-	-	104,737	105,511	121,829	8,741	130,570	
2034	Arkansas Connections Academy	10,356,379	376,621	682,027	754,024	2,602,556	4,415,228	12,118	-	-	-	12,118	1,907,548	1,289,132	3,196,680	
1-328	Arkansas Correctional School	8,885,824	323,143	585,183	646,957	835,712	2,390,995	10,397	-	-	730,232	740,629	1,636,686	(46,541)	1,590,145	
1-115	Arkansas Department of Career Education - Rehabilitation Services	9,050,205	329,121	596,008	658,925	-	1,584,054	10,589	-	-	2,757,397	2,767,986	1,666,963	(1,186,607)	480,356	
1-294	Arkansas Department of Career Education - Workforce Services	2,968,754	107,962	195,510	216,148	154,145	673,765	3,474	-	-	638,295	641,769	546,817	(345,302)	201,515	
1-405	Arkansas Department of Commerce	1,209,141	43,972	79,629	88,035	317,636	529,272	1,415	-	-	27,596	29,011	272,712	171,416	394,128	
1-017	Arkansas Department of Education	29,989,607	1,090,605	1,974,989	2,183,475	455,635	5,704,704	35,090	-	-	2,323,800	2,358,890	5,523,806	(1,000,988)	4,522,818	
1-406	Arkansas Department of Education	6,473,056	235,400	426,288	471,289	2,526,106	3,659,083	7,574	-	-	-	7,574	1,192,727	1,009,651	2,201,928	
1-409	Arkansas Department of Health	86,703	3,153	5,710	6,313	50,560	65,736	101	-	-	58,507	58,608	15,970	11,963	27,933	
1-391	Arkansas Department of Higher Education	1,346,595	48,970	88,681	98,043	198,871	434,565	1,576	-	-	44,354	45,930	248,030	66,930	314,960	
1-403	Arkansas Department of Human Services - Division of Youth Services	39,542	1,438	2,604	2,879	25,143	32,064	46	-	-	61,515	61,561	7,283	(36,534)	(29,251)	
1-407	Arkansas Department of Public Safety	96,420	3,506	6,350	7,020	19,584	36,460	1,133	-	-	510	623	17,760	13,310	31,070	
1-404	Arkansas Department of Workforce Services	1,186,100	43,134	78,112	86,357	279,376	486,979	1,388	-	-	106,325	107,713	218,469	157,089	375,558	
6864	Arkansas Easter Seals	1,830	67	121	133	199	520	2	-	-	33,239	33,241	337	(37,775)	(37,438)	
1-401	Arkansas Economic Development Commission	-	-	-	-	62	62	-	-	-	24,010	24,010	-	(15,918)	(15,918)	
1-224	Arkansas Educational Television Network	7,463,177	271,407	491,493	543,377	306,161	1,612,438	8,732	-	-	76,266	84,998	1,374,648	72,611	1,447,259	
1-335	Arkansas Northeastern College	3,342,248	121,544	220,106	243,342	137,918	722,910	3,911	-	-	334,358	338,269	615,611	(91,428)	524,183	
1349	Arkansas River Education Cooperative	8,495,366	308,933	559,469	618,528	640,838	2,127,778	9,940	-	-	453,136	463,076	1,564,767	252,349	1,817,116	
6870	Arkansas School Boards Association	163,897	5,960	10,794	11,933	49,393	78,080	192	-	-	3,200	3,392	30,188	11,791	41,979	
1-399	Arkansas School for Math, Sciences and Arts	799,092	29,060	52,625	58,180	1,259	141,124	935	-	-	94,692	95,627	147,185	(52,090)	95,095	
1-008	Arkansas School for the Blind	6,145,937	223,504	404,745	447,472	251,665	1,327,386	7,191	-	-	350,567	357,758	1,132,024	(76,178)	1,055,846	
1-016	Arkansas School for the Deaf	9,516,194	346,067	626,696	692,852	319,173	1,984,788	11,134	-	-	667,015	678,149	1,752,794	(148,550)	1,604,244	
1-028	Arkansas State University - Beebe	1,077,780	39,195	70,978	78,471	-	188,644	1,261	-	-	454,107	455,368	198,517	(228,283)	(29,766)	
1-053	Arkansas State University - Jonesboro	4,368,932	158,881	287,719	318,092	-	764,692	5,112	-	-	1,098,073	1,103,185	804,717	(590,473)	214,244	
1-364	Arkansas State University - Mid-South Community College	283,694	10,317	18,683	20,655	-	49,655	332	-	-	124,204	124,536	52,254	(66,671)	(14,417)	
1-052	Arkansas State University - Mountain Home	85,425	3,107	5,626	6,220	1,818	16,771	100	-	-	11,038	11,138	15,735	(21,250)	(5,515)	
1-029	Arkansas State University - Newport	610,082	22,186	40,177	44,419	-	106,782	714	-	-	319,526	320,240	112,371	(177,666)	(65,295)	
1-202	Arkansas Teacher Retirement System	7,152,471	260,112	471,034	520,755	18,589	1,270,490	8,361	-	-	123,194	131,555	1,317,417	(50,529)	1,266,888	
1-045	Arkansas Tech University	4,244,733	154,364	279,540	309,049	7,430	1,570,383	4,967	-	-	739,696	744,663	781,840	(324,679)	457,161	
2008	Arkansas Virtual Academy	12,466,513	453,358	820,992	907,659	1,816,106	3,998,115	14,587	-	-	-	14,587	2,296,215	979,144	3,275,359	
973	Armored School District	4,585,862	166,770	302,005	333,886	92,350	895,011	5,366	-	-	264,126	269,492	844,673	(170,935)	773,738	
178	Ashdown School District	13,079,785	475,661	861,379	952,310	353,294	2,642,644	15,304	-	-	428,480	443,784	2,409,174	(60,963)	2,348,191	
693	Atkins School District	9,480,403	344,765	624,339	690,247	88,789	1,748,140	11,093	-	-	111,617	122,710	1,746,202	(38,736)	1,707,466	
674	Augusta School District	5,085,871	184,953	334,934	370,291	308,215	1,198,393	5,951	-	-	187,916	193,867	936,770	2,752	939,522	
337	Bald Knob School District	10,157,665	369,395	668,941	739,557	232,027	2,009,920	11,885	-	-	761,109	772,994	1,870,947	(296,174)	1,574,773	
365	Barton-Lexa School District	6,791,482	246,980	447,258	494,472	48,987	1,237,697	7,946	-	-	318,632	326,578	1,250,928	(170,269)	1,080,659	

ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
FOR THE YEAR ENDED JUNE 30, 2023

Employer ID	Employer	Deferred Outflows of Resources						Deferred Inflows of Resources					Pension Expense		
		Net Pension Liability	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
333	Batesville School District	\$ 31,641,740	\$ 1,150,686	\$ 2,083,791	\$ 2,303,763	\$ 676,034	\$ 6,214,274	\$ 37,023	\$ -	\$ -	\$ 626,958	\$ 663,981	\$ 5,828,113	\$ (27,593)	\$ 5,800,520
214	Bauxite School District	13,335,527	484,961	484,221	484,961	484,221	2,791,688	15,603	-	-	452,736	468,339	2,456,279	34,651	2,490,930
637	Bay School District	5,312,185	193,183	349,838	386,768	40,304	970,093	6,216	-	-	135,562	141,778	978,455	(28,561)	949,894
592	Bearden School District	5,266,051	191,506	346,800	383,409	165,875	1,087,590	6,162	-	-	55,891	62,053	969,957	54,419	1,024,376
336	Beebe School District	28,822,518	1,048,162	1,898,129	2,098,502	230,836	5,275,629	33,724	-	-	1,283,902	1,317,626	5,308,839	(363,594)	4,945,245
215	Benton School District	46,445,798	1,689,052	3,058,724	3,381,613	1,753,190	9,882,579	54,344	-	-	611,719	666,063	8,554,882	466,689	9,021,571
385	Bentonville School District	193,561,411	7,039,071	12,747,135	14,092,768	3,875,563	37,754,537	226,478	-	-	-	226,478	35,652,204	2,574,487	38,226,691
956	Bergman School District	9,656,556	351,171	635,940	703,072	116,024	1,806,207	11,299	-	-	141,318	152,617	1,778,647	(1,573)	1,777,074
115	Berryville School District	18,074,471	657,298	1,190,308	1,315,961	567,443	3,731,010	21,148	-	-	631,274	652,422	3,329,149	(32,111)	3,297,038
144	Bismarck School District	8,099,302	294,540	533,386	589,692	373,445	1,791,063	9,477	-	-	905,666	915,143	1,491,816	(132,526)	1,359,290
1-295	Black River Technical College	1,873,109	68,118	123,355	136,377	19,844	347,694	2,192	-	-	131,440	133,632	345,009	(45,044)	299,965
813	Blevins School District	5,272,673	191,746	347,236	383,891	288,457	1,211,330	6,169	-	-	34,260	40,429	971,177	30,114	1,001,291
586	Blytheville School District	14,181,922	515,741	933,961	1,032,554	-	2,482,256	16,594	-	-	4,139,020	4,155,614	2,612,178	(1,609,683)	1,002,495
180	Booneville School District	11,688,427	425,062	769,750	851,008	161,550	2,207,370	13,676	-	-	237,158	250,834	2,152,899	(28,836)	2,124,063
9492	Boston Mountain Education Cooperative	1,001,682	36,427	65,967	72,930	16,910	192,234	1,172	-	-	226,995	228,167	184,500	(305,086)	(120,586)
623	Bradford School District	4,449,093	161,796	292,998	323,928	72,930	851,652	5,206	-	-	152,450	172,656	819,481	(45,291)	774,190
630	Brinkley School District	5,259,731	191,276	346,384	382,949	222,454	1,143,063	6,154	-	-	145,781	151,935	968,793	(85,979)	882,814
629	Brookland School District	25,906,929	942,134	1,706,121	1,886,225	2,198,902	6,733,382	30,313	-	-	-	30,313	4,771,814	888,489	5,660,303
216	Bryant School District	86,357,548	3,140,486	5,687,142	6,287,497	1,242,140	16,357,265	101,043	-	-	2,369,096	2,470,139	15,906,254	296,347	16,202,601
1333	Buffalo Island Central School District	7,504,803	272,920	494,235	546,408	445,639	1,759,202	8,781	-	-	170,015	178,796	1,382,315	52,275	1,434,590
705	Cabot School District	98,552,354	3,583,964	6,490,241	7,175,374	1,239,004	18,488,583	115,312	-	-	1,887,706	2,003,018	18,152,423	(210,809)	17,941,614
1165	Caddo Hills School District	5,996,445	218,067	394,900	436,588	320,394	1,369,949	7,016	-	-	32,644	39,660	1,104,489	63,434	1,167,923
727	Calico Rock School District	4,285,807	155,858	282,245	312,040	126,887	877,030	5,015	-	-	14,878	19,893	789,406	41,119	830,525
396	Camden-Fairview School District	23,929,281	870,214	1,575,881	1,742,237	368,738	4,557,070	27,999	-	-	990,681	1,018,680	4,407,550	(211,158)	4,196,392
2029	Capital City Lighthouse Charter School	-	-	-	-	6,250	6,250	-	-	-	798,395	798,395	-	(289,318)	(289,318)
622	Carlisle School District	6,556,882	238,441	431,795	477,377	191,799	1,339,412	7,672	-	-	51,073	58,745	1,207,680	40,485	1,248,165
719	Cave City School District	12,351,415	449,173	813,412	899,279	458,327	2,620,191	14,452	-	-	39,474	53,926	2,275,015	122,304	2,397,319
1001	Cedar Ridge School District	8,765,248	318,758	577,242	638,178	266,584	1,800,762	10,256	-	-	189,643	199,899	1,614,477	(18,415)	1,596,062
552	Cedarville School District	8,199,138	298,171	539,961	596,961	192,020	1,627,113	9,593	-	-	218,579	228,172	1,510,205	31,352	1,541,557
1991	Centerpoint School District	9,843,764	357,979	648,269	716,702	259,195	1,982,145	11,518	-	-	259,585	271,103	1,813,129	105,332	1,918,461
480	Charleston School District	7,812,819	284,122	514,519	568,834	33,533	1,401,008	9,141	-	-	511,078	520,219	1,439,048	(113,835)	1,325,213
463	Clarendon School District	5,868,113	213,400	386,449	427,244	108,194	1,135,287	6,866	-	-	236,587	243,453	1,080,852	(60,150)	1,020,702
161	Clarksville School District	24,838,796	903,290	1,635,778	1,808,456	433,216	4,780,740	29,063	-	-	1,121,485	1,150,548	4,575,074	(118,143)	4,456,931
1002	Cleveland County School District	8,111,747	294,992	534,205	590,598	132,731	1,552,526	9,491	-	-	822,419	831,910	1,494,108	(179,962)	1,314,146
662	Clinton School District	13,795,130	501,675	908,489	1,004,392	437,384	2,851,940	16,141	-	-	223,754	239,895	2,540,934	(71,551)	2,469,383
1-291	College of the Ouachitas	1,804,461	65,621	118,834	131,379	-	315,834	2,111	-	-	237,592	239,703	332,365	(158,720)	173,645
555	Concord School District	5,245,630	190,763	345,455	381,922	103,650	1,021,790	6,138	-	-	280,108	286,246	966,196	(47,706)	918,490
479	Conway School District	101,213,773	3,680,749	6,665,510	7,369,145	1,085,013	18,800,417	118,426	-	-	384,730	503,156	18,642,632	332,640	18,975,272
1359	Conway Vocational Center	2,600,063	94,554	171,229	189,305	175,145	630,233	3,042	-	-	112,453	115,495	478,907	(36,236)	442,671
393	Corning School District	7,695,394	279,851	506,786	560,284	89,019	1,435,940	9,004	-	-	141,398	150,402	1,417,420	(75,938)	1,341,482
250	Cossatot River School District	9,856,945	358,459	649,137	717,662	422,281	2,147,539	11,533	-	-	599,391	610,924	1,815,557	(110,412)	1,705,145
106	Cotter School District	6,701,459	243,706	441,330	487,918	310,234	1,483,188	7,841	-	-	205,927	213,768	1,234,346	70,198	1,304,544
564	County Line School District	5,064,967	184,193	333,557	368,769	307,512	1,194,031	5,926	-	-	23,674	29,600	932,920	111,924	1,044,844

ARKANSAS TEACHER RETIREMENT SYSTEM  
 SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
 FOR THE YEAR ENDED JUNE 30, 2023

Employer ID	Employer	Deferred Outflows of Resources							Deferred Inflows of Resources					Pension Expense		
		Net Pension Liability	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Employer Pension Expense	
2012	Covenant Keepers Charter School	-	-	-	-	-	-	-	-	-	119,132	119,132	-	(147,888)	(147,888)	
1074	Cross County School District	5,601,236	203,695	368,874	407,813	25,473	1,005,855	6,554	-	378,318	384,872	1,031,695	(137,718)	893,977		
416	Crossett School District	13,986,377	508,630	921,084	1,018,316	-	2,448,030	16,365	-	566,204	582,569	2,576,160	(234,980)	2,341,180		
1354	Crowley's Ridge Education Cooperative	8,372,666	304,481	551,388	609,595	346,363	1,811,827	9,796	-	169,715	179,511	1,542,167	228,383	1,770,550		
1-274	Crowley's Ridge Technical Institute	-	-	-	-	-	-	-	-	17,116	17,116	-	(59,098)	(59,098)		
131	Cutter Morning Star School District	5,263,959	191,430	346,662	383,257	331,858	1,253,207	6,159	-	46,804	52,963	969,572	80,337	1,049,909		
245	Danville School District	8,314,629	302,371	547,566	605,639	40,686	1,495,992	9,729	-	110,080	119,809	1,531,477	(58,126)	1,473,351		
246	Dardanelle School District	20,023,511	728,177	1,318,664	1,457,866	428,576	3,933,283	23,429	-	774,258	797,687	3,688,144	(62,228)	3,625,916		
1338	Dawson Education Cooperative	16,698,369	607,254	1,099,684	1,215,770	1,043,039	3,965,747	19,538	-	-	19,538	3,075,684	437,000	3,512,684		
547	Decatur School District	6,149,613	223,637	404,987	447,739	124,164	1,200,527	7,195	-	5,282	12,477	1,132,701	4,414	1,137,115		
1003	Deer-Mount Judea School District	4,168,620	151,596	274,528	303,508	115,879	845,511	4,878	-	80,579	85,457	767,821	32,958	800,779		
224	Dequeen School District	23,802,378	865,599	1,567,524	1,732,997	175,813	4,341,933	27,850	-	219,432	247,282	4,384,176	28,391	4,412,567		
1353	Dequeen-Mena Education Cooperative	8,507,181	309,373	560,247	619,389	224,093	1,713,102	9,954	-	431,766	441,720	1,566,943	(61,136)	1,505,807		
958	Dermott School District	4,300,453	156,391	283,210	313,106	144,066	896,773	5,032	-	231,074	236,106	792,103	(51,392)	740,711		
696	Des Arc School District	5,762,856	209,573	379,517	419,581	336,484	1,345,155	6,743	-	53,626	60,369	1,061,464	92,519	1,153,983		
731	Dewitt School District	11,655,012	423,847	767,550	848,575	213,247	2,253,219	13,637	-	348,733	362,370	2,146,744	(54,024)	2,092,720		
566	Dixie School District	5,504,111	200,163	362,477	400,742	127,112	1,090,494	6,440	-	79,848	86,288	1,013,806	269	1,014,075		
159	Dollarway School District	-	-	-	-	19,039	19,039	-	-	5,957,142	5,957,142	-	(1,986,986)	(1,986,986)		
677	Dover School District	12,222,134	444,471	804,898	889,866	145,236	2,284,471	14,301	-	296,836	311,137	2,251,203	(104,570)	2,146,633		
531	Drew Central School District	11,752,674	427,399	773,981	855,686	888,409	2,945,475	13,751	-	-	13,751	2,164,733	330,005	2,494,738		
657	Dumas School District	13,375,150	486,402	880,831	973,814	-	2,341,047	15,650	-	437,377	453,027	2,463,578	(188,701)	2,274,877		
375	Earle School District	4,738,291	172,313	312,044	344,984	12,490	841,831	5,544	-	739,384	744,928	872,749	(293,271)	579,478		
1-331	East Arkansas Community College	1,169,103	42,516	76,992	85,120	13,586	218,214	1,368	-	402,572	403,940	215,338	(144,609)	70,729		
676	East End School District	6,030,056	219,290	397,114	439,035	56,230	1,111,669	7,056	-	88,460	95,516	1,110,680	1,077	1,111,757		
1364	East Poinsett County School District	6,687,277	243,190	440,396	486,886	69,710	1,240,182	7,824	-	22,233	30,057	1,231,734	(368)	1,231,366		
6877	Economics Arkansas	282,210	10,263	18,585	20,547	167,418	216,813	330	-	-	330	51,981	42,931	94,912		
351	El Dorado School District	38,917,882	1,415,291	2,562,967	2,833,523	1,126,851	7,938,632	45,536	-	1,386,423	1,431,959	7,168,310	135,410	7,303,720		
235	Elkins School District	11,283,778	410,347	743,102	821,546	303,021	2,278,016	13,203	-	57,896	71,099	2,078,367	126,409	2,204,776		
1004	Emerson-Taylor-Bradley School District	10,747,389	390,840	707,778	782,493	29,189	1,910,300	12,575	-	160,199	172,774	1,979,569	(59,782)	1,919,787		
606	England School District	6,871,540	249,891	452,531	500,301	121,426	1,324,149	8,040	-	273,554	281,594	1,265,674	(16,537)	1,249,137		
2016	E-Stem Public Charter School	25,343,185	921,632	1,668,995	1,845,180	2,252,103	6,687,910	29,653	-	896,607	926,260	4,667,978	1,714,602	6,382,580		
765	Eureka Springs School District	7,595,240	276,209	500,190	552,992	44,930	1,374,321	8,887	-	89,186	98,073	1,398,972	(743)	1,398,229		
2027	Exall Academy	5,663,705	205,967	372,988	412,362	1,486,155	2,477,472	6,627	-	-	6,627	1,043,202	594,792	1,637,994		
234	Farmington School District	20,321,591	739,017	1,338,294	1,479,569	-	3,556,880	23,777	-	804,540	828,317	3,743,047	(271,154)	3,471,893		
233	Fayetteville School District	126,913,059	4,615,331	8,357,957	9,240,252	3,716,678	25,930,218	148,496	-	1,083,411	1,231,907	23,376,200	1,676,109	25,052,309		
6873	First Student	-	-	-	-	1,215	1,215	-	-	49,436	49,436	-	(15,451)	(15,451)		
182	Flippin School District	9,140,488	332,404	601,954	665,498	595,165	2,195,021	10,695	-	44,091	54,786	1,683,592	136,075	1,819,667		
539	Fordyce School District	7,795,621	283,496	513,387	567,581	287,890	1,652,354	9,121	-	346,578	355,699	1,435,881	(54,273)	1,381,608		
645	Foreman School District	4,968,206	180,674	327,185	361,724	267,446	1,137,029	5,813	-	33,452	39,265	915,097	64,102	979,199		
213	Forrest City School District	21,270,663	773,531	1,400,796	1,548,669	656,449	4,379,445	24,888	-	2,171,223	2,196,111	3,917,857	(947,403)	2,970,454		
350	Fort Smith School District	151,673,519	5,515,772	9,988,576	11,043,005	104,143	26,651,496	177,467	-	6,153,152	6,330,619	27,936,846	(2,000,631)	25,936,215		
601	Fouke School District	9,763,611	355,064	642,990	710,866	76,017	1,784,937	11,424	-	715,191	726,615	1,798,366	(84,451)	1,713,915		
133	Fountain Lake School District	14,847,644	539,951	977,803	1,081,023	840,384	3,439,161	17,373	-	93,198	110,571	2,734,797	138,426	2,873,223		

ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
FOR THE YEAR ENDED JUNE 30, 2023

Employer ID	Employer	Deferred Outflows of Resources						Deferred Inflows of Resources						Pension Expense	
		Net Pension Liability	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	
														Employer Contributions	Total Employer Pension Expense
2039	Friendship Aspire Academy - Little Rock	\$ -	\$ -	\$ -	\$ -	\$ 457,230	\$ 457,230	\$ -	\$ -	\$ -	\$ 1,309,818	\$ 1,309,818	\$ -	\$ (36,431)	\$ (36,431)
2036	Friendship Aspire Academy - Pine Bluff	9,338,874	339,618	615,019	679,942	4,355,257	5,989,836	10,927	-	-	10,927	1,384,647	1,384,647	1,384,647	3,104,780
2042	Friendship Aspire Academy - Southeast Pine Bluff	-	-	-	-	200,495	200,495	-	-	328,750	328,750	-	3,960	3,960	
2033	Future School of Fort Smith	2,545,111	92,556	167,610	185,304	391,684	837,154	2,978	-	-	2,978	468,786	211,537	680,323	
873	Genoa Central School District	10,402,020	378,281	685,033	757,347	219,844	2,040,505	12,171	-	141,225	153,396	1,915,955	37,701	1,953,656	
538	Gentry School District	16,576,106	602,808	1,091,632	1,206,869	1,031,609	3,932,918	19,395	-	132,627	152,022	3,053,164	242,002	3,295,166	
512	Glen Rose School District	9,219,416	335,274	607,152	671,245	96,906	1,710,577	10,787	-	132,757	143,544	1,698,130	51,453	1,749,583	
753	Gosnell School District	10,491,887	381,549	690,951	763,891	65,587	1,901,978	12,276	-	788,221	800,497	1,932,508	(252,119)	1,680,389	
109	Gravette School District	20,038,641	728,727	1,319,660	1,458,968	657,022	4,164,377	23,446	-	853	24,299	3,690,931	223,289	3,914,220	
1350	Great Rivers Education Cooperative	4,145,721	150,764	273,020	301,841	64,420	790,045	4,851	-	511,514	516,365	763,603	(73,926)	689,677	
675	Green Forest School District	14,549,080	529,093	958,141	1,059,286	780,550	3,327,070	17,023	-	135,154	152,177	2,679,805	256,308	2,936,113	
129	Greenbrier School District	31,985,556	1,163,190	2,106,433	2,328,796	261,915	5,860,334	37,425	-	1,054,999	1,092,424	5,891,441	(140,333)	5,751,108	
627	Greene County Tech School District	34,036,492	1,237,774	2,241,499	2,478,120	301,048	6,258,441	39,825	-	820,246	860,071	6,269,204	(150,004)	6,119,200	
238	Greenland School District	8,548,852	310,888	562,991	622,423	141,694	1,637,996	10,003	-	158,011	168,014	1,574,619	(4,589)	1,570,030	
121	Greenwood School District	37,902,789	1,378,376	2,496,117	2,759,616	1,138,502	7,772,611	44,348	-	235,019	279,367	6,981,340	259,147	7,240,487	
217	Gurdon School District	6,888,024	250,490	453,616	501,501	24,155	1,229,762	8,059	-	328,870	329,929	1,268,710	(111,166)	1,157,544	
1330	Guy Fenter Education Cooperative	5,672,162	206,274	373,545	412,977	426,523	1,419,319	6,637	-	123,547	130,184	1,044,759	186,483	1,231,242	
963	Guy-Perkins School District	3,592,002	130,627	236,554	261,526	49,386	678,093	4,203	-	45,573	49,776	661,613	(41,123)	620,490	
2032	Haas Hall Academy - Bentonville	-	-	-	-	41,047	41,047	-	-	801,213	801,213	-	(326,508)	(326,508)	
2006	Haas Hall Academy - Fayetteville	8,802,104	320,098	579,669	640,861	911,991	2,452,619	10,299	-	61,381	71,680	1,621,265	642,967	2,264,232	
335	Hackett School District	7,172,335	260,830	472,340	522,201	138,757	1,394,128	8,392	-	187,136	195,528	1,321,077	(196,689)	1,124,388	
384	Hamburg School District	15,768,361	573,434	1,038,437	1,148,059	273,980	3,033,910	18,450	-	854,608	873,058	2,904,385	(275,496)	2,628,889	
521	Hampton School District	6,124,997	222,742	403,366	445,947	122,092	1,194,147	7,167	-	139,560	146,727	1,128,167	13,284	1,141,451	
484	Harmony Grove School District - Benton	10,621,396	386,259	699,480	773,320	37,707	1,896,766	12,428	-	71,124	83,552	1,956,362	(928)	1,955,434	
458	Harmony Grove School District - Camden	9,146,887	332,636	602,375	665,964	159,733	1,760,708	10,702	-	269,822	290,524	1,684,771	(49,376)	1,635,395	
453	Harrisburg School District	12,356,343	449,352	813,736	899,637	42,358	2,205,083	14,458	-	569,211	583,669	2,275,923	(225,378)	2,050,545	
451	Harrison School District	27,474,057	999,124	1,809,325	2,000,324	871,018	5,679,791	32,146	-	29,990	62,136	5,060,465	195,618	5,256,083	
493	Hazen School District	5,638,995	205,068	371,360	410,562	224,014	1,211,004	6,598	-	135,433	142,031	1,038,650	(13,835)	1,024,815	
360	Heber Springs School District	13,482,257	490,297	887,884	981,613	184,049	2,543,843	15,775	-	959,292	975,607	2,483,306	(363,853)	2,119,453	
583	Hector School District	6,241,201	226,968	411,019	454,408	373,148	1,465,543	7,303	-	24,236	31,539	1,149,571	131,656	1,281,227	
196	Helena-West Helena School District	10,437,841	379,583	687,392	759,956	-	1,826,931	12,213	-	1,911,027	1,923,240	1,922,553	(782,189)	1,140,364	
1-025	Henderson State University	372,441	13,544	24,527	27,117	-	65,188	436	-	434,397	434,833	68,600	(187,795)	(119,195)	
111	Hermilage School District	4,363,977	158,701	287,393	317,731	252,571	1,016,396	5,106	-	482,054	487,160	803,804	(60,325)	743,479	
1045	Highland School District	17,663,395	642,349	1,163,236	1,286,032	1,245,399	4,337,016	20,667	-	283,058	303,725	3,253,432	496,457	3,749,889	
1005	Hillcrest School District	4,712,468	171,374	310,343	343,104	176,013	1,000,834	5,514	-	201,489	207,003	867,993	51,307	919,300	
2041	Hope Academy of Northwest Arkansas	1,182,027	42,986	77,843	86,061	452,307	650,197	1,383	-	19,740	21,123	217,718	189,215	406,933	
141	Hope School District	22,185,189	806,789	1,461,023	1,615,253	419,463	4,302,528	25,958	-	375,064	401,022	4,086,305	(215,707)	3,870,598	
602	Horatio School District	7,220,677	262,588	475,523	525,721	-	1,263,832	8,449	-	389,110	397,559	1,329,981	(126,196)	1,203,785	
134	Hot Springs School District	39,993,038	1,454,390	2,633,772	2,911,802	2,339,954	9,339,918	46,794	-	989,704	1,036,498	7,366,344	376,141	7,742,485	
165	Hoxie School District	7,402,710	269,208	487,511	538,975	93,544	1,389,238	8,662	-	310,973	319,635	1,363,510	(176,661)	1,186,849	
625	Huntsville School District	21,923,093	797,257	1,443,762	1,596,171	516,362	4,353,552	25,651	-	1,373,377	1,399,028	4,038,029	(163,015)	3,875,014	
2003	Imboden Area Charter School	640,849	23,305	42,204	46,659	59,296	171,464	750	-	7,393	8,143	118,038	15,250	133,288	
1346	Izard County Consolidated School District	6,510,390	236,757	428,747	474,007	807,637	1,947,148	7,618	-	13,978	21,596	1,199,153	193,430	1,392,583	



ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
FOR THE YEAR ENDED JUNE 30, 2023

Schedule 2

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense			
		Net Pension Liability	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
150	Jackson County School District	\$ 8,388,034	\$ 305,040	\$ 552,400	\$ 610,714	\$ 1,607,390	\$ 9,814	\$ -	\$ 93,334	\$ 1,544,998	\$ 21,603	\$ 1,566,601	
2020	Jacksonville Lighthouse Charter School	11,099,442	403,643	730,962	808,125	4,108,062	6,050,792	12,987	2,362,088	2,375,075	2,044,414	754,558	2,798,972
1093	Jacksonville-North Pulaski School District	41,261,681	1,500,526	2,717,320	3,004,169	2,063,506	9,285,521	48,279	536,941	585,220	7,600,016	574,467	8,174,483
607	Jasper School District	10,879,682	395,651	716,490	792,125	479,801	2,384,067	12,730	58,286	71,016	2,003,936	93,150	2,097,086
135	Jessieville School District	8,361,798	304,086	550,673	608,804	434,084	1,897,647	9,784	326,689	336,473	1,540,165	(15,737)	1,524,428
394	Jonesboro School District	69,147,259	2,514,615	4,553,746	5,034,455	2,325,747	14,428,563	80,906	5,691	86,597	12,736,279	1,356,845	14,093,124
1362	Jonesboro Vocational Center	1,713,869	62,327	112,868	124,783	29,332	329,310	2,005	79,304	81,309	315,679	(7481)	308,198
228	Junction City School District	6,620,352	240,756	435,988	482,013	276,365	1,435,122	7,746	199,776	207,522	1,219,407	78,819	1,298,226
2002	Kipp Delta College Preparatory School	14,971,072	544,439	985,931	1,090,010	1,219,852	3,840,232	17,517	1,183,309	1,200,826	2,757,532	(155,054)	2,602,478
197	Kirby School District	3,912,893	142,297	257,687	284,889	197,797	882,670	4,578	-	4,578	720,718	92,854	813,572
1000	Lafayette County School District	6,543,071	237,946	430,899	476,386	97,750	1,242,981	7,656	305,997	313,653	1,205,173	(46,205)	1,158,968
136	Lake Hamilton School District	42,016,794	1,527,986	2,767,048	3,059,148	1,445,622	8,799,804	49,162	815,974	865,136	7,739,101	317,267	8,056,368
132	Lakeside School District - Hot Springs	31,692,499	1,152,532	2,087,134	2,307,459	432,787	5,979,912	37,082	706,739	743,821	5,837,462	80,085	5,917,547
116	Lakeside School District - Lake Village	11,218,864	407,986	738,827	816,820	581,720	2,545,353	13,127	354,283	367,410	2,066,410	16,313	2,082,723
163	Lamar School District	12,682,969	461,230	835,247	923,418	561,851	2,781,746	14,840	-	14,840	2,336,084	242,713	2,578,797
219	Lavaca School District	7,635,268	277,665	502,826	559,907	68,122	1,404,520	8,934	235,002	243,936	1,406,345	(54,963)	1,351,382
1011	Lawrence County School District	8,949,844	325,471	589,399	651,618	461,668	2,028,156	10,472	112,140	122,612	1,648,478	83,672	1,732,150
957	Lead Hill School District	3,822,581	139,012	251,739	278,313	274,206	943,270	4,473	32,008	36,481	704,084	68,979	773,063
172	Lee County School District	9,503,486	345,605	625,859	691,927	1,658,863	3,322,254	11,120	572,643	583,763	1,750,453	105,167	1,855,620
237	Lincoln Consolidated School District	10,772,241	391,744	709,414	784,302	605,416	2,490,876	12,604	172,507	185,111	1,984,146	53,113	2,037,259
2007	Lisa Academy - Little Rock	33,505,160	1,218,452	2,206,508	2,439,435	6,176,309	12,040,704	39,203	-	39,203	6,171,337	2,858,384	9,029,721
2019	Little Rock Preparatory Academy	-	-	-	-	12,127	12,127	-	837,435	837,435	-	(362,814)	(362,814)
210	Little Rock School District	273,787,252	9,956,571	18,030,469	19,933,829	1,344,057	49,264,926	320,347	5,729,311	6,049,658	50,429,055	(3,856,500)	46,572,555
404	Lonoke School District	15,542,486	565,219	1,023,562	1,131,613	330,728	3,051,122	18,186	616,074	634,260	2,862,781	(161,466)	2,701,315
181	Magazine School District	5,184,701	188,547	341,442	377,486	96,947	1,004,422	6,066	189,464	195,530	954,974	(81,402)	873,572
736	Magnet Cove School District	6,324,766	230,007	416,522	460,492	152,628	1,259,649	7,400	229,326	236,726	1,164,963	36,868	1,201,831
123	Magnolia School District	30,261,066	1,100,477	1,992,867	2,203,241	1,999,207	7,255,792	35,407	826,098	861,505	5,573,809	242,232	5,816,041
503	Malvern School District	18,698,621	679,996	1,231,412	1,361,404	549,814	3,822,626	21,878	1,152,583	1,174,461	3,444,111	(243,333)	3,200,778
331	Mammoth Spring School District	5,328,903	193,791	350,939	387,985	293,627	1,226,342	6,235	22,226	28,461	981,534	102,100	1,083,634
658	Manila School District	9,991,157	363,339	657,975	727,434	102,975	1,851,723	11,690	458,194	469,884	1,840,278	(144,939)	1,695,339
222	Mansfield School District	7,660,976	278,600	504,519	557,778	8,234	1,349,131	8,964	259,611	268,575	1,411,080	(85,133)	1,325,947
714	Marion School District	36,324,389	1,320,976	2,392,170	2,644,696	1,851,907	8,209,749	42,502	2,138,551	2,181,053	6,690,613	(142,661)	6,547,952
203	Marked Tree School District	5,228,261	190,131	344,311	380,658	396,778	1,311,878	6,117	95,840	101,957	962,997	19,364	982,361
597	Marmaduke School District	6,567,916	238,849	432,535	478,195	67,067	1,216,646	7,885	227,554	235,239	1,209,749	(91,667)	1,118,082
195	Marvell-Elaine School District	3,945,239	143,473	259,817	287,244	299,496	990,030	4,616	659,600	664,216	726,676	(259,379)	467,297
535	Mayflower School District	8,694,341	316,179	572,573	633,015	124,924	1,646,691	10,173	1,132,791	1,142,964	1,601,417	(290,336)	1,311,081
501	Maynard School District	5,231,383	190,245	344,517	380,885	463,425	1,379,072	6,121	162,972	169,093	963,572	114,283	1,077,855
242	McCrary School District	5,315,542	193,305	350,059	387,013	944	931,321	6,219	529,997	536,216	979,073	(160,766)	818,307
715	McGehee School District	11,225,708	408,235	739,278	817,318	162,905	2,127,736	13,135	759,365	772,500	2,067,671	(169,221)	1,898,450
779	Melbourne School District	7,958,050	289,403	524,083	579,408	101,052	1,493,946	9,311	193,102	202,413	1,465,799	(9,606)	1,456,193
208	Mena School District	15,805,290	574,777	1,040,869	1,150,747	682,258	3,448,651	18,493	103,623	122,116	2,911,187	95,541	3,006,728
1371	Metropolitan Vocational Center	2,624,960	95,460	172,869	191,117	168,554	628,000	3,071	164,690	167,761	483,493	(26,369)	457,124
1347	Midland School District	6,134,852	223,101	404,015	446,665	283,634	1,357,415	7,178	-	8,679	1,129,983	106,256	1,236,239

**ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
FOR THE YEAR ENDED JUNE 30, 2023**

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense					
		Net Pension Liability	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Pension Plan Investments	Changes of Assumptions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Earnings on Pension Plan Investments	Changes of Assumptions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense		
145	Mineral Springs School District	\$ 6,517,183	\$ 237,004	\$ 429,194	\$ 474,501	\$ 45,134	\$ 1,185,833	\$ 7,625	\$ -	\$ 191,488	\$ 199,113	\$ 1,200,404	\$ (61,987)	\$ 1,138,417	
330	Monticello School District	17,403,304	632,890	1,146,108	1,267,095	500,251	3,546,344	20,363	-	764,074	784,437	3,205,526	(226,244)	2,979,282	
1363	Monticello Vocational Center	595,336	21,650	39,206	43,345	722	104,923	697	-	132,825	133,522	109,655	(45,446)	64,209	
186	Mount Ida School District	4,870,392	177,117	320,743	354,602	408,779	1,261,241	5,699	-	436,777	442,476	897,081	28,411	925,492	
964	Mount Vernon-Enola School District	5,257,112	191,181	346,211	382,758	321,867	1,242,017	6,151	-	64,871	71,022	968,311	47,667	1,015,978	
682	Mountain Home School District	37,820,492	1,375,383	2,490,697	2,753,624	1,868,315	8,488,019	44,252	-	22,933	67,185	6,966,181	544,367	7,510,548	
965	Mountain Pine School District	7,590,858	276,043	499,889	552,659	733,113	2,061,704	8,882	-	-	8,882	1,398,128	323,459	1,721,587	
530	Mountain View School District	17,855,745	649,344	1,175,904	1,300,036	1,201,302	4,326,586	20,892	-	821,120	842,012	3,288,862	137,873	3,426,735	
126	Mountainburg School District	6,743,888	245,249	444,124	491,007	233,983	1,414,363	7,891	-	173,458	181,349	1,242,161	(6,847)	1,235,314	
756	Mulberry-Pleasant View Bi-County School District	5,172,359	188,098	340,630	376,588	227,594	1,132,910	6,052	-	-	6,052	952,700	104,827	1,057,527	
515	Nashville School District	17,704,430	643,841	1,165,939	1,289,019	369,433	3,468,232	20,715	-	481,785	502,500	3,260,991	6,706	3,267,697	
1-330	National Park Community College	2,076,342	75,508	136,739	151,174	-	363,421	2,429	-	376,537	378,966	382,443	(168,982)	213,461	
795	Nemo Vista School District	5,449,362	198,172	358,872	396,756	85,288	1,038,088	6,376	-	56,264	62,640	1,003,722	(27,347)	976,375	
702	Nettleton School District	39,269,674	1,428,084	2,586,134	2,859,136	2,204,733	9,078,087	45,948	-	574,491	620,439	7,233,107	674,171	7,907,278	
1343	Nevada School District	4,562,274	165,912	300,452	332,169	179,723	978,256	5,338	-	146,436	151,774	840,328	6,274	846,602	
545	Newport School District	12,602,230	458,294	829,929	917,540	880,919	3,086,682	14,745	-	106,479	121,224	2,321,213	183,887	2,505,100	
471	Norfolk School District	4,886,969	177,720	321,835	355,809	289,185	1,144,549	5,718	-	67,103	72,821	900,134	12,817	912,951	
1-329	North Arkansas College	4,611,535	167,703	303,696	335,755	-	807,154	5,396	-	412,932	418,328	849,402	(198,364)	651,038	
1365	North Central Career Center	300,912	10,943	19,817	21,909	40,999	93,668	352	-	26,428	26,780	55,425	(5,189)	50,236	
212	North Little Rock School District	91,107,734	3,313,232	5,999,969	6,633,348	325,960	16,272,509	106,601	-	2,980,542	3,087,143	16,781,194	(685,951)	16,095,243	
1332	Northcentral Arkansas Education Cooperative	5,278,622	191,963	347,628	384,324	318,185	1,242,100	6,176	-	127,584	133,760	972,273	113,766	1,086,039	
1337	Northeast Arkansas Education Cooperative	5,082,034	184,814	334,681	370,011	50,181	939,687	5,946	-	151,174	157,120	936,063	(18,110)	917,953	
2024	Northwest Arkansas Classical Academy	9,661,891	351,365	636,291	703,460	2,154,158	3,845,274	11,305	-	-	11,305	1,779,630	826,232	2,605,862	
1-388	Northwest Arkansas Community College	4,168,786	151,602	274,539	303,520	119,329	848,990	4,878	-	352,378	357,256	767,851	(155,629)	612,222	
1351	Northwest Arkansas Education Cooperative	6,861,727	249,534	451,884	499,587	138,157	1,338,162	8,029	-	223,248	231,277	1,263,866	152,477	1,416,343	
1-321	Northwest Technical Institute	4,006,215	145,690	263,832	291,683	616,016	1,317,221	4,688	-	-	4,688	737,907	263,663	1,001,570	
704	Omaha School District	4,489,128	163,252	295,635	326,843	214,632	1,000,362	5,253	-	161,573	166,826	826,855	7,969	834,824	
185	Osceola School District	12,203,461	443,792	803,668	888,506	651,136	2,787,102	14,279	-	999,564	1,013,843	2,247,763	(90,859)	2,156,904	
1006	Ouachita River School District	7,463,731	271,427	491,530	543,417	259,615	1,565,989	8,733	-	-	8,733	1,374,750	89,709	1,464,459	
750	Ouachita School District	4,327,692	157,381	285,003	315,089	138,329	895,802	5,064	-	-	91,940	97,004	797,120	16,239	813,359
2030	Ozark Montessori Academy	-	-	-	-	-	-	-	-	259,694	259,694	-	(222,321)	(222,321)	
1008	Ozark Mountain School District	6,774,289	246,564	446,126	493,221	96,564	1,282,265	7,926	-	207,604	215,530	1,247,761	(112,661)	1,135,100	
130	Ozark School District	16,706,804	607,561	1,100,239	1,216,385	615,225	3,539,410	19,548	-	605,104	624,652	3,077,237	(92,334)	2,984,903	
1-314	Ozarka College	821,974	29,892	54,132	59,846	42,016	185,886	962	-	43,079	44,041	151,400	(15,648)	135,752	
1336	Ozarks Unlimited Resource Education Cooperative	6,698,447	243,596	441,131	487,699	217,160	1,389,586	7,838	-	115,347	123,185	1,233,791	50,309	1,284,100	
486	Palestine-Wheatley School District	6,902,402	251,013	454,563	502,548	583,434	1,791,558	8,076	-	97,438	105,514	1,271,358	122,730	1,394,088	
724	Pangburn School District	8,145,306	296,213	536,415	593,041	484,346	1,910,015	9,530	-	429,553	439,083	1,500,289	(2,628)	1,497,661	
1344	Paragould School District	31,396,614	1,141,772	2,067,648	2,285,916	1,087,218	6,582,554	36,736	-	191,496	228,232	5,782,963	250,561	6,033,524	
386	Paris School District	11,592,630	421,579	763,441	844,033	285,626	2,314,679	13,564	-	19,671	33,235	2,135,254	108,761	2,244,015	
820	Parkers Chapel School District	7,133,528	259,418	469,784	519,376	286,206	1,534,784	8,347	-	280,431	288,778	1,313,929	32,427	1,346,356	
1092	Pea Ridge School District	21,964,071	798,747	1,446,461	1,599,154	758,308	4,602,670	25,699	-	-	25,699	4,045,577	367,473	4,413,050	
192	Perryville School District	8,956,968	325,730	589,868	652,137	624,735	2,192,470	10,480	-	196,323	206,803	1,649,790	59,971	1,709,761	
1-320	Phillips Community College - Dewitt	74,644	2,715	4,916	5,435	1,352	14,418	87	-	-	35,613	13,749	(17,371)	(3,622)	

ARKANSAS TEACHER RETIREMENT SYSTEM  
 SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
 FOR THE YEAR ENDED JUNE 30, 2023

Schedule 2

Employer ID	Employer	Net Pension Liability	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense			
			Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Employer Pension Expense
1-254	Phillips Community College - University of Arkansas	\$ 84,270	\$ 3,065	\$ 5,550	\$ 6,135	\$ 3,740	\$ 18,490	\$ 99	\$ -	\$ 27,757	\$ 27,856	\$ 15,522	\$ (24,629)	\$ (9,107)
571	Piggott School District	7,397,913	269,033	487,195	538,625	71,659	1,366,512	8,656	-	271,229	279,885	1,362,626	(28,453)	1,334,173
2022	Pine Bluff Lighthouse Charter School	-	-	-	-	30,957	30,957	-	-	1,162,642	1,162,642	-	(385,397)	(385,397)
593	Pine Bluff School District	45,528,244	1,655,684	2,998,297	3,314,808	7,390,055	15,358,844	53,271	-	1,743,550	1,796,821	8,385,877	847,139	9,233,016
558	Pocahontas School District	17,312,174	629,576	1,140,106	1,260,460	781,606	3,811,748	20,256	-	790,851	811,107	3,188,741	41,976	3,230,717
569	Pottsville School District	16,481,117	599,354	1,085,377	1,199,953	456,789	3,341,473	19,284	-	301,923	321,207	3,035,668	91,709	3,127,377
757	Poyen School District	4,158,749	151,237	273,878	302,789	873	728,777	4,866	-	441,221	446,087	766,003	(137,291)	628,712
232	Prairie Grove School District	17,624,377	640,930	1,160,667	1,283,191	289,014	3,373,802	20,622	-	-	20,622	3,246,246	148,000	3,394,246
2025	Premier High School of Little Rock	2,043,808	74,325	134,597	148,805	718,294	1,076,021	2,391	-	9,934	12,325	376,450	188,847	565,297
2040	Premier High School of North Little Rock	695,757	25,302	45,820	50,657	232,202	353,981	814	-	-	814	128,152	103,683	231,835
2044	Premier High School of Springdale	443,135	16,115	29,183	32,264	231,697	309,259	518	-	28,174	28,692	81,621	71,301	152,922
188	Prescott School District	8,843,658	321,609	582,406	643,887	161,339	1,709,241	10,348	-	235,780	246,128	1,628,919	(15,751)	1,613,168
211	Pulaski County School District	146,830,099	5,339,636	9,669,608	10,690,367	1,663,134	27,362,745	171,800	-	3,511,552	3,683,352	27,044,733	(939,005)	26,105,728
1-290	Pulaski Technical College	3,591,895	130,623	236,547	261,518	-	628,688	4,203	-	1,088,733	1,092,936	661,594	(743,627)	(82,033)
2026	Quest Middle School - Pine Bluff	-	-	-	-	-	-	-	-	44,754	44,754	-	(118,833)	(118,833)
2028	Quest Middle School - West Little Rock	-	-	-	-	-	-	-	-	216,544	216,544	-	(174,808)	(174,808)
651	Quitman School District	6,566,261	238,789	432,426	478,075	345,077	1,494,367	7,683	-	115,546	123,229	1,209,444	79,197	1,288,641
1335	Rector School District	6,463,205	235,041	425,639	470,571	481,569	1,612,820	7,562	-	106,336	113,898	1,190,462	135,363	1,325,825
1-315	Rich Mountain Community College	892,823	32,468	58,798	65,004	-	156,270	1,045	-	124,936	125,981	164,450	(76,228)	88,222
1366	River Valley Career Academy	-	-	-	-	-	-	-	-	184,716	184,716	-	(87,497)	(87,497)
1114	Rivercrest School District	11,607,354	422,114	764,411	845,105	447,324	2,478,954	13,581	-	348,880	362,461	2,137,966	48,542	2,186,508
1348	Riverside School District	7,351,291	267,338	484,125	535,231	167,869	1,454,563	8,601	-	188,925	195,526	1,354,039	(21,989)	1,332,050
1-386	Riverside Vocational Technical School	-	-	-	-	162,293	162,293	-	-	768,816	768,816	-	(179,462)	(179,462)
434	Riverview School District	11,713,992	425,992	771,434	852,869	137,609	2,187,904	13,706	-	946,588	960,294	2,157,608	(327,248)	1,830,360
2031	Rockbridge Montessori	-	-	-	-	-	-	-	-	43,922	43,922	-	(125,707)	(125,707)
108	Rogers School District	155,884,557	5,668,911	10,265,897	11,349,601	1,372,767	28,657,176	182,394	-	2,632,117	2,814,511	28,712,479	(22,998)	28,689,481
847	Rose Bud School District	7,381,270	268,428	486,099	537,414	170,430	1,462,371	8,637	-	587,263	595,900	1,359,561	(99,068)	1,260,493
209	Russellville School District	58,666,430	2,133,469	3,863,523	4,271,370	785,383	11,053,745	68,643	-	-	68,643	10,805,808	487,684	11,293,492
565	Salem School District	7,707,801	280,303	507,603	561,188	250,553	1,599,647	9,019	-	19,678	28,697	1,419,705	78,325	1,498,030
2038	Scholarmade Achievement Place	4,595,465	167,119	302,638	334,585	1,036,157	1,840,499	5,377	-	-	5,377	846,442	636,379	1,482,821
548	Scranton School District	4,065,885	147,860	267,762	296,028	166,814	878,464	4,757	-	125,499	130,256	748,898	16,786	765,684
1010	Searcy County School District	9,133,039	332,133	601,463	664,956	301,825	1,900,377	10,686	-	331,433	342,119	1,682,220	6,217	1,688,437
443	Searcy School District	34,444,841	1,252,624	2,268,391	2,507,851	167,917	6,196,783	40,302	-	2,055,999	2,096,301	6,344,418	(532,484)	5,811,934
139	Sheridan School District	35,119,008	1,277,141	2,312,789	2,556,935	213,089	6,359,954	41,091	-	679,832	720,923	6,468,593	(128,955)	6,339,638
230	Shirley School District	3,611,817	131,348	237,859	262,968	131,494	763,669	4,226	-	199,552	203,778	665,263	(74,541)	590,722
2023	SIATech Charter School	908,689	33,045	59,842	66,160	154,820	313,867	1,063	-	81,614	82,677	167,372	9,559	176,931
110	Siloam Springs School District	44,794,430	1,628,998	2,949,971	3,261,381	2,414,089	10,254,439	52,412	-	1,677,113	1,729,525	8,250,716	540,174	8,790,890
395	Sloan-Hendrix School District	6,836,017	248,599	450,191	497,715	342,048	1,538,553	7,999	-	18,110	26,109	1,259,130	120,888	1,380,018
872	Smackover-Norphlet School District	11,059,998	402,209	728,365	805,253	149,777	2,085,604	12,941	-	338,991	351,932	2,037,148	(82,363)	1,954,785
1-344	South Arkansas Community College	2,517,692	91,559	165,805	183,307	128,680	569,351	2,946	-	150,262	153,208	483,735	(27,373)	456,362
1-392	South Arkansas Developmental Center	4,243,911	154,334	279,486	308,990	430,247	1,173,057	4,966	-	476,867	481,833	781,689	(211,963)	569,726
1355	South Central Education Cooperative	3,908,728	142,145	257,412	284,586	27,167	711,310	4,573	-	98,946	103,519	719,951	(49,782)	670,169
1293	South Conway County School District	22,265,268	809,701	1,466,296	1,621,084	490,545	4,387,626	26,052	-	-	26,052	4,101,054	271,472	4,372,526

**ARKANSAS TEACHER RETIREMENT SYSTEM  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
FOR THE YEAR ENDED JUNE 30, 2023**

Schedule 2

Employer ID	Employer	Net Pension Liability	Deferred Outflows of Resources					Deferred Inflows of Resources					Pension Expense		
			Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Pension Expense	Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
251	South Pike County School District	\$ 6,990,041	\$ 254,200	\$ 460,334	\$ 508,929	\$ 53,381	\$ 1,276,844	\$ 8,179	\$ -	\$ -	\$ 329,267	\$ 337,446	\$ 1,287,500	\$ (60,245)	\$ 1,227,255
1-197	Southeast Arkansas College	2,256,281	82,052	148,589	164,275	-	394,916	2,640	-	-	423,411	426,051	415,586	(230,032)	185,554
1308	Southeast Arkansas Education Cooperative	11,622,928	422,680	765,437	846,239	-	2,427,977	13,599	-	-	850,672	864,271	2,140,835	(66,780)	2,074,055
2037	Southeast Arkansas Preparatory High School	-	-	-	-	-	41,627	41,627	-	-	278,438	278,438	-	(28,151)	(28,151)
1-268	Southern Arkansas University - East Camden	1,155,466	42,020	76,094	84,127	-	202,241	1,352	-	-	461,764	463,116	212,826	(238,561)	(25,735)
1-051	Southern Arkansas University - Magnolia	1,691,386	61,509	111,388	123,146	-	37,667	333,710	1,979	-	1,509,607	1,511,586	311,538	(497,385)	(185,847)
771	Southside School District - Batesville	18,052,903	656,513	1,188,888	1,314,391	-	404,020	3,563,812	21,123	-	-	21,123	3,325,176	273,396	3,598,572
536	Southside School District - Bee Branch	6,664,966	242,379	438,926	485,261	-	183,852	1,350,418	7,798	-	63,003	70,801	1,227,624	(12,283)	1,215,341
1307	Southwest Arkansas Education Cooperative	3,895,937	141,680	256,570	283,654	-	141,755	823,659	4,558	-	303,987	308,545	717,595	(17,017)	700,578
143	Spring Hill School District	5,318,782	193,423	350,272	387,248	-	272,581	1,203,524	6,223	-	166,936	173,159	979,670	73,456	1,053,126
239	Springdale School District	244,264,575	8,882,947	16,086,230	17,784,350	-	1,031,896	43,785,423	285,804	-	1,921,395	2,207,199	44,991,253	329,728	45,320,981
687	Star City School District	12,491,497	454,267	822,637	909,478	-	1,484	2,187,866	14,616	-	571,866	586,502	2,300,817	(251,237)	2,049,580
227	Strong-Huttig School District	3,902,410	141,915	256,996	284,126	-	109,497	792,534	4,566	-	43,481	48,047	718,788	(23)	718,765
746	Slutgart School District	15,560,361	565,869	1,024,739	1,132,915	-	459,039	3,182,562	18,207	-	311,739	329,946	2,866,073	(43,445)	2,822,628
1372	Texarkana Career And Technological Center	-	-	-	-	-	-	-	-	-	102,530	102,530	-	(112,232)	(112,232)
184	Texarkana School District	43,821,699	1,593,624	2,885,912	3,190,559	-	1,246,743	8,916,838	51,274	-	620,507	671,781	8,071,548	(40,536)	8,031,012
2035	The Excel Center Charter at Goodwill	1,232,433	44,819	81,163	89,731	-	105,083	320,796	1,442	-	6,090	7,532	227,003	98,848	325,851
608	Trumann School District	12,006,521	436,630	790,699	874,168	-	394,224	2,495,721	14,048	-	1,115,228	1,129,276	2,211,489	(249,618)	1,961,871
1009	Two Rivers School District	8,810,755	320,413	580,239	641,491	-	401,854	1,943,997	10,309	-	47,642	57,951	1,622,859	104,562	1,727,421
1-402	University of Arkansas - Cooperative Extension Service	394,095	14,332	25,953	28,693	-	626	69,604	461	-	3,756	4,217	72,589	(2,085)	70,504
1-389	University of Arkansas - Fayetteville	665,370	24,197	43,818	48,444	-	17,619	134,078	779	-	196,109	196,888	122,555	(110,278)	12,277
1-256	University of Arkansas - Fort Smith	435,422	15,835	28,675	31,702	-	-	76,212	509	-	89,286	89,795	80,201	(68,976)	11,225
1-390	University of Arkansas - Little Rock	-	-	-	-	-	-	-	-	-	134,133	134,133	-	(77,705)	(77,705)
1-400	University of Arkansas - Medical Sciences	114,125	4,150	7,516	8,309	-	-	19,975	134	-	30,406	30,540	21,021	(32,034)	(11,013)
1-005	University of Arkansas - Monticello	666,819	24,250	43,914	48,550	-	-	116,714	780	-	233,104	233,884	122,822	(142,197)	(19,375)
1-006	University of Arkansas - Pine Bluff	124,072	4,512	8,171	9,033	-	228	21,944	145	-	7,660	7,805	22,853	(2,349)	20,504
1-318	University of Arkansas Community College - Batesville	769,510	27,984	50,677	56,026	-	-	134,687	900	-	286,894	287,794	141,737	(143,378)	(1,641)
1-327	University of Arkansas Community College - Cossatot	788,922	28,690	51,955	57,440	-	-	138,085	923	-	237,870	238,793	145,312	(126,640)	18,672
1-249	University of Arkansas Community College - Hope	605,279	22,012	39,861	44,069	-	-	105,942	708	-	159,241	159,949	111,487	(91,690)	19,797
1-220	University of Arkansas Community College - Morrilton	1,535,511	55,841	101,122	111,797	-	8,641	277,401	1,797	-	229,596	231,393	282,827	(192,521)	90,306
1-054	University of Central Arkansas	13,774,620	500,929	907,138	1,002,899	-	628,238	3,039,204	16,117	-	452,596	468,713	2,537,156	(149,152)	2,388,004
747	Valley Springs School District	7,836,107	284,969	516,053	570,529	-	134,611	1,506,162	9,169	-	127,115	136,284	1,443,338	(42,011)	1,401,327
863	Valley View School District	25,206,606	916,666	1,660,000	1,835,236	-	608,115	5,020,017	29,493	-	435,231	464,724	4,642,821	96,526	4,739,347
560	Van Buren School District	58,168,488	2,115,360	3,830,730	4,235,116	-	971,457	11,152,663	68,606	-	244,628	312,688	10,714,092	284,362	10,998,454
698	Vilonia School District	27,337,000	994,140	1,800,299	1,990,345	-	-	4,784,784	31,986	-	1,664,172	1,696,158	5,035,220	(737,843)	4,297,377
794	Viola School District	4,542,462	165,192	299,147	330,726	-	155,485	950,550	5,315	-	74,149	79,464	836,679	31,884	868,563
513	Waldron School District	14,708,904	534,905	968,666	1,070,922	-	58,942	2,633,435	17,210	-	423,317	440,527	2,709,243	(188,964)	2,520,279
113	Warren School District	14,429,734	524,753	950,281	1,050,596	-	529,315	3,054,945	16,884	-	411,301	428,185	2,657,822	(48,659)	2,609,163
1373	Warren Vocational Center	888,950	32,328	58,542	64,722	-	43,432	199,024	1,040	-	60,269	61,309	163,736	(29,744)	133,992
154	Watson Chapel School District	19,006,291	691,184	1,251,674	1,383,805	-	67,220	3,393,883	22,238	-	1,896,244	1,918,482	3,500,781	(973,598)	2,527,183
240	West Fork School District	8,709,768	316,740	573,588	634,138	-	-	1,524,466	10,191	-	196,711	206,902	1,604,258	(115,806)	1,488,452
376	West Memphis School District	49,130,305	1,786,677	3,235,514	3,577,066	-	1,209,114	9,808,371	57,485	-	1,989,424	2,046,909	9,049,343	(731,468)	8,317,875
502	West Side School District - Greers Ferry	6,421,076	233,509	422,865	467,504	-	421,647	1,545,525	7,513	-	99,131	106,644	1,182,702	157,806	1,340,508

ARKANSAS TEACHER RETIREMENT SYSTEM  
 SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
 FOR THE YEAR ENDED JUNE 30, 2023

Employer ID	Employer	Deferred Outflows of Resources					Deferred Inflows of Resources					Pension Expense			
		Net Pension Liability	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Changes of Assumptions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Proportionate Contributions and Share of Contributions	Total Employer Pension Expense
1342	Western Yell County School District	\$ 4,077,011	\$ 148,265	\$ 268,495	\$ 296,838	\$ 263,997	\$ 977,595	\$ 4,770	\$ -	\$ -	\$ 177,924	\$ 182,694	\$ 750,947	\$ (25,194)	\$ 725,753
1091	Westside Consolidated School District - Jonesboro	16,628,433	604,711	1,095,078	1,210,679	525,702	3,436,170	19,456	-	-	75,395	94,851	3,062,802	94,736	3,157,538
1321	Westside School District - Hartman	6,397,659	232,658	421,323	465,799	247,426	1,367,206	7,486	-	-	139,559	147,045	1,178,389	45,368	1,223,757
2043	Westwind School for the Performing Arts	523,976	19,055	34,507	38,149	259,170	350,881	613	-	-	14,728	15,341	96,511	84,060	180,571
987	White County Central School District	7,587,088	275,913	499,653	552,399	456,079	1,784,044	8,877	-	-	98,358	107,235	1,397,471	94,380	1,491,851
153	White Hall School District	25,259,333	918,583	1,663,473	1,839,075	561,288	4,982,419	29,555	-	-	521,287	550,842	4,652,533	(183,018)	4,469,515
1345	Wilbur D. Mills Education Cooperative	5,840,690	212,403	384,643	425,247	241,516	1,263,809	6,834	-	-	96,059	102,893	1,075,801	75,213	1,151,014
780	Wonderview School District	4,355,910	158,407	286,862	317,144	60,622	823,035	5,097	-	-	175,951	181,048	802,318	(103,882)	698,436
121	Woodlawn School District	4,726,020	171,867	311,236	344,091	3,291	830,485	5,530	-	-	43,604	49,134	870,489	(23,006)	847,483
656	Wynne School District	24,161,884	878,673	1,591,199	1,759,172	182,489	4,411,533	28,271	-	-	1,290,981	1,319,252	4,450,393	(397,590)	4,052,803
626	Yelville-Summit School District	8,755,298	318,396	576,587	637,453	695,721	2,228,157	10,244	-	-	-	10,244	1,612,644	293,430	1,906,074
TOTAL FOR ALL ENTITIES		\$ 5,189,155,847	\$ 188,709,296	\$ 341,735,825	\$ 377,810,677	\$ 164,090,305	\$ 1,072,346,103	\$ 6,071,609	\$ -	\$ -	\$ 164,090,305	\$ 170,161,914	\$ 955,794,042	\$ -	\$ 955,794,042

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO SCHEDULE OF EMPLOYER ALLOCATIONS AND  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies

A. Plan Description

ATRS is a cost-sharing, multiple-employer defined benefit pension plan that covers employees of schools and education-related agencies, including Arkansas School for the Blind, Arkansas School for the Deaf, Arkansas Activities Association, State Board of Education, regional education service cooperatives, ATRS, Arkansas Educational Television Commission, area vocational-technical schools, Arkansas Rehabilitation Services, enterprises privatized by a public school district, and educational nonprofit organizations licensed and regulated by Division of Developmental Disabilities Services of the Department of Human Services.

On June 30, 2023, the number of participating employers was as follows:

Public schools	256
State colleges and universities	38
State agencies	17
Other/privatized	<u>27</u>
Total	<u><u>338</u></u>

On June 30, 2023, ATRS' membership consisted of the following:

Retirees or beneficiaries currently receiving benefits	54,646
T-DROP participants	3,138
Inactive plan members (not receiving benefits)	14,355
Active members	
Fully vested	44,962
Non-vested	<u>23,287</u>
Total	<u><u>140,388</u></u>

Members are eligible for full retirement benefits at age 60 with five or more years of actual and reciprocal service or at any age with 28 or more years of credited service. Members with 25 years of actual and reciprocal service who have not attained age 60 may receive an annuity reduced by 10/12 of 1% multiplied by the number of months by which the early retirement precedes the earlier of (1) completion of 28 years of credited service or (2) attainment of age 60. The normal retirement benefit, paid monthly, is determined based on (1) the member's final average salary (FAS) (effective July 1, 2018, computed using the average of the annual salaries paid during the period of 5 years of credited service producing the highest annual average) and (2) the number of years of service. For active members as of June 30, 2018, a benchmark 3-year FAS was established as a minimum FAS.

B. Basis of Presentation

The purpose of the Schedule of Employer Allocations and the Schedule of Pension Amounts by Employer (Schedules) is to provide member employers with the information to report financial statement amounts in accordance with Governmental Accounting Standards Board (GASB) Statement No. 68, *Accounting and Financial Reporting for Pensions*. These schedules present amounts that are considered elements of the financial statements of ATRS or of its participating employers. Accordingly, they do not purport to be a complete presentation of the financial position or changes in financial position of ATRS or the participating employers.

ARKANSAS TEACHER RETIREMENT SYSTEM  
 NOTES TO SCHEDULE OF EMPLOYER ALLOCATIONS AND  
 SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
 JUNE 30, 2023

NOTE 1: Summary of Significant Accounting Policies (Continued)

C. Basis of Accounting

Information about the fiduciary net position and change in fiduciary net position of the plan, as reported in the basic financial statements of ATRS, is recognized using the economic resources measurement focus and accrual basis of accounting. Under the accrual basis, contributions and other revenues are recognized when earned, and benefits, refunds, and other expenses are recorded when incurred. Investments are reported at fair value. All of these items are used in measuring the total net pension liability, total deferred outflows of resources and total deferred inflows of resources related to pensions, and total pension expense.

D. Basis of Allocation – Employer Contributions

The proportionate share of the total net pension liability, total deferred outflows of resources and total deferred inflows of resources related to pensions, and total pension expense was determined using actual employer contributions. Each employer’s proportionate share was calculated based on the ratio of their contributions to total contributions of all employers.

The general financial objective of all Arkansas public employee retirement plans is to have rates of contribution that remain relatively level for Arkansas citizens from generation to generation. ATRS’ funding policy provides for periodic employer contributions at statutorily-established rates based on annual actuarial valuations. The employer contribution rate was 15% for the fiscal year ending June 30, 2023. Contributory members are required to contribute 7% of gross wages to ATRS. Employee contributions are refundable if ATRS-covered employment terminates before a monthly benefit is payable. Employee contributions remaining on deposit with ATRS for a period of one or more years earn interest credits, which are included in the refund.

E. Use of Estimates

The preparation of the Schedules in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported during the period. Actual results could differ from those estimates, and differences could be material.

NOTE 2: Collective Net Pension Liability and Actuarial Information

The components of the net pension liability of the participating employers at June 30, 2023, were as follows:

Total pension liability	\$ 25,864,207,765
Plan net position	<u>(20,675,051,918)</u>
Net pension liability	<u>\$ 5,189,155,847</u>
Plan net position as a percentage of the total pension liability	79.94%

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO SCHEDULE OF EMPLOYER ALLOCATIONS AND  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
JUNE 30, 2023

NOTE 2: Collective Net Pension Liability and Actuarial Information (Continued)

Actuarial Assumptions – The total pension liability, net pension liability, and certain sensitivity information was determined by an actuarial valuation as of June 30, 2023. The significant assumptions used in the valuation and adopted by the ATRS Board of Trustees were as follows:

Actuarial cost method	Entry age normal
Wage inflation rate	2.75%
Salary increases	2.75 - 5.75%
Investment rate of return	7.25%
 Mortality table	 Pub-2010 Healthy Retired, General Disabled Retiree, and General Employee Mortality weighted tables were used for males and females. Mortality rates were adjusted for future mortality improvements using projection scale MP-2020 from 2010.

Table	Scaling Factor	
	Males	Females
Healthy Retirees	105%	105%
Disabled Retirees	104%	104%
Active Members	100%	100%

The actuarial assumptions used in the June 30, 2023, valuation were based on the results of an actuarial experience study for the period July 1, 2015 through June 30, 2020.

Investment Rate of Return – The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of geometric real rates of return were adopted by the plan's trustees after considering input from the plan's investment consultant and actuary.

For each major asset class that is included in the pension plan's target asset allocation as of June 30, 2023, these best estimates are summarized in the following table:

Asset Allocation	Target	Long-Term
		Expected Real Rate of
Total equity	53.0%	5.0%
Fixed income	15.0%	1.8%
Alternatives	5.0%	4.8%
Real assets	15.0%	4.5%
Private equity	12.0%	7.3%
Cash equivalents	0.0%	1.0%
	100.0%	



ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO SCHEDULE OF EMPLOYER ALLOCATIONS AND  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
JUNE 30, 2023

NOTE 2: Collective Net Pension Liability and Actuarial Information (Continued)

Single Discount Rate – A single discount rate of 7.25% was used to measure the total pension liability based on the expected rate of return on pension plan investments. The current member and employer contribution rates are 7% and 15% of active member payroll, respectively. The projection of cash flows used to determine this single discount rate assumed that member and employer contributions will be made in accordance with this schedule. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate – The following presents the plan’s net pension liability, calculated using a single discount rate of 7.25%, as well as what the plan’s net pension liability would be if it were calculated using a single discount rate that is 1% lower or 1% higher:

	<u>Sensitivity of the Net Pension Liability to the Single Discount</u>		
	1% Decrease	Current Rate	1% Increase
	6.25%	7.25%	8.25%
Net pension liability	\$ 8,428,056,331	\$ 5,189,155,847	\$ 2,503,858,115

NOTE 3: Deferred Outflows and Inflows of Resources Related to Pensions

For the five fiscal years ended June 30, 2019 - 2023, the components of collective deferred outflows of resources and deferred inflows of resources related to pensions, by type, are as follows:

	FY2023	FY2022	FY2021	FY2020	FY2019
<u>Deferred Outflows of Resources:</u>					
Differences between expected and actual experience	\$ 188,709,296	\$ 101,739,824	\$ 140,874,960	\$ 75,044,585	\$ 111,988,989
Change of assumptions	377,810,677	547,689,578	834,259,498	368,342,995	619,994,971
Net difference between projected and actual investment earnings on pension plan investments	341,735,825	772,566,574		930,550,214	
Changes in proportion and differences between employer contributions and proportionate share of contributions	164,090,305	162,795,287	146,902,374	140,875,430	139,228,156
<b>Total Deferred Outflows of Resources</b>	<b>\$ 1,072,346,103</b>	<b>\$ 1,584,791,263</b>	<b>\$ 1,122,036,832</b>	<b>\$ 1,514,813,224</b>	<b>\$ 871,212,116</b>
<u>Deferred Inflows of Resources:</u>					
Differences between expected and actual experience	\$ (6,071,609)	\$ (11,361,669)	\$ (23,935,152)	\$ (45,656,773)	\$ (43,647,453)
Change of assumptions					
Net difference between projected and actual investment earnings on pension plan investments			(2,293,377,903)		(293,855,313)
Changes in proportion and differences between employer contributions and proportionate share of contributions	(164,090,305)	(162,795,286)	(146,902,373)	(140,875,430)	(139,228,156)
<b>Total Deferred Inflows of Resources</b>	<b>\$ (170,161,914)</b>	<b>\$ (174,156,955)</b>	<b>\$ (2,464,215,428)</b>	<b>\$ (186,532,203)</b>	<b>\$ (476,730,922)</b>

In accordance with GASB Statement No. 68, the recognition period for outflows (inflows) of resources from the net difference between projected and actual earnings on pension plan investments was five years. All other deferred outflows (inflows) of resources related to pensions were amortized over the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan. The average of the expected remaining service lives for all employees for five fiscal years ended June 30, 2023, 2022, 2021, 2020, and 2019 were 4.8997, 4.9506, 5.2240, 5.2920, and 5.3817 years, respectively.

ARKANSAS TEACHER RETIREMENT SYSTEM  
NOTES TO SCHEDULE OF EMPLOYER ALLOCATIONS AND  
SCHEDULE OF PENSION AMOUNTS BY EMPLOYER  
JUNE 30, 2023

NOTE 4: Pension Expense

The components of pension expense for the year ending June 30, 2023, are as follows:

Service cost	\$ 395,700,338
Interest on the total pension liability	1,772,097,027
Current-period benefit changes	
Employee contributions (made negative for addition here)	(200,610,721)
Projected earnings on plan investments (made negative for addition here)	(1,401,505,109)
Pension plan administrative expense	7,892,822
Other changes in plan fiduciary net position	
Recognition of outflow (inflow) of resources due to liabilities	242,193,090
Recognition of outflow (inflow) of resources due to assets	<u>140,026,595</u>
 Total pension expense	 <u><u>\$ 955,794,042</u></u>

NOTE 5: Additional Financial and Actuarial Information

Additional financial and actuarial information required for GASB Statement No. 68 disclosures is available in ATRS' annual financial report for the year ended June 30, 2023. This report can be found on Arkansas Legislative Audit's website at [www.arklegaudit.gov](http://www.arklegaudit.gov). The GASB Statement No. 68 actuarial valuation report is available from the ATRS website at [www.artns.gov](http://www.artns.gov) in the PUBLICATIONS section. The report may also be obtained by writing to Arkansas Teacher Retirement System, 1400 West Third Street, Little Rock, AR 72201 or by calling 1-501-682-1517.

# Arkansas Teacher Retirement System

GASB Statement Nos. 67 and 68 Accounting and  
Financial Reporting for Pension

June 30, 2023





December 13, 2023

Board of Trustees  
Arkansas Teacher Retirement System  
Little Rock, Arkansas

Dear Board Members:

This report provides accounting and financial reporting information that is intended to comply with the Governmental Accounting Standards Board (GASB) Statement Nos. 67 and 68 for the Arkansas Teacher Retirement System (ATRS). These calculations have been made on a basis that is consistent with our understanding of these Statements.

GASB Statement No. 67 is the accounting standard that applies to the stand-alone financial reports issued by retirement systems. GASB Statement No. 68 establishes accounting and financial reporting for state and local government employers who provide their employees (including former employees) pension benefits through a trust.

Our calculation of the liability associated with the benefits described in this report was performed for the purpose of providing reporting and disclosure information that satisfies the requirements of GASB Statement Nos. 67 and 68. The calculation of the plan's liability for this report is not applicable for funding purposes of the plan. A calculation of the plan's liability for purposes other than satisfying the requirements of GASB Statement Nos. 67 and 68 may produce significantly different results. This report may be provided to parties other than the System only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized use of this report.

This report is based upon information provided by the System's administrative staff. Preparation of this data requires considerable staff time. The helpful cooperation of the Arkansas Teacher Retirement System staff in furnishing the data is acknowledged with appreciation. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the data provided by ATRS.

This report was prepared using our proprietary valuation model and related software which, in our professional judgment, has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

To the best of our knowledge, the information contained within this report is accurate and fairly represents the actuarial position of the Arkansas Teacher Retirement System for GASB reporting purposes. All calculations have been made in conformity with generally accepted actuarial principles and practices as well as with the Actuarial Standards of Practice issued by the Actuarial Standards Board. Judith A. Kermans, Heidi G. Barry and Derek Henning are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor.

This information is intended to assist in preparation of the financial statements of the System for GASB reporting purposes. Financial statements are the responsibility of management, subject to the auditor's review. Please let us know if the auditor recommends any changes.

Respectfully submitted,  
Gabriel, Roeder, Smith & Company



Judith A. Kermans, EA, FCA, MAAA



Heidi G. Barry, ASA, FCA, MAAA



Derek Henning, ASA, EA, FCA, MAAA

JAK/HGB/DH:rmn

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## **SECTION A**

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### **EXECUTIVE SUMMARY**

# Executive Summary as of June 30, 2023

	2023	2022		
Actuarial Valuation Date	June 30, 2023	June 30, 2022		
Measurement Date of the Net Pension Liability	June 30, 2023	June 30, 2022		
Employer's Fiscal Year Ending Date (Reporting Date)	June 30, 2023	June 30, 2022		
<b>Membership</b>				
Number of				
- Retirees and Beneficiaries <sup>(1)</sup>	54,646	52,748		
- Inactive, Nonretired Members	14,355	13,986		
- T-DROP Members	3,138	3,251		
- Active Members	68,249	68,127		
- Total	140,388	138,112		
Covered Payroll <sup>(2)</sup>	\$ 3,492,029,158	\$ 3,320,346,417		
<b>Net Pension Liability</b>				
Total Pension Liability	\$ 25,864,207,765	\$ 24,957,898,206		
Plan Fiduciary Net Position	20,675,051,918	19,679,467,252		
Net Pension Liability	\$ 5,189,155,847	\$ 5,278,430,954		
Plan Fiduciary Net Position as a Percentage				
of Total Pension Liability	79.94%	78.85%		
Net Pension Liability as a Percentage				
of Covered Payroll	148.60%	158.97%		
<b>Development of the Single Discount Rate</b>				
Single Discount Rate	7.25%	7.25%		
Long-Term Expected Rate of Investment Return	7.25%	7.25%		
Long-Term Municipal Bond Rate <sup>(3)</sup>	3.86%	3.69%		
Last year ending June 30 in the 2024 to 2123 projection period for which projected benefit payments are fully funded	2123	2122		
<b>Total Pension Expense</b>	<b>\$ 955,794,042</b>	<b>\$ 257,697,982</b>		
<b>Deferred Outflows and Deferred Inflows of Resources by Source to be Recognized in Future Pension Expenses</b>				
	<b>Deferred Outflows of Resources</b>	<b>Deferred Inflows of Resources</b>	<b>Net Difference</b>	<b>Net Deferred Outflows/(Inflows)</b>
Difference between expected and actual experience	\$ 188,709,296	\$ 6,071,609	\$ 182,637,687	\$ 90,378,155
Changes in assumptions	377,810,677	-	377,810,677	547,689,578
Net difference between projected and actual earnings on pension plan investments	2,177,962,093	1,836,226,268	341,735,825	772,566,574
Total	\$ 2,744,482,066	\$ 1,842,297,877	\$ 902,184,189	\$ 1,410,634,307

<sup>(1)</sup> Includes retirees who returned to work.

<sup>(2)</sup> Covered payroll includes the pay of T-DROP participants and retirees who returned to work.

<sup>(3)</sup> Fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2023 and June 30, 2022. In describing this index, Fidelity notes that the municipal curves are constructed using option-adjusted analytics of a diverse population of over 10,000 tax-exempt securities.





# Discussion

## Accounting Standard

For pension plans that are administered through trusts or equivalent arrangements, Governmental Accounting Standards Board (GASB) Statement No. 67 establishes standards of financial reporting for separately issued financial reports and specifies the required approach for measuring the pension liability. Similarly, GASB Statement No. 68 establishes standards for state and local government employers (as well as non-employer contributing entities) to account for and disclose the net pension liability, pension expense, and other information associated with providing retirement benefits to their employees (and former employees) on their basic financial statements.

The following discussion provides a summary of the information that is required to be disclosed under these accounting standards. A number of these disclosure items are provided in this report. However, certain information, such as notes regarding accounting policies and investments, is not included in this report and the retirement system and/or plan sponsor will be responsible for preparing and disclosing that information to comply with these accounting standards.

## Financial Statements

GASB Statement No. 68 requires state or local governments to recognize the net pension liability and the pension expense on their financial statements. The net pension liability is the difference between the total pension liability and the plan's fiduciary net position. In traditional actuarial terms, this is analogous to the accrued liability less the market value of assets (not the smoothed actuarial value of assets that is often encountered in actuarial valuations performed to determine the employer's contribution requirement).

Paragraph 57 of GASB Statement No. 68 states, "Contributions to the pension plan from the employer subsequent to the measurement date of the collective net pension liability and before the end of the employer's reporting period should be reported as a deferred outflow of resources related to pensions." The information contained in this report does not incorporate any contributions made to ATRS subsequent to the measurement date of June 30, 2023.

The pension expense recognized each fiscal year is equal to the change in the net pension liability from the beginning of the year to the end of the year, adjusted for deferred recognition of the liability and investment experience.

Pension plans that prepare their own stand-alone financial statements are required to present two financial statements – a statement of fiduciary net position and a statement of changes in fiduciary net position in accordance with GASB Statement No. 67. The *statement of fiduciary net position* presents the assets and liabilities of the pension plan at the end of the pension plan's reporting period. The *statement of changes in fiduciary net position* presents the additions, such as contributions and investment income, and deductions, such as benefit payments and expenses, and net increase or decrease in the fiduciary net position.

## Notes to Financial Statements

GASB Statement No. 68 requires the notes of the employer's financial statements to disclose the total pension expense, the pension plan's liabilities and assets, and deferred outflows and inflows of resources related to pensions.

GASB Statement Nos. 67 and 68 require the notes of the financial statements for the employers and pension plans, to include certain additional information. The list of disclosure items should include:

- A description of the types of benefits provided by the plan, as well as automatic or ad hoc colas;
- The number and classes of employees covered by the benefit terms;
- The composition of the pension plan's Board and the authority under which benefit terms may be amended;
- A description of the plan's funding policy, which includes member and employer contribution requirements;
- The pension plan's investment policies;
- A description of how fair value is determined;
- Concentrations of investments greater than or equal to 5%;
- Annual money-weighted rate of return on pension plan investments;
- The portion of the present value of benefits to be provided through the pension plan to current active and inactive plan members;
- The pension plan's fiduciary net position;
- The net pension liability;
- The pension plan's fiduciary net position as a percentage of the total pension liability;
- Significant assumptions and methods used to calculate the total pension liability;
- Inputs to the discount rates; and
- Certain information about mortality assumptions and the dates of experience studies.

## Required Supplementary Information

The financial statements of employers also include required supplementary information showing the 10-year fiscal history of:

- Sources of changes in the net pension liability;
- Information about the components of the net pension liability and related ratios, including pension plan's fiduciary net position as a percentage of the total pension liability, and the net pension liability as a percent of covered-employee payroll; and
- Comparison of actual employer contributions to the actuarially determined contributions based on the plan's funding policy.

## Measurement of the Net Pension Liability

The net pension liability is to be measured as the total pension liability, less the amount of the pension plan's fiduciary net position. In actuarial terms, this will be the accrued liability less the market value of assets (not the smoothed actuarial value of assets that is often encountered in actuarial valuations performed to determine the employer's contribution requirement).

## Timing of the Valuation

An actuarial valuation to determine the total pension liability is required to be performed at least every two years. The net pension liability and pension expense should be measured as of the pension plan's fiscal year end (measurement date) on a date that is within the employer's prior fiscal year. If the actuarial valuation used to determine the total pension liability is not calculated as of the measurement date, the total pension liability is required to be rolled forward from the actuarial valuation date to the measurement date.

The total pension liability shown in this report is based on an actuarial valuation performed as of June 30, 2023 and a measurement date of June 30, 2023.

## Single Discount Rate

Projected benefit payments are required to be discounted to their actuarial present values using a Single Discount Rate that reflects (1) a long-term expected rate of return on pension plan investments (to the extent that the plan's fiduciary net position is projected to be sufficient to pay benefits) and (2) tax-exempt municipal bond rate based on an index of 20-year general obligation bonds with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

For the purpose of this valuation, the expected rate of return on pension plan investments is 7.25%; the municipal bond rate is 3.86% (based on the weekly rate closest to but not later than the measurement date of the "20-Year Municipal GO AA Index"); and the resulting Single Discount Rate is 7.25%.

## General Implications of Contribution Allocation Procedure or Funding Policy on Future Expected Plan Contributions and Funded Status

Given the plan's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the plan earning 7.25% on the actuarial value of assets), it is expected that:

- (1) The unfunded actuarial accrued liabilities will be fully amortized after 26 years;
- (2) The funded status of the plan will increase gradually towards a 100% funded ratio; and
- (3) The unfunded accrued liability will increase for an extended period before beginning to decline.

This funding policy results in the projected plan fiduciary net position being sufficient to pay benefits for all future years and a discount rate of 7.25% (see Section G). The projections in this report are strictly for the purposes of determining the GASB discount rate and are different from a funding projection for the ongoing plan.

## Limitations of Assets as a Percent of Total Pension Liability Measurements

This report includes a measure of the plan fiduciary net position as a percent of total pension liability (79.9%). Unless otherwise indicated, with regard to any such measurements presented in this report:

- (1) The measurement is inappropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations; and
- (2) The measurement is inappropriate for assessing the need for or amount of future employer contributions. A funded status measurement in this report of 100% is not synonymous with no required future contributions. If the funded status were 100%, the plan would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).

## Limitation of Project Scope

Actuarial standards do not require the actuary to evaluate the ability of the plan sponsor or other contributing entity to make required contributions to the plan when due. Such an evaluation was not within the scope of this project and is not within the actuary's domain of expertise. Consequently, the actuary performed no such evaluation.

## SECTION B

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### FINANCIAL STATEMENTS

Auditor's Note – This information is intended to assist in preparation of the financial statements of the Arkansas Teacher Retirement System. Financial statements are the responsibility of management, subject to the auditor's review. Please let us know if the auditor recommends any changes.

# Statement of Pension Expense under GASB Statement No. 68

## Fiscal Years Ended June 30, 2023 and June 30, 2022

	2023	2022
<b>A. Expense</b>		
1. Service Cost	\$ 395,700,338	\$ 379,267,685
2. Interest on the Total Pension Liability	1,772,097,027	1,720,782,101
3. Current-Period Benefit Changes	-	-
4. Employee Contributions (made negative for addition here)	(200,610,721)	(183,315,252)
5. Projected Earnings on Plan Investments (made negative for addition here)	(1,401,505,109)	(1,549,271,763)
6. Pension Plan Administrative Expense	7,892,822	6,650,604
7. Other Changes in Plan Fiduciary Net Position	-	(507,446,092)
8. Recognition of Outflow (Inflow) of Resources due to differences between expected and actual experience in the measurement of the Total Pension Liability <i>Arising from Current Reporting Period</i>	33,588,530	985,857
9. Recognition of Outflow (Inflow) of Resources due to assumption changes <i>Arising from Current Reporting Period</i>	-	-
10. Recognition of Outflow (Inflow) of Resources due to the difference between projected and actual earnings on Pension Plan Investments <i>Arising from Current Reporting Period</i>	(58,160,831)	627,912,604
<b>11. Increases/(Decreases) from Experience in the Current Reporting Period</b>	<b>\$ 549,002,056</b>	<b>\$ 495,565,744</b>
12. Recognition of Outflow (Inflow) of Resources due to differences between expected and actual experience in the measurement of the Total Pension Liability <i>Arising from Prior Reporting Periods</i>	38,725,659	30,456,379
13. Recognition of Outflow (Inflow) of Resources due to assumption changes <i>Arising from Prior Reporting Periods</i>	169,878,901	286,569,920
14. Recognition of Outflow (Inflow) of Resources due to the difference between projected and actual earnings on Pension Plan Investments <i>Arising from Prior Reporting Periods</i>	198,187,426	(554,894,061)
<b>15. Total Pension Expense/(Income)</b>	<b>\$ 955,794,042</b>	<b>\$ 257,697,982</b>

# Statement of Outflows and Inflows Arising from Current Reporting Period Fiscal Year Ended June 30, 2023 and June 30, 2022

	2023	2022
<b>A. Outflows (Inflows) of Resources Due to Liabilities</b>		
1. Difference between expected and actual experience of the Total Pension Liability (gains) or losses	\$ 164,573,721	\$ 4,880,583
2. Assumption Changes (gains) or losses	\$ -	\$ -
3. Recognition period for Liabilities: Average of the expected remaining service lives of all employees {in years}	4.8997	4.9506
4. Outflow (Inflow) of Resources to be recognized in the current pension expense for the difference between expected and actual experience of the Total Pension Liability	\$ 33,588,530	\$ 985,857
5. Outflow (Inflow) of Resources to be recognized in the current pension expense for Assumption Changes	\$ -	\$ -
6. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Liabilities	\$ 33,588,530	\$ 985,857
7. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses for the difference between expected and actual experience of the Total Pension Liability	\$ 130,985,191	\$ 3,894,726
8. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses for Assumption Changes	\$ -	\$ -
9. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Liabilities	\$ 130,985,191	\$ 3,894,726
<b>B. Outflows (Inflows) of Resources Due to Assets</b>		
1. Net difference between projected and actual earnings on pension plan investments (gains) or losses	\$ (290,804,154)	\$ 3,139,563,020
2. Recognition period for Assets {in years}	5.0000	5.0000
3. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Assets	\$ (58,160,831)	\$ 627,912,604
4. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Assets	\$ (232,643,323)	\$ 2,511,650,416

# Statement of Outflows and Inflows Arising from Current and Prior Reporting Periods Fiscal Year Ended June 30, 2023

## A. Outflows and Inflows of Resources due to Liabilities and Assets to be Recognized in Current Pension Expense

	Outflows of Resources	Inflows of Resources	Net Outflows of Resources
1. Due to liabilities	\$ 247,483,150	\$ 5,290,060	\$ 242,193,090
2. Due to assets	999,978,899	859,952,304	140,026,595
<b>3. Total</b>	<b>\$ 1,247,462,049</b>	<b>\$ 865,242,364</b>	<b>\$ 382,219,685</b>

## B. Outflows and Inflows of Resources by Source to be Recognized in Current Pension Expense

	Outflows of Resources	Inflows of Resources	Net Outflows of Resources
1. Differences between expected and actual experience	\$ 77,604,249	\$ 5,290,060	\$ 72,314,189
2. Assumption changes	169,878,901	-	169,878,901
3. Net difference between projected and actual earnings on pension plan investments	999,978,899	859,952,304	140,026,595
<b>4. Total</b>	<b>\$ 1,247,462,049</b>	<b>\$ 865,242,364</b>	<b>\$ 382,219,685</b>

## C. Deferred Outflows and Deferred Inflows of Resources by Source to be Recognized in Future Pension Expenses

	Deferred Outflows of Resources	Deferred Inflows of Resources	Net Deferred Outflows of Resources
1. Differences between expected and actual experience	\$ 188,709,296	\$ 6,071,609	\$ 182,637,687
2. Assumption changes	377,810,677	-	377,810,677
3. Net difference between projected and actual earnings on pension plan investments	2,177,962,093	1,836,226,268	341,735,825
<b>4. Total</b>	<b>\$ 2,744,482,066</b>	<b>\$ 1,842,297,877</b>	<b>\$ 902,184,189</b>

## D. Deferred Outflows and Deferred Inflows of Resources by Year to be Recognized in Future Pension Expenses

Year Ending June 30	Net Deferred Outflows of Resources
2024	\$ 291,247,413
2025	(8,120,150)
2026	646,998,155
2027	(27,941,229)
2028	-
Thereafter	-
<b>Total</b>	<b>\$ 902,184,189</b>





# Recognition of Deferred Outflows and Inflows of Resources

## Measurement Date – June 30, 2023

### Reporting Date – June 30, 2023

Year Established	Initial Amount	Initial Recognition Period	Current Year Recognition	Remaining Recognition	Remaining Recognition Period
<b>Deferred Outflow (Inflow) due to Differences Between Expected and Actual Experience on Liabilities</b>					
2018	\$ (7,365,993)	5.4359	\$ (590,673)	\$ -	0.0000
2019	119,427,343	5.3817	22,191,379	8,470,448	0.3817
2020	(24,869,157)	5.2920	(4,699,387)	(6,071,609)	1.2920
2021	108,860,237	5.2240	20,838,483	46,344,788	2.2240
2022	4,880,583	4.9506	985,857	2,908,869	2.9506
2023	164,573,721	4.8997	33,588,530	130,985,191	3.8997
<b>Total</b>			<b>\$ 72,314,189</b>	<b>\$ 182,637,687</b>	
<b>Deferred Outflow (Inflow) due to Assumption Changes</b>					
2018	\$ -	5.4359	\$ -	\$ -	0.0000
2019	-	5.3817	-	-	0.3817
2020	-	5.2920	-	-	1.2920
2021	887,447,380	5.2240	169,878,901	377,810,677	2.2240
2022	-	4.9506	-	-	2.9506
2023	-	4.8997	-	-	3.8997
<b>Total</b>			<b>\$ 169,878,901</b>	<b>\$ 377,810,677</b>	
<b>Deferred Outflow (Inflow) due to Differences Between Projected and Actual Earnings on Plan Investments</b>					
2019	\$ 389,210,057	5.0000	\$ 77,842,013	\$ -	0.0000
2020	1,471,121,409	5.0000	294,224,282	294,224,281	1.0000
2021	(4,008,957,364)	5.0000	(801,791,473)	(1,603,582,945)	2.0000
2022	3,139,563,020	5.0000	627,912,604	1,883,737,812	3.0000
2023	(290,804,154)	5.0000	(58,160,831)	(232,643,323)	4.0000
<b>Total</b>			<b>\$ 140,026,595</b>	<b>\$ 341,735,825</b>	

According to Paragraph 33 of GASB Statement No. 68, *differences between expected and actual experience and changes in assumptions* are recognized in pension expense using a systematic and rational method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan (active employees and inactive employees) determined as of the beginning of the measurement period.

At the beginning of the measurement period, the expected remaining service lives of all actively working members was 676,713 years. Additionally, the combined plan membership (active employees and inactive employees) was 138,112. As a result, the average of the expected remaining service lives for purposes of recognizing the applicable deferred outflows and inflows of resources established in the measurement period is 4.8997 years.

Additionally, *differences between projected and actual earnings on pension plan investments* should be recognized in pension expense using a systematic and rational method over a closed five-year period. For this purpose, the deferred outflows and inflows of resources are recognized in the pension expense as a level dollar amount over the closed period identified above.



## Statement of Fiduciary Net Position as of June 30, 2023

	<b>2023</b>
<b>Assets</b>	
Cash and Deposits	\$ 349,165,471
Receivables	
Unsettled Trades and Accrued Return	\$ 58,090,474
Member Contributions	11,023,509
Employer Contributions	33,734,466
Other	669,443
Total Receivables	\$ 103,517,892
Investments	
Public Equity	\$ 3,715,263,524
Fixed Income	1,686,126,493
Real Estate	175,694,289
Pooled	5,555,585,690
State recycling tax credits	129,552,000
Derivative	(17,623)
Alternative	9,005,490,511
Other	(133,457)
Total Investments	\$ 20,267,561,427
Invested Securities Lending	\$ 457,448,502
Net Equipment	\$ 210,730
Deferred Outflows Related to OPEB	\$ 493,831
<b>Total Assets</b>	<b>\$ 21,178,397,853</b>
<b>Liabilities</b>	
Payables	
Securities Related Payables	\$ 37,647,135
Securities Lending Collateral	457,448,502
Other Payables	6,576,235
Survivor Benefits for Minors	14,148
Deferred Inflows Related to OPEB	1,659,915
Total Liabilities	\$ 503,345,935
<b>Net Position Restricted for Pensions</b>	<b>\$ 20,675,051,918</b>

## Statement of Changes in Fiduciary Net Position for Year Ended June 30, 2023

	<b>2023</b>
<b>Additions</b>	
Contributions	
Employer	\$ 536,619,031
Employee	200,610,721
Other	-
<b>Total Contributions</b>	<b>\$ 737,229,752</b>
Investment Income	
Net Appreciation in Fair Value of Investments	\$ 1,550,226,801
Interest	66,655,648
Dividends	128,765,267
Real Estate	6,437,924
Other	1,244,319
Securities Lending Activity	3,789,883
Less Investment Expense	(64,810,579)
<b>Net Investment Income</b>	<b>\$ 1,692,309,263</b>
Other (Including Settlement)	\$ -
<b>Total Additions</b>	<b>\$ 2,429,539,015</b>
 <b>Deductions</b>	
Benefit payments, including refunds of employee contributions	\$ 1,426,061,527
Pension Plan Administrative Expense	7,892,822
Other	-
<b>Total Deductions</b>	<b>\$ 1,433,954,349</b>
<b>Net Increase in Net Position</b>	<b>\$ 995,584,666</b>
 <b>Net Position Restricted for Pensions</b>	
Beginning of Year	\$ 19,679,467,252
End of Year	\$ 20,675,051,918

## SECTION C

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### **REQUIRED SUPPLEMENTARY INFORMATION**

Auditor's Note – This information is intended to assist in preparation of the financial statements of the Arkansas Teacher Retirement System. Financial statements are the responsibility of management, subject to the auditor's review. Please let us know if the auditor recommends any changes.

# Schedule of Changes in Net Pension Liability and Related Ratios

## Current Period

### Fiscal Year Ended June 30, 2023

<b>A. Total Pension Liability</b>	
1. Service Cost	\$ 395,700,338
2. Interest on the Total Pension Liability	1,772,097,027
3. Changes of benefit terms	0
4. Difference between expected and actual experience of the Total Pension Liability	164,573,721
5. Changes of assumptions	0
6. Benefit payments, including refunds of employee contributions	(1,426,061,527)
7. Net change in Total Pension Liability	\$ 906,309,559
8. Total Pension Liability – Beginning	24,957,898,206
9. Total Pension Liability – Ending	<u><u>\$ 25,864,207,765</u></u>
<b>B. Plan Fiduciary Net Position</b>	
1. Contributions – employer	\$ 536,619,031
2. Contributions – employee	200,610,721
3. Net investment income	1,692,309,263
4. Benefit payments, including refunds of employee contributions	(1,426,061,527)
5. Pension Plan Administrative Expense	(7,892,822)
6. Other (Including Settlement)	-
7. Net change in Plan Fiduciary Net Position	\$ 995,584,666
8. Plan Fiduciary Net Position – Beginning	19,679,467,252
9. Plan Fiduciary Net Position – Ending	<u><u>\$ 20,675,051,918</u></u>
<b>C. Net Pension Liability</b>	<u><u>\$ 5,189,155,847</u></u>
<b>D. Plan Fiduciary Net Position as a percentage of the Total Pension liability</b>	<b>79.94%</b>
<b>E. Covered-Employee Payroll<sup>(1)</sup></b>	<b>\$ 3,492,029,158</b>
<b>F. Net Pension Liability as a Percentage of Covered-Employee Payroll</b>	<b>148.60%</b>

<sup>(1)</sup> Covered payroll includes the pay of T-DROP participants and retirees who returned to work.

# Schedules of Required Supplementary Information

## Schedule of Changes in Net Pension Liability and Related Ratios Multiyear

Last 10 Fiscal Years

Fiscal year ending June 30,	2023	2022 <sup>(2)</sup>	2021	2020	2019	2018	2017	2016	2015	2014
<b>Total Pension Liability</b>										
Service Cost	\$ 395,700,338	\$ 379,267,685	\$ 340,401,007	\$ 331,035,218	\$ 325,464,537	\$ 315,864,317	\$ 307,786,505	\$ 305,086,337	\$ 298,134,477	\$ 326,999,276
Interest on the Total Pension Liability	1,772,097,027	1,720,782,101	1,655,575,883	1,608,463,162	1,551,511,422	1,504,613,059	1,485,759,965	1,433,768,168	1,371,168,271	1,326,709,192
Benefit Changes	-	-	-	-	-	-	(469,205,711)	-	-	(27,405,705)
Difference between Expected and Actual Experience	164,573,721	4,880,583	108,860,237	(24,869,157)	119,427,343	(7,365,993)	(76,812,667)	(15,341,738)	123,519,055	(103,017,525)
Assumption Changes	-	-	887,447,380	-	-	-	1,374,950,899	-	-	-
Benefit Payments	(1,413,477,760)	(1,374,220,915)	(1,308,163,750)	(1,255,065,793)	(1,205,326,555)	(1,160,738,238)	(1,092,952,357)	(1,035,958,951)	(970,719,485)	(914,250,015)
Refunds	(12,583,767)	(10,426,792)	(9,463,375)	(9,592,091)	(9,679,783)	(9,455,405)	(10,874,003)	(10,145,471)	(10,774,122)	(10,485,103)
<b>Net Change in Total Pension Liability</b>	<b>906,309,559</b>	<b>720,282,662</b>	<b>1,674,657,382</b>	<b>649,971,339</b>	<b>781,396,964</b>	<b>642,917,740</b>	<b>1,518,652,631</b>	<b>677,408,345</b>	<b>811,328,196</b>	<b>598,550,120</b>
<b>Total Pension Liability - Beginning</b>	<b>24,957,898,206</b>	<b>24,237,615,544</b>	<b>22,562,958,162</b>	<b>21,912,986,823</b>	<b>21,131,589,859</b>	<b>20,488,672,119</b>	<b>18,970,019,488</b>	<b>18,292,611,143</b>	<b>17,481,282,947</b>	<b>16,882,732,827</b>
<b>Total Pension Liability - Ending (a)</b>	<b>\$ 25,864,207,765</b>	<b>\$ 24,957,898,206</b>	<b>\$ 24,237,615,544</b>	<b>\$ 22,562,958,162</b>	<b>\$ 21,912,986,823</b>	<b>\$ 21,131,589,859</b>	<b>\$ 20,488,672,119</b>	<b>\$ 18,970,019,488</b>	<b>\$ 18,292,611,143</b>	<b>\$ 17,481,282,947</b>
<b>Plan Fiduciary Net Position</b>										
Employer Contributions	\$ 536,619,031	\$ 501,522,604	\$ 472,567,147	\$ 446,228,128	\$ 430,864,656	\$ 424,488,126	\$ 414,954,939	\$ 410,461,299	\$ 408,281,905	\$ 404,920,441
Employee Contributions	200,610,721	183,315,252	168,129,972	153,105,134	141,885,632	138,766,747	133,109,940	130,997,913	128,504,251	125,225,906
Pension Plan Net Investment Income	1,692,309,263	(1,590,291,257)	5,250,953,451	(165,766,491)	898,384,867	1,824,094,695	2,289,818,591	35,579,656	632,166,953	2,429,334,097
Benefit Payments	(1,413,477,760)	(1,374,220,915)	(1,308,163,750)	(1,255,065,793)	(1,205,326,555)	(1,160,738,238)	(1,092,952,357)	(1,035,958,951)	(970,719,485)	(914,250,015)
Refunds	(12,583,767)	(10,426,792)	(9,463,375)	(9,592,091)	(9,679,783)	(9,455,405)	(10,874,003)	(10,145,471)	(10,774,122)	(10,485,103)
Pension Plan Administrative Expense	(7,892,822)	(6,650,604)	(7,326,801)	(8,454,436)	(7,134,784)	(9,336,430)	(7,825,594)	(8,059,030)	(8,034,857)	(8,034,236)
Other (Including Settlement)	-	507,446,092	4	-	-	-	-	-	-	-
<b>Net Change in Plan Fiduciary Net Position</b>	<b>995,584,666</b>	<b>(1,789,305,620)</b>	<b>4,566,696,648</b>	<b>(839,545,549)</b>	<b>248,994,033</b>	<b>1,207,819,495</b>	<b>1,726,231,516</b>	<b>(477,124,584)</b>	<b>179,424,645</b>	<b>2,026,711,090</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>19,679,467,252</b>	<b>21,468,772,872</b>	<b>16,902,076,224</b>	<b>17,741,621,773</b>	<b>17,492,627,740</b>	<b>16,284,808,245</b>	<b>14,558,576,729</b>	<b>15,035,701,313</b>	<b>14,856,276,668</b>	<b>12,829,565,578</b>
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$ 20,675,051,918</b>	<b>\$ 19,679,467,252</b>	<b>\$ 21,468,772,872</b>	<b>\$ 16,902,076,224</b>	<b>\$ 17,741,621,773</b>	<b>\$ 17,492,627,740</b>	<b>\$ 16,284,808,245</b>	<b>\$ 14,558,576,729</b>	<b>\$ 15,035,701,313</b>	<b>\$ 14,856,276,668</b>
<b>Net Pension Liability - Ending (a) - (b)</b>	<b>5,189,155,847</b>	<b>5,278,430,954</b>	<b>2,768,842,672</b>	<b>5,660,881,938</b>	<b>4,171,365,050</b>	<b>3,638,962,119</b>	<b>4,203,863,874</b>	<b>4,411,442,759</b>	<b>3,256,909,830</b>	<b>2,625,006,279</b>
<b>Plan Fiduciary Net Position as a Percentage</b>										
of Total Pension Liability	79.94 %	78.85 %	88.58 %	74.91 %	80.96 %	82.78 %	79.48 %	76.75 %	82.20 %	84.98 %
<b>Covered-Employee Payroll<sup>(1)</sup></b>	<b>\$ 3,492,029,158</b>	<b>\$ 3,320,346,417</b>	<b>\$ 3,204,720,806</b>	<b>\$ 3,077,558,814</b>	<b>\$ 3,027,154,131</b>	<b>\$ 2,986,026,715</b>	<b>\$ 2,921,965,125</b>	<b>\$ 2,888,392,668</b>	<b>\$ 2,873,988,053</b>	<b>\$ 2,850,860,174</b>
<b>Net Pension Liability as a Percentage</b>										
of Covered-Employee Payroll	148.60 %	158.97 %	86.40 %	183.94 %	137.80 %	121.87 %	143.87 %	152.73 %	113.32 %	92.08 %

**Notes to Schedule:**

N/A

<sup>(1)</sup> Covered payroll includes the pay of T-DROP participants and retirees who returned to work.

<sup>(2)</sup> Includes \$507.4 million from the settlement of a lawsuit.

## Schedules of Required Supplementary Information

### Schedule of the Net Pension Liability Multiyear

FY Ending June 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Employee Payroll	Net Pension Liability as a % of Covered Payroll
2014	\$ 17,481,282,947	\$ 14,856,276,668	\$ 2,625,006,279	84.98%	\$ 2,850,860,174	92.08%
2015	18,292,611,143	15,035,701,313	3,256,909,830	82.20%	2,873,988,053	113.32%
2016	18,970,019,488	14,558,576,729	4,411,442,759	76.75%	2,888,392,668	152.73%
2017	20,488,672,119	16,284,808,245	4,203,863,874	79.48%	2,921,965,125	143.87%
2018	21,131,589,859	17,492,627,740	3,638,962,119	82.78%	2,986,026,715	121.87%
2019	21,912,986,823	17,741,621,773	4,171,365,050	80.96%	3,027,154,131	137.80%
2020	22,562,958,162	16,902,076,224	5,660,881,938	74.91%	3,077,558,814	183.94%
2021	24,237,615,544	21,468,772,872	2,768,842,672	88.58%	3,204,720,806	86.40%
2022	24,957,898,206	19,679,467,252	5,278,430,954	78.85%	3,320,346,417	158.97%
2023	25,864,207,765	20,675,051,918	5,189,155,847	79.94%	3,492,029,158	148.60%

## Schedule of Contributions Multiyear

FY Ending June 30,	Actuarially Determined Contribution <sup>(1)</sup>	Actual Contribution	Contribution Deficiency (Excess)	Covered Employee Payroll <sup>(2)</sup>	Actual Contribution % of Covered Payroll*
2014	\$ 485,904,529	\$ 404,920,441	\$ 80,984,088	\$ 2,850,860,174	14.20%
2015	474,773,530	408,281,905	66,491,625	2,873,988,053	14.21%
2016	437,434,470	410,461,299	26,973,171	2,888,392,668	14.21%
2017	423,846,831	414,954,939	8,891,892	2,921,965,125	14.20%
2018	422,365,685	424,488,126	(2,122,441)	2,986,026,715	14.22%
2019	447,791,482	430,864,656	16,926,826	3,027,154,131	14.23%
2020	450,612,124	446,228,128	4,383,996	3,077,558,814	14.50%
2021	474,196,689	472,567,147	1,629,542	3,204,720,806	14.75%
2022	493,022,221	501,522,604	(8,500,383)	3,320,346,417	15.10%
2023	547,709,158	536,619,031	11,090,127	3,492,029,158	15.37%

<sup>(1)</sup> The Actuarial Determined Contribution (ADC) is equal to the employer normal cost plus an amount to amortize the unfunded actuarial accrued liability as a level percentage of payroll. The amortization period is an open 30-year period. The ADC for each fiscal year was determined as of the actuarial valuation two years prior and then applied to the covered employee payroll as of the actuarial valuation date.

This schedule shows a contribution deficit in years in which the effective amortization period based on the statutory contribution rate is above 30 years and an excess in the opposite situation. While an amortization period of 30 years meets statutory requirements, the ATRS has targeted 18 years in its financial objectives in order to eliminate negative amortization.

<sup>(2)</sup> Covered employee payroll shown is the annual payroll of active, T-DROP and return to work employees as of June 30. Statutory contributions were based on rates of the pay (14% before 2020, 14.25% in 2020, 14.50% in 2021, 14.75% in 2022, and 15.00% in 2023) actually paid throughout the year which may be different from the payroll reported above.



# Notes to Schedule of Contributions

**Valuation Date:** June 30, 2021

Notes Actuarially determined contribution rates are calculated as of June 30 in the year which is one year prior to the beginning of the fiscal year in which contributions are reported.

**Methods and Assumptions Used to Calculate the FY 2023 Actuarially Determined Contribution Rate:**

Actuarial Cost Method	Entry Age Normal; funding to retirement
Amortization Method	Level Percentage of Payroll
Amortization Period	30 years
Asset Valuation Method	4-year smoothed market for funding purposes; 20% corridor
Payroll Growth	2.75%
Salary Increases	2.75% to 5.75% including inflation
Investment Rate of Return	7.25%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2021 valuation pursuant to an experience study of the period 2015 - 2020
Healthy Post-Retirement Mortality	Pub-2010 General Healthy Retiree Mortality tables for males and females and adjusted for mortality improvements using projection scale MP-2020 from 2010 (scaled by 105% for males and females)
Disabled Post-Retirement Mortality	Pub-2010 General Disabled Retiree Mortality tables for males and females and adjusted for mortality improvements using projection scale MP-2020 from 2010 (scaled by 104% for males and females)
Pre-Retirement Mortality	Pub-2010 General Employee Mortality tables for males and females and adjusted for mortality improvements using projection scale MP-2020 from 2010

# Schedule of Investment Returns Multiyear

Ultimately 10 Fiscal Years Will Be Displayed

<u>FY Ending June 30,</u>	<u>Annual Return<sup>1</sup></u>
2014	
2015	
2016	
2017	
2018	
2019	
2020	
2021	
2022	
2023	

<sup>1</sup> Annual money-weighted rate of return, net of investment expenses.

Please contact your investment consultant for these figures.

## SECTION D

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### NOTES TO FINANCIAL STATEMENTS

Auditor's Note – This information is intended to assist in preparation of the financial statements of the Arkansas Teacher Retirement System. Financial statements are the responsibility of management, subject to the auditor's review. Please let us know if the auditor recommends any changes.

## Single Discount Rate

A Single Discount Rate of 7.25% was used to measure the total pension liability. This Single Discount Rate was based on the expected rate of return on pension plan investments of 7.25%. Although not all members contribute, the Fiscal Year 2023 employer and member contribution rates are 15.00% and 7.00% of active member payroll, respectively. The projection of cash flows used to determine this Single Discount Rate assumed that plan member contributions and employer contributions will follow this schedule. This includes payroll for current T-DROP participants and Return to Work retirees. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the Single Discount Rate, the following presents the plan’s net pension liability, calculated using a Single Discount Rate of 7.25%, as well as what the plan’s net pension liability would be if it were calculated using a Single Discount Rate that is one percent lower or one percent higher:

### Sensitivity of Net Pension Liability to the Single Discount Rate Assumption

	1% Decrease 6.25%	Current Single Rate Assumption 7.25%	1% Increase 8.25%
Total Pension Liability	\$29,103,108,249	\$25,864,207,765	\$23,178,910,033
Plan Fiduciary Net Position	20,675,051,918	20,675,051,918	20,675,051,918
Net Pension Liability	\$ 8,428,056,331	\$ 5,189,155,847	\$ 2,503,858,115

In our judgement, a discount rate of 8.25% would not be a reasonable assumption as described in Actuarial Standards of Practice No. 27.

## Summary of Population Statistics

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	54,646
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	14,355
T-DROP Plan Members	3,138
Active Plan Members	<u>68,249</u>
Total Plan Members	140,388

### T-DROP Plan

This pension plan includes a DROP which is referred to as “T-DROP.” Please see pages 22 and 23 for specifics. The balance of the amounts held by the pension plan pursuant to the T-DROP is \$327,552,737.

**SECTION E**

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**SUMMARY OF BENEFITS**

## Summary of Provisions

### June 30, 2023

1. **Voluntary Retirement – A.C.A. § 24-7-701.** A member may retire at age 60 with 5 or more years of credited service, or after 28 years of credited service regardless of age.
2. **Early Retirement – A.C.A. § 24-7-702.** A member who has more than 25 but less than 28 years of credited service and has not attained age 60 years may retire and receive an immediate early retirement annuity. The early annuity is an age & service annuity reduced by the lesser of (i) and (ii) below:
  - (i) 10/12 of 1% multiplied by the number of months by which early retirement precedes completion of 28 years of service, or
  - (ii) 10/12 of 1% multiplied by the number of months by which early retirement precedes the attainment of age 60 years.

The ATRS Board is allowed to set by resolution the early annuity reduction at a rate between 5% and 15% per year, to be prorated monthly if the System's actuary certifies that the amortization period to pay the unfunded liabilities exceeds 18 years. The Board adjusted the reduction to 10% per year beginning August 1, 2017 by Resolution 2017-14 on April 17, 2017.

3. **Deferred Retirement – A.C.A. § 24-7-707.** An inactive member who has 5 or more years of credited ATRS service will be entitled to an age & service annuity beginning at age 60, provided accumulated contributions are on deposit with the retirement system.
4. **Disability Retirement – A.C.A. § 24-7-704.** An active member with 5 or more years of actual and reciprocal service, who becomes totally and permanently disabled may be retired and receive a disability annuity computed in the same manner as an age & service annuity. In order to qualify for disability retirement, the member must exhibit symptoms of physical or mental incapacitation while the member is an active member. A member who is eligible for age and service retirement (age 60 and 5 years of service or 28 years of service at any age) is no longer eligible to apply for disability retirement.

An ATRS disability retiree is required to obtain a Social Security Administration determination letter finding that the retiree is disabled within 36 months of the effective date of disability retirement. If a member cannot provide the SSA determination letter within the 36-month period, benefits will be terminated, the member will be returned to active service, and all member history will be restored. The requirement to qualify for SSA disability shall not apply to a disability retiree who was age 57 or older before July 1, 2015, because that member would qualify for age & service benefits prior to requiring the SSA determination of disability. The retiree may apply for an extension of the 36-month deadline if the retiree can demonstrate the SSA determination is in progress. There is a rebuttable presumption that if a Teacher Retirement member is qualified for Social Security Administration disability benefits then they would also qualify for ATRS disability retirement benefits.

A disability retiree may be employed with a covered employer for less than (80) days of actual service during a fiscal year. The covered employer who employs a disability retiree under this subsection shall remit contributions on all salary paid to the disability retiree in an amount equal

## Summary of Provisions

### June 30, 2023

**Disability Retirement – A.C.A. § 24-7-704 (Cont.)** to the employer contributions rate. The retiree will continue receiving their annuity from the system and shall not accrue additional service credit. If a retiree tries to return to full time employment, and fails, the suspended disability benefit will be restored to what it would have been had they not tried to return to work, or a recomputed benefit using the additional service, whichever is higher.

5. **Final Average Salary (FAS) – A.C.A. § 24-7-736 and A.C.A. § 24-7-601.** The ATRS Board made changes to the final average salary (FAS) by Resolution 2017-33 on November 13, 2017. Effective July 1, 2018, a member's final average salary is the average of the five (5) highest service year salaries (5-year FAS).

Members active in ATRS or a reciprocal system as of June 30, 2018 and with at least 3 full years of service in ATRS can use a benchmark 3-year FAS, which is the average of the three (3) highest service year salaries as of June 30, 2018. The three (3) highest service year salaries are adjusted for anti-spiking before being used in the calculation of the benchmark 3-year FAS.

In calculating the 5-year FAS, if a member has less five (5) years of credited service, the final average salary of the member shall be the total salary paid to the member for his or her years of credited service divided by the member's total credited years of service.

The Board may adjust the final average salary anti-spiking parameters by board resolution provided that the anti-spiking percentage range is no lower than 105% nor higher than 120% per year; and the anti-spiking amount is no lower than \$1,250 nor higher than \$5,000. The ATRS Board set the anti-spiking percentage to 110% and the anti-spiking amount to \$5,000 by Resolution 2017-13 on April 17, 2017.

If a member has at least five (5) years of credited service the five (5) highest service year salaries shall be adjusted for anti-spiking and the final average salary will be calculated as follows:

- a. The service year salaries are ranked from lowest to highest.
- b. The lowest service year salary in the ranking shall be the base salary.
- c. The next-highest-ranked service year salary shall be compared to the base salary.
- d. The next-highest service year salary in the calculation of final average salary that is less than eight (8) years from the base salary year, shall not exceed the base salary value plus \$5,000 unless the next-highest year's value is less than or equal to 110% of the base salary.
- e. After comparison of the base salary to the next-highest service year salary, a reduction to the next-highest service year salary is made if required to satisfy the conditions of the prior step.
- f. The next-highest service year salary, with any required reduction, becomes the new base salary to compare to the next succeeding highest service year salary in the ranking until all service year salaries in the ranking have been compared.
- g. The total value of the base salaries shall then be divided by the applicable number of years to be used in computing final average salary.



## Summary of Provisions

### June 30, 2023

**Final Average Salary (FAS) – A.C.A. § 24-7-736 and A.C.A. § 24-7-601 (Cont.)** ATRS members with reciprocal service credit will also have a reciprocal FAS calculated. The reciprocal FAS is generally a value calculated by the non-ATRS reciprocal system. Effective March 2, 2021, ATRS will use the value calculated by the non-ATRS reciprocal system only if the member has at least two (2) years of service credit in that system.

The highest of the 5-year FAS, benchmark 3-year FAS, or reciprocal FAS will be used to calculate retirement benefits for the member.

6. **Age & Service Annuity and Disability Annuity – A.C.A. §§ 24-7-705, 24-7-727 (stipend).** The annuity payable will not be less than the total of: years of contributory service times 2.15% of FAS; plus years of noncontributory service times 1.39% of FAS (1.25% for service earned after 2019); plus a stipend for all members with 10 or more years of ATRS actual service. The ATRS Board is allowed to set the contributory multiplier for service credit earned after June 30, 2013, within a range of 1.75% to 2.15%. Also, the noncontributory multiplier for service credit earned after June 30, 2013, may be set within a range of 0.5% and 1.39%. In addition, the Board is allowed to set special multiplier rates for the first 10 years of ATRS service earned after June 30, 2013, for both contributory and noncontributory service. By Board Resolution 2017-31 on November 13, 2017, the noncontributory multiplier was set to 1.25% beginning in FY 2020. By Board Resolution 2017-32 on November 13, 2017, the contributory multiplier and noncontributory multiplier for the first 10 years of service was set to 1.75% and 1.0% respectively beginning July 1, 2018. Once a member accrues 10 years of service, all service including the first 10 years is then credited at the standard multiplier rate in place at the time the service was earned.
7. **T-DROP – A.C.A. §§ 24-7-1301–1316.** A member with 28 or more years of service may participate in the Teacher Deferred Retirement Option Plan (T-DROP). T-DROP participants do not make member contributions. A T-DROP deposit is made monthly to the participant's T-DROP account. The T-DROP deposit is the amount that would have been paid had the member retired, reduced by 1% for each year of contributory, noncontributory, and reciprocal service. Members who enter T-DROP with less than 30 years of service are subject to an additional 6% reduction for each year less than 30 years. T-DROP deposits are increased each year by 3% of the member's initial T-DROP deposit. T-DROP Deposits cease at the earlier of 10 years of T-DROP participation or separation from service. T-DROP participants may continue in covered employment after 10 years of T-DROP participation, but do not accumulate additional T-DROP deposits.

T-DROP participants receive interest annually on the balance of the T-DROP account. Regular T-DROP interest is credited for 10 or less years of participation. Post 10-year T-DROP interest is credited for more than 10 years of participation.

Regular T-DROP interest is a combination of a fixed interest rate and an incentive interest rate. An incentive rate may be approved by the Board to encourage continued participation in T-DROP, if the estimated ATRS rate of return is 2% greater than the ATRS actuarial assumed rate of return in the preceding calendar year. Beginning in fiscal year 2019, the Board has set the Regular T-DROP fixed interest rate at 3% and the maximum incentive rate at 3% by Resolution 2017-35 on November 13, 2017.

## Summary of Provisions June 30, 2023

**T-DROP – A.C.A. §§ 24-7-1301–1316 (Cont.)** 2017. The fixed and incentive interest rates may be adopted by board resolution before the first quarter of the fiscal year and would apply to subsequent fiscal years unless modified by the Board. For fiscal year 2022, the Board set the Regular T-DROP fixed interest rate at 3% and the incentive interest rate at 3%, resulting in a total interest rate of 6%, by Resolution 2021-33 on September 27, 2021.

Post 10-year T-DROP interest has been in effect since July 1, 2010. The Post 10-year T-DROP interest rate can be determined as appropriate by the Board and adopted by the resolution prior to the first quarter of the fiscal year in which the interest rate shall apply. Post 10-year T-DROP interest is a combination of a variable interest rate and an incentive interest rate, to encourage continued participation in T-DROP. The Post 10-year T-DROP variable interest rate formula is based on investment returns and other factors. On November 13, 2017, the ATRS Board by Resolution 2017-36 set the formula for the variable interest rate and the maximum combined variable and incentive interest rate for fiscal year 2019 and beyond. The Post 10-year T-DROP variable interest rate is calculated as 2% less than the system's rate of return, but not less than 4%, nor greater than 6%. The maximum Post 10-year T-DROP combined interest rate including the incentive interest rate is 7.5%. The Post 10-year T-DROP incentive interest rate can be awarded if the estimated ATRS rate of T-DROP – A.C.A. § 24-7-1301-1316 return is 2% greater than the ATRS actuarial assumed rate of return in the preceding calendar year. For fiscal year 2022, the Board set the Post 10-year T-DROP variable interest rate at 6% and the incentive interest rate at 1.5%, resulting in a combined interest rate of 7.5%, by Resolution 2021-35 on September 27, 2021.

Upon actual retirement, the member may receive the T-DROP account balance in the form of a lump sum, a Cash Balance Account (CBA), or as an additional annuity. The T-DROP distribution may be a combination of lump sum, CBA, and additional annuity.

8. **Post-Retirement Increases – A.C.A. §§ 24-7-713, 24-7-727 (compound COLA).** Each July 1, annuities are adjusted to be equal to the base annuity times 100% plus 3% for each full year in the period from the effective date of the base annuity to the current July 1. The base annuity is the amount of the member's annuity on the later of July 1, 2001 or the effective date of retirement. The July 1, 2009 cost of living adjustment for retirees was compounded. The annuity was set to 103% of the June 30, 2009 retirement benefit amount. After it was calculated on July 1, 2009, the base amount was reset to be the July 1, 2009 benefit amount. Future cost of living raises will be established by the new updated base amount. Future cost of living adjustments will be evaluated on an annual basis to determine if a simple or compound cost of living increase will be given, depending on the financial condition of the System.
9. **Survivor Benefits – A.C.A. § 24-7-710.** Upon the death of an active member, who has 5 or more years of actual and reciprocal service, the following annuities are payable:
  - (a) The surviving spouse receives an annuity computed in the same manner as if the member had (i) retired the date of his death with entitlement to an annuity, (ii) elected Option A - 100% Survivor Annuity, and (iii) nominated the spouse as joint beneficiary. If the member has attained age 60 and has acquired 5 years of credited service or has acquired 25 years of

## Summary of Provisions

### June 30, 2023

#### **Survivor Benefits – A.C.A. § 24-7-710. Cont.**

- (a) credited service regardless of age, the annuity begins immediately; otherwise the annuity begins the month following the date the member would have attained age 60. Under certain circumstances, a lump sum distribution may be made to the beneficiary(ies) of the deceased member.
  
- (b) A surviving child's benefit is prorated to an amount equal to 1% of the member's highest salary year for each quarter of a year credited as actual service in the system, up to 20% or up to a maximum of \$20,000 per year. If there is more than 1 surviving dependent, the benefits are capped to the lesser of 60% of the member's highest salary or \$60,000 per year to be divided equally among the dependents. A child is dependent until the child's death, marriage, or attainment of age 18 (age 23 if the child is a full-time student).

A child of a deceased member is considered a dependent child and is eligible for the dependent child annuity to eighteen years of age or older, but no older than twenty-three years of age if the dependent child stays continuously enrolled as a full-time student at an accredited school, college, university or vocational-technical school.

- 10. **Lump Sum Death Benefit – A.C.A. § 24-7-720.** Beneficiaries of deceased active members or retirees with 10 or more years of ATRS credited service are eligible to receive a lump sum death benefit of up to \$10,000. Resolution 2020-27 on September 28, 2021 set the minimum amount of the lump sum death benefit for all eligible members to six thousand six hundred sixty-seven dollars (\$6,667); retired members who retired on or before July 1, 2007 will receive an additional six hundred sixty-six dollars and sixty cents (\$666.60) for each contributory year of service credit up to the maximum amount of ten thousand dollars (\$10,000); and all other members will receive an additional three hundred thirty-three dollars and thirty cents (\$333.30) for each contributory year of service credit up to the maximum amount of ten thousand dollars (\$10,000).
  
- 11. **Member Contributions – A.C.A. § 24-7-406.** Contributory members pay 7% of their salaries. Through FY 2019, contributory members contributed 6% of their salaries. Members that are participating in the T-DROP program or are working retirees do not make member contributions. If a member leaves service prior to becoming eligible to retire, the accumulated member contributions are returned upon request. No interest is credited to a member's contributions for the first year of membership; after 1 year, interest is credited. The ATRS Board set the interest rate on refunded contributions to 0.08% for fiscal year 2017 and beyond by Resolution 2017-17 on April 17, 2017. By Resolution 2017-30 on November 13, 2017, the Board set the member contribution rate to 6.25%, 6.50%, 6.75%, and 7.00% for FY 2020, FY 2021, FY 2022, and FY 2023 respectively and 7.00% thereafter. Effective July 1, 1986, a noncontributory plan was created. Effective July 1, 1999 the default choice for new members is contributory. Effective July 1, 1997, all future member contributions are tax deferred in accordance with §414(h) of the Internal Revenue Code of the United States. Each July 1, members who previously elected to be noncontributory may elect to change to contributory status. The election is irrevocable.

A member, who was reported as non-contributory and should have been contributory, may remain in a non-contributory status for the current fiscal year and will be pended for the next fiscal year as

## Summary of Provisions

### June 30, 2023

**Member Contributions – A.C.A. § 24-7-406 (Cont.)** contributory. If the member owes contributions, he or she may have the system convert the contributory service to noncontributory service rather than pay the balance due.

Members who are contracted for 181 days or more in a fiscal year must be contributory. Effective July 1, 2021 the number of contracted days increased to 185.

12. **Act 808 Retirement – A.C.A. § 24-4-732.** Any employee of a state agency who was an active member of the Arkansas Teacher Retirement System on April 8, 1987, and who qualified for retirement before January 1, 1988, could become a member of the Arkansas Public Employees Retirement System and retire from that system. All credited service was transferred to that system but the member's contributions were retained by the Arkansas Teacher Retirement System and the benefit amount is transferred monthly to the Arkansas Public Employees Retirement System. Each July 1, annuities are adjusted by 3% (compound escalator).
13. **Act 793 Retirement – A.C.A. § 24-4-522.** Any employee who was a member of the rehabilitation services in 1977 was permitted to become a member of the Arkansas Public Employees Retirement System. Liabilities associated with prior service earned through June 30, 1978 remain in the Arkansas Teacher Retirement System. Future service is allocated to the Arkansas Public Employees Retirement System. Each July 1, annuities are adjusted by 3% (compound escalator).
14. **Retiree Benefit Stipend – A.C.A. § 24-7-713.** The current stipend amount is \$50 per month. Each retired member as of June 30, 2008, with 5 or more years of ATRS credited service receives a \$75 per month stipend. Members in T-DROP do not receive the \$75 per month stipend until actual retirement. For all members retiring on or after July 1, 2008, a minimum of 10 years of ATRS credited service is required to receive the \$75 per month stipend. The ATRS Board is allowed to set the stipend to a minimum of \$1 per month and a maximum of \$75 per month. By Board Resolution 2017-34 on November 13, 2017 the benefit stipend is removed from the base amount for all retirees and beneficiaries beginning in fiscal year 2019 and the benefit stipend will be reduced to \$50.00 for fiscal year 2020 and beyond. The Resolution contains a "hold harmless" provision that prevents the lowering of the stipend if it would actually reduce the total monthly benefit. This would only affect retirees when the COLA is less than \$25 per month.
15. **Optional Forms of Benefits – A.C.A. § 24-7-706:**
  - Option 1 (Straight Life Annuity)**

A member will receive the maximum monthly benefit for which he/she qualifies, throughout his/her lifetime. No monthly benefits will be paid to his/her beneficiary after the member's death. Should a member die before he/she has drawn in benefits an amount equal to his/her contributions plus earned interest, the balance will be paid to a designated beneficiary. The designated beneficiary may be anyone chosen by the member.

# Summary of Provisions

## June 30, 2023

### **Option A (100% Survivor Annuity)**

Under this option a member will receive a reduced annuity throughout his/her lifetime. Upon the member's death, the designated beneficiary(ies) will receive (equal shares of) the same annuity for the balance of his/her lifetime.

### **Option B (50% Survivor Annuity)**

Under this option a member will receive a reduced annuity throughout his/her lifetime. Upon the member's death, the designated beneficiary(ies) will receive (equal shares of) one-half (1/2) of this annuity for the balance of his/her lifetime.

### **Option C (Annuity for Ten Years Certain and Life Thereafter)**

A reduced monthly benefit payable for 120 months. After that time, a member's monthly allowance will revert to the amount he/she would have received under the regular plan and continue for life. If the member dies before receiving 120 payments, the designated beneficiary will receive a monthly benefit in the same amount until monthly benefits to both the member and the beneficiary equal 120 monthly payments. No further benefits are then payable to the beneficiary.

### **Pop-Up Election**

Following the death of or a divorce from the member's designated beneficiary, his or her benefit reverts (pops-up) to the straight life annuity amount from the elected optional annuity amount. The member may then elect new beneficiaries in accordance with Arkansas Code and rules adopted by the ATRS board.

Option Factors are based upon a 5.0% interest rate and the PUB-2010 General Healthy Retiree/MP-2020 tables (generational projections using retirement year 2025) adjusted with a 50% unisex mix.

16. **Refund of Member Contributions – A.C.A. § 24-7-711.** Any termination refund made to a member or a lump sum payout made to a surviving spouse after July 1, 2011, cancels all service credit, including noncontributory service credit; any repurchase of refunded service will be as contributory years at actuarial cost. All membership rights (including noncontributory service credit) and beneficiary designations to the ATRS are cancelled when a member gets a refund of his or her contributions.
17. **Contract Buyout – A.C.A. § 24-7-735.** During periods of contract buyout/litigation/termination, members will not receive service credit if no on-call service or on-site work is performed. ATRS will not allow the purchase of the time between actual work and the settlement unless the settlement was made to resolve a claim of wrongful termination.
18. **Actuarial Cost of Service – A.C.A. §§ 24-1-107, 24-2-502, 24-7-202, 24-7-406, 24-7-501, 24-7-502, 24-7-612, 24-7-602, 24-7-603, 24-7-604, 24-7-606, 24-7-607, 24-7-610, 24-7-611.** Effective July 1, 2011, all service purchases will be at actuarial cost. The system will allow inactive members to purchase service at actuarial cost before monthly retirement benefits or T-DROP deposits begin.
19. **Deceased Member Refund of Contributions – § 24-7-711.** Effective July 1, 2011, if a beneficiary is not eligible for survivor benefits, or if a surviving spouse is eligible and chooses a contribution refund, the interest on the refund stops the July 1 following the member's death.

## Summary of Provisions

### June 30, 2023

20. **Look-back Period – A.C.A. §§ 24-7-202, 24-7-205.** Effective July 1, 2011, absent intentional nondisclosure, fraud, misrepresentation, criminal act, or obvious/documentated error by an employer of ATRS members can no longer establish old service previously unreported unless such service is acquired by purchase at actuarial cost. ATRS is allowed to correct an understated service credit error upon which all required contributions have been paid or when understated service credit is well documented and undisputed, even if beyond the 5-year look-back period.
21. **Service Credit Requirements – A.C.A. §§ 24-7-501, 24-7-502, 24-7-601, 24-7-603, 24-7-604, 24-7-606, 24-7-607, 24-7-611.** Effective July 1, 2011, members must receive 160 days of service to be credited with a year of service credit.
22. **T-DROP Cash Balance Account.** Effective July 1, 2012, a T-DROP cash balance account was established that allows members exiting (retiring) from T-DROP to place all or a portion of their T-DROP proceeds into a Cash Balance Account (CBA) at ATRS. On November 13, 2017, by Resolution 2017-38 the Board set the CBA interest rate schedule based on years of participation as follows: 2.50% for year one, 2.75% for year two, 3.00% for year three, 3.25% for year four, 3.50% for year five, and 4.00% for year six and beyond. Each fiscal year, the Board can grant an incentive interest rate to encourage continued participation in the CBA program. For fiscal year 2022, the Board granted CBA participants an incentive rate of 1.0%, by Resolution 2021-36 on September 27, 2021.
23. **Purchase of “Air Time” as a Result of Wrongful Termination – A.C.A. §§ 24-7-702, 24-7-735, 6-17-413.** A member is allowed to purchase service credit under a settlement agreement or court order to resolve a claim of wrong termination if the service credit is purchased from the date of termination by an ATRS employer to the date of the resolution of the dispute. This service credit would be purchased at actuarial cost.
24. **Buyout of Inactive Members—A.C.A. § 24-7-505.** The ATRS Board created a voluntary "buyout plan" for inactive vested members. The System will make a one-time lump sum payment to a member, a surviving spouse, or an alternate payee in exchange for a member, surviving spouse, or alternate payee's cancellation of membership and retirement benefit rights. The buyout plan will be established by Board rules. Rule 16 Cash and Savings Help Program for Members (CASH) defines the terms of the “buyout plan”. Depending upon the success of the plan, it may be extended by the Board. The ATRS Board expanded the CASH program to include all inactive vested members, regardless of service type by Resolution 2017-18 on May 10, 2017. The ATRS Board offered the FY 2022 CASH program for all inactive vested members to end on June 30, 2022 by Resolution 2021-37 on September 27, 2021.
25. **Private School Service—A.C.A. § 24-7-607.** Prior to 2015, private school service had to be recognized by the Arkansas Department of Education as positions that required the issuance of teaching licenses. The certification of this service credit was performed by one employee of the Arkansas Department of Education, and that one employee retired. Upon that employee's retirement, the Arkansas Department of Education no longer certified private school service credit. No certifications occurred for approximately a year until legislation could be passed to allow ATRS to make this determination. In addition, a distinction was made between certified and noncertified private school service credit. Certified private school service (basically administrative and teaching) could be purchased at actuarial cost, up to 15 years. Noncertified private school service could be purchased at actuarial cost, up to 5 years.

## Summary of Provisions

### June 30, 2023

26. **Military Service Credit—A.C.A. § 24-7-602.** Act 301 of 2015 made technical corrections to the ATRS laws. In the military service credit section, ATRS was not in compliance with a state law that was passed in 2009, Act 295, which repealed the requirement for free military service credit to be granted only if the service was not credited under any other plan except Social Security and the requirement that receipt of a pension from the federal military retirement system paid solely for disability shall not be considered as having service with another retirement plan. The military technical corrections bill raised questions by some of the legislators, and Act 558 of 2015 was passed to further clarify military service credit. Compulsory military service was changed throughout the law to read: "federal military draft". The word "honorable" was inserted before discharge in order for the member to obtain free military service credit throughout the law.
27. **Pension Advance Prohibition – A.C.A. § 24-7-715.** Prohibits a pension advance company from obtaining a retiree's benefit to repay a loan.
28. **Accrued Sick Leave – A.C.A. § 24-7-601.** Unused accrued sick leave, whether paid or unpaid, is allowed to count as service credit to determine retirement eligibility for survivor benefits and lump sum death benefits. One day of service shall be added to the service credit for the fiscal year of the member's death for each day of unused sick leave. This does not include catastrophic leave and other unused donated leave.
29. **Spousal Survivor Benefit – A.C.A. § 24-7-710.** Members may direct an alternative residual beneficiary to receive a lump sum payment of the member's residue amount or T-DROP balance. No spousal survivor benefits will be payable if an alternative beneficiary who is not the surviving spouse is designated by the member.
30. **Settlement Agreements – A.C.A. § 24-7-202, § 24-7-735.** Salary or service credit may be purchased as part of a settlement agreement between a member and their employer. Salary will be added to the salary at the time of purchase and will be determined using the same factors used to calculate an additional monthly benefit in the annuitization of a T-DROP distribution. It is assumed the member would have retired immediately at the time of the purchase.
31. **Outsourcing – A.C.A. § 24-7-506.** Outsourcing is defined to mean employment for an ATRS covered employer through a third party, private employer, independent contractor, or other contractual relationship. A person who performs services that are necessary for the normal daily operation for an ATRS covered employer is considered an Embedded Employee. The ATRS covered employer has a one-time decision to choose between two options for handling their Embedded Employees. The first option for the ATRS covered employer is to become a participating employer and make embedded employees participating members of ATRS. The second option for the ATRS covered employer is to become a Surcharge Employer and opt to pay a surcharge on the Embedded Employee's salary to ATRS to help cover the actuarial cost. The surcharge starts at ½% the first year and slowly rises to 3% over 4 years with a hard cap of 4%. The Embedded Employees of a Surcharge Employer will not be members of ATRS. The services necessary for normal daily operations include: substitute teaching, teacher's aides, food service, transportation service, custodial service, security services, and school nursing. Only those working on the premises are subject to the surcharge. The surcharge is ONLY on

## Summary of Provisions

### June 30, 2023

**Outsourcing – A.C.A. § 24-7-506 (Cont.)** SALARY of embedded employees. All salary is reported in the aggregate with the contractor's salary amount being the final word unless it is clearly in error. The Division of Youth Services shall be a participating Employer and may designate any or all Embedded Employees as members of ATRS. The law does not apply to post-secondary higher education institutions.

32. **Concurrent Reciprocal Service Credit – A.C.A. § 24-7-601.** ATRS members have the option of waiving their ATRS service in the event the member had concurrent service in two (2) state supported retirement systems. The member has the option to surrender either ATRS service or the reciprocal plan service. If a member worked full-time under a reciprocal retirement system and only part-time under ATRS, the member can to waive the ATRS service to obtain a higher benefit based upon the full-time service in the other system. Concurrent reciprocal members have the option to voluntarily elect to waive service in ATRS.
33. **Employer Contribution Rate – A.C.A. § 24-7-401.** Employer contributions are collected on active members, T-DROP participants (even those who work beyond the 10-year participation period), and working retirees. Through fiscal year 2019, the employer contribution rate is 14%. For the fiscal year beginning July 1, 2018, the Board may modify the employer contribution rate for future fiscal years above 14% in increments of 0.25% per fiscal year provided the system has a greater than 18-year amortization period to pay unfunded liabilities without an employer contribution rate of more than 14% limited to a maximum employer contribution rate of 15%. By Resolution 2017-40 on November 13, 2017, the Board set the employer contribution rate to 14.25%, 14.50%, 14.75%, and 15.00% for FY 2020, FY 2021, FY 2022, and FY 2023 respectively and 15.00% thereafter.
34. **Forfeiture of Benefits by Certain Persons – A.C.A. §§ 24-1-301, 302, 303, 304, 305.** A beneficiary's benefits under a public retirement system can be forfeited when the beneficiary unlawfully kills a member or retiree.
35. **Socially responsible investments – A.C.A. § 24-7-105.** A decision on whether to invest, not invest, or withdraw from investment the funds of the Arkansas Teacher Retirement System or an alternate retirement plan of the system shall not be based on a consideration that the location of the investment, fund, company, or any other type of investment vehicle is in the State of Israel.
36. **Normal Retirement Age & Separation Period – A.C.A. §§ 24-7-202, 24-7-502.** In order for a member to start drawing retirement benefits the IRS requires them to have a bona fide termination of employment or have attained the "normal retirement age". ATRS ensures the bona fide termination of employment by requiring a member stay separated from covered employment for six (6) months before returning to work for an ATRS covered employer. The ATRS "normal retirement age" is defined as age 65 with 5 years of actual service OR at least age 60 years of age or older if the member's age and the member's combined years of actual service, T-DROP service and reciprocal service total 98. A member who has attained the normal retirement age is able to draw full retirement benefits and remain employed without separating from employment.



## SECTION F

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### **ACTUARIAL COST METHOD AND ACTUARIAL ASSUMPTIONS**

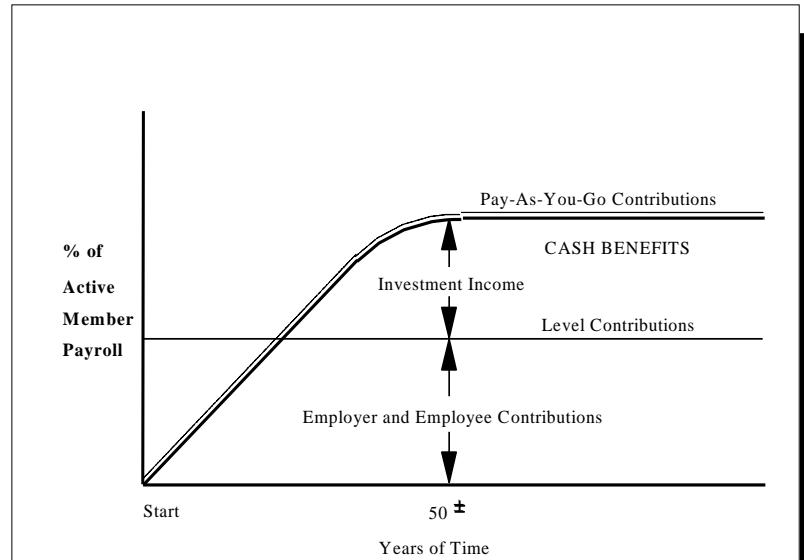
# Selection of Assumptions Used in Actuarial Valuations

## Economic Assumptions

Investment return  
Pay increases to individual employees  
Active member group size and  
total payroll growth

## Demographic Assumptions

Actual ages at service retirement  
Disability while actively employed  
Separations before retirement  
Mortality after retirement  
Mortality before retirement



## Relationship Between Plan Governing Body and the Actuary

The actuary should have the primary responsibility for choosing the **demographic** assumptions used in the actuarial valuation, making use of specialized training and experience.

Guidance regarding the selection of economic assumptions for measuring pension obligations is provided by Actuarial Standards of Practice (ASOP) No. 27. The standard requires that the selected economic assumptions be consistent with each other. That is, the selection of the investment return assumption should be consistent with the selection of the payroll growth and inflation assumptions.

ASOP No. 27 defines a reasonable economic assumption as an assumption that has the following characteristics: (a) It is appropriate for the purpose of the measurement; (b) It reflects the actuary's professional judgment; (c) It takes into account historical and current economic data that is relevant as of the valuation date; (d) It reflects the actuary's estimate of future experience, the actuary's observation of the estimates inherent in market data, or a combination thereof; and (e) It has no significant bias (i.e., it is not significantly optimistic or pessimistic), except when provisions for adverse deviation or plan provisions that are difficult to measure are included and disclosed under Section 3.5.1, or when alternative assumptions are used for the assessment of risk.

# Summary of Assumptions Used in GASB Valuations for the Arkansas Teacher Retirement System Assumptions Adopted by Board of Trustees After Consulting with Actuary

The actuarial assumptions used in the valuation are shown in this section. Assumptions were established based upon an Experience Study covering the period July 1, 2015 through June 30, 2020. The Board of Trustees adopts the actuarial assumptions used for actuarial valuation purposes after consulting with the actuary. The actuarial assumptions represent estimates of future experience.

## Economic Assumptions

The **price inflation** assumption is 2.50%. It is assumed that the 3% COLA will always be paid.

**The investment return rate** used in the valuation was 7.25% per year, compounded annually (net after administrative expenses). This rate of return is not the assumed real rate of return. This rate was first used for the **June 30, 2021** valuation. The assumed real rate of return over price inflation is 4.75%.

The **wage inflation** assumption is 2.75%. This consists of 2.50% related to pure price inflation and 0.25% related to general economic improvements. This assumption was first used for the **June 30, 2017** valuation.

**Pay increase assumptions** for individual active members are shown on page 38. Part of the assumption for each age is for a merit and/or seniority increase, and the other 2.75% recognizes wage inflation. These rates were first used for the **June 30, 2021** valuation.

The Active Member Group (Active, T-DROP, RTW) size is assumed to remain constant at its present level.

**Total active member payroll** is assumed to increase 2.75% per year, which is the portion of the individual pay increase assumptions attributable to wage inflation. This rate was first used for the **June 30, 2017** valuation.

## Non-Economic Assumptions

**The mortality tables** used were the Pub-2010 General Healthy Retired, General Disabled Retiree and General Employee Mortality amount weighted tables for males and females. Mortality rates were adjusted for future mortality improvements using projection scale MP-2020 from 2010.

A limited fluctuation credibility procedure was used to determine the appropriate scaling factor of each gender and each member classification (see the 2010-2015 Experience Study), and are shown below:

	<b>Scaling Factor</b>
Healthy Male Retirees	<b>105%</b>
Healthy Female Retirees	<b>105%</b>
Disabled Male Retirees	<b>104%</b>
Disabled Female Retirees	<b>104%</b>
Male Active Members	<b>100%</b>
Female Active Members	<b>100%</b>

Related values are shown on page 33. These tables were first used for the **June 30, 2021** valuation.

**The probabilities of retirement** for members eligible to retire are shown on pages 34 and 35. The rates for full retirement and reduced retirement were first used in the **June 30, 2021** valuation.

**The probabilities of withdrawal from service, death-in-service and disability** are shown for sample ages on pages 36 and 37. These rates were first used in the **June 30, 2021** valuation.

**The entry age actuarial cost method of valuation** was used in determining accrued liabilities and service cost. Service cost is attributed through all assumed exit ages through retirement where the date of entry into T-DROP is considered to be the date of retirement.

Differences in the past between assumed experience and actual experience (“actuarial gains and losses”) become part of actuarial accrued liabilities.

Unfunded actuarial accrued liabilities are amortized to produce contribution amounts (the total of principal & interest) which are level percents of payroll contributions.

These cost methods were first used in the June 30, 2014 GASB calculations.

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**The data about persons now covered and about present assets** was furnished by the System’s administrative staff. Although examined for general reasonableness, the data was not audited by the Actuary. Members whose dates of birth were not supplied were assumed to be 40 years old on the valuation date. Members whose salaries were not supplied and that entered T-DROP were assumed to have the group average pay of those with salary data as of the valuation date that entered T-DROP.

## Single Life Retirement Values

Sample Attained Ages in 2023	Present Value of \$1.00 Monthly for Life		Present Value of \$1 Monthly for Life Increasing 3.0% Simple Annually		Future Life Expectancy (Years)		Percent Dying within Next Year	
	Male	Female	Male	Female	Male	Female	Male	Female
40	\$159.96	\$162.49	\$213.47	\$218.30	45.36	48.37	0.09 %	0.05 %
45	155.57	158.81	205.04	210.97	40.12	43.08	0.12 %	0.07 %
50	149.87	153.98	194.63	201.82	35.02	37.91	0.29 %	0.22 %
55	142.93	148.16	182.42	191.08	30.14	32.96	0.43 %	0.30 %
60	134.14	140.50	167.74	177.74	25.44	28.11	0.66 %	0.42 %
65	123.21	130.50	150.50	161.41	20.97	23.41	0.97 %	0.62 %
70	109.70	117.76	130.52	141.96	16.74	18.90	1.49 %	0.99 %
75	93.73	102.22	108.40	119.79	12.85	14.69	2.51 %	1.75 %
80	76.09	84.50	85.47	96.11	9.43	10.92	4.50 %	3.24 %
85	58.67	66.08	64.10	73.00	6.64	7.75	8.29 %	6.17 %
Base	2705 x 1.05	2706 x 1.05	2705 x 1.05	2706 x 1.05				
Projection	964	965	964	965				

\* Rates and life expectancies in future years are determined by the MP-2020 projection scale.

Age	Benefit Increasing 3.0% Simple Annually	Portion of Age 60 Lives Still Alive	
		Male	Female
60	\$100.00	100%	100%
65	115.00	96%	98%
70	130.00	91%	94%
75	145.00	84%	89%
80	160.00	73%	81%
Ref		2705 x 1.05	2706 x 1.05

## Probabilities of Retirement for Members

Retirement Ages	% of Active Participants Retiring with Unreduced Benefits			
	Education		Support	
	Male	Female	Male	Female
48	8%	7%	8%	8%
49	8%	7%	8%	8%
50	8%	7%	8%	8%
51	8%	7%	8%	8%
52	8%	7%	8%	8%
53	8%	7%	8%	8%
54	8%	7%	8%	8%
55	8%	8%	8%	8%
56	10%	8%	8%	8%
57	10%	10%	8%	11%
58	10%	12%	8%	11%
59	14%	15%	8%	15%
60	17%	18%	13%	15%
61	24%	20%	13%	16%
62	27%	29%	28%	26%
63	27%	26%	25%	20%
64	27%	28%	25%	24%
65	60%	57%	57%	59%
66	60%	57%	47%	49%
67	50%	42%	44%	40%
68	45%	42%	44%	40%
69	45%	42%	44%	40%
70	45%	42%	44%	40%
71	45%	42%	44%	40%
72	45%	42%	44%	40%
73	45%	42%	44%	40%
74	45%	42%	44%	40%
75	100%	100%	100%	100%
Ref	3245	3246	3247	3248

These rates are based upon data presented in the 2015-2020 experience study and were first used in the 2021 valuation.

## Probabilities of Reduced Retirement for Members

Retirement Ages	% of Active Participants Retiring with Reduced Benefits			
	Education		Support	
	Male	Female	Male	Female
45	1.0%	1.0%	2.0%	3.0%
46	1.0%	1.0%	2.0%	3.0%
47	1.0%	1.0%	2.0%	3.0%
48	1.0%	1.0%	2.0%	3.0%
49	1.0%	1.0%	2.0%	3.0%
50	2.0%	2.0%	3.0%	4.0%
51	3.0%	2.0%	3.0%	4.0%
52	3.0%	3.0%	4.0%	4.0%
53	4.0%	4.0%	4.0%	4.0%
54	5.0%	4.0%	5.0%	4.0%
55	6.0%	5.0%	6.0%	4.0%
56	6.0%	5.0%	7.0%	6.0%
57	8.0%	5.0%	7.0%	6.0%
58	9.0%	6.0%	7.0%	6.0%
59	6.0%	6.0%	7.0%	6.0%
Ref	3249	3250	3251	3252

These rates are based upon data presented in the 2015-2020 experience study and were first used in the 2021 valuation.

## Duration of T-DROP for Members

Present T-DROP members are assumed to remain in T-DROP according to the following table:

Entry Age	Assumed Duration Years
50-56	7
57	6
58	5
59+	4

## T-DROP Participation

It was assumed that active members will participate in the T-DROP at the time in which entering the T-DROP would provide the highest value of benefits.

## Teachers Separations from Active Employment Before Age and Service Retirement

Sample Ages in 2023	Percent of Active Members Separating within the Next Year						
	Years of Service	Death *		Disability		Other	
		Male	Female	Male	Female	Male	Female
	0					17.00%	13.00%
	1					13.80%	11.30%
	2					11.30%	10.50%
	3					8.90%	8.30%
	4					6.30%	6.50%
25	5 & Up	0.03%	0.01%	0.02%	0.02%	5.80%	6.50%
30		0.05%	0.02%	0.02%	0.02%	4.20%	4.80%
35		0.07%	0.03%	0.02%	0.03%	2.90%	3.20%
40		0.09%	0.04%	0.04%	0.07%	2.00%	2.10%
45		0.11%	0.06%	0.13%	0.17%	1.70%	1.70%
50		0.14%	0.08%	0.31%	0.37%	1.60%	1.70%
55		0.21%	0.12%	0.61%	0.63%	1.60%	1.70%
60		0.33%	0.19%	0.82%	0.89%	1.50%	1.60%
65	0.47%	0.28%	0.82%	0.89%	1.20%	1.30%	
Ref:						1364	1365
		2723 x 1.00	2724 x 1.00	1217 x 1	1218 x 1	1574	1575

\* Rates and life expectancies in future years are determined by the MP-2020 projection scale.



## Support Employees Separations from Active Employment Before Age and Service Retirement

Sample Ages in 2023	Percent of Active Members Separating within the Next Year						
	Years of Service	Death *		Disability		Other	
		Male	Female	Male	Female	Male	Female
	0					54.50%	48.50%
	1					29.90%	27.20%
	2					19.80%	19.00%
	3					15.50%	15.30%
	4					12.00%	12.80%
25	5 & Up	0.03%	0.01%	0.02%	0.01%	10.60%	9.90%
30		0.05%	0.02%	0.05%	0.03%	7.80%	7.00%
35		0.07%	0.03%	0.10%	0.04%	5.70%	5.10%
40		0.09%	0.04%	0.13%	0.08%	4.40%	4.30%
45		0.11%	0.06%	0.21%	0.16%	3.70%	4.00%
50		0.14%	0.08%	0.45%	0.33%	3.50%	3.90%
55		0.21%	0.12%	0.88%	0.61%	3.50%	3.70%
60		0.33%	0.19%	1.36%	0.79%	3.40%	3.20%
65	0.47%	0.28%	1.36%	0.79%	2.70%	2.50%	
Ref:						1366	1367
		2723 x 1.00	2724 x 1.00	1219 x 1	1220 x 1	1576	1577

\* Rates and life expectancies in future years are determined by the MP-2020 projection scale.

## Individual Pay Increases

Education			
Years of Service	Pay Increase Assumptions for an Individual Member		
	Merit & Seniority	Base (Economic)	Increase Next Year
1	2.50%	2.75%	5.25%
2	2.20%	2.75%	4.95%
3	1.90%	2.75%	4.65%
4	1.80%	2.75%	4.55%
5	1.70%	2.75%	4.45%
6	1.60%	2.75%	4.35%
7	1.50%	2.75%	4.25%
8	1.40%	2.75%	4.15%
9	1.30%	2.75%	4.05%
10	1.25%	2.75%	4.00%
11	1.20%	2.75%	3.95%
12	1.15%	2.75%	3.90%
13	1.10%	2.75%	3.85%
14	1.05%	2.75%	3.80%
15	1.00%	2.75%	3.75%
16	0.95%	2.75%	3.70%
17	0.85%	2.75%	3.60%
18	0.75%	2.75%	3.50%
19	0.65%	2.75%	3.40%
20	0.55%	2.75%	3.30%
21	0.50%	2.75%	3.25%
22	0.45%	2.75%	3.20%
23	0.40%	2.75%	3.15%
24	0.30%	2.75%	3.05%
25	0.20%	2.75%	2.95%
26	0.15%	2.75%	2.90%
27	0.10%	2.75%	2.85%
28	0.25%	2.75%	3.00%
29+	0.00%	2.75%	2.75%
Ref:	931		

Support			
Years of Service	Pay Increase Assumptions for an Individual Member		
	Merit & Seniority	Base (Economic)	Increase Next Year
1	3.00%	2.75%	5.75%
2	2.60%	2.75%	5.35%
3	1.60%	2.75%	4.35%
4	1.45%	2.75%	4.20%
5	1.35%	2.75%	4.10%
6	1.25%	2.75%	4.00%
7	1.20%	2.75%	3.95%
8	1.15%	2.75%	3.90%
9	1.10%	2.75%	3.85%
10	1.05%	2.75%	3.80%
11	1.00%	2.75%	3.75%
12	0.95%	2.75%	3.70%
13	0.90%	2.75%	3.65%
14	0.80%	2.75%	3.55%
15	0.75%	2.75%	3.50%
16	0.70%	2.75%	3.45%
17	0.65%	2.75%	3.40%
18	0.60%	2.75%	3.35%
19	0.50%	2.75%	3.25%
20	0.45%	2.75%	3.20%
21	0.40%	2.75%	3.15%
22	0.35%	2.75%	3.10%
23	0.30%	2.75%	3.05%
24	0.25%	2.75%	3.00%
25	0.25%	2.75%	3.00%
26	0.25%	2.75%	3.00%
27	0.25%	2.75%	3.00%
28	0.40%	2.75%	3.15%
29+	0.00%	2.75%	2.75%
Ref:	932		

# Miscellaneous and Technical Assumptions

## June 30, 2023

<b>Marriage Assumption:</b>	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male members are assumed to have a beneficiary three years younger and female members are assumed to have a beneficiary two years older.
<b>Pay Increase Timing:</b>	Beginning of (Fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
<b>Decrement Timing:</b>	Decrements are assumed to occur mid-year, with the exception of normal and early retirement, which are assumed to occur at the beginning of the year. This implies that people who worked the entire school year are reported as active members even if they retired at the end of the year.
<b>Eligibility Testing:</b>	Eligibility for benefits is determined based upon the age nearest birthday and the service nearest whole year on the date of the valuation.
<b>Decrement Relativity:</b>	Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.
<b>Decrement Operation:</b>	Disability does not operate during the first 5 years of service. Disability and turnover do not operate during retirement eligibility.
<b>Normal Form of Benefit:</b>	The assumed normal form of benefit is the straight life form.
<b>Incidence of Contributions:</b>	Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made. The payroll used for this purpose is payroll for all active members plus payroll for members in the T-DROP and retirees who returned to work.
<b>Liability Adjustments:</b>	The liability calculations assume that the non-contributory and contributory multipliers for the first ten years of service are at the standard rate at the time the service is earned.
<b>Data Adjustments:</b>	Members whose dates of birth were not supplied were assumed to be 40 years old on the valuation date.  Members whose salaries were not supplied and that entered the T-DROP were assumed to have the group average pay of those with salary data as of the valuation that entered the T-DROP.

## SECTION G

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### CALCULATION OF THE SINGLE DISCOUNT RATE

## Calculation of the Single Discount Rate

GASB Statement No. 67 includes a specific requirement for the discount rate that is used for the purpose of the measurement of the Total Pension Liability. This rate considers the ability of the fund to meet benefit obligations in the future. To make this determination, employer contributions, employee contributions, benefit payments, expenses and investment returns are projected into the future. The Plan Net Position (assets) in future years can then be determined and compared to its obligation to make benefit payments in those years. As long as assets are projected to be on hand in a future year, the assumed valuation discount rate is used. In years where assets are not projected to be sufficient to meet benefit payments, the use of a municipal bond rate is required, as described in the following paragraph.

The Single Discount Rate (SDR) is equivalent to applying these two rates to the benefits that are projected to be paid during the different time periods. The SDR reflects (1) the long-term expected rate of return on pension plan investments (during the period in which the fiduciary net position is projected to be sufficient to pay benefits) and (2) tax-exempt municipal bond rate based on an index of 20-year general obligation bonds with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

For the purpose of this valuation, the expected rate of return on pension plan investments is 7.25%; the municipal bond rate is 3.86%; and the resulting SDR is 7.25%.

The tables in this section provide background for the development of the SDR.

The **Projection of Contributions** table shows the development of expected contributions in future years. Normal Cost contributions for future hires are not included (nor are their liabilities).

The **Projection of Plan Fiduciary Net Position** table shows the development of expected asset levels in future years.

The **Present Values of Projected Benefit Payments** table shows the development of the SDR. It breaks down the benefit payments into present values for funded and unfunded portions and shows the equivalent total at the SDR.

# Single Discount Rate Development

## Projection of Contributions Ending June 30, 2123

Fiscal Year	Payroll for Current Employees*	Projected Contributions from Current Employees	Projected Service Cost and Expense Contributions	Projected UAL Contributions	Projected Total Contributions
2023	\$ 3,492,029,158				
2024	3,477,027,203	\$ 207,523,551	\$ 235,150,513	\$ 294,633,016	\$ 737,307,080
2025	3,282,397,158	197,541,904	219,469,376	302,735,423	719,746,704
2026	3,156,631,777	190,697,910	209,101,582	311,060,647	710,860,139
2027	3,048,917,788	184,702,807	200,180,325	319,614,815	704,497,947
2028	2,954,741,069	179,238,747	192,311,954	328,404,223	699,954,925
2029	2,866,947,440	173,938,483	185,043,189	337,435,338	696,417,010
2030	2,777,962,056	168,414,165	177,769,911	346,714,810	692,898,886
2031	2,701,705,517	163,580,403	171,175,557	356,249,468	691,005,427
2032	2,620,680,240	158,359,278	164,266,094	366,046,328	688,671,700
2033	2,352,260,905	152,776,873	157,102,931	348,734,548	658,614,353
2034	2,258,738,026	146,935,530	149,796,217	358,324,747	655,056,494
2035	2,162,034,890	140,839,314	142,363,935	368,178,678	651,381,927
2036	2,063,008,251	134,547,158	134,859,320	378,303,592	647,710,070
2037	1,962,240,157	128,077,386	127,312,452	388,706,941	644,096,779
2038	1,861,983,060	121,607,002	119,901,496	399,396,381	640,904,879
2039	1,760,751,280	115,023,785	112,535,247	410,379,782	637,938,814
2040	1,659,345,355	108,401,233	105,202,450	421,665,227	635,268,910
2041	1,557,202,672	101,701,659	97,933,985	433,261,019	632,896,664
2042	1,454,273,238	94,931,320	90,666,805	445,175,698	630,773,823
2043	1,351,066,902	88,134,149	83,505,917	457,418,029	629,058,095
2044	1,248,235,147	81,354,310	76,472,832	469,997,026	627,824,168
2045	1,146,112,535	74,617,519	69,573,469	482,921,944	627,112,932
2046	1,044,911,312	67,937,159	62,865,685	496,202,297	627,005,141
2047	945,213,371	61,354,364	56,358,047	509,847,861	627,560,272
2048	847,601,541	54,924,382	50,074,639	523,868,676	628,867,698
2049	754,372,509	48,772,349	44,180,035	538,275,065	631,227,450
2050	663,733,342	42,799,315	38,546,165	553,077,630	634,423,110
2051	575,983,966	37,061,091	33,170,896	568,287,264	638,519,250
2052	495,752,881	31,827,164	28,317,571	583,915,164	644,059,899
2053	422,260,983	27,034,251	23,928,559	599,972,831	650,935,641
2054	355,728,294	22,698,764	20,002,947	616,472,084	659,173,795
2055	295,846,272	18,801,486	16,514,072	633,425,067	668,740,625
2056	241,931,220	15,297,044	13,413,042	650,844,255	679,554,341
2057	193,978,778	12,187,177	10,677,019	-	22,864,196
2058	152,277,690	9,493,047	8,325,524	-	17,818,571
2059	116,378,363	7,189,362	6,320,883	-	13,510,245
2060	86,112,312	5,262,072	4,645,591	-	9,907,663
2061	61,433,547	3,700,273	3,290,018	-	6,990,291
2062	42,018,529	2,484,927	2,236,143	-	4,721,069
2063	27,419,354	1,587,415	1,444,120	-	3,031,535
2064	16,874,313	949,452	883,279	-	1,832,730
2065	9,621,266	520,250	497,578	-	1,017,828
2066	5,213,563	273,164	266,847	-	540,012
2067	2,872,240	149,032	142,736	-	291,768
2068	1,651,009	84,935	82,899	-	167,834
2069	960,152	48,772	46,858	-	95,631
2070	548,048	27,644	25,887	-	53,531
2071	307,235	15,336	12,987	-	28,323
2072	167,305	8,176	7,299	-	15,474
2073	86,816	4,073	3,049	-	7,122

\* Includes T-DROP participants and retirees who returned to work.



# Single Discount Rate Development

## Projection of Contributions Ending June 30, 2123 (Concluded)

Fiscal Year	Payroll for Current Employees*	Projected Contributions from Current Employees	Projected Service Cost and Expense Contributions	Projected UAL Contributions	Projected Total Contributions
2074	\$ 41,085	\$ 1,762	\$ 1,085	\$ -	\$ 2,847
2075	16,133	552	366	-	918
2076	5,302	116	39	-	155
2077	1,845	25	(22)	-	3
2078	771	6	(6)	-	-
2079	310	1	(1)	-	-
2080	95	0	(0)	-	-
2081	22	-	-	-	-
2082	4	-	-	-	-
2083	-	-	-	-	-
2084	-	-	-	-	-
2085	-	-	-	-	-
2086	-	-	-	-	-
2087	-	-	-	-	-
2088	-	-	-	-	-
2089	-	-	-	-	-
2090	-	-	-	-	-
2091	-	-	-	-	-
2092	-	-	-	-	-
2093	-	-	-	-	-
2094	-	-	-	-	-
2095	-	-	-	-	-
2096	-	-	-	-	-
2097	-	-	-	-	-
2098	-	-	-	-	-
2099	-	-	-	-	-
2100	-	-	-	-	-
2101	-	-	-	-	-
2102	-	-	-	-	-
2103	-	-	-	-	-
2104	-	-	-	-	-
2105	-	-	-	-	-
2106	-	-	-	-	-
2107	-	-	-	-	-
2108	-	-	-	-	-
2109	-	-	-	-	-
2110	-	-	-	-	-
2111	-	-	-	-	-
2112	-	-	-	-	-
2113	-	-	-	-	-
2114	-	-	-	-	-
2115	-	-	-	-	-
2116	-	-	-	-	-
2117	-	-	-	-	-
2118	-	-	-	-	-
2119	-	-	-	-	-
2120	-	-	-	-	-
2121	-	-	-	-	-
2122	-	-	-	-	-
2123	-	-	-	-	-

\* Includes T-DROP participants and retirees who returned to work.



# Single Discount Rate Development

## Projection of Plan Fiduciary Net Position Ending June 30, 2123

Fiscal Year	Projected Beginning	Projected Total	Projected Benefit	Projected	Projected Ending Plan
	Plan Net Position	Contributions	Payments	Investment Earnings at 7.25%	Net Position
	(a)	(b)	(c)	(d)	(e)=(a)+(b)-(c)+(d)
2024	\$ 20,675,051,918	\$ 737,307,080	\$ 1,530,826,703	\$ 1,470,679,460	\$ 21,352,211,755
2025	21,352,211,755	719,746,704	1,692,926,823	1,513,374,804	21,892,406,440
2026	21,892,406,440	710,860,139	1,634,103,595	1,554,317,451	22,523,480,434
2027	22,523,480,434	704,497,947	1,678,777,313	1,598,252,632	23,147,453,700
2028	23,147,453,700	699,954,925	1,723,730,070	1,641,727,865	23,765,406,420
2029	23,765,406,420	696,417,010	1,785,177,599	1,684,214,931	24,360,860,762
2030	24,360,860,762	692,898,886	1,851,470,691	1,724,898,991	24,927,187,948
2031	24,927,187,948	691,005,427	1,868,345,817	1,765,289,255	25,515,136,813
2032	25,515,136,813	688,671,700	1,931,632,287	1,805,578,434	26,077,754,660
2033	26,077,754,660	658,614,353	1,996,212,983	1,842,997,623	26,583,153,652
2034	26,583,153,652	655,056,494	2,060,444,023	1,877,224,696	27,054,990,820
2035	27,054,990,820	651,381,927	2,123,622,774	1,909,051,859	27,491,801,832
2036	27,491,801,832	647,710,070	2,185,050,367	1,938,402,091	27,892,863,626
2037	27,892,863,626	644,096,779	2,243,768,659	1,965,259,085	28,258,450,831
2038	28,258,450,831	640,904,879	2,297,586,701	1,989,733,705	28,591,502,714
2039	28,591,502,714	637,938,814	2,350,444,121	2,011,891,771	28,890,889,178
2040	28,890,889,178	635,268,910	2,401,906,837	2,031,669,315	29,155,920,566
2041	29,155,920,566	632,896,664	2,451,778,730	2,049,023,376	29,386,061,876
2042	29,386,061,876	630,773,823	2,501,386,021	2,063,866,213	29,579,315,892
2043	29,579,315,892	629,058,095	2,549,989,994	2,076,084,955	29,734,468,948
2044	29,734,468,948	627,824,168	2,595,197,532	2,085,679,503	29,852,775,088
2045	29,852,775,088	627,112,932	2,640,674,700	2,092,611,664	29,931,824,984
2046	29,931,824,984	627,005,141	2,683,923,230	2,096,798,613	29,971,705,507
2047	29,971,705,507	627,560,272	2,724,733,250	2,098,256,242	29,972,788,771
2048	29,972,788,771	628,867,698	2,765,136,804	2,096,942,341	29,933,462,005
2049	29,933,462,005	631,227,450	2,801,959,778	2,092,863,716	29,855,593,393
2050	29,855,593,393	634,423,110	2,836,363,094	2,086,106,758	29,739,760,167
2051	29,739,760,167	638,519,250	2,867,985,228	2,076,728,489	29,587,022,678
2052	29,587,022,678	644,059,899	2,891,151,167	2,065,027,283	29,404,958,693
2053	29,404,958,693	650,935,641	2,907,174,615	2,051,501,842	29,200,221,561
2054	29,200,221,561	659,173,795	2,911,838,716	2,036,785,693	28,984,342,333
2055	28,984,342,333	668,740,625	2,909,318,653	2,021,564,932	28,765,329,237
2056	28,765,329,237	679,554,341	2,899,868,069	2,006,408,211	28,551,423,720
2057	28,551,423,720	22,864,196	2,882,377,286	1,968,134,491	27,660,045,121
2058	27,660,045,121	17,818,571	2,854,243,601	1,904,331,841	26,727,951,932
2059	26,727,951,932	13,510,245	2,818,076,275	1,837,889,768	25,761,275,670
2060	25,761,275,670	9,907,663	2,772,334,774	1,769,306,548	24,768,155,107
2061	24,768,155,107	6,990,291	2,716,741,908	1,699,181,385	23,757,584,875
2062	23,757,584,875	4,721,069	2,654,556,537	1,628,049,002	22,735,798,410
2063	22,735,798,410	3,031,535	2,587,592,143	1,556,294,297	21,707,532,099
2064	21,707,532,099	1,832,730	2,518,657,031	1,484,157,470	20,674,865,269
2065	20,674,865,269	1,017,828	2,447,465,852	1,411,795,629	19,640,212,874
2066	19,640,212,874	540,012	2,372,391,874	1,339,440,129	18,607,801,141
2067	18,607,801,141	291,768	2,294,650,348	1,267,350,261	17,580,792,822
2068	17,580,792,822	167,834	2,215,311,440	1,195,713,459	16,561,362,676
2069	16,561,362,676	95,631	2,134,080,090	1,124,695,318	15,552,073,534
2070	15,552,073,534	53,531	2,050,652,977	1,054,491,676	14,555,965,764
2071	14,555,965,764	28,323	1,965,088,222	985,320,418	13,576,226,283
2072	13,576,226,283	15,474	1,877,639,761	917,403,392	12,616,005,388
2073	12,616,005,388	7,122	1,788,586,069	850,958,794	11,678,385,235





# Single Discount Rate Development

## Projection of Plan Fiduciary Net Position Ending June 30, 2123 (Concluded)

Fiscal Year	Projected Beginning	Projected Total	Projected Benefit	Projected	Projected Ending Plan
	Plan Net Position	Contributions	Payments	Investment Earnings at 7.25%	Net Position
	(a)	(b)	(c)	(d)	(e)=(a)+(b)-(c)+(d)
2074	\$ 11,678,385,235	\$ 2,847	\$ 1,698,244,044	\$ 786,198,781	\$ 10,766,342,818
2075	10,766,342,818	918	1,606,950,350	723,327,131	9,882,720,516
2076	9,882,720,516	155	1,515,054,730	662,537,419	9,030,203,361
2077	9,030,203,361	3	1,422,937,174	604,010,756	8,211,276,946
2078	8,211,276,946	-	1,330,973,781	547,913,937	7,428,217,103
2079	7,428,217,103	-	1,239,538,494	494,398,636	6,683,077,244
2080	6,683,077,244	-	1,149,016,233	443,600,015	5,977,661,026
2081	5,977,661,026	-	1,059,792,119	395,635,124	5,313,504,031
2082	5,313,504,031	-	972,256,324	350,601,395	4,691,849,102
2083	4,691,849,102	-	886,806,048	308,574,790	4,113,617,843
2084	4,113,617,843	-	803,834,061	269,608,134	3,579,391,916
2085	3,579,391,916	-	723,732,927	233,729,616	3,089,388,605
2086	3,089,388,605	-	646,885,880	200,941,342	2,643,444,067
2087	2,643,444,067	-	573,660,529	171,218,340	2,241,001,878
2088	2,241,001,878	-	504,406,842	144,507,804	1,881,102,839
2089	1,881,102,839	-	439,442,864	120,728,865	1,562,388,840
2090	1,562,388,840	-	379,047,588	99,773,123	1,283,114,375
2091	1,283,114,375	-	323,453,763	81,505,741	1,041,166,354
2092	1,041,166,354	-	272,836,418	65,767,285	834,097,220
2093	834,097,220	-	227,296,068	52,376,727	659,177,879
2094	659,177,879	-	186,852,015	41,135,520	513,461,384
2095	513,461,384	-	151,435,158	31,832,472	393,858,698
2096	393,858,698	-	120,885,375	24,249,331	297,222,654
2097	297,222,654	-	94,954,064	18,166,781	220,435,371
2098	220,435,371	-	73,311,160	13,370,532	160,494,743
2099	160,494,743	-	55,566,447	9,656,828	114,585,124
2100	114,585,124	-	41,293,249	6,836,731	80,128,606
2101	80,128,606	-	30,046,680	4,739,189	54,821,114
2102	54,821,114	-	21,379,457	3,213,085	36,654,742
2103	36,654,742	-	14,856,755	2,128,334	23,926,321
2104	23,926,321	-	10,070,255	1,375,998	15,232,065
2105	15,232,065	-	6,650,209	867,472	9,449,328
2106	9,449,328	-	4,274,003	532,854	5,708,179
2107	5,708,179	-	2,670,682	318,725	3,356,223
2108	3,356,223	-	1,621,301	185,582	1,920,503
2109	1,920,503	-	955,753	105,197	1,069,947
2110	1,069,947	-	547,086	58,086	580,948
2111	580,948	-	304,276	31,282	307,953
2112	307,953	-	164,698	16,461	159,717
2113	159,717	-	87,013	8,480	81,184
2114	81,184	-	45,017	4,282	40,449
2115	40,449	-	22,850	2,119	19,718
2116	19,718	-	11,379	1,024	9,364
2117	9,364	-	5,554	481	4,290
2118	4,290	-	2,642	217	1,865
2119	1,865	-	1,205	92	752
2120	752	-	509	36	279
2121	279	-	192	13	101
2122	101	-	67	5	39
2123	39	-	40	1	0



# Single Discount Rate Development

## Present Values of Projected Benefits Ending June 30, 2123

Fiscal Year	Projected	Projected Benefit Payments	Funded Portion of Benefit Payments	Unfunded Portion of Benefit Payments	Present Value of	Present Value of	Present Value of
	Beginning Plan Net Position				Funded Benefit Payments using Expected Return Rate (v)	Unfunded Benefit Payments using Municipal Bond Rate (vf)	Benefit Payments using Single Discount Rate (sdr)
(a)	(b)	(c)	(d)	(e)	(f)=(d)*v^((a)-.5)	(g)=(e)*vf ^((a)-.5)	(h)=(c)/(1+sdr)^(a-.5)
2024	\$ 20,675,051,918	\$ 1,530,826,703	\$ 1,530,826,703	\$ -	\$ 1,478,180,194	\$ -	\$ 1,478,180,194
2025	21,352,211,755	1,692,926,823	1,692,926,823	-	1,524,200,974	-	1,524,200,974
2026	21,892,406,440	1,634,103,595	1,634,103,595	-	1,371,785,896	-	1,371,785,896
2027	22,523,480,434	1,678,777,313	1,678,777,313	-	1,314,021,704	-	1,314,021,704
2028	23,147,453,700	1,723,730,070	1,723,730,070	-	1,258,002,210	-	1,258,002,210
2029	23,765,406,420	1,785,177,599	1,785,177,599	-	1,214,776,198	-	1,214,776,198
2030	24,360,860,762	1,851,470,691	1,851,470,691	-	1,174,720,063	-	1,174,720,063
2031	24,927,187,948	1,868,345,817	1,868,345,817	-	1,105,293,224	-	1,105,293,224
2032	25,515,136,813	1,931,632,287	1,931,632,287	-	1,065,485,144	-	1,065,485,144
2033	26,077,754,660	1,996,212,983	1,996,212,983	-	1,026,673,891	-	1,026,673,891
2034	26,583,153,652	2,060,444,023	2,060,444,023	-	988,073,294	-	988,073,294
2035	27,054,990,820	2,123,622,774	2,123,622,774	-	949,529,396	-	949,529,396
2036	27,491,801,832	2,185,050,367	2,185,050,367	-	910,951,366	-	910,951,366
2037	27,892,863,626	2,243,768,659	2,243,768,659	-	872,196,854	-	872,196,854
2038	28,258,450,831	2,297,586,701	2,297,586,701	-	832,743,107	-	832,743,107
2039	28,591,502,714	2,350,444,121	2,350,444,121	-	794,313,178	-	794,313,178
2040	28,890,889,178	2,401,906,837	2,401,906,837	-	756,834,105	-	756,834,105
2041	29,155,920,566	2,451,778,730	2,451,778,730	-	720,325,033	-	720,325,033
2042	29,386,061,876	2,501,386,021	2,501,386,021	-	685,220,982	-	685,220,982
2043	29,579,315,892	2,549,989,994	2,549,989,994	-	651,315,044	-	651,315,044
2044	29,734,468,948	2,595,197,532	2,595,197,532	-	618,053,047	-	618,053,047
2045	29,852,775,088	2,640,674,700	2,640,674,700	-	586,371,611	-	586,371,611
2046	29,931,824,984	2,683,923,230	2,683,923,230	-	555,687,746	-	555,687,746
2047	29,971,705,507	2,724,733,250	2,724,733,250	-	526,002,031	-	526,002,031
2048	29,972,788,771	2,765,136,804	2,765,136,804	-	497,717,317	-	497,717,317
2049	29,933,462,005	2,801,959,778	2,801,959,778	-	470,252,080	-	470,252,080
2050	29,855,593,393	2,836,363,094	2,836,363,094	-	443,847,066	-	443,847,066
2051	29,739,760,167	2,867,985,228	2,867,985,228	-	418,457,288	-	418,457,288
2052	29,587,022,678	2,891,151,167	2,891,151,167	-	393,321,535	-	393,321,535
2053	29,404,958,693	2,907,174,615	2,907,174,615	-	368,765,890	-	368,765,890
2054	29,200,221,561	2,911,838,716	2,911,838,716	-	344,389,292	-	344,389,292
2055	28,984,342,333	2,909,318,653	2,909,318,653	-	320,830,992	-	320,830,992
2056	28,765,329,237	2,899,868,069	2,899,868,069	-	298,171,385	-	298,171,385
2057	28,551,423,720	2,882,377,286	2,882,377,286	-	276,338,406	-	276,338,406
2058	27,660,045,121	2,854,243,601	2,854,243,601	-	255,143,293	-	255,143,293
2059	26,727,951,932	2,818,076,275	2,818,076,275	-	234,881,366	-	234,881,366
2060	25,761,275,670	2,772,334,774	2,772,334,774	-	215,448,855	-	215,448,855
2061	24,768,155,107	2,716,741,908	2,716,741,908	-	196,856,428	-	196,856,428
2062	23,757,584,875	2,654,556,537	2,654,556,537	-	179,347,735	-	179,347,735
2063	22,735,798,410	2,587,592,143	2,587,592,143	-	163,005,568	-	163,005,568
2064	21,707,532,099	2,518,657,031	2,518,657,031	-	147,937,525	-	147,937,525
2065	20,674,865,269	2,447,465,852	2,447,465,852	-	134,038,221	-	134,038,221
2066	19,640,212,874	2,372,391,874	2,372,391,874	-	121,143,786	-	121,143,786
2067	18,607,801,141	2,294,650,348	2,294,650,348	-	109,253,141	-	109,253,141
2068	17,580,792,822	2,215,311,440	2,215,311,440	-	98,345,593	-	98,345,593
2069	16,561,362,676	2,134,080,090	2,134,080,090	-	88,335,145	-	88,335,145
2070	15,552,073,534	2,050,652,977	2,050,652,977	-	79,143,943	-	79,143,943
2071	14,555,965,764	1,965,088,222	1,965,088,222	-	70,714,791	-	70,714,791
2072	13,576,226,283	1,877,639,761	1,877,639,761	-	63,000,382	-	63,000,382
2073	12,616,005,388	1,788,586,069	1,788,586,069	-	55,955,586	-	55,955,586



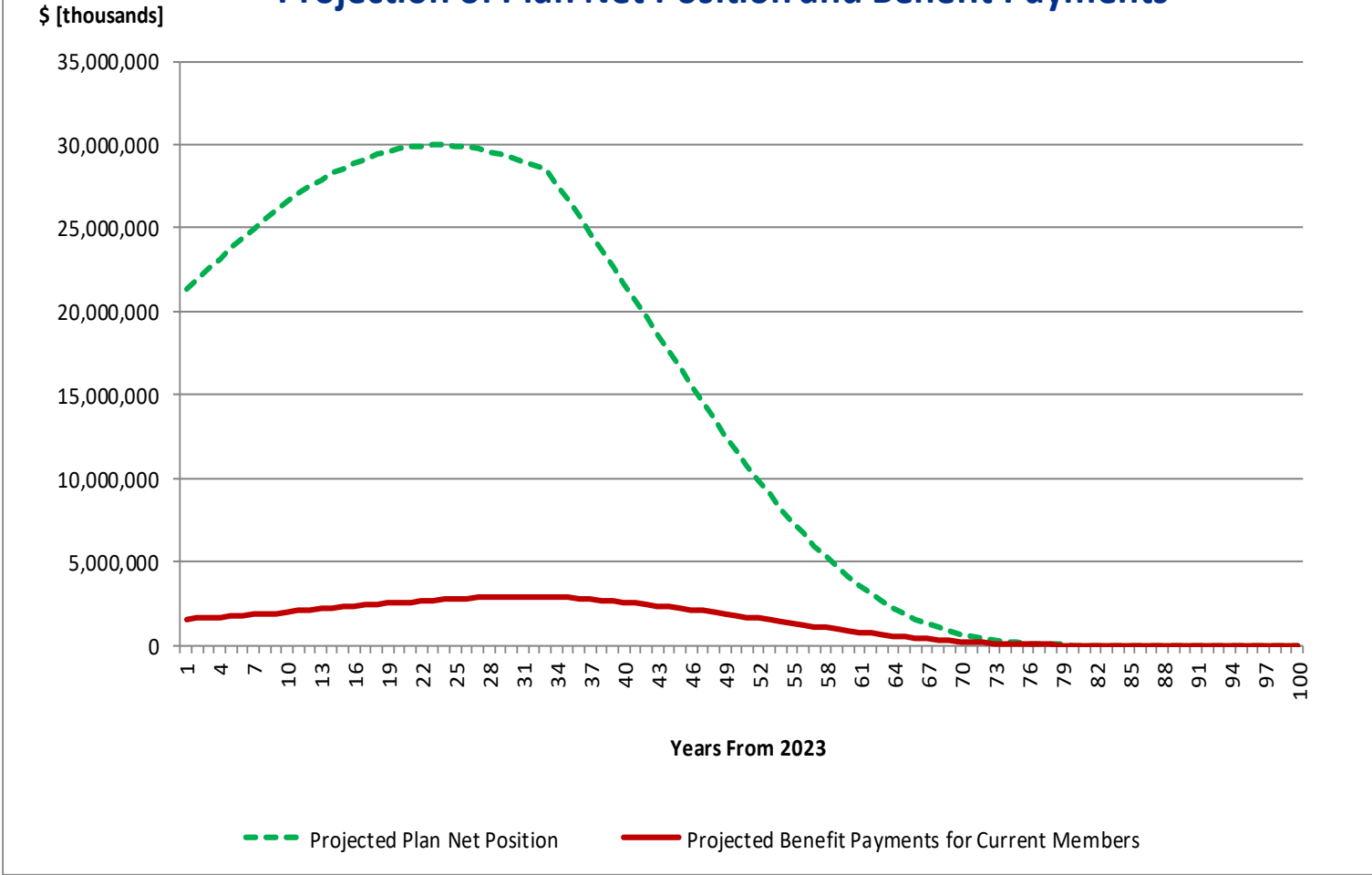
# Single Discount Rate Development

## Present Values of Projected Benefits Ending June 30, 2123 (Concluded)

Fiscal Year	Projected	Projected Benefit Payments	Funded Portion of Benefit Payments	Unfunded Portion of Benefit Payments	Present Value of	Present Value of	Present Value of
	Beginning Plan Net Position				Funded Benefit Expected Return Rate (v)	Unfunded Benefit Payments using Municipal Bond Rate (vf)	Benefit Payments using Single Discount Rate (sdr)
(a)	(b)	(c)	(d)	(e)	(f)=(d)*v <sup>a</sup> ((a)-.5)	(g)=(e)*vf <sup>a</sup> ((a)-.5)	(h)=(c)/((1+sdr) <sup>a</sup> (a-.5))
2074	\$ 11,678,385,235	\$ 1,698,244,044	\$ 1,698,244,044	\$ -	\$ 49,537,765	\$ -	\$ 49,537,765
2075	10,766,342,818	1,606,950,350	1,606,950,350	-	43,706,041	-	43,706,041
2076	9,882,720,516	1,515,054,730	1,515,054,730	-	38,421,121	-	38,421,121
2077	9,030,203,361	1,422,937,174	1,422,937,174	-	33,645,743	-	33,645,743
2078	8,211,276,946	1,330,973,781	1,330,973,781	-	29,343,817	-	29,343,817
2079	7,428,217,103	1,239,538,494	1,239,538,494	-	25,480,610	-	25,480,610
2080	6,683,077,244	1,149,016,233	1,149,016,233	-	22,023,111	-	22,023,111
2081	5,977,661,026	1,059,792,119	1,059,792,119	-	18,939,822	-	18,939,822
2082	5,313,504,031	972,256,324	972,256,324	-	16,200,883	-	16,200,883
2083	4,691,849,102	886,806,048	886,806,048	-	13,778,097	-	13,778,097
2084	4,113,617,843	803,834,061	803,834,061	-	11,644,738	-	11,644,738
2085	3,579,391,916	723,732,927	723,732,927	-	9,775,620	-	9,775,620
2086	3,089,388,605	646,885,880	646,885,880	-	8,146,975	-	8,146,975
2087	2,643,444,067	573,660,529	573,660,529	-	6,736,377	-	6,736,377
2088	2,241,001,878	504,406,842	504,406,842	-	5,522,746	-	5,522,746
2089	1,881,102,839	439,442,864	439,442,864	-	4,486,206	-	4,486,206
2090	1,562,388,840	379,047,588	379,047,588	-	3,608,056	-	3,608,056
2091	1,283,114,375	323,453,763	323,453,763	-	2,870,744	-	2,870,744
2092	1,041,166,354	272,836,418	272,836,418	-	2,257,809	-	2,257,809
2093	834,097,220	227,296,068	227,296,068	-	1,753,798	-	1,753,798
2094	659,177,879	186,852,015	186,852,015	-	1,344,275	-	1,344,275
2095	513,461,384	151,435,158	151,435,158	-	1,015,827	-	1,015,827
2096	393,858,698	120,885,375	120,885,375	-	756,083	-	756,083
2097	297,222,654	94,954,064	94,954,064	-	553,748	-	553,748
2098	220,435,371	73,311,160	73,311,160	-	398,631	-	398,631
2099	160,494,743	55,566,447	55,566,447	-	281,719	-	281,719
2100	114,585,124	41,293,249	41,293,249	-	195,203	-	195,203
2101	80,128,606	30,046,680	30,046,680	-	132,436	-	132,436
2102	54,821,114	21,379,457	21,379,457	-	87,864	-	87,864
2103	36,654,742	14,856,755	14,856,755	-	56,930	-	56,930
2104	23,926,321	10,070,255	10,070,255	-	35,980	-	35,980
2105	15,232,065	6,650,209	6,650,209	-	22,154	-	22,154
2106	9,449,328	4,274,003	4,274,003	-	13,276	-	13,276
2107	5,708,179	2,670,682	2,670,682	-	7,735	-	7,735
2108	3,356,223	1,621,301	1,621,301	-	4,378	-	4,378
2109	1,920,503	955,753	955,753	-	2,406	-	2,406
2110	1,069,947	547,086	547,086	-	1,284	-	1,284
2111	580,948	304,276	304,276	-	666	-	666
2112	307,953	164,698	164,698	-	336	-	336
2113	159,717	87,013	87,013	-	166	-	166
2114	81,184	45,017	45,017	-	80	-	80
2115	40,449	22,850	22,850	-	38	-	38
2116	19,718	11,379	11,379	-	18	-	18
2117	9,364	5,554	5,554	-	8	-	8
2118	4,290	2,642	2,642	-	4	-	4
2119	1,865	1,205	1,205	-	2	-	2
2120	752	509	509	-	1	-	1
2121	279	192	192	-	0	-	0
2122	101	67	67	-	0	-	0
2123	39	40	30	-	0	-	0
<b>Totals</b>					\$ 29,378,190,221	\$ -	\$ 29,378,190,221



## Projection of Plan Net Position and Benefit Payments



## **SECTION H**

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### **GLOSSARY OF TERMS**

## Glossary of Terms

<b><i>Actuarial Accrued Liability (AAL)</i></b>	The AAL is the difference between the actuarial present value of all benefits and the actuarial value of future normal costs. The definition comes from the fundamental equation of funding which states that the present value of all benefits is the sum of the Actuarial Accrued Liability and the present value of future normal costs. The AAL may also be referred to as "accrued liability" or "actuarial liability."
<b><i>Actuarial Assumptions</i></b>	These assumptions are estimates of future experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and compensation increases. Actuarial assumptions are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (compensation increases, payroll growth, inflation and investment return) consist of an underlying real rate of return plus an assumption for a long-term average rate of inflation.
<b><i>Accrued Service</i></b>	Service credited under the system which was rendered before the date of the actuarial valuation.
<b><i>Actuarial Equivalent</i></b>	A single amount or series of amounts of equal actuarial value to another single amount or series of amounts, computed on the basis of appropriate actuarial assumptions.
<b><i>Actuarial Cost Method</i></b>	A mathematical budgeting procedure for allocating the dollar amount of the actuarial present value of the pension trust benefits between future normal cost and actuarial accrued liability. The actuarial cost method may also be referred to as the actuarial funding method.
<b><i>Actuarial Gain (Loss)</i></b>	The difference in liabilities between actual experience and expected experience during the period between two actuarial valuations is the gain (loss) on the accrued liabilities.
<b><i>Actuarial Present Value (APV)</i></b>	The amount of funds currently required to provide a payment or series of payments in the future. The present value is determined by discounting future payments at predetermined rates of interest and probabilities of payment.
<b><i>Actuarial Valuation</i></b>	The actuarial valuation report determines, as of the actuarial valuation date, the service cost, total pension liability, and related actuarial present value of projected benefit payments for pensions.
<b><i>Actuarial Valuation Date</i></b>	The date as of which an actuarial valuation is performed.
<b><i>Actuarially Determined Contribution (ADC) or Annual Required Contribution (ARC)</i></b>	A calculated contribution into a defined benefit pension plan for the reporting period, most often determined based on the funding policy of the plan. Typically, the Actuarially Determined Contribution has a normal cost payment and an amortization payment.

## Glossary of Terms

<b><i>Amortization Payment</i></b>	The amortization payment is the periodic payment required to pay off an interest-discounted amount with payments of interest and principal.
<b><i>Amortization Method</i></b>	The method used to determine the periodic amortization payment may be a level dollar amount, or a level percent of pay amount. The period will typically be expressed in years, and the method will either be “open” (meaning, reset each year) or “closed” (the number of years remaining will decline each year).
<b><i>Cost-of-Living Adjustments</i></b>	Postemployment benefit changes intended to adjust benefit payments for the effects of inflation.
<b><i>Cost-Sharing Multiple-Employer Defined Benefit Pension Plan (cost-sharing pension plan)</i></b>	A multiple-employer defined benefit pension plan in which the pension obligations to the employees of more than one employer are pooled and pension plan assets can be used to pay the benefits of the employees of any employer that provides pensions through the pension plan.
<b><i>Covered-Employee Payroll</i></b>	The payroll of employees that are provided with pensions through the pension plan.
<b><i>Deferred Retirement Option Program (DROP)</i></b>	A program that permits a plan member to elect a calculation of benefit payments based on service credits and salary, as applicable, as of the DROP entry date. The plan member continues to provide service to the employer and is paid for the service by the employer after the DROP entry date; however, the pensions that would have been paid to the plan member are credited to an individual member account within the defined benefit pension plan until the end of the DROP period. Other variations for DROP exist and will be more fully detailed in the plan provision section of the valuation report.
<b><i>Deferred Inflows and Outflows</i></b>	The deferred inflows and outflows of pension resources are amounts used under GASB Statement No. 68 in developing the annual pension expense. Deferred inflows and outflows arise with differences between expected and actual experiences; changes of assumptions. The portion of these amounts not included in pension expense should be included in the deferred inflows or outflows of resources.
<b><i>Discount Rate</i></b>	For GASB purposes, the discount rate is the single rate of return that results in the present value of all projected benefit payments to be equal to the sum of the funded and unfunded projected benefit payments, specifically: <ol style="list-style-type: none"><li>1. The benefit payments to be made while the pension plans’ fiduciary net position is projected to be greater than the benefit payments that are projected to be made in the period; and</li><li>2. The present value of the benefit payments not in (1) above, discounted using the municipal bond rate.</li></ol>

## Glossary of Terms

### ***Entry Age Actuarial Cost Method (EAN)***

The EAN is a cost method for allocating the costs of the plan between the normal cost and the accrued liability. The actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis (either level dollar or level percent of pay) over the earnings or service of the individual between entry age and assumed exit age(s). The portion of the actuarial present value allocated to a valuation year is the normal cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future normal costs is the actuarial accrued liability. The sum of the accrued liability plus the present value of all future normal costs is the present value of all benefits.

### ***GASB***

The Governmental Accounting Standards Board is an organization that exists in order to promulgate accounting standards for governmental entities.

### ***Fiduciary Net Position***

The fiduciary net position is the market value of the assets of the trust dedicated to the defined benefit provisions.

### ***Long-Term Expected Rate of Return***

The long-term rate of return is the expected return to be earned over the entire trust portfolio based on the asset allocation of the portfolio.

### ***Money-Weighted Rate of Return***

The money-weighted rate of return is a method of calculating the returns that adjusts for the changing amounts actually invested. For purposes of GASB Statement No. 67, money-weighted rate of return is calculated as the internal rate of return on pension plan investments, net of pension plan investment expense.

### ***Multiple-Employer Defined Benefit Pension Plan***

A multiple-employer plan is a defined benefit pension plan that is used to provide pensions to the employees of more than one employer.

### ***Municipal Bond Rate***

The Municipal Bond Rate is the discount rate to be used for those benefit payments that occur after the assets of the trust have been depleted.

### ***Net Pension Liability (NPL)***

The NPL is the liability of employers and non-employer contributing entities to plan members for benefits provided through a defined benefit pension plan.

### ***Non-Employer Contributing Entities***

Non-employer contributing entities are entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities. For purposes of the GASB accounting statements, plan members are not considered non-employer contributing entities.

### ***Normal Cost***

The portion of the actuarial present value allocated to a valuation year is called the normal cost. For purposes of application to the requirements of this Statement, the term normal cost is the equivalent of service cost.



## Glossary of Terms

<b><i>Other Postemployment Benefits (OPEB)</i></b>	All postemployment benefits other than retirement income (such as death benefits, life insurance, disability, and long-term care) that are provided separately from a pension plan, as well as postemployment healthcare benefits regardless of the manner in which they are provided. Other postemployment benefits do not include termination benefits.
<b><i>Real Rate of Return</i></b>	The real rate of return is the rate of return on an investment after adjustment to eliminate inflation.
<b><i>Service Cost</i></b>	The service cost is the portion of the actuarial present value of projected benefit payments that is attributed to a valuation year.
<b><i>Total Pension Expense</i></b>	The total pension expense is the sum of the following items that are recognized at the end of the employer’s fiscal year: <ol style="list-style-type: none"><li>1. Service Cost</li><li>2. Interest on the Total Pension Liability</li><li>3. Current-Period Benefit Changes</li><li>4. Employee Contributions (made negative for addition here)</li><li>5. Projected Earnings on Plan Investments (made negative for addition here)</li><li>6. Pension Plan Administrative Expense</li><li>7. Other Changes in Plan Fiduciary Net Position</li><li>8. Recognition of Outflow (Inflow) of Resources due to Liabilities</li><li>9. Recognition of Outflow (Inflow) of Resources due to Assets</li></ol>
<b><i>Total Pension Liability (TPL)</i></b>	The TPL is the portion of the actuarial present value of projected benefit payments that is attributed to past periods of member service.
<b><i>Unfunded Actuarial Accrued Liability (UAAL)</i></b>	The UAAL is the difference between actuarial accrued liability and valuation assets.
<b><i>Valuation Assets</i></b>	The valuation assets are the assets used in determining the unfunded liability of the plan. For purposes of GASB Statement Nos. 67 and 68, the valuation assets are equal to the market value of assets.



December 13, 2023

Mr. Mark White, Executive Director  
Arkansas Teacher Retirement System  
1400 West Third Street  
Little Rock, Arkansas 72201

Dear Mr. White:

Please find enclosed copies of the GASB Statement No. 67 and No. 68 Accounting and Financial Reporting for the Pension report for the Arkansas Teacher Retirement System.

We will be happy to meet with the Board to discuss the results of this report.

Sincerely,  
Gabriel, Roeder, Smith & Company

A handwritten signature in black ink that reads "Judith A. Kermans". The signature is written in a cursive, flowing style.

Judith A. Kermans, EA, FCA, MAAA

JAK:rmn  
Enclosures

# Arkansas Teacher Retirement System

GASB Statement No. 68 – Employer Level Reporting  
June 30, 2023





December 13, 2023

Board of Trustees  
Arkansas Teacher Retirement System  
Little Rock, Arkansas

Ladies and Gentlemen:

This report provides information required by the Arkansas Teacher Retirement System (ATRS) at the employer level in connection with the Governmental Accounting Standards Board (GASB) Statement No. 68 "Accounting and Financial Reporting for Pensions." This report is intended to complement the GASB Statement Nos. 67 & 68 report dated December 13, 2023.

Our actuarial calculations for this report were prepared for the purpose of complying with the requirements of GASB Statement No. 68. In accordance with the auditor's request, these calculations are made for all members of ATRS as if ATRS is one cost-sharing plan. We have performed calculations at both the Plan and employer level; however, there may be additional required calculations at the employer level that are beyond the scope of this report.

Our calculation of the liability associated with the benefits described in this report was performed for the purpose of satisfying the requirements of GASB Statement No. 68. The calculation of the plan's liability for this report may not be applicable for the purpose of funding the plan. A calculation of the plan's liability for purposes other than satisfying the requirements of GASB Statement No. 68 may produce significantly different results. This report may be provided to parties other than the System only in its entirety and only with the permission of the Board of Trustees. GRS is not responsible for unauthorized use of this report.

This report is based upon information, furnished to us by the Retirement System staff, concerning retirement and ancillary benefits, active members, deferred vested members, retirees and beneficiaries, and financial data. If your understanding of this information is different, please let us know. In particular, for GASB Statement No. 68 purposes, ATRS provided the individual employer required and actual employer contribution amounts for the fiscal year ended June 30, 2023. We reviewed this information for internal consistency but did not audit it.

This information is presented in draft form for review by the plan's auditor. Please let us know if there are any items that the auditor changes so that we may maintain consistency with the plan's financial statements.

This report was prepared using our proprietary valuation model and related software which, in our professional judgment, has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

Please see the actuarial valuation report as of June 30, 2023 for additional discussions of the nature of actuarial calculations and more information related to participant data, economic and demographic assumptions, and benefit provisions.

To the best of our knowledge, this report is complete, accurate, and in accordance with generally recognized actuarial methods. The actuarial assumptions used for this report produce results which, individually and in the aggregate, are reasonable. Judith A. Kermans, Heidi G. Barry and Derek Henning are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor.

Respectfully submitted,  
**Gabriel, Roeder, Smith & Company**



Judith A. Kermans, EA, FCA, MAAA



Heidi G. Barry, ASA, FCA, MAAA



Derek Henning, ASA, EA, FCA, MAAA

JAK/HGB/DH:rmn

C0248

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## **SECTION A**

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### **SYSTEM WIDE RESULTS**

# Executive Summary as of June 30, 2023

	2023	2022		
Actuarial Valuation Date	June 30, 2023	June 30, 2022		
Measurement Date of the Net Pension Liability	June 30, 2023	June 30, 2022		
Employer's Fiscal Year Ending Date (Reporting Date)	June 30, 2023	June 30, 2022		
<b>Membership</b>				
Number of				
- Retirees and Beneficiaries <sup>(1)</sup>	54,646	52,748		
- Inactive, Nonretired Members	14,355	13,986		
- T-DROP Members	3,138	3,251		
- Active Members	68,249	68,127		
- Total	140,388	138,112		
Covered Payroll <sup>(2)</sup>	\$ 3,492,029,158	\$ 3,320,346,417		
<b>Net Pension Liability</b>				
Total Pension Liability	\$ 25,864,207,765	\$ 24,957,898,206		
Plan Fiduciary Net Position	20,675,051,918	19,679,467,252		
Net Pension Liability	\$ 5,189,155,847	\$ 5,278,430,954		
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	79.94%	78.85%		
Net Pension Liability as a Percentage of Covered Payroll	148.60%	158.97%		
<b>Development of the Single Discount Rate</b>				
Single Discount Rate	7.25%	7.25%		
Long-Term Expected Rate of Investment Return	7.25%	7.25%		
Long-Term Municipal Bond Rate <sup>(3)</sup>	3.86%	3.69%		
Last year ending June 30 in the 2024 to 2123 projection period for which projected benefit payments are fully funded	2123	2122		
<b>Total Pension Expense</b>	\$ 955,794,042	\$ 257,697,982		
<b>Deferred Outflows and Deferred Inflows of Resources by Source to be Recognized in Future Pension Expenses</b>				
	<b>Deferred Outflows of Resources</b>	<b>Deferred Inflows of Resources</b>	<b>Net Difference</b>	<b>Net Deferred Outflows/(Inflows)</b>
Difference between expected and actual experience	\$ 188,709,296	\$ 6,071,609	\$ 182,637,687	\$ 90,378,155
Changes in assumptions	377,810,677	-	377,810,677	547,689,578
Net difference between projected and actual earnings on pension plan investments	2,177,962,093	1,836,226,268	341,735,825	772,566,574
<b>Total</b>	<b>\$ 2,744,482,066</b>	<b>\$ 1,842,297,877</b>	<b>\$ 902,184,189</b>	<b>\$ 1,410,634,307</b>

<sup>(1)</sup> Includes retirees who returned to work.

<sup>(2)</sup> Covered payroll includes the pay of T-DROP participants and retirees who returned to work.

<sup>(3)</sup> Fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2023 and June 30, 2022. In describing this index, Fidelity notes that the municipal curves are constructed using option-adjusted analytics of a diverse population of over 10,000 tax-exempt securities.





# Statement of Pension Expense under GASB Statement No. 68

## Fiscal Years Ended June 30, 2023 and June 30, 2022

	2023	2022
<b>A. Expense</b>		
1. Service Cost	\$ 395,700,338	\$ 379,267,685
2. Interest on the Total Pension Liability	1,772,097,027	1,720,782,101
3. Current-Period Benefit Changes	-	-
4. Employee Contributions (made negative for addition here)	(200,610,721)	(183,315,252)
5. Projected Earnings on Plan Investments (made negative for addition here)	(1,401,505,109)	(1,549,271,763)
6. Pension Plan Administrative Expense	7,892,822	6,650,604
7. Other Changes in Plan Fiduciary Net Position	-	(507,446,092)
8. Recognition of Outflow (Inflow) of Resources due to differences between expected and actual experience in the measurement of the Total Pension Liability <i>Arising from Current Reporting Period</i>	33,588,530	985,857
9. Recognition of Outflow (Inflow) of Resources due to assumption changes <i>Arising from Current Reporting Period</i>	-	-
10. Recognition of Outflow (Inflow) of Resources due to the difference between projected and actual earnings on Pension Plan Investments <i>Arising from Current Reporting Period</i>	(58,160,831)	627,912,604
<b>11. Increases/(Decreases) from Experience in the Current Reporting Period</b>	<b>\$ 549,002,056</b>	<b>\$ 495,565,744</b>
12. Recognition of Outflow (Inflow) of Resources due to differences between expected and actual experience in the measurement of the Total Pension Liability <i>Arising from Prior Reporting Periods</i>	38,725,659	30,456,379
13. Recognition of Outflow (Inflow) of Resources due to assumption changes <i>Arising from Prior Reporting Periods</i>	169,878,901	286,569,920
14. Recognition of Outflow (Inflow) of Resources due to the difference between projected and actual earnings on Pension Plan Investments <i>Arising from Prior Reporting Periods</i>	198,187,426	(554,894,061)
<b>15. Total Pension Expense/(Income)</b>	<b>\$ 955,794,042</b>	<b>\$ 257,697,982</b>

# Statement of Outflows and Inflows Arising from Current Reporting Period Fiscal Year Ended June 30, 2023

	2023	2022
<b>A. Outflows (Inflows) of Resources Due to Liabilities</b>		
1. Difference between expected and actual experience of the Total Pension Liability (gains) or losses	\$ 164,573,721	\$ 4,880,583
2. Assumption Changes (gains) or losses	\$ -	\$ -
3. Recognition period for Liabilities: Average of the expected remaining service lives of all employees {in years}	4.8997	4.9506
4. Outflow (Inflow) of Resources to be recognized in the current pension expense for the difference between expected and actual experience of the Total Pension Liability	\$ 33,588,530	\$ 985,857
5. Outflow (Inflow) of Resources to be recognized in the current pension expense for Assumption Changes	\$ -	\$ -
6. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Liabilities	\$ 33,588,530	\$ 985,857
7. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses for the difference between expected and actual experience of the Total Pension Liability	\$ 130,985,191	\$ 3,894,726
8. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses for Assumption Changes	\$ -	\$ -
9. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Liabilities	\$ 130,985,191	\$ 3,894,726
<b>B. Outflows (Inflows) of Resources Due to Assets</b>		
1. Net difference between projected and actual earnings on pension plan investments (gains) or losses	\$ (290,804,154)	\$ 3,139,563,020
2. Recognition period for Assets {in years}	5.0000	5.0000
3. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Assets	\$ (58,160,831)	\$ 627,912,604
4. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Assets	\$ (232,643,323)	\$ 2,511,650,416

# Statement of Outflows and Inflows Arising from Current and Prior Reporting Periods Fiscal Year Ended June 30, 2023

## A. Outflows and Inflows of Resources due to Liabilities and Assets to be Recognized in Current Pension Expense

	Outflows of Resources	Inflows of Resources	Net Outflows of Resources
1. Due to liabilities	\$ 247,483,150	\$ 5,290,060	\$ 242,193,090
2. Due to assets	999,978,899	859,952,304	140,026,595
<b>3. Total</b>	<b>\$ 1,247,462,049</b>	<b>\$ 865,242,364</b>	<b>\$ 382,219,685</b>

## B. Outflows and Inflows of Resources by Source to be Recognized in Current Pension Expense

	Outflows of Resources	Inflows of Resources	Net Outflows of Resources
1. Differences between expected and actual experience	\$ 77,604,249	\$ 5,290,060	\$ 72,314,189
2. Assumption changes	169,878,901	-	169,878,901
3. Net difference between projected and actual earnings on pension plan investments	999,978,899	859,952,304	140,026,595
<b>4. Total</b>	<b>\$ 1,247,462,049</b>	<b>\$ 865,242,364</b>	<b>\$ 382,219,685</b>

## C. Deferred Outflows and Deferred Inflows of Resources by Source to be Recognized in Future Pension Expenses

	Deferred Outflows of Resources	Deferred Inflows of Resources	Net Deferred Outflows of Resources
1. Differences between expected and actual experience	\$ 188,709,296	\$ 6,071,609	\$ 182,637,687
2. Assumption changes	377,810,677	-	377,810,677
3. Net difference between projected and actual earnings on pension plan investments	2,177,962,093	1,836,226,268	341,735,825
<b>4. Total</b>	<b>\$ 2,744,482,066</b>	<b>\$ 1,842,297,877</b>	<b>\$ 902,184,189</b>

## D. Deferred Outflows and Deferred Inflows of Resources by Year to be Recognized in Future Pension Expenses

Year Ending June 30	Net Deferred Outflows of Resources
2024	\$ 291,247,413
2025	(8,120,150)
2026	646,998,155
2027	(27,941,229)
2028	-
Thereafter	-
<b>Total</b>	<b>\$ 902,184,189</b>

# Schedules of Required Supplementary Information

## Schedule of Changes in Net Pension Liability and Related Ratios

### Current Period

### Fiscal Year Ended June 30, 2023

<b>A. Total Pension Liability</b>	
1. Service Cost	\$ 395,700,338
2. Interest on the Total Pension Liability	1,772,097,027
3. Changes of benefit terms	0
4. Difference between expected and actual experience of the Total Pension Liability	164,573,721
5. Changes of assumptions	0
6. Benefit payments, including refunds of employee contributions	(1,426,061,527)
7. Net change in Total Pension Liability	<u>\$ 906,309,559</u>
8. Total Pension Liability – Beginning	<u>24,957,898,206</u>
9. Total Pension Liability – Ending	<u><u>\$ 25,864,207,765</u></u>
<b>B. Plan Fiduciary Net Position</b>	
1. Contributions – employer	\$ 536,619,031
2. Contributions – employee	200,610,721
3. Net investment income	1,692,309,263
4. Benefit payments, including refunds of employee contributions	(1,426,061,527)
5. Pension Plan Administrative Expense	(7,892,822)
6. Other (Including Settlement)	-
7. Net change in Plan Fiduciary Net Position	<u>\$ 995,584,666</u>
8. Plan Fiduciary Net Position – Beginning	<u>19,679,467,252</u>
9. Plan Fiduciary Net Position – Ending	<u><u>\$ 20,675,051,918</u></u>
<b>C. Net Pension Liability</b>	<u><u>\$ 5,189,155,847</u></u>
<b>D. Plan Fiduciary Net Position as a percentage of the Total Pension liability</b>	<b>79.94%</b>
<b>E. Covered-Employee Payroll<sup>(1)</sup></b>	<b>\$ 3,492,029,158</b>
<b>F. Net Pension Liability as a Percentage of Covered-Employee Payroll</b>	<b>148.60%</b>

<sup>(1)</sup> Covered payroll includes the pay of T-DROP participants and retirees who returned to work.

## **SECTION B**

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### **SCHEDULE OF EMPLOYER ALLOCATIONS OF NET PENSION LIABILITY (INCLUDING SENSITIVITY ANALYSIS)**

# Schedule of Employer Allocations of Net Pension Liability (Including Sensitivity Analysis) as of June 30, 2023

Employer ID	Employer Name	Employer Contributions	Employer Allocation Percentage	Net Pension Liability		
				1% Decrease	Current Single Discount Rate	1% Increase
				6.25%	7.25%	8.25%
106	COTTER PUBLIC SCHOOLS	\$ 693,009	0.129144%	\$ 10,884,290	\$ 6,701,459	\$ 3,233,571
108	ROGERS PUBLIC SCHOOLS	16,120,275	3.004045%	253,182,572	155,884,557	75,217,015
109	GRAVETTE SCHOOL DISTRICT	2,072,228	0.386164%	32,546,103	20,038,641	9,668,994
110	SILOAM SPRINGS SCHOOL DISTRICT	4,632,265	0.863232%	72,753,640	44,794,430	21,614,093
111	HERMITAGE PUBLIC SCHOOL DISTRICT	451,286	0.084098%	7,087,828	4,363,977	2,105,695
113	WARREN SCHOOL DISTRICT	1,492,202	0.278075%	23,436,300	14,429,734	6,962,598
115	BERRYVILLE PUBLIC SCHOOLS	1,869,110	0.348312%	29,355,961	18,074,471	8,721,247
116	LAKESIDE SCHOOL DISTRICT	1,160,161	0.216198%	18,221,310	11,218,864	5,413,297
117	GURDON PUBLIC SCHOOLS	712,302	0.132739%	11,187,301	6,888,024	3,323,591
119	ARKADELPHIA PUBLIC SCHOOLS	1,561,321	0.290955%	24,521,861	15,098,114	7,285,103
121	WOODLAWN SCHOOL DISTRICT	488,725	0.091075%	7,675,846	4,726,020	2,280,387
123	MAGNOLIA SCHOOL DISTRICT	3,129,348	0.583160%	49,149,061	30,261,086	14,601,501
125	ALMA SCHOOL DISTRICT	3,123,837	0.582133%	49,062,499	30,207,790	14,575,785
126	MOUNTAINBURG PUBLIC SCHOOLS	697,396	0.129961%	10,953,202	6,743,888	3,254,044
129	GREENBRIER PUBLIC SCHOOLS	3,307,678	0.616392%	51,949,888	31,985,556	15,433,588
130	OZARK PUBLIC SCHOOLS	1,727,678	0.321956%	27,134,641	16,706,804	8,061,324
131	CUTTER MORNING STAR PUBLIC SCHOOLS	544,355	0.101442%	8,549,549	5,263,959	2,539,952
132	LAKESIDE SCHOOL DISTRICT	3,277,373	0.610745%	51,473,915	31,692,499	15,292,183
133	FOUNTAIN LAKE SCHOOL DISTRICT	1,535,419	0.286128%	24,115,056	14,847,644	7,164,247
134	HOT SPRINGS SCHOOL DISTRICT	4,135,745	0.770704%	64,955,377	39,993,038	19,297,338
135	JESSIEVILLE PUBLIC SCHOOL DISTRICT	864,707	0.161140%	13,580,958	8,361,798	4,034,713
136	LAKE HAMILTON SCHOOL DISTRICT	4,345,025	0.809704%	68,242,296	42,016,794	20,273,835
139	SHERIDAN SCHOOL DISTRICT	3,631,714	0.676777%	57,039,139	35,119,008	16,945,533
141	HOPE PUBLIC SCHOOLS	2,294,206	0.427530%	36,032,455	22,185,189	10,704,740
143	SPRING HILL SCHOOL DISTRICT	550,024	0.102498%	8,638,591	5,318,782	2,566,405
144	BISMARCK SCHOOL DISTRICT	837,562	0.156081%	13,154,621	8,099,302	3,908,055
145	MINERAL SPRINGS SCHOOL DISTRICT	673,952	0.125592%	10,584,995	6,517,183	3,144,654
150	JACKSON COUNTY SCHOOL DISTRICT	867,420	0.161645%	13,623,570	8,388,034	4,047,373
153	WHITE HALL SCHOOL DISTRICT	2,612,109	0.486772%	41,025,378	25,259,333	12,188,068
154	WATSON CHAPEL SCHOOL DISTRICT	1,965,471	0.366269%	30,869,393	19,006,291	9,170,866
159	DOLLARWAY SCHOOL DISTRICT	-	0.000000%	-	-	-
161	CLARKSVILLE SCHOOL DISTRICT	2,568,620	0.478667%	40,342,357	24,838,796	11,985,152
163	LAMAR SCHOOL DISTRICT	1,311,566	0.244413%	20,599,261	12,682,969	6,119,753
165	HOXIE PUBLIC SCHOOLS	765,526	0.142657%	12,023,239	7,402,710	3,571,937
172	LEE COUNTY SCHOOL DISTRICT	982,771	0.183141%	15,435,250	9,503,486	4,585,598
178	ASHDOWN SCHOOL DISTRICT	1,352,602	0.252060%	21,243,758	13,079,785	6,311,224
180	BOONEVILLE SCHOOL DISTRICT	1,208,719	0.225247%	18,983,959	11,688,427	5,639,870
181	MAGAZINE SCHOOL DISTRICT	536,158	0.099914%	8,420,821	5,184,701	2,501,709
182	FLIPPIN SCHOOL DISTRICT	945,233	0.176146%	14,845,680	9,140,488	4,410,445
184	TEXARKANA SCHOOL DISTRICT	4,531,673	0.844486%	71,173,763	43,821,699	21,144,733
185	OSCEOLA SCHOOL DISTRICT	1,261,980	0.235172%	19,820,460	12,203,461	5,888,382
186	MOUNT IDA PUBLIC SCHOOLS	503,655	0.093857%	7,910,331	4,870,392	2,350,049
188	PRESCOTT PUBLIC SCHOOLS	914,537	0.170426%	14,363,579	8,843,658	4,267,219
192	PERRYVILLE SCHOOL DISTRICT	926,255	0.172609%	14,547,613	8,956,968	4,321,893
195	MARVELL - ELAINE SCHOOL DISTRICT	407,984	0.076029%	6,407,727	3,945,239	1,903,647
196	HELENA-WEST HELENA SCHOOLS	1,079,394	0.201147%	16,952,799	10,437,841	5,036,440
197	KIRBY SCHOOL DISTRICT	404,639	0.075405%	6,355,192	3,912,893	1,888,039
203	MARKED TREE SCHOOL DISTRICT	540,663	0.100754%	8,491,570	5,228,261	2,522,727
208	MENA PUBLIC SCHOOLS	1,634,451	0.304583%	25,670,432	15,805,290	7,626,328
209	RUSSELLVILLE SCHOOL DISTRICT	6,066,791	1.130558%	95,284,086	58,666,430	28,307,575



# Schedule of Employer Allocations of Net Pension Liability (Including Sensitivity Analysis) as of June 30, 2023

Employer ID	Employer Name	Employer Contributions	Employer Allocation Percentage	Net Pension Liability		
				1% Decrease	Current Single Discount Rate	1% Increase
				6.25%	7.25%	8.25%
210	LITTLE ROCK SCHOOL DISTRICT	\$ 28,312,784	5.276142%	\$ 444,676,254	\$ 273,787,252	\$ 132,107,120
211	PULASKI COUNTY SPECIAL SCHOOL DISTRICT	15,183,939	2.829557%	238,476,620	146,830,099	70,848,081
212	NORTH LITTLE ROCK SCHOOL DISTRICT	9,421,599	1.755733%	147,974,186	91,107,734	43,961,069
213	FORREST CITY SCHOOL DISTRICT	2,199,634	0.409906%	34,547,112	21,270,663	10,263,466
214	BAUXITE SCHOOL DISTRICT	1,379,048	0.256988%	21,659,124	13,335,527	6,434,624
215	BENTON SCHOOL DISTRICT	4,803,035	0.895055%	75,435,738	46,445,798	22,410,907
216	BRYANT PUBLIC SCHOOLS	8,930,374	1.664193%	140,259,090	86,357,548	41,669,022
219	LAVACA PUBLIC SCHOOLS	789,575	0.147139%	12,400,950	7,635,268	3,684,150
221	GREENWOOD SCHOOL DISTRICT	3,919,589	0.730423%	61,560,463	37,902,789	18,288,756
222	MANSFIELD SCHOOL DISTRICT	792,234	0.147634%	12,442,706	7,660,976	3,696,555
224	DEQUEEN PUBLIC SCHOOLS	2,461,443	0.458695%	38,659,039	23,802,378	11,485,062
227	STRONG-HUTTIG SCHOOL DISTRICT	403,555	0.075203%	6,338,166	3,902,410	1,882,981
228	JUNCTION CITY SCHOOL DISTRICT	684,621	0.127581%	10,752,558	6,620,352	3,194,435
230	SHIRLEY SCHOOL DISTRICT	373,504	0.069603%	5,866,195	3,611,817	1,742,765
232	PRAIRIE GROVE SCHOOL DISTRICT	1,822,565	0.339639%	28,624,934	17,624,377	8,504,069
233	FAYETTEVILLE PUBLIC SCHOOLS	13,124,286	2.445736%	206,128,019	126,913,059	61,237,763
234	FARMINGTON PUBLIC SCHOOLS	2,101,489	0.391617%	33,005,661	20,321,591	9,805,522
235	ELKINS SCHOOL DISTRICT	1,166,874	0.217449%	18,326,742	11,283,778	5,444,620
237	LINCOLN CONSOLIDATED SCHOOL DISTRICT	1,113,975	0.207591%	17,495,920	10,772,241	5,197,794
238	GREENLAND SCHOOL DISTRICT	884,051	0.164745%	13,884,764	8,548,852	4,124,970
239	SPRINGDALE PUBLIC SCHOOLS	25,259,796	4.707212%	396,726,492	244,264,575	117,861,913
240	WEST FORK SCHOOL DISTRICT	900,691	0.167846%	14,146,119	8,709,768	4,202,615
242	MC CRORY SCHOOL DISTRICT	549,689	0.102436%	8,633,328	5,315,542	2,564,842
245	DANVILLE PUBLIC SCHOOLS	859,829	0.160231%	13,504,348	8,314,629	4,011,954
246	DARDANELLE PUBLIC SCHOOLS	2,070,664	0.385872%	32,521,528	20,023,511	9,661,693
250	COSSATOT RIVER SCHOOL DISTRICT	1,019,323	0.189953%	16,009,326	9,856,945	4,756,148
251	SOUTH PIKE COUNTY SCHOOL DISTRICT	722,851	0.134705%	11,352,994	6,990,041	3,372,816
330	MONTICELLO SCHOOL DISTRICT	1,799,704	0.335378%	28,265,874	17,403,304	8,397,397
331	MAMMOTH SPRING SCHOOL DISTRICT	551,071	0.102693%	8,655,030	5,328,903	2,571,289
333	BATESVILLE SCHOOL DISTRICT	3,272,124	0.609767%	51,391,475	31,641,740	15,267,691
335	HACKETT SCHOOL DISTRICT	741,703	0.138218%	11,649,071	7,172,335	3,460,777
336	BEEBE PUBLIC SCHOOL DISTRICT	2,980,583	0.555438%	46,812,585	28,822,518	13,907,367
337	BALD KNOB PUBLIC SCHOOLS	1,050,421	0.195748%	16,497,746	10,157,665	4,901,251
350	FORT SMITH PUBLIC SCHOOLS	15,684,805	2.922894%	246,343,144	151,673,519	73,185,116
351	EL DORADO PUBLIC SCHOOLS	4,024,561	0.749985%	63,209,144	38,917,882	18,778,556
360	HEBER SPRINGS SCHOOL DISTRICT	1,394,222	0.259816%	21,897,438	13,482,257	6,505,424
365	BARTON-LEXA SCHOOL DISTRICT	702,318	0.130878%	11,030,501	6,791,482	3,277,008
375	EARLE SCHOOL DISTRICT	489,994	0.091311%	7,695,776	4,738,291	2,286,308
376	WEST MEMPHIS SCHOOL DISTRICT	5,080,645	0.946788%	79,795,827	49,130,305	23,706,228
384	HAMBURG SCHOOL DISTRICT	1,630,632	0.303871%	25,610,454	15,768,361	7,608,509
385	BENTONVILLE PUBLIC SCHOOLS	20,016,500	3.730114%	314,376,080	193,561,411	93,396,754
386	PARIS SCHOOL DISTRICT	1,198,813	0.223401%	18,828,368	11,592,630	5,593,646
393	CORNING SCHOOL DISTRICT	795,793	0.148298%	12,498,605	7,695,394	3,713,162
394	JONESBORO PUBLIC SCHOOLS	7,150,630	1.332534%	112,306,705	69,147,259	33,364,757
395	SLOAN-HENDRIX SCHOOL DISTRICT	706,924	0.131737%	11,102,834	6,836,017	3,298,497
396	CAMDEN-FAIRVIEW SCHOOL DISTRICT	2,474,566	0.461140%	38,865,151	23,929,281	11,546,295
404	LONOKE SCHOOL DISTRICT	1,607,274	0.299519%	25,243,595	15,542,486	7,499,520
416	CROSSETT SCHOOL DISTRICT	1,446,354	0.269531%	22,716,213	13,986,377	6,748,670
434	RIVERVIEW SCHOOL DISTRICT	1,211,363	0.225740%	19,025,481	11,713,992	5,652,205
443	SEARCY SCHOOL DISTRICT	3,561,997	0.663785%	55,944,179	34,444,841	16,620,236



# Schedule of Employer Allocations of Net Pension Liability (Including Sensitivity Analysis) as of June 30, 2023

Employer ID	Employer Name	Employer Contributions	Employer Allocation Percentage	Net Pension Liability		
				1% Decrease	Current Single Discount Rate	1% Increase
				6.25%	7.25%	8.25%
451	HARRISON SCHOOL DISTRICT	\$ 2,841,137	0.529451%	\$ 44,622,460	\$ 27,474,057	\$ 13,256,711
453	HARRISBURG SCHOOL DISTRICT	1,277,789	0.238119%	20,068,765	12,356,343	5,962,151
458	HARMONY GROVE SCHOOL DISTRICT	945,894	0.176269%	14,856,073	9,146,887	4,413,532
463	CLARENDON SCHOOL DISTRICT	606,831	0.113084%	9,530,796	5,868,113	2,831,467
471	NORFORK SCHOOL DISTRICT	505,369	0.094177%	7,937,254	4,886,969	2,358,048
479	CONWAY PUBLIC SCHOOLS	10,466,681	1.950486%	164,388,082	101,213,773	48,837,409
480	CHARLESTON PUBLIC SCHOOLS	807,936	0.150561%	12,689,324	7,812,819	3,769,821
484	HARMONY GROVE SCHOOL DISTRICT	1,098,376	0.204684%	17,250,923	10,621,396	5,125,009
486	PALESTINE-WHEATLEY SCHOOL DISTRICT	713,789	0.133016%	11,210,654	6,902,402	3,330,529
493	HAZEN SCHOOL DISTRICT	583,138	0.108669%	9,158,670	5,638,995	2,720,913
501	MAYNARD SCHOOL DISTRICT	540,986	0.100814%	8,496,640	5,231,383	2,524,233
502	WEST SIDE SCHOOL DISTRICT	664,014	0.123740%	10,428,901	6,421,076	3,098,281
503	MALVERN SCHOOL DISTRICT	1,933,655	0.360340%	30,369,686	18,698,621	9,022,411
512	GLEN ROSE SCHOOL DISTRICT	953,395	0.177667%	14,973,872	9,219,416	4,448,529
513	WALDRON PUBLIC SCHOOLS	1,521,072	0.283455%	23,889,719	14,708,904	7,097,303
515	NASHVILLE SCHOOL DISTRICT	1,830,844	0.341181%	28,754,953	17,704,430	8,542,696
521	HAMPTON SCHOOL DISTRICT	633,396	0.118035%	9,948,018	6,124,997	2,955,418
530	MOUNTAIN VIEW SCHOOL DISTRICT	1,846,492	0.344097%	29,000,715	17,855,745	8,615,708
531	DREW CENTRAL SCHOOL DISTRICT	1,215,363	0.226485%	19,088,307	11,752,674	5,670,870
535	MAYFLOWER SCHOOL DISTRICT	899,096	0.167548%	14,121,064	8,694,341	4,195,171
536	SOUTHSIDE BEE BRANCH SCHOOL DISTRICT	689,235	0.128440%	10,825,018	6,664,966	3,215,962
538	GENTRY PUBLIC SCHOOLS	1,714,162	0.319437%	26,922,366	16,576,106	7,998,260
539	FORDYCE PUBLIC SCHOOLS	806,158	0.150229%	12,661,391	7,795,621	3,761,523
545	NEWPORT SPECIAL SCHOOL DISTRICT	1,303,217	0.242857%	20,468,128	12,602,230	6,080,796
547	DECATUR PUBLIC SCHOOLS	635,942	0.118509%	9,988,000	6,149,613	2,967,296
548	SCRANTON SCHOOL DISTRICT	420,460	0.078353%	6,603,677	4,065,885	1,961,860
552	CEDARVILLE PUBLIC SCHOOL DISTRICT	847,886	0.158005%	13,316,771	8,199,138	3,956,227
555	CONCORD SCHOOL DISTRICT	542,459	0.101088%	8,519,780	5,245,630	2,531,108
558	POCAHONTAS PUBLIC SCHOOLS	1,790,280	0.333622%	28,117,863	17,312,174	8,353,425
560	VAN BUREN SCHOOL DISTRICT	6,015,298	1.120962%	94,475,346	58,168,488	28,067,309
564	COUNTY LINE PUBLIC SCHOOLS	523,776	0.097607%	8,226,353	5,064,967	2,443,935
565	SALEM SCHOOL DISTRICT	797,076	0.148537%	12,518,758	7,707,801	3,719,148
566	DIERKS PUBLIC SCHOOLS	569,189	0.106069%	8,939,596	5,504,111	2,655,829
569	POTTSVILLE SCHOOL DISTRICT	1,704,339	0.317607%	26,768,089	16,481,117	7,952,426
571	PIGGOTT SCHOOL DISTRICT	765,030	0.142565%	12,015,447	7,397,913	3,569,622
583	HECTOR SCHOOL DISTRICT	645,413	0.120274%	10,136,753	6,241,201	3,011,488
586	BLYTHEVILLE PUBLIC SCHOOLS	1,466,576	0.273299%	23,033,812	14,181,922	6,843,025
592	BEARDEN SCHOOL DISTRICT	544,571	0.101482%	8,552,947	5,266,051	2,540,961
593	PINE BLUFF SCHOOL DISTRICT	4,708,150	0.877373%	73,945,477	45,528,244	21,968,171
597	MARMADUKE SCHOOL DISTRICT	679,199	0.126570%	10,667,394	6,567,916	3,169,134
601	FOUKE SCHOOL DISTRICT	1,009,671	0.188154%	15,857,736	9,763,611	4,711,112
602	HORATIO SCHOOL DISTRICT	746,702	0.139149%	11,727,586	7,220,677	3,484,102
606	ENGLAND PUBLIC SCHOOL DISTRICT	710,597	0.132421%	11,160,530	6,871,540	3,315,638
607	JASPER SCHOOL DISTRICT	1,125,086	0.209662%	17,670,422	10,879,682	5,249,636
608	TRUMANN SCHOOL DISTRICT	1,241,614	0.231377%	19,500,596	12,006,521	5,793,355
622	CARLISLE SCHOOL DISTRICT	678,037	0.126354%	10,649,147	6,556,682	3,163,713
623	BRADFORD SCHOOL DISTRICT	460,088	0.085738%	7,226,071	4,449,093	2,146,765
625	HUNTSVILLE SCHOOL DISTRICT	2,267,103	0.422479%	35,606,767	21,923,093	10,578,275
626	YELLEVILLE-SUMMIT PUBLIC SCHOOL	905,400	0.168723%	14,220,068	8,755,298	4,224,584
629	BROOKLAND PUBLIC SCHOOLS	2,679,078	0.499251%	42,077,182	25,906,929	12,500,544





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				1% Decrease	Current Single Discount Rate	1% Increase
				6.25%	7.25%	8.25%
630	BRINKLEY PUBLIC SCHOOLS	\$ 543,917	0.101360%	\$ 8,542,683	\$ 5,259,731	\$ 2,537,912
637	BAY SCHOOL DISTRICT	549,342	0.102371%	8,627,877	5,312,185	2,563,222
645	FOREMAN PUBLIC SCHOOLS	513,770	0.095742%	8,069,198	4,968,206	2,397,246
651	QUITMAN PUBLIC SCHOOLS	679,028	0.126538%	10,664,705	6,566,261	3,168,335
656	WYNNE PUBLIC SCHOOLS	2,498,620	0.465623%	39,242,938	24,161,884	11,658,530
657	DUMAS PUBLIC SCHOOLS	1,383,146	0.257752%	21,723,479	13,375,150	6,453,743
658	MANILA PUBLIC SCHOOLS	1,033,202	0.192539%	16,227,309	9,991,157	4,820,907
662	CLINTON PUBLIC SCHOOLS	1,426,577	0.265845%	22,405,596	13,795,130	6,656,390
667	GREENE COUNTY TECH SCHOOL DISTRICT	3,519,769	0.655916%	55,280,951	34,036,492	16,423,200
674	AUGUSTA PUBLIC SCHOOLS	525,938	0.098010%	8,260,304	5,085,871	2,454,021
675	GREEN FOREST PUBLIC SCHOOLS	1,504,544	0.280375%	23,630,138	14,549,080	7,020,185
676	EAST END SCHOOL DISTRICT	623,578	0.116205%	9,793,818	6,030,056	2,909,607
677	DOVER SCHOOL DISTRICT	1,263,911	0.235532%	19,850,788	12,222,134	5,897,392
682	MOUNTAIN HOME PUBLIC SCHOOLS	3,911,078	0.728837%	61,426,799	37,820,492	18,249,046
687	STAR CITY SCHOOL DISTRICT	1,291,766	0.240723%	20,288,279	12,491,497	6,027,365
693	ATKINS PUBLIC SCHOOLS	980,384	0.182696%	15,397,759	9,480,403	4,574,460
696	DES ARC SCHOOL DISTRICT	595,946	0.111056%	9,359,842	5,762,856	2,780,679
698	VILONIA SCHOOL DISTRICT	2,826,964	0.526810%	44,399,856	27,337,000	13,190,579
702	NETTLETON PUBLIC SCHOOLS	4,060,941	0.756764%	63,780,513	39,269,674	18,948,302
704	OMAHA SCHOOL DISTRICT	464,228	0.086510%	7,291,094	4,489,128	2,166,082
705	CABOT PUBLIC SCHOOLS	10,191,459	1.899198%	160,065,493	98,552,354	47,553,228
714	MARION SCHOOL DISTRICT	3,756,364	0.700066%	58,996,879	36,324,389	17,527,151
715	MCGEEHEE PUBLIC SCHOOLS	1,160,869	0.216330%	18,232,425	11,225,708	5,416,600
719	CAVE CITY SCHOOL DISTRICT	1,277,280	0.238024%	20,060,761	12,351,415	5,959,773
724	PANGBURN SCHOOL DISTRICT	842,319	0.156968%	13,229,338	8,145,306	3,930,252
727	CALICO ROCK SCHOOL DISTRICT	443,202	0.082592%	6,960,867	4,285,807	2,067,977
731	DEWITT SCHOOL DISTRICT	1,205,264	0.224603%	18,929,687	11,655,012	5,623,746
735	ALPENA SCHOOL DISTRICT	467,720	0.087160%	7,345,934	4,522,893	2,182,375
736	MAGNET COVE SCHOOL DISTRICT	654,054	0.121884%	10,272,478	6,324,766	3,051,810
746	STUTT GART SCHOOL DISTRICT	1,609,122	0.299863%	25,272,627	15,560,361	7,508,145
747	VALLEY SPRINGS PUBLIC SCHOOLS	810,345	0.151009%	12,727,147	7,836,107	3,781,058
750	OUACHITA PUBLIC SCHOOLS	447,534	0.083399%	7,028,895	4,327,692	2,088,187
753	GOSNELL PUBLIC SCHOOLS	1,084,983	0.202189%	17,040,578	10,491,887	5,062,518
756	MULBERRY-PLEASANT VIEW BI-COUNTY PUBLIC SCHOOLS	534,882	0.099676%	8,400,775	5,172,359	2,495,753
757	POYEN SCHOOL DISTRICT	430,063	0.080143%	6,754,503	4,158,749	2,006,669
765	EUREKA SPRINGS PUBLIC SCHOOLS	785,436	0.146368%	12,335,939	7,595,240	3,664,836
771	SOUTHSIDE SCHOOL DISTRICT	1,866,880	0.347897%	29,320,931	18,052,903	8,710,840
779	MELBOURNE PUBLIC SCHOOL DISTRICT	822,955	0.153359%	12,925,204	7,958,050	3,839,898
780	WONDERVIEW SCHOOL DISTRICT	450,452	0.083943%	7,074,726	4,355,910	2,101,802
794	VIOLA SCHOOL DISTRICT	469,743	0.087538%	7,377,718	4,542,462	2,191,817
795	NEMO VISTA SCHOOL DISTRICT	563,527	0.105014%	8,850,674	5,449,362	2,629,412
813	BLEVINS SCHOOL DISTRICT	545,256	0.101609%	8,563,702	5,272,673	2,544,156
820	PARKERS CHAPEL SCHOOL DISTRICT	737,690	0.137470%	11,586,041	7,133,528	3,442,051
847	ROSE BUD SCHOOL DISTRICT	763,309	0.142244%	11,988,416	7,381,270	3,561,591
863	VALLEY VIEW PUBLIC SCHOOLS	2,606,656	0.485755%	40,939,741	25,206,606	12,162,627
872	SMACKOVER-NORPHLET SCHOOL DISTRICT	1,143,732	0.213137%	17,963,286	11,059,998	5,336,642
873	GENOA CENTRAL SCHOOL DISTRICT	1,075,690	0.200457%	16,894,619	10,402,020	5,019,156
956	BERGMAN PUBLIC SCHOOLS	998,600	0.186091%	15,683,861	9,656,556	4,659,456
957	LEAD HILL SCHOOL DISTRICT	395,299	0.073665%	6,208,511	3,822,581	1,844,462
958	DERMOTT SCHOOL DISTRICT	444,717	0.082874%	6,984,654	4,300,453	2,075,043



# Schedule of Employer Allocations of Net Pension Liability (Including Sensitivity Analysis) as of June 30, 2023

Employer ID	Employer Name	Employer Contributions	Employer Allocation Percentage	Net Pension Liability		
				1% Decrease	Current Single Discount Rate	1% Increase
				6.25%	7.25%	8.25%
963	GUY-PERKINS SCHOOL DISTRICT	\$ 371,455	0.069221%	\$ 5,834,012	\$ 3,592,002	\$ 1,733,204
964	MT. VERNON-ENOLA SCHOOL DISTRI	543,646	0.101310%	8,538,428	5,257,112	2,536,648
965	MOUNTAIN PINE SCHOOL DISTRICT	784,962	0.146279%	12,328,498	7,590,658	3,662,625
973	ARMOREL SCHOOL DISTRICT	474,231	0.088374%	7,448,206	4,585,862	2,212,758
987	WHITE COUNTY CENTRAL SCHOOLS	784,593	0.146210%	12,322,699	7,587,088	3,660,902
1000	LAFAYETTE COUNTY SCHOOL DISTRICT	676,630	0.126091%	10,627,041	6,543,071	3,157,146
1001	CEDAR RIDGE SCHOOL DISTRICT	906,429	0.168915%	14,236,228	8,765,248	4,229,385
1002	CLEVELAND COUNTY SCHOOL DISTRICT	838,849	0.156321%	13,174,832	8,111,747	3,914,059
1003	DEER/ MT. JUDEA SCHOOL DISTRICT	431,084	0.080333%	6,770,536	4,168,620	2,011,432
1004	EMERSON-TAYLOR-BRADLEY SCHOOL	1,111,405	0.207112%	17,455,556	10,747,389	5,185,803
1005	HILLCREST SCHOOL DISTRICT	487,324	0.090814%	7,653,835	4,712,468	2,273,848
1006	OUACHITA RIVER SCHOOL DISTRICT	771,837	0.143833%	12,122,346	7,463,731	3,601,380
1008	OZARK MOUNTAIN SCHOOL DISTRICT	700,540	0.130547%	11,002,577	6,774,289	3,268,712
1009	TWO RIVERS SCHOOL DISTRICT	911,134	0.169792%	14,310,138	8,810,755	4,251,343
1010	SEARCY COUNTY SCHOOL DISTRICT	944,462	0.176002%	14,833,582	9,133,039	4,406,850
1011	LAWRENCE COUNTY SCHOOL DISTRICT	925,518	0.172472%	14,536,042	8,949,844	4,318,456
1045	HIGHLAND PUBLIC SCHOOL DISTRICT	1,826,600	0.340391%	28,688,305	17,663,395	8,522,896
1074	CROSS COUNTY SCHOOL DISTRICT	579,233	0.107941%	9,097,343	5,601,236	2,702,694
1091	WESTSIDE CONSOLIDATED SCHOOL DISTRICT	1,719,573	0.320446%	27,007,354	16,628,433	8,023,509
1092	PEA RIDGE SCHOOL DISTRICT	2,271,340	0.423269%	35,673,322	21,964,071	10,598,047
1093	JACKSONVILLE NORTH PULASKI SCHOOL DISTRICT	4,266,937	0.795152%	67,015,865	41,261,681	19,909,480
1114	RIVERCREST SCHOOL DISTRICT	1,200,335	0.223685%	18,852,283	11,607,354	5,600,751
1165	CADDO HILLS SCHOOL DISTRICT	620,102	0.115557%	9,739,229	5,996,445	2,893,389
1293	SOUTH CONWAY COUNTY SCHOOL DISTRICT	2,302,488	0.429073%	36,162,516	22,265,268	10,743,380
1307	SOUTHWEST ARKANSAS EDUCATION CO-OP	402,885	0.075078%	6,327,653	3,895,937	1,879,858
1308	SOUTHEAST ARKANSAS EDUCATION SERVICE CO-OP	1,201,946	0.223985%	18,877,577	11,622,928	5,608,265
1321	WESTSIDE SCHOOL DISTRICT	661,592	0.123289%	10,390,868	6,397,659	3,086,982
1330	GUY FENTER EDUCATION SERVICE CO-OP	586,567	0.109308%	9,212,539	5,672,162	2,736,917
1332	NORTHCENTRAL ARKANSAS EDUCATION SERVICE CO-OP	545,871	0.101724%	8,573,364	5,278,622	2,547,027
1333	BUFFALO ISLAND CENTRAL SCHOOL DISTRICT	776,084	0.144625%	12,189,055	7,504,803	3,621,198
1335	RECTOR SCHOOL DISTRICT	668,371	0.124552%	10,497,325	6,463,205	3,118,609
1336	OZARKS UNLIMITED RESOURCE EDUCATIONAL SERVICE CO-OP	692,697	0.129085%	10,879,398	6,698,447	3,232,118
1337	NORTHEAST ARKANSAS EDUCATION CO-OP	525,541	0.097936%	8,254,073	5,082,034	2,452,170
1338	DAWSON EDUCATION SERVICE CO-OP	1,726,805	0.321794%	27,120,942	16,698,369	8,057,254
1339	ARCH FORD EDUCATION SERVICE CO-OP	3,462,658	0.645273%	54,383,979	33,484,226	16,156,722
1342	WESTERN YELL COUNTY SCHOOL DISTRICT	421,610	0.078568%	6,621,747	4,077,011	1,967,229
1343	NEVADA SCHOOL DISTRICT	471,792	0.087919%	7,409,896	4,562,274	2,201,377
1344	PARAGOULD SCHOOL DISTRICT	3,246,775	0.605043%	50,993,348	31,396,614	15,149,413
1345	WILBUR D MILLS EDUCATION SERVICE CO-OP	603,995	0.112556%	9,486,256	5,840,690	2,818,235
1346	IZARD COUNTY CONSOLIDATED SCHOOL DISTRICT	673,250	0.125461%	10,573,962	6,510,390	3,141,377
1347	MIDLAND SCHOOL DISTRICT	634,415	0.118224%	9,964,025	6,134,852	2,960,173
1348	RIVERSIDE SCHOOL DISTRICT	760,209	0.141666%	11,939,726	7,351,291	3,547,126
1349	ARKANSAS RIVER EDUCATION SERVICE CO-OP	878,520	0.163714%	13,797,894	8,495,366	4,099,162
1350	GREAT RIVERS EDUCATION SERVICE CO-OP	428,716	0.079892%	6,733,344	4,145,721	2,000,383
1351	NORTHWEST ARKANSAS EDUCATION SERVICE CO-OP	709,582	0.132232%	11,144,591	6,861,727	3,310,903
1353	DEQUEEN-MENA EDUCATION SERVICE	879,741	0.163942%	13,817,085	8,507,181	4,104,863
1354	CROWLEY'S RIDGE EDUCATIONAL SERVICE CO-OP	865,831	0.161349%	13,598,609	8,372,666	4,039,957
1355	SOUTH CENTRAL SERVICE CO-OP	404,208	0.075325%	6,348,428	3,908,728	1,886,029
1359	CONWAY VOCATIONAL CENTER	268,877	0.050106%	4,222,937	2,600,063	1,254,576
1362	JONESBORO VOCATIONAL CENTER	177,234	0.033028%	2,783,610	1,713,869	826,972



# Schedule of Employer Allocations of Net Pension Liability (Including Sensitivity Analysis) as of June 30, 2023

Employer ID	Employer Name	Employer Contributions	Employer Allocation Percentage	Net Pension Liability		
				1% Decrease	Current Single Discount Rate	1% Increase
				6.25%	7.25%	8.25%
1363	MONTICELLO VOCATIONAL CENTER	\$ 61,565	0.011473%	\$ 966,925	\$ 595,336	\$ 287,260
1364	EAST POINSETT COUNTY SCHOOL DISTRICT	691,542	0.128870%	10,861,256	6,687,277	3,226,728
1365	NORTH CENTRAL CAREER CENTER	31,118	0.005799%	488,731	300,912	145,195
1366	RIVER VALLEY CAREER ACADEMY	-	0.000000%	-	-	-
1371	METROPOLITAN VOCATIONAL CENTER	271,451	0.050585%	4,263,374	2,624,960	1,266,589
1372	TEXARKANA CAREER AND TECHNOLOGICAL CENTER	-	0.000000%	-	-	-
1373	WARREN VOCATIONAL CENTER	91,928	0.017131%	1,443,803	888,950	428,934
1991	CENTERPOINT SCHOOL DISTRICT	1,017,960	0.189699%	15,987,918	9,843,764	4,749,788
2000	ARKANSAS ARTS ACADEMY CHARTER	799,014	0.148898%	12,549,195	7,726,542	3,728,191
2001	ACADEMICS PLUS CHARTER SCHOOL	1,264,005	0.235550%	19,852,266	12,223,044	5,897,832
2002	KIPP DELTA COLLEGE PREPARATORY CHARTER	1,548,183	0.288507%	24,315,523	14,971,072	7,223,803
2003	IMBODEN AREA CHARTER SCHOOL	66,271	0.012350%	1,040,846	640,849	309,221
2006	HAAS HALL ACADEMY CHARTER - FAYETTEVILLE	910,240	0.169625%	14,296,088	8,802,104	4,247,169
2007	LISA ACADEMY CHARTER	3,464,823	0.645676%	54,417,979	33,505,160	16,166,823
2008	ARKANSAS VIRTUAL ACADEMY CHARTER	1,289,182	0.240242%	20,247,701	12,466,513	6,015,310
2012	COVENANT KEEPERS CHARTER SCHOOL	-	0.000000%	-	-	-
2016	E-STEM PUBLIC CHARTER SCHOOL	2,620,780	0.488387%	41,161,568	25,343,185	12,228,528
2019	LITTLE ROCK PREPARATORY ACADEMY	-	0.000000%	-	-	-
2020	JACKSONVILLE LIGHTHOUSE CHARTER SCHOOL	1,147,811	0.213897%	18,027,349	11,099,442	5,355,674
2022	PINE BLUFF LIGHTHOUSE CHARTER SCHOOL	-	0.000000%	-	-	-
2023	SIA TECH LITTLE ROCK CHARTER	93,969	0.017511%	1,475,862	908,689	438,458
2024	NORTHWEST ARKANSAS CLASSICAL ACADEMY CHARTER	999,152	0.186194%	15,692,525	9,661,891	4,662,031
2025	PREMIER HIGH SCHOOL OF LITTLE ROCK CHARTER	211,353	0.039386%	3,319,485	2,043,808	986,173
2026	QUEST MIDDLE CHARTER SCHOOL - PINE BLUFF	-	0.000000%	-	-	-
2027	EXALT ACADEMY CHARTER SCHOOL	585,693	0.109145%	9,198,804	5,663,705	2,732,836
2028	QUEST MIDDLE CHARTER SCHOOL - WEST LITTLE ROCK	-	0.000000%	-	-	-
2029	CAPITAL CITY LIGHTHOUSE CHARTER SCHOOL	-	0.000000%	-	-	-
2030	OZARK MONTESSORI ACADEMY CHARTER - SPRINGDALE	-	0.000000%	-	-	-
2031	ROCKBRIDGE MONTESSORI CHARTER SCHOOL	-	0.000000%	-	-	-
2032	HAAS HALL ACADEMY - BENTONVILLE CHARTER	-	0.000000%	-	-	-
2033	FUTURE SCHOOL OF FT. SMITH CHARTER	263,194	0.049047%	4,133,686	2,545,111	1,228,060
2034	ARKANSAS CONNECTIONS ACADEMY CHARTER	1,070,970	0.199577%	16,820,490	10,356,379	4,997,133
2035	THE EXCEL CENTER CHARTER AT GOODWILL	127,448	0.023750%	2,001,677	1,232,433	594,670
2036	FRIENDSHIP ASPIRE ACADEMY - PINE BLUFF	965,748	0.179969%	15,167,893	9,338,874	4,506,170
2037	SOUTHEAST ARKANSAS PREPARTORY HIGH SCHOOL	-	0.000000%	-	-	-
2038	SCHOLARMADE ACHIEVEMENT PLACE	475,224	0.088559%	7,463,803	4,595,465	2,217,392
2039	FRIENDSHIP ASPIRE ACADEMY - LITTLE ROCK	-	0.000000%	-	-	-
2040	PREMIER HIGH SCHOOL OF NORTH LITTLE ROCK CHARTER	71,949	0.013408%	1,130,026	695,757	335,715
2041	HOPE ACADEMY OF NORTHWEST ARKANSAS	122,235	0.022779%	1,919,810	1,182,027	570,349
2042	FRIENDSHIP ASPIRE - SOUTHEAST PINE BLUFF	-	0.000000%	-	-	-
2043	WESTWIND SCHOOL FOR PERFORMING ARTS	54,185	0.010098%	851,024	523,976	252,827
2044	PREMIER HIGH SCHOOL OF SPRINGDALE	45,825	0.008540%	719,726	443,135	213,821
4857	ARKANSAS ACTIVITIES ASSOCIATION	181,912	0.033900%	2,857,085	1,759,108	848,800
6864	ARKANSAS EASTER SEALS	189	0.000035%	2,972	1,830	883
6870	ARKANSAS SCHOOL BOARDS ASSOCIATION	16,949	0.003158%	266,197	163,897	79,083
6873	FIRST STUDENT	-	0.000000%	-	-	-
6875	ARKANSAS ASSOCIATION EDUCATIONAL ADMINISTRATORS	68,400	0.012746%	1,074,273	661,430	319,152
6877	ECONOMICS ARKANSAS	29,184	0.005438%	458,357	282,210	136,171
9492	BOSTON MOUNTAIN EDUCATIONAL CO-OP	103,586	0.019303%	1,626,898	1,001,682	483,329
1-005	UNIVERSITY OF ARKANSAS - MONTICELLO	68,957	0.012850%	1,083,025	666,819	321,752



# Schedule of Employer Allocations of Net Pension Liability (Including Sensitivity Analysis) as of June 30, 2023

Employer ID	Employer Name	Employer Contributions	Employer Allocation Percentage	Net Pension Liability		
				1% Decrease 6.25%	Current Single Discount Rate 7.25%	1% Increase 8.25%
1-006	UNIVERSITY OF ARKANSAS - PINE BLUFF	\$ 12,830	0.002391%	\$ 201,514	\$ 124,072	\$ 59,867
1-008	ARKANSAS SCHOOL FOR THE BLIND	635,561	0.118438%	9,982,029	6,145,937	2,965,522
1-016	ARKANSAS SCHOOL FOR THE DEAF	984,085	0.183386%	15,455,889	9,516,194	4,591,729
1-017	ARKANSAS DEPARTMENT OF EDUCATION	3,101,274	0.577928%	48,708,134	29,989,607	14,470,508
1-025	HENDERSON STATE UNIVERSITY	38,515	0.007177%	604,907	372,441	179,710
1-028	ARKANSAS STATE UNIVERSITY- BEEBE	111,455	0.020770%	1,750,495	1,077,780	520,048
1-029	ARKANSAS STATE UNIVERSITY- NEWPORT	63,090	0.011757%	990,876	610,082	294,375
1-045	ARKANSAS TECH UNIVERSITY	438,955	0.081800%	6,894,155	4,244,733	2,048,157
1-051	SOUTHERN ARKANSAS UNIVERSITY	174,909	0.032595%	2,747,094	1,691,386	816,123
1-052	ARKANSAS STATE UNIVERSITY- MT. HOME	8,834	0.001646%	138,745	85,425	41,219
1-053	ARKANSAS STATE UNIVERSITY	451,798	0.084194%	7,095,876	4,368,932	2,108,086
1-054	UNIVERSITY OF CENTRAL ARKANSAS	1,424,456	0.265450%	22,372,285	13,774,620	6,646,494
1-115	ARKANSAS DEPARTMENT OF CAREER EDUCATION (REHAB)	935,896	0.174406%	14,699,046	9,050,205	4,366,882
1-197	SOUTHEAST ARKANSAS COLLEGE	233,326	0.043481%	3,664,577	2,256,281	1,088,695
1-202	ARKANSAS TEACHER RETIREMENT SYSTEM	739,649	0.137835%	11,616,808	7,152,471	3,451,192
1-220	U OF A COMMUNITY COLLEGE - MORRILTON	158,790	0.029591%	2,493,926	1,535,511	740,911
1-224	ARKANSAS EDUCATIONAL TV NETWORK	771,779	0.143823%	12,121,447	7,463,177	3,601,113
1-249	U OF A COMMUNITY COLLEGE - HOPE	62,593	0.011664%	983,074	605,279	292,058
1-254	PHILLIPS COMMUNITY COLLEGE - U OF A	8,714	0.001624%	136,868	84,270	40,662
1-256	UNIVERSITY OF ARKANSAS - FORT SMITH	45,028	0.008391%	707,199	435,422	210,099
1-268	SOUTHERN ARKANSAS UNIVERSITY TECH	119,489	0.022267%	1,876,669	1,155,466	557,532
1-274	CROWLEYS RIDGE TECHNICAL INSTITUTE	-	0.000000%	-	-	-
1-290	PULASKI TECHNICAL COLLEGE	371,444	0.069219%	5,833,838	3,591,895	1,733,152
1-291	COLLEGE OF THE OUACHITAS	186,602	0.034774%	2,930,746	1,804,461	870,684
1-294	ARKANSAS DEPARTMENT OF CAREER EDUCATION (WORKFORCE)	307,004	0.057211%	4,821,753	2,968,754	1,432,476
1-295	BLACK RIVER TECHNICAL COLLEGE	193,701	0.036097%	3,042,243	1,873,109	903,808
1-314	OZARKA COLLEGE	85,002	0.015840%	1,335,023	821,974	396,617
1-315	RICH MOUNTAIN COMMUNITY COLLEGE	92,328	0.017206%	1,450,094	892,823	430,803
1-318	U OF A COMMUNITY COLLEGE - BATESVILLE	79,576	0.014829%	1,249,812	769,510	371,302
1-320	PHILLIPS COMMUNITY COLLEGE - DEWITT	7,719	0.001438%	121,234	74,644	36,017
1-321	NORTHWEST TECHNICAL INSTITUTE	414,289	0.077204%	6,506,763	4,006,215	1,933,069
1-327	COSSATOT COMMUNITY COLLEGE - U OF A	81,584	0.015203%	1,281,340	788,922	380,668
1-328	ARKANSAS CORRECTIONAL SCHOOL	918,898	0.171238%	14,432,063	8,885,824	4,287,565
1-329	NORTH ARKANSAS COLLEGE	476,886	0.088869%	7,489,903	4,611,535	2,225,146
1-330	NATIONAL PARK COMMUNITY COLLEGE	214,718	0.040013%	3,372,327	2,076,342	1,001,871
1-331	EAST ARKANSAS COMMUNITY COLLEGE	120,899	0.022530%	1,898,819	1,169,103	564,113
1-335	ARKANSAS NORTHEASTERN COLLEGE	345,627	0.064408%	5,428,369	3,342,248	1,612,693
1-344	SOUTH ARKANSAS COMMUNITY COLLEGE	260,359	0.048518%	4,089,153	2,517,692	1,214,830
1-364	ARKANSAS STATE UNIVERSITY- MID SOUTH CC	29,337	0.005467%	460,766	283,694	136,887
1-386	RIVERSIDE VOCATIONAL TECHNICAL SCHOOL	-	0.000000%	-	-	-
1-388	NORTHWEST ARKANSAS COMMUNITY COLLEGE	431,101	0.080337%	6,770,806	4,168,786	2,011,512
1-389	UNIVERSITY OF ARKANSAS - FAYETTEVILLE	68,807	0.012822%	1,080,673	665,370	321,053
1-390	UNIVERSITY OF ARKANSAS - LITTLE ROCK	-	0.000000%	-	-	-
1-391	ARKANSAS DEPARTMENT OF HIGHER EDUCATION	139,254	0.025950%	2,187,095	1,346,595	649,755
1-392	SOUTH ARKANSAS DEVELOPMENTAL CENTER	438,870	0.081784%	6,892,820	4,243,911	2,047,761
1-399	ARKANSAS SCHOOL FOR MATH, SCIENCES & ARTS	82,635	0.015399%	1,297,858	799,092	385,576
1-400	UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES	11,802	0.002199%	185,358	114,125	55,067
1-401	ARKANSAS ECONOMIC DEVELOPMENT COMMISSION	-	0.000000%	-	-	-
1-402	UNIVERSITY OF ARKANSAS COOPERATIVE EXTENSION	40,754	0.007595%	640,076	394,095	190,158
1-403	DHS-DIVISON OF YOUTH SERVICES	4,089	0.000762%	64,223	39,542	19,080
1-404	APARTMENT DEPARTMENT OF WORKFORCE SERVICES	122,657	0.022857%	1,926,425	1,186,100	572,314
1-405	ARKANSAS DEPARTMENT OF COMMERCE	125,039	0.023301%	1,963,847	1,209,141	583,432
1-406	ARKANSAS DEPARTMENT OF EDUCATION	669,389	0.124742%	10,513,326	6,473,056	3,123,363
1-407	ARKANSAS DEPARTMENT OF PUBLIC SAFETY	9,971	0.001858%	156,603	96,420	46,524
1-409	ARKANSAS DEPARTMENT OF HEALTH	8,966	0.001671%	140,820	86,703	41,836
		<u>536,619,031</u>	<u>100.000000%</u>	<u>8,428,056,331</u>	<u>5,189,155,847</u>	<u>2,503,858,115</u>

Note: Total may not add to ATRS collective amounts due to rounding.



**SECTION C**

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**SCHEDULE OF PENSION AMOUNTS BY EMPLOYER**

# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources					Deferred Inflows of Resources					Pension Expense		Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Plan
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Resources	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Resources	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Total Employer Pension Expense	
106	Cotter Public Schools	\$ 243,706	\$ 441,330	\$ 487,918	\$ 310,234	\$ 1,483,187	\$ 7,841	\$ -	\$ -	\$ 205,927	\$ 213,768	\$ 1,234,346	\$ 70,198	\$ 1,304,545
108	Rogers Public Schools	5,668,911	10,265,897	11,349,601	1,372,767	28,657,177	182,394	-	-	2,632,117	2,814,511	28,712,479	(22,998)	28,689,482
109	Gravette School District	728,727	1,319,660	1,458,968	657,022	4,164,378	23,446	-	-	853	24,299	3,690,931	223,289	3,914,220
110	Siloam Springs School District	1,628,998	2,949,971	3,261,381	2,414,089	10,254,439	52,412	-	-	1,677,113	1,729,525	8,250,716	540,174	8,790,890
111	Hermitage Public School District	158,701	287,393	317,731	252,571	1,016,396	5,106	-	-	482,054	487,160	803,804	(60,325)	743,479
113	Warren School District	524,753	950,281	1,050,596	529,315	3,054,946	16,884	-	-	411,301	428,184	2,657,822	(48,659)	2,609,164
115	Berryville Public Schools	657,298	1,190,308	1,315,961	567,443	3,731,010	21,148	-	-	631,274	652,422	3,329,149	(32,111)	3,297,038
116	Lakeside School District	407,986	738,827	816,820	816,820	2,545,353	13,127	-	-	354,283	367,410	2,066,410	16,313	2,082,722
117	Gurdon Public Schools	250,490	453,616	501,501	24,155	1,229,763	8,059	-	-	329,870	337,930	1,268,710	(111,166)	1,157,544
119	Arkadelphia Public Schools	549,059	994,298	1,099,259	-	2,642,617	17,666	-	-	1,350,906	1,368,572	2,780,932	(792,733)	1,988,199
121	Woodlawn School District	171,867	311,236	344,091	3,291	830,484	5,530	-	-	43,604	49,134	870,489	(23,006)	847,483
123	Magnolia School District	1,100,477	1,992,867	2,203,241	1,959,207	7,255,792	35,407	-	-	826,098	861,505	5,573,809	242,232	5,816,041
125	Alma School District	1,098,539	1,989,357	2,199,361	501,535	5,788,792	35,345	-	-	1,170,690	1,206,035	5,563,993	(28,855)	5,535,138
126	Mountainburg Public Schools	245,249	444,124	491,007	233,983	1,414,363	7,891	-	-	173,458	181,348	1,242,161	(6,847)	1,235,314
129	Greenbrier Public Schools	1,163,190	2,106,433	2,328,796	261,915	5,860,334	37,425	-	-	1,054,999	1,092,424	5,891,441	(140,333)	5,751,107
130	Ozark Public Schools	607,561	1,100,239	1,216,385	615,225	3,539,409	19,548	-	-	605,104	624,652	3,077,237	(92,334)	2,984,904
131	Cutter Morning Star Public Schools	191,430	346,662	383,257	331,858	1,253,207	6,159	-	-	46,804	52,963	969,572	80,337	1,049,909
132	Lakeside School District	1,152,532	2,087,134	2,307,459	432,787	5,979,912	37,082	-	-	706,739	743,821	5,837,462	80,085	5,917,547
133	Fountain Lake School District	539,951	977,803	1,081,023	840,384	3,439,161	17,373	-	-	93,198	110,571	2,734,797	138,426	2,873,224
134	Hot Springs School District	1,454,390	2,633,772	2,911,802	2,339,954	9,339,918	46,794	-	-	989,704	1,036,498	7,366,344	376,141	7,742,485
135	Jessieville Public School District	304,086	550,673	608,804	434,084	1,897,646	9,784	-	-	326,689	336,473	1,540,165	(15,737)	1,524,428
136	Lake Hamilton School District	1,527,986	2,767,048	3,059,148	1,445,622	8,799,804	49,162	-	-	815,974	865,136	7,739,101	317,267	8,056,368
139	Sheridan School District	1,277,141	2,312,789	2,556,935	213,089	6,359,954	41,091	-	-	679,832	720,924	6,468,593	(128,955)	6,339,638
141	Hope Public Schools	806,789	1,461,023	1,615,253	419,463	4,302,527	25,958	-	-	375,064	401,022	4,086,305	(215,707)	3,870,597
143	Spring Hill School District	193,423	350,272	387,248	272,581	1,203,525	6,223	-	-	166,936	173,159	979,670	73,456	1,053,126
144	Bismarck School District	294,540	533,386	589,692	373,445	1,791,063	9,477	-	-	905,666	915,142	1,491,816	(132,526)	1,359,290
145	Mineral Springs School District	237,004	429,194	474,501	45,134	1,185,834	7,625	-	-	191,488	199,114	1,200,404	(61,987)	1,138,417
150	Jackson County School District	305,040	552,400	610,714	139,236	1,607,390	9,814	-	-	83,520	93,334	1,544,998	21,603	1,566,600
153	White Hall School District	918,583	1,663,473	1,839,075	561,288	4,982,419	29,555	-	-	521,287	550,842	4,652,533	(183,018)	4,469,516
154	Watson Chapel School District	691,184	1,251,674	1,383,805	67,220	3,393,883	22,238	-	-	1,896,244	1,918,482	3,500,781	(973,598)	2,527,184
159	Dollarway School District	-	-	-	19,039	19,039	-	-	-	5,957,142	5,957,142	-	(1,986,986)	(1,986,986)
161	Clarksville School District	903,290	1,635,778	1,808,456	433,216	4,780,740	29,063	-	-	1,121,485	1,150,548	4,575,074	(118,143)	4,456,931
163	Lamar School District	461,230	835,247	923,418	561,851	2,781,745	14,840	-	-	-	14,840	2,336,084	242,713	2,578,798
165	Hoxie Public Schools	269,208	487,511	538,975	93,544	1,389,237	8,662	-	-	310,973	319,634	1,363,510	(176,661)	1,186,849
172	Lee County School District	345,605	625,859	691,927	1,658,863	3,322,255	11,120	-	-	572,643	583,762	1,750,453	105,167	1,855,621
178	Ashdown School District	475,661	861,379	952,310	353,294	2,642,643	15,304	-	-	428,480	443,784	2,409,174	(60,983)	2,348,192
180	Booneville School District	425,062	769,750	851,008	161,550	2,207,371	13,676	-	-	237,158	250,834	2,152,899	(28,836)	2,124,063
181	Magazine School District	188,547	341,442	377,486	96,947	1,004,423	6,066	-	-	189,464	195,530	954,974	(81,402)	873,571
182	Filippin School District	332,404	601,954	665,498	595,165	2,195,021	10,695	-	-	44,091	54,786	1,683,592	136,075	1,819,668
184	Texarkana School District	1,593,624	2,885,912	3,190,559	1,246,743	8,916,837	51,274	-	-	620,507	671,781	8,071,548	(40,536)	8,031,011

# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources					Deferred Inflows of Resources					Pension Expense		Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Total Employer Pension Expense
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Resources	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Resources	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Proportionate Share of Contributions	
185	Osceola School District	\$ 443,792	\$ 803,668	\$ 888,506	\$ 651,136	\$ 2,787,103	\$ 14,279	\$ -	\$ -	\$ 999,564	\$ 1,013,843	\$ 2,247,763	\$ (90,859)	\$ 2,156,904
186	Mount Ida Public Schools	177,117	320,743	354,602	408,779	1,261,242	5,699	-	-	436,777	442,476	897,081	28,411	925,491
188	Prescott Public Schools	321,609	582,406	643,887	161,339	1,709,241	10,348	-	-	235,780	246,127	1,628,919	(15,751)	1,613,169
192	Perryville School District	325,730	589,868	652,137	624,735	2,192,469	10,480	-	-	196,323	206,803	1,649,790	59,971	1,709,761
195	Marvell - Elaine School District	143,473	259,817	287,244	299,496	990,030	4,616	-	-	659,600	664,216	726,676	(259,379)	467,297
196	Helena-West Helena Schools	379,583	687,392	759,956	-	1,826,931	12,213	-	-	1,911,027	1,923,240	1,922,553	(782,189)	1,140,364
197	Kirby School District	142,297	257,687	284,889	197,797	882,669	4,578	-	-	-	4,578	720,718	92,854	813,572
203	Marked Tree School District	190,131	344,311	380,658	396,778	1,311,878	6,117	-	-	95,840	101,958	962,997	19,364	982,361
208	Mena Public Schools	574,777	1,040,869	1,150,747	682,258	3,448,652	18,493	-	-	103,623	122,116	2,911,187	95,541	3,006,728
209	Russellville School District	2,133,469	3,863,523	4,271,370	785,383	11,053,744	68,643	-	-	-	68,643	10,805,808	487,684	11,293,492
210	Little Rock School District	9,956,571	18,030,469	19,933,829	1,344,057	49,264,926	320,347	-	-	5,729,311	6,049,657	50,429,055	(3,856,500)	46,572,555
211	Pulaski County Special School District	5,339,636	9,669,608	10,690,367	1,663,134	27,362,746	171,800	-	-	3,511,552	3,683,352	27,044,733	(939,005)	26,105,728
212	North Little Rock School District	3,313,232	5,999,969	6,633,348	325,960	16,272,509	106,601	-	-	2,980,542	3,087,143	16,781,194	(685,951)	16,095,242
213	Forrest City School District	773,531	1,400,796	1,548,669	656,449	4,379,444	24,888	-	-	2,171,223	2,196,110	3,917,857	(947,403)	2,970,454
214	Bauxite School District	484,961	878,221	970,929	457,577	2,791,689	15,603	-	-	452,736	468,340	2,456,279	34,651	2,490,930
215	Benton School District	1,689,052	3,058,724	3,381,613	1,753,190	9,882,579	54,344	-	-	611,719	666,063	8,554,882	466,689	9,021,571
216	Bryant Public Schools	3,140,486	5,687,142	6,287,497	1,242,140	16,357,266	101,043	-	-	2,369,096	2,470,140	15,906,254	296,347	16,202,601
219	Lavaca Public Schools	277,665	502,826	555,907	68,122	1,404,520	8,934	-	-	235,002	243,936	1,406,345	(54,963)	1,351,382
221	Greenwood School District	1,378,376	2,496,117	2,759,616	1,138,502	7,772,611	44,348	-	-	235,019	279,368	6,981,340	259,147	7,240,486
222	Mansfield School District	278,600	504,519	557,778	8,234	1,349,132	8,964	-	-	259,611	268,575	1,411,080	(85,133)	1,325,947
224	Dequeen Public Schools	865,599	1,567,524	1,732,997	175,813	4,341,933	27,850	-	-	219,432	247,282	4,384,176	28,391	4,412,567
227	Strong-Huttig School District	141,915	256,996	284,126	109,497	792,534	4,566	-	-	43,481	48,047	718,788	(23)	718,765
228	Junction City School District	240,756	435,988	482,013	276,365	1,435,123	7,746	-	-	199,776	207,522	1,219,407	78,819	1,298,226
230	Shirley School District	131,348	237,859	262,968	131,494	763,669	4,226	-	-	199,552	203,778	665,263	(74,541)	590,722
232	Prairie Grove School District	640,930	1,160,667	1,283,191	289,014	3,373,802	20,622	-	-	-	20,622	3,246,246	148,000	3,394,245
233	Fayetteville Public Schools	4,615,331	8,357,957	9,240,252	3,716,678	25,930,218	148,496	-	-	1,083,411	1,231,907	23,376,200	1,676,109	25,052,309
234	Farmington Public Schools	739,017	1,338,294	1,479,569	-	3,556,880	23,777	-	-	804,540	828,317	3,743,047	(271,154)	3,471,894
235	Elkins School District	410,347	743,102	821,546	303,021	2,278,016	13,203	-	-	57,896	71,099	2,078,367	126,409	2,204,776
237	Lincoln Consolidated School District	391,744	709,414	784,302	605,416	2,490,877	12,604	-	-	172,507	185,111	1,984,146	53,113	2,037,260
238	Greenland School District	310,888	562,991	622,423	141,694	1,637,996	10,003	-	-	158,011	168,013	1,574,619	(4,589)	1,570,029
239	Springdale Public Schools	8,882,947	16,086,230	17,784,350	1,031,896	43,785,423	285,804	-	-	1,921,395	2,207,198	44,991,253	329,728	45,320,982
240	West Fork School District	316,740	573,588	634,138	-	1,524,467	10,191	-	-	196,711	206,902	1,604,258	(115,806)	1,488,452
242	Mc Crory School District	193,305	350,059	387,013	944	931,321	6,219	-	-	529,997	536,216	979,073	(160,766)	818,307
245	Danville Public Schools	302,371	547,566	605,369	40,686	1,495,992	9,729	-	-	110,080	119,808	1,531,477	(58,126)	1,473,351
246	Dardanelle Public Schools	728,177	1,318,664	1,457,866	428,576	3,933,283	23,429	-	-	774,258	797,687	3,688,144	(62,228)	3,625,916
250	Cossatot River School District	358,459	649,137	717,662	422,281	2,147,538	11,533	-	-	599,391	610,924	1,815,557	(110,412)	1,705,145
251	South Pike County School District	254,200	460,334	508,929	53,381	1,276,845	8,179	-	-	329,267	337,446	1,287,500	(60,245)	1,227,255
330	Monticello School District	632,890	1,146,108	1,267,095	500,251	3,546,344	20,363	-	-	764,074	784,437	3,205,526	(226,244)	2,979,282
331	Mammoth Spring School District	193,791	350,939	387,985	293,627	1,226,342	6,235	-	-	22,226	28,461	981,534	102,100	1,083,634
333	Batesville School District	1,150,686	2,083,791	2,303,763	676,034	6,214,275	37,023	-	-	626,958	663,980	5,828,113	(27,593)	5,800,520

# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense		Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Share of Pension Expense	Total Employer Pension Expense	
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources			Proportionate Share of Pension Expense
335	Hackett School District	\$ 260,830	\$ 472,340	\$ 522,201	\$ 138,757	\$ 1,394,127	\$ 8,392	\$ -	\$ -	\$ 187,136	\$ 195,528	\$ 1,321,077	\$ (196,689)	\$ 1,124,388
336	Beebe Public School District	1,048,162	1,898,129	2,098,502	230,836	5,275,630	33,724	-	-	1,283,902	1,317,626	5,308,839	(363,594)	4,945,245
337	Bald Knob Public Schools	369,395	668,941	739,557	232,027	2,009,919	11,885	-	-	761,109	772,994	1,870,947	(296,174)	1,574,773
350	Fort Smith Public Schools	5,515,772	9,988,576	11,043,005	104,143	26,651,497	177,467	-	-	6,153,152	6,330,619	27,936,846	(2,000,631)	25,936,215
351	El Dorado Public Schools	1,415,291	2,562,967	2,833,523	1,126,851	7,938,631	45,536	-	-	1,386,423	1,431,959	7,168,310	135,410	7,303,721
360	Heber Springs School District	490,297	887,884	981,613	184,049	2,543,842	15,775	-	-	959,292	975,067	2,483,306	(363,853)	2,119,453
365	Barton-Lexa School District	246,980	447,258	494,472	48,987	1,237,697	7,946	-	-	318,632	326,579	1,250,928	(170,269)	1,080,658
375	Earle School District	172,313	312,044	344,984	12,490	841,831	5,544	-	-	739,384	744,928	872,749	(293,271)	579,478
376	West Memphis School District	1,786,677	3,235,514	3,577,066	1,209,114	9,808,371	57,485	-	-	1,989,424	2,046,909	9,049,343	(731,468)	8,317,876
384	Hamburg School District	573,434	1,038,437	1,148,059	273,980	3,033,910	18,450	-	-	854,608	873,508	2,904,385	(275,496)	2,628,888
385	Bentonville Public Schools	7,039,071	12,747,135	14,092,768	3,875,563	37,754,536	226,478	-	-	-	226,478	35,652,204	2,574,487	38,226,692
386	Paris School District	421,579	763,441	844,033	285,626	2,314,679	13,564	-	-	19,671	33,235	2,135,254	108,761	2,244,015
393	Corning School District	279,851	506,786	560,284	89,019	1,435,941	9,004	-	-	141,398	150,402	1,417,120	(75,938)	1,341,481
394	Jonesboro Public Schools	2,514,615	4,553,746	5,034,455	2,325,747	14,428,563	80,906	-	-	5,691	86,597	12,736,279	1,356,845	14,093,125
395	Sloan-Hendrix School District	248,599	450,191	497,715	342,048	1,538,553	7,999	-	-	18,110	26,109	1,259,130	120,888	1,380,018
396	Camden-Fairview School District	870,214	1,575,881	1,742,237	368,738	4,557,071	27,999	-	-	990,681	1,018,680	4,407,550	(211,158)	4,196,392
404	Lonoke School District	565,219	1,023,562	1,131,613	330,728	3,051,123	18,186	-	-	616,074	634,260	2,862,781	(161,466)	2,701,315
416	Crossett School District	508,630	921,084	1,018,316	-	2,448,030	16,365	-	-	566,204	582,569	2,576,160	(234,980)	2,341,179
434	Riverview School District	425,992	771,434	852,869	137,609	2,187,904	13,706	-	-	946,588	960,294	2,157,608	(327,248)	1,830,360
443	Searcy School District	1,252,624	2,268,391	2,507,851	167,917	6,196,784	40,302	-	-	2,055,999	2,096,302	6,344,418	(532,484)	5,811,934
451	Harrison School District	999,124	1,809,325	2,000,324	871,018	5,679,791	32,146	-	-	29,990	62,136	5,060,465	195,618	5,256,083
453	Harrisburg School District	449,352	813,736	899,637	42,358	2,205,084	14,458	-	-	569,211	583,669	2,275,923	(225,378)	2,050,545
458	Harmony Grove School District	332,636	602,375	665,964	159,733	1,760,708	10,702	-	-	269,822	280,524	1,684,771	(49,376)	1,635,395
463	Clarendon School District	213,400	386,449	427,244	108,194	1,135,288	6,866	-	-	236,587	243,453	1,080,852	(60,150)	1,020,701
471	Norfolk School District	177,720	321,835	355,809	289,185	1,144,550	5,718	-	-	67,103	72,821	900,134	12,817	912,951
479	Conway Public Schools	3,680,749	6,665,510	7,369,145	1,085,013	18,800,418	118,426	-	-	384,730	503,156	18,642,632	332,640	18,975,271
480	Charleston Public Schools	284,122	514,519	568,834	33,533	1,401,007	9,141	-	-	511,078	520,219	1,439,048	(113,835)	1,325,214
484	Harmony Grove School District	386,259	699,480	773,320	37,707	1,896,766	12,428	-	-	71,124	83,551	1,956,362	(928)	1,955,434
486	Palestine-Wheatley School District	251,013	454,563	502,548	583,434	1,791,558	8,076	-	-	97,438	105,514	1,271,358	122,730	1,394,088
493	Hazen School District	205,068	371,360	410,562	224,014	1,211,005	6,598	-	-	135,433	142,031	1,038,650	(13,835)	1,024,815
501	Maynard School District	190,245	344,517	380,885	463,425	1,379,072	6,121	-	-	162,972	169,093	963,572	114,283	1,077,855
502	West Side School District	233,509	422,865	467,504	421,647	1,545,525	7,513	-	-	99,131	106,644	1,182,702	157,806	1,340,508
503	Malvern School District	679,996	1,231,412	1,361,404	549,814	3,822,626	21,878	-	-	1,152,583	1,174,461	3,444,111	(243,333)	3,200,778
512	Glen Rose School District	335,274	607,152	671,245	96,906	1,710,577	10,787	-	-	132,757	143,544	1,698,130	51,453	1,749,583
513	Waldron Public Schools	534,905	968,666	1,070,922	58,942	2,633,436	17,210	-	-	423,317	440,527	2,709,243	(188,964)	2,520,279
515	Nashville School District	643,841	1,165,939	1,289,019	369,433	3,468,232	20,715	-	-	481,785	502,501	3,260,991	6,706	3,267,696
521	Hampton School District	222,742	403,366	445,947	122,092	1,194,148	7,167	-	-	139,560	146,727	1,128,167	13,284	1,141,451
530	Mountain View School District	649,344	1,175,904	1,300,036	1,201,302	4,326,586	20,892	-	-	821,120	842,013	3,288,862	137,873	3,426,735
531	Drew Central School District	427,399	773,981	855,686	888,409	2,945,474	13,751	-	-	-	13,751	2,164,733	330,005	2,494,738
535	Mayflower School District	316,179	572,573	633,015	124,924	1,646,691	10,173	-	-	1,132,791	1,142,964	1,601,417	(290,336)	1,311,080



# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense				Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Proportionate Share of Contributions	
536	Southside Bee Branch School District	\$ 242,379	\$ 438,926	\$ 485,261	\$ 183,852	\$ 1,350,418	\$ 7,798	\$ -	\$ -	\$ 63,003	\$ 70,802	\$ 1,227,624	\$ (12,283)	\$ 1,215,341
538	Gentry Public Schools	602,808	1,091,632	1,206,869	1,031,609	3,932,918	19,395	-	-	132,627	152,022	3,053,164	242,002	3,295,166
539	Fordyce Public Schools	283,496	513,387	567,581	287,890	1,652,355	9,121	-	-	346,578	355,699	1,435,881	(54,273)	1,381,607
545	Newport Special School District	458,294	829,929	917,540	880,919	3,086,682	14,745	-	-	106,479	121,224	2,321,213	183,887	2,505,100
547	Decatur Public Schools	223,637	404,987	447,739	124,164	1,200,528	7,195	-	-	5,282	12,477	1,132,701	4,414	1,137,115
548	Scranton School District	147,860	267,762	296,028	166,814	878,465	4,757	-	-	125,499	130,256	748,898	16,786	765,684
552	Cedarville Public School District	298,171	539,961	596,961	192,020	1,627,112	9,593	-	-	218,579	228,173	1,510,205	31,352	1,541,557
555	Concord School District	190,763	345,455	381,922	103,650	1,021,791	6,138	-	-	280,108	286,246	966,196	(47,706)	918,490
558	Pocahontas Public Schools	629,576	1,140,106	1,260,460	781,606	3,811,749	20,256	-	-	790,851	811,107	3,188,741	41,976	3,230,717
560	Van Buren School District	2,115,360	3,830,730	4,235,116	971,457	11,152,663	68,060	-	-	244,628	312,688	10,714,092	284,362	10,998,454
564	County Line Public Schools	184,193	333,557	368,769	307,512	1,194,031	5,926	-	-	23,674	29,601	932,920	111,924	1,044,844
565	Salem School District	280,303	507,603	561,188	250,553	1,599,646	9,019	-	-	19,678	28,697	1,419,705	78,325	1,498,030
566	Dierks Public Schools	200,163	362,477	400,742	127,112	1,090,495	6,440	-	-	79,848	86,289	1,013,806	269	1,014,075
569	Pottsville School District	599,354	1,085,377	1,199,953	456,789	3,341,472	19,284	-	-	301,923	321,207	3,035,668	91,709	3,127,377
571	Piggott School District	269,033	487,195	538,625	71,659	1,366,512	8,656	-	-	271,229	279,885	1,362,626	(28,453)	1,334,174
583	Hector School District	226,968	411,019	454,408	373,148	1,465,543	7,303	-	-	24,236	31,538	1,149,571	131,656	1,281,226
586	Blytheville Public Schools	515,741	933,961	1,032,554	-	2,482,256	16,594	-	-	4,139,020	4,155,614	2,612,178	(1,609,683)	1,002,495
592	Bearden School District	191,506	346,800	383,409	165,875	1,087,590	6,162	-	-	55,891	62,052	969,957	54,419	1,024,376
593	Pine Bluff School District	1,655,684	2,998,297	3,314,808	7,390,055	15,358,844	53,271	-	-	1,743,550	1,796,820	8,385,877	847,139	9,233,016
597	Marmaduke School District	238,849	432,535	478,195	67,067	1,216,647	7,685	-	-	227,554	235,238	1,209,749	(91,667)	1,118,081
601	Fouke School District	355,064	642,990	710,866	76,017	1,784,938	11,424	-	-	715,191	726,615	1,798,366	(84,451)	1,713,915
602	Horatio School District	262,588	475,523	525,721	-	1,263,832	8,449	-	-	389,110	397,559	1,329,981	(126,196)	1,203,785
606	England Public School District	249,891	452,531	500,301	121,426	1,324,148	8,040	-	-	273,554	281,594	1,265,674	(16,537)	1,249,136
607	Jasper School District	395,651	716,490	792,125	479,801	2,384,067	12,730	-	-	58,286	71,015	2,003,936	93,150	2,097,085
608	Trumann School District	436,630	790,699	874,168	394,224	2,495,720	14,048	-	-	1,115,228	1,129,277	2,211,489	(249,618)	1,961,871
622	Carlisle School District	238,441	431,795	477,377	191,799	1,339,412	7,672	-	-	51,073	58,745	1,207,680	40,485	1,248,165
623	Bradford School District	161,796	292,998	323,928	72,930	851,653	5,206	-	-	152,450	157,656	819,481	(45,291)	774,190
625	Huntsville School District	797,257	1,443,762	1,596,171	516,362	4,353,552	25,651	-	-	1,373,377	1,399,029	4,038,029	(163,015)	3,875,014
626	Yellville-Summit Public School	318,396	576,587	637,453	695,721	2,228,157	10,244	-	-	-	10,244	1,612,644	293,430	1,906,074
629	Brookland Public Schools	942,134	1,706,121	1,886,225	2,198,902	6,733,381	30,313	-	-	-	30,313	4,771,814	888,489	5,660,303
630	Brinkley Public Schools	191,276	346,384	382,949	222,454	1,143,062	6,154	-	-	145,781	151,935	968,793	(85,979)	882,814
637	Bay School District	193,183	349,838	386,768	40,304	970,094	6,216	-	-	135,562	141,778	978,455	(28,561)	949,894
645	Foreman Public Schools	180,674	327,185	361,724	267,446	1,137,030	5,813	-	-	33,452	39,265	915,097	64,102	979,199
651	Quitman Public Schools	238,789	432,426	478,075	345,077	1,494,367	7,683	-	-	115,546	123,229	1,209,444	79,197	1,288,640
656	Wynne Public Schools	878,673	1,591,199	1,759,172	182,489	4,411,534	28,271	-	-	1,290,981	1,319,252	4,450,393	(397,590)	4,052,804
657	Dumas Public Schools	486,402	880,831	973,814	-	2,341,047	15,650	-	-	437,377	453,027	2,463,578	(188,701)	2,274,876
658	Manila Public Schools	363,339	657,975	727,434	102,975	1,851,723	11,690	-	-	458,194	469,885	1,840,278	(144,939)	1,695,339
662	Clinton Public Schools	501,675	908,489	1,004,392	437,384	2,851,940	16,141	-	-	223,754	239,895	2,540,934	(71,551)	2,469,383
667	Greene County Tech School District	1,237,774	2,241,499	2,478,120	301,048	6,258,441	39,825	-	-	820,246	860,071	6,269,204	(150,004)	6,119,200
674	Augusta Public Schools	184,953	334,934	370,291	308,215	1,198,393	5,951	-	-	187,916	193,866	936,770	2,752	939,522

# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense		Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Share of	Total Employer Pension Expense	
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of	Total Deferred Inflows of Resources			Proportionate Share of Pension Expense
675	Green Forest Public Schools	\$ 529,093	\$ 958,141	\$ 1,059,286	\$ 780,550	\$ 3,327,069	\$ 17,023	\$ -	\$ -	\$ 135,154	\$ 152,177	\$ 2,679,805	\$ 256,308	\$ 2,936,112
676	East End School District	219,290	397,114	439,035	56,230	1,111,668	7,056	-	-	88,460	95,515	1,110,680	1,077	1,111,757
677	Dover School District	444,471	804,898	889,866	145,236	2,284,471	14,301	-	-	296,836	311,137	2,251,203	(104,570)	2,146,633
682	Mountain Home Public Schools	1,375,383	2,490,697	2,753,624	1,868,315	8,488,020	44,252	-	-	22,933	67,186	6,966,181	544,367	7,510,548
687	Star City School District	454,267	822,637	909,478	1,484	2,187,866	14,616	-	-	571,886	586,502	2,300,817	(251,237)	2,049,580
693	Atkins Public Schools	344,765	624,339	690,247	88,789	1,748,140	11,093	-	-	111,617	122,710	1,746,202	(38,736)	1,707,465
696	Des Arc School District	209,573	379,517	419,581	336,484	1,345,154	6,743	-	-	53,626	60,369	1,061,464	92,519	1,153,983
698	Vilonia School District	994,140	1,800,299	1,990,345	-	4,784,784	31,986	-	-	1,664,172	1,696,158	5,035,220	(737,843)	4,297,377
702	Nettleton Public Schools	1,428,084	2,586,134	2,859,136	2,204,733	9,078,088	45,948	-	-	574,491	620,439	7,233,107	674,171	7,907,278
704	Omaha School District	163,252	295,635	326,843	214,632	1,000,362	5,253	-	-	161,573	166,826	826,855	7,969	834,825
705	Cabot Public Schools	3,583,964	6,490,241	7,175,374	1,239,004	18,488,582	115,312	-	-	1,887,706	2,003,018	18,152,423	(210,809)	17,941,614
714	Marion School District	1,320,976	2,392,170	2,644,696	1,851,907	8,209,750	42,502	-	-	2,138,551	2,181,052	6,690,613	(142,661)	6,547,952
715	McGehee Public Schools	408,235	739,278	817,318	162,905	2,127,736	13,135	-	-	759,365	772,500	2,067,671	(169,221)	1,898,450
719	Cave City School District	449,173	813,412	899,279	458,327	2,620,190	14,452	-	-	39,474	53,926	2,275,015	122,304	2,397,319
724	Pangburn School District	296,213	536,415	593,041	484,346	1,910,015	9,530	-	-	429,553	439,083	1,500,289	(2,628)	1,497,662
727	Calico Rock School District	155,858	282,245	312,040	126,887	877,030	5,015	-	-	14,878	19,892	789,406	41,119	830,525
731	Dewitt School District	423,847	767,550	848,575	213,247	2,253,218	13,637	-	-	348,733	362,370	2,146,744	(54,024)	2,092,720
735	Alpena School District	164,480	297,859	329,302	226,875	1,018,515	5,292	-	-	428,117	433,409	833,075	(16,903)	816,171
736	Magnet Cove School District	230,007	416,522	460,492	152,628	1,259,649	7,400	-	-	229,326	236,726	1,164,963	36,868	1,201,830
746	Stuttgart School District	565,869	1,024,739	1,132,915	459,039	3,182,562	18,207	-	-	311,739	329,945	2,866,073	(43,445)	2,822,629
747	Valley Springs Public Schools	284,969	516,053	570,529	134,611	1,506,161	9,169	-	-	127,115	136,284	1,443,338	(42,011)	1,401,327
750	Ouachita Public Schools	157,381	285,003	315,089	138,329	895,803	5,064	-	-	91,940	97,004	797,120	16,239	813,360
753	Gosnell Public Schools	381,549	690,951	763,891	65,587	1,901,977	12,276	-	-	788,221	800,497	1,932,508	(252,119)	1,680,389
756	Mulberry-Pleasant View Bi-County Public Schools	188,098	340,630	376,588	227,594	1,132,910	6,052	-	-	-	6,052	952,700	104,827	1,057,527
757	Poyen School District	151,237	273,878	302,789	873	728,777	4,866	-	-	441,221	446,087	766,003	(137,291)	628,712
765	Eureka Springs Public Schools	276,209	500,190	552,992	44,930	1,374,322	8,887	-	-	89,186	98,073	1,398,972	(743)	1,398,229
771	Southside School District	656,513	1,188,888	1,314,391	404,020	3,563,812	21,123	-	-	-	21,123	3,325,176	273,396	3,598,572
779	Melbourne Public School District	289,403	524,083	579,408	101,052	1,493,946	9,311	-	-	193,102	202,414	1,465,799	(9,606)	1,456,192
780	Wonderview School District	158,407	286,862	317,144	60,622	823,035	5,097	-	-	175,951	181,048	802,318	(103,882)	698,436
794	Viola School District	165,192	299,147	330,726	155,485	950,551	5,315	-	-	74,149	79,464	836,679	31,884	868,563
795	Nemo Vista School District	198,172	358,872	396,756	85,288	1,039,088	6,376	-	-	56,264	62,640	1,003,722	(27,347)	976,375
813	Blevins School District	191,746	347,236	383,891	288,457	1,211,331	6,169	-	-	34,260	40,430	971,177	30,114	1,001,291
820	Parkers Chapel School District	259,418	469,784	519,376	286,206	1,534,784	8,347	-	-	280,431	288,778	1,313,929	32,427	1,346,356
847	Rose Bud School District	268,428	486,099	537,414	170,430	1,462,371	8,637	-	-	587,263	595,900	1,359,561	(99,068)	1,260,493
863	Valley View Public Schools	916,666	1,660,000	1,835,236	608,115	5,020,017	29,493	-	-	435,231	464,724	4,642,821	96,526	4,739,348
872	Smackover-Norphlet School District	402,209	728,365	805,253	149,777	2,085,604	12,941	-	-	338,991	351,931	2,037,148	(82,363)	1,954,785
873	Genoa Central School District	378,281	685,033	757,347	219,844	2,040,506	12,171	-	-	141,225	153,396	1,915,955	37,701	1,953,656
956	Bergman Public Schools	351,171	635,940	703,072	116,024	1,806,207	11,299	-	-	141,318	152,617	1,778,647	(1,573)	1,777,074
957	Lead Hill School District	139,012	251,739	278,313	274,206	943,270	4,473	-	-	32,008	36,481	704,084	68,979	773,062
958	Dermott School District	156,391	283,210	313,106	144,066	896,772	5,032	-	-	231,074	236,106	792,103	(51,392)	740,712

# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense			
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Pension Expense	Proportionate Share of Contributions	Total Employer Pension Expense
963	Guy-Perkins School District	\$ 130,627	\$ 236,554	\$ 261,526	\$ 49,386	\$ 678,093	\$ 4,203	\$ -	\$ 45,573	\$ 49,776	\$ 661,613	\$ (41,123)	\$ 620,491
964	Mt. Vernon-Enola School Distri	191,181	346,211	382,758	321,867	1,242,017	6,151	-	64,871	71,022	968,311	47,667	1,015,978
965	Mountain Pine School District	276,043	499,889	552,659	733,113	2,061,703	8,882	-	-	8,882	1,398,128	323,459	1,721,587
973	Armored School District	166,770	302,005	333,886	92,350	895,012	5,366	-	264,126	269,492	844,673	(70,935)	773,738
987	White County Central Schools	275,913	499,653	552,399	456,079	1,784,044	8,877	-	98,358	107,235	1,397,471	94,380	1,491,851
1000	Lafayette County School District	237,946	430,899	476,386	97,750	1,242,981	7,656	-	305,997	313,652	1,205,173	(46,205)	1,158,967
1001	Cedar Ridge School District	318,758	577,242	638,178	266,584	1,800,762	10,256	-	189,643	199,899	1,614,477	(18,415)	1,596,062
1002	Cleveland County School District	294,992	534,205	590,598	132,731	1,552,527	9,491	-	822,419	831,910	1,494,108	(179,962)	1,314,146
1003	Deer/ Mt. Judea School District	151,596	274,528	303,508	115,879	845,511	4,878	-	80,579	85,456	767,821	32,958	800,779
1004	Emerson-Taylor-Bradley School	390,840	707,778	782,493	29,189	1,910,300	12,575	-	160,199	172,774	1,979,569	(59,782)	1,919,787
1005	Hillcrest School District	171,374	310,343	343,104	176,013	1,000,834	5,514	-	201,489	207,003	867,993	51,307	919,299
1006	Ouachita River School District	271,427	491,530	543,417	259,615	1,565,989	8,733	-	8,733	1,374,750	89,709	1,464,459	
1008	Ozark Mountain School District	246,354	446,126	493,221	96,564	1,282,265	7,926	-	207,604	215,531	1,247,761	(112,661)	1,135,099
1009	Two Rivers School District	320,413	580,239	641,491	401,854	1,943,997	10,309	-	47,642	57,951	1,622,859	104,562	1,727,421
1010	Searcy County School District	332,133	601,463	664,956	301,825	1,900,377	10,686	-	331,433	342,120	1,682,220	6,217	1,688,437
1011	Lawrence County School District	325,471	589,399	651,618	461,668	2,028,155	10,472	-	112,140	122,612	1,648,478	83,672	1,732,149
1045	Highland Public School District	642,349	1,163,236	1,286,032	1,245,399	4,337,016	20,667	-	283,058	303,725	3,253,432	496,457	3,749,890
1074	Cross County School District	203,695	368,874	407,813	25,473	1,005,855	6,554	-	378,318	384,872	1,031,695	(137,718)	893,977
1091	Westside Consolidated School District	604,711	1,095,078	1,210,679	525,702	3,436,170	19,456	-	75,395	94,851	3,062,802	94,736	3,157,538
1092	Pea Ridge School District	798,747	1,446,461	1,599,154	758,308	4,602,671	25,699	-	-	25,699	4,045,577	367,473	4,413,050
1093	Jacksonville North Pulaski School District	1,500,526	2,717,320	3,004,169	2,063,506	9,285,521	48,279	-	536,941	585,220	7,600,016	574,467	8,174,483
1114	Rivercrest School District	422,114	764,411	845,105	447,324	2,478,954	13,581	-	348,880	362,461	2,137,966	48,542	2,186,508
1165	Caddo Hills School District	218,067	394,900	436,588	320,394	1,369,949	7,016	-	32,644	39,660	1,104,489	63,434	1,167,923
1293	South Conway County School District	809,701	1,466,296	1,621,084	490,545	4,387,625	26,052	-	-	26,052	4,101,054	271,472	4,372,526
1307	Southwest Arkansas Education Co-Op	141,680	256,570	283,654	141,755	823,659	4,558	-	303,987	308,545	717,595	(17,017)	700,578
1308	Southeast Arkansas Education Service Co-Op	422,680	765,437	846,239	393,621	2,427,977	13,599	-	850,672	864,271	2,140,835	(66,780)	2,074,054
1321	Westside School District	232,658	421,323	465,799	247,426	1,367,205	7,486	-	139,559	147,045	1,178,389	45,368	1,223,757
1330	Guy Fenter Education Service Co-Op	206,274	373,545	412,977	426,523	1,419,319	6,637	-	123,547	130,184	1,044,759	186,483	1,231,242
1332	Northcentral Arkansas Education Service Co-Op	191,963	347,628	384,324	318,185	1,242,100	6,176	-	127,584	133,760	972,273	113,766	1,086,039
1333	Buffalo Island Central School District	272,920	494,235	546,408	445,639	1,759,201	8,781	-	170,015	178,796	1,382,315	52,275	1,434,589
1335	Rector School District	235,041	425,639	470,571	481,569	1,612,821	7,562	-	106,336	113,898	1,190,462	135,363	1,325,825
1336	Ozarks Unlimited Resource Educational Service Co-Op	243,596	441,131	487,699	217,160	1,389,587	7,838	-	115,347	123,184	1,233,791	50,309	1,284,100
1337	Northeast Arkansas Education Co-Op	184,814	334,681	370,011	50,181	939,687	5,946	-	151,174	157,120	936,063	(18,110)	917,953
1338	Dawson Education Service Co-Op	607,254	1,099,684	1,215,770	1,043,039	3,965,748	19,538	-	-	19,538	3,075,684	437,000	3,512,683
1339	Arch Ford Education Service Co-Op	1,217,690	2,205,129	2,437,911	3,359,469	9,220,199	39,178	-	1,313,195	1,352,373	6,167,482	1,822,469	7,989,951
1342	Western Yell County School District	148,265	268,495	296,838	263,997	977,595	4,770	-	177,924	182,695	750,947	(25,194)	725,753
1343	Nevada School District	165,912	300,452	332,169	179,723	978,256	5,338	-	146,436	151,774	840,328	6,274	846,602
1344	Paragould School District	1,141,772	2,067,648	2,285,916	1,087,218	6,582,555	36,736	-	191,496	228,232	5,782,963	250,561	6,033,524
1345	Wilbur D Mills Education Service Co-Op	212,403	384,643	425,247	241,516	1,263,809	6,834	-	96,059	102,893	1,075,801	75,213	1,151,014
1346	Izard County Consolidated School District	236,757	428,747	474,007	807,637	1,947,148	7,618	-	13,978	21,595	1,199,153	193,430	1,392,583

# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense		Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and	Total Employer Pension Expense	
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions	Total Deferred Inflows of Resources			Proportionate Share of Pension Expense
1347	Midland School District	\$ 223,101	\$ 404,015	\$ 446,665	\$ 283,634	\$ 1,357,414	\$ 7,178	\$ -	\$ -	\$ 8,679	\$ 15,857	\$ 1,129,983	\$ 106,256	\$ 1,236,238
1348	Riverside School District	267,338	484,125	535,231	167,869	1,454,562	8,601	-	-	186,925	195,526	1,354,039	(21,989)	1,332,050
1349	Arkansas River Education Service Co-Op	308,943	559,469	618,528	640,838	2,127,778	9,940	-	-	453,136	463,076	1,564,767	252,349	1,817,116
1350	Great Rivers Education Service Co-Op	150,764	273,020	301,841	64,420	790,043	4,851	-	-	511,514	516,365	763,603	(73,926)	689,677
1351	Northwest Arkansas Education Service Co-Op	249,534	451,884	499,587	138,157	1,339,162	8,029	-	-	223,248	231,277	1,263,866	152,477	1,416,343
1353	Dequeen-Mena Education Service	309,373	560,247	619,389	224,093	1,713,102	9,954	-	-	431,766	441,720	1,566,943	(61,136)	1,505,807
1354	Crowley/S Ridge Educational Service Co-Op	304,481	551,388	609,595	346,363	1,811,827	9,796	-	-	169,715	179,511	1,542,167	228,383	1,770,550
1355	South Central Service Co-Op	142,145	257,412	284,586	27,167	711,310	4,573	-	-	98,946	103,520	719,951	(49,782)	670,169
1359	Conway Vocational Center	94,554	171,229	189,305	175,145	630,233	3,042	-	-	112,453	115,495	478,907	(36,236)	442,671
1362	Jonesboro Vocational Center	62,327	112,868	124,783	29,332	329,310	2,005	-	-	79,304	81,309	315,679	(7,481)	308,198
1363	Monticello Vocational Center	21,650	39,206	43,345	722	104,924	697	-	-	132,825	133,521	109,655	(45,446)	64,210
1364	East Poinsett County School District	243,190	440,396	486,886	69,710	1,240,181	7,824	-	-	22,233	30,057	1,231,734	(368)	1,231,366
1365	North Central Career Center	10,943	19,817	21,909	40,999	93,667	352	-	-	26,428	26,780	55,425	(5,189)	50,237
1366	River Valley Career Academy	-	-	-	-	-	-	-	-	184,716	184,716	-	(87,497)	(87,497)
1371	Metropolitan Vocational Center	95,460	172,869	191,117	168,554	628,000	3,071	-	-	164,690	167,761	483,493	(26,369)	457,124
1372	Texarkana Career And Technological Center	-	-	-	-	-	-	-	-	102,530	102,530	-	(112,232)	(112,232)
1373	Warren Vocational Center	32,328	58,542	64,722	43,432	199,025	1,040	-	-	60,269	61,309	163,736	(29,744)	133,992
1991	Centerpoint School District	357,979	648,269	716,702	259,195	1,982,145	11,518	-	-	259,585	271,103	1,813,129	105,332	1,918,461
2000	Arkansas Arts Academy Charter	280,984	508,837	562,552	326,192	1,678,566	9,040	-	-	372,707	381,747	1,423,157	201,897	1,625,054
2001	Academics Plus Charter School	444,504	804,958	889,932	1,192,169	3,331,563	14,302	-	-	-	14,302	2,251,371	604,506	2,855,877
2002	Kipp Delta College Preparatory Charter	544,439	985,931	1,090,010	1,219,852	3,840,233	17,517	-	-	1,183,309	1,200,826	2,757,532	(155,054)	2,602,477
2003	Imboden Area Charter School	23,305	42,204	46,659	59,296	171,464	750	-	-	7,393	8,143	118,038	15,250	133,289
2006	Haas Hall Academy Charter - Fayetteville	320,098	579,669	640,861	911,991	2,452,620	10,299	-	-	61,381	71,680	1,621,265	642,967	2,264,232
2007	Lisa Academy Charter	1,218,452	2,206,508	2,439,435	6,176,309	12,040,703	39,203	-	-	39,203	6,171,337	6,171,337	2,858,384	9,029,721
2008	Arkansas Virtual Academy Charter	453,358	820,992	907,659	1,816,106	3,998,115	14,587	-	-	-	14,587	2,296,215	979,144	3,275,359
2012	Covenant Keepers Charter School	-	-	-	-	-	-	-	-	119,132	119,132	-	(147,888)	(147,888)
2016	E-Stem Public Charter School	921,632	1,668,995	1,845,180	2,252,103	6,687,910	29,653	-	-	896,607	926,260	4,667,978	1,714,602	6,382,580
2019	Little Rock Preparatory Academy	-	-	-	12,127	12,127	-	-	-	837,435	837,435	-	(362,814)	(362,814)
2020	Jacksonville Lighthouse Charter School	403,643	730,962	808,125	4,108,062	6,050,793	12,987	-	-	2,362,088	2,375,075	2,044,414	754,558	2,798,971
2022	Pine Bluff Lighthouse Charter School	-	-	-	30,957	30,957	-	-	-	1,162,642	1,162,642	-	(385,397)	(385,397)
2023	Sia Tech Little Rock Charter	33,045	59,842	66,160	154,820	313,867	1,063	-	-	81,614	82,677	167,372	9,559	176,931
2024	Northwest Arkansas Classical Academy Charter	351,365	636,291	703,460	2,154,158	3,845,275	11,305	-	-	-	11,305	1,779,630	826,232	2,605,862
2025	Premier High School Of Little Rock Charter	74,325	134,597	148,805	718,294	1,076,021	2,391	-	-	9,934	12,326	376,450	188,847	565,297
2026	Quest Middle Charter School - Pine Bluff	-	-	-	-	-	-	-	-	44,754	44,754	-	(118,833)	(118,833)
2027	Exalt Academy Charter School	205,967	372,988	412,362	1,486,155	2,477,471	6,627	-	-	-	6,627	1,043,202	594,792	1,637,994
2028	Quest Middle Charter School - West Little Rock	-	-	-	-	-	-	-	-	216,544	216,544	-	(174,808)	(174,808)
2029	Capital City Lighthouse Charter School	-	-	-	6,250	6,250	-	-	-	798,395	798,395	-	(289,318)	(289,318)
2030	Ozark Montessori Academy Charter - Springdale	-	-	-	-	-	-	-	-	259,694	259,694	-	(222,321)	(222,321)
2031	Rockbridge Montessori Charter School	-	-	-	-	-	-	-	-	43,922	43,922	-	(125,707)	(125,707)
2032	Haas Hall Academy - Bentonville Charter	-	-	-	41,047	41,047	-	-	-	801,213	801,213	-	(326,508)	(326,508)



# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense		Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Share of	Total Employer Pension Expense
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan	Changes of Assumptions	Changes in Proportion and Differences Between Contributions and Share of Contributions	Total Deferred Inflows of Resources		
2033	Future School Of Ft. Smith Charter	\$ 92,556	\$ 167,610	\$ 185,304	\$ 391,684	\$ 837,154	\$ 2,978	\$ -	\$ -	\$ 2,978	\$ 468,786	\$ 211,537	\$ 680,322
2034	Arkansas Connections Academy Charter	376,621	682,027	754,024	2,602,556	4,415,229	12,118	-	-	12,118	1,907,548	1,289,132	3,196,681
2035	The Excel Center Charter At Goodwill	44,819	81,163	89,731	105,083	320,795	1,442	-	6,090	7,532	227,003	98,848	325,851
2036	Friendship Aspire Academy - Pine Bluff	339,618	615,019	679,942	4,355,257	5,989,836	10,927	-	-	10,927	1,720,133	1,384,647	3,104,780
2037	Southeast Arkansas Preparatory High School	-	-	-	41,627	41,627	-	-	278,438	278,438	-	(28,151)	(28,151)
2038	Scholarmade Achievement Place	167,119	302,638	334,585	1,036,157	1,840,499	5,377	-	-	5,377	846,442	636,379	1,482,821
2039	Friendship Aspire Academy - Little Rock	-	-	-	457,230	457,230	-	-	1,309,818	1,309,818	-	(36,431)	(36,431)
2040	Premier High School Of North Little Rock Charter	25,302	45,820	50,657	232,202	353,980	814	-	-	814	128,152	103,683	231,835
2041	Hope Academy Of Northwest Arkansas	42,986	77,843	86,061	452,307	659,196	1,383	-	19,740	21,123	217,718	189,215	406,933
2042	Friendship Aspire - Southeast Pine Bluff	-	-	-	200,495	200,495	-	-	328,750	328,750	-	3,960	3,960
2043	Westwind School For Performing Arts	19,055	34,507	38,149	259,170	350,881	613	-	14,728	15,341	96,511	84,060	180,571
2044	Premier High School Of Springdale	16,115	29,183	32,264	231,697	309,259	518	-	28,174	28,693	81,621	71,301	152,922
4857	Arkansas Activities Association	63,972	115,847	128,077	9,243	317,139	2,058	-	28,367	30,425	324,011	(14,269)	309,742
6864	Arkansas Easter Seals	67	121	133	199	520	2	-	33,239	33,241	337	(37,775)	(37,438)
6870	Arkansas School Boards Association	5,960	10,794	11,933	49,393	78,080	192	-	3,200	3,392	30,188	11,791	41,980
6873	First Student	-	-	-	1,215	1,215	-	-	49,436	49,436	-	(15,451)	(15,451)
6875	Arkansas Association Educational Administrators	24,054	43,559	48,157	90,869	206,639	774	-	104,737	105,511	121,829	8,741	130,571
6877	Economics Arkansas	10,263	18,585	20,547	167,418	216,813	330	-	-	330	51,981	42,931	94,911
9492	Boston Mountain Educational Co-Op	36,427	65,967	72,930	16,910	192,234	1,172	-	226,995	228,167	184,500	(305,086)	(120,586)
1-005	University Of Arkansas - Monticello	24,250	43,914	48,550	-	116,713	780	-	233,104	233,884	122,822	(142,197)	(19,375)
1-006	University Of Arkansas - Pine Bluff	4,512	8,171	9,033	228	21,944	145	-	7,660	7,805	22,853	(2,349)	20,504
1-008	Arkansas School For The Blind	223,504	404,745	447,472	251,665	1,327,386	7,191	-	350,567	357,758	1,132,024	(76,178)	1,055,847
1-016	Arkansas School For The Deaf	346,067	626,696	692,852	319,173	1,984,789	11,134	-	667,015	678,150	1,752,794	(148,550)	1,604,243
1-017	Arkansas Department Of Education	1,090,605	1,974,989	2,183,475	455,635	5,704,704	35,090	-	2,323,800	2,358,889	5,523,806	(1,000,988)	4,522,818
1-025	Henderson State University	13,544	24,527	27,117	-	65,188	436	-	434,397	434,832	68,600	(187,795)	(119,194)
1-028	Arkansas State University- Beebe	39,195	70,978	78,471	-	188,643	1,261	-	454,107	455,368	198,517	(228,283)	(29,766)
1-029	Arkansas State University- Newport	22,186	40,177	44,419	-	106,782	714	-	319,526	320,240	112,371	(177,666)	(65,294)
1-045	Arkansas Tech University	154,364	279,540	309,049	7,430	750,384	4,967	-	739,696	744,663	781,840	(324,679)	457,161
1-051	Southern Arkansas University	61,509	111,388	123,146	37,667	333,710	1,979	-	1,509,607	1,511,586	311,538	(497,385)	(185,847)
1-052	Arkansas State University- Mt. Home	3,107	5,626	6,220	1,818	16,770	100	-	11,038	11,138	15,735	(21,250)	(5,516)
1-053	Arkansas State University	158,881	287,719	318,092	-	764,692	5,112	-	1,098,073	1,103,185	804,717	(590,473)	214,244
1-054	University Of Central Arkansas	500,929	907,138	1,002,899	628,238	3,039,204	16,117	-	452,596	468,714	2,537,156	(149,152)	2,388,004
1-115	Arkansas Department Of Career Education (Rehab)	329,121	596,008	658,925	-	1,584,054	10,589	-	2,757,397	2,767,987	1,666,963	(1,186,607)	480,356
1-197	Southeast Arkansas College	82,052	148,589	164,275	-	394,916	2,640	-	423,411	426,051	415,586	(230,032)	185,554
1-202	Arkansas Teacher Retirement System	260,107	471,031	520,755	18,585	1,270,479	8,369	-	123,198	131,567	1,317,418	(50,521)	1,266,897
1-220	U Of A Community College - Morrilton	55,841	101,122	111,797	8,641	277,401	1,797	-	229,596	231,393	282,827	(192,521)	90,305
1-224	Arkansas Educational Tv Network	271,407	491,493	543,377	306,161	1,612,438	8,732	-	76,266	84,999	1,374,648	72,611	1,447,258
1-249	U Of A Community College - Hope	22,012	39,861	44,069	-	105,942	708	-	159,241	159,949	111,487	(91,690)	19,796
1-254	Phillips Community College -U Of A	3,065	5,550	6,135	3,740	18,490	99	-	27,757	27,856	15,522	(24,629)	(9,107)
1-256	University Of Arkansas - Fort Smith	15,835	28,675	31,702	-	76,212	509	-	89,286	89,795	80,201	(68,976)	11,225



# Schedule of Pension Amounts by Employer as of and for the Year Ended June 30, 2023

Employer ID	Employer	Deferred Outflows of Resources				Deferred Inflows of Resources				Pension Expense			Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Share of Total Employer Pension Expense	
		Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Pension Expense		Proportionate Share of Contributions
1-268	Southern Arkansas University Tech	\$ 42,020	\$ 76,094	\$ 84,127	\$ -	\$ 202,241	\$ 1,352	\$ -	\$ -	\$ 461,764	\$ 463,116	\$ 212,826	\$ (238,561)	\$ (25,735)
1-274	Crowleys Ridge Technical Institute	-	-	-	-	-	-	-	-	17,116	17,116	-	(59,098)	(59,098)
1-290	Pulaski Technical College	130,623	236,547	261,518	-	628,688	4,203	-	-	1,088,733	1,092,936	661,594	(743,627)	(82,034)
1-291	College Of The Ouachitas	65,621	118,834	131,379	-	315,834	2,111	-	-	237,592	239,703	332,365	(158,720)	173,645
1-294	Arkansas Department Of Career Education (Workforce)	107,962	195,510	216,148	154,145	673,765	3,474	-	-	638,295	641,769	546,817	(345,302)	201,515
1-295	Black River Technical College	68,118	123,355	136,377	19,844	347,694	2,192	-	-	131,440	133,632	345,009	(45,044)	299,965
1-314	Ozarka College	29,892	54,132	59,846	42,016	185,885	962	-	-	43,079	44,040	151,400	(15,648)	135,752
1-315	Rich Mountain Community College	32,468	58,798	65,004	-	156,270	1,045	-	-	124,936	125,980	164,450	(76,228)	88,221
1-318	U Of A Community College - Batesville	27,984	50,677	56,026	-	134,687	900	-	-	286,894	287,795	141,737	(143,378)	(1,641)
1-320	Phillips Community College - Dewitt	2,715	4,916	5,435	1,352	14,417	87	-	-	35,613	35,700	13,749	(17,371)	(3,622)
1-321	Northwest Technical Institute	145,690	263,832	291,683	616,016	1,317,222	4,688	-	-	-	4,688	737,907	263,663	1,001,570
1-327	Cossatot Community College - U Of A	28,690	51,955	57,440	-	138,085	923	-	-	237,870	238,793	145,312	(126,640)	18,672
1-328	Arkansas Correctional School	323,143	585,183	646,957	835,712	2,390,994	10,397	-	-	730,232	740,629	1,636,686	(46,541)	1,590,145
1-329	North Arkansas College	167,703	303,696	335,755	-	807,155	5,396	-	-	412,932	418,328	849,402	(198,364)	651,038
1-330	National Park Community College	75,508	136,739	151,174	-	363,421	2,429	-	-	376,537	378,966	382,443	(168,982)	213,461
1-331	East Arkansas Community College	42,516	76,992	85,120	13,586	218,214	1,368	-	-	402,572	403,940	215,338	(144,609)	70,728
1-335	Arkansas Northeastern College	121,544	220,106	243,342	137,918	722,910	3,911	-	-	334,358	338,268	615,611	(91,428)	524,183
1-344	South Arkansas Community College	91,559	165,805	183,307	128,680	569,351	2,946	-	-	150,262	153,208	463,735	(27,373)	436,363
1-364	Arkansas State University- Mid South Cc	10,317	18,683	20,655	-	49,655	332	-	-	124,204	124,536	52,254	(66,671)	(14,417)
1-386	Riverside Vocational Technical School	-	-	-	162,293	162,293	-	-	-	768,816	768,816	-	(179,462)	(179,462)
1-388	Northwest Arkansas Community College	151,602	274,539	303,520	119,329	848,989	4,878	-	-	352,378	357,256	767,851	(155,629)	612,222
1-389	University Of Arkansas - Fayetteville	24,197	43,818	48,444	17,619	134,079	779	-	-	196,109	196,887	122,555	(110,278)	12,277
1-390	University Of Arkansas - Little Rock	-	-	-	-	-	-	-	-	134,133	134,133	-	(77,705)	(77,705)
1-391	Arkansas Department Of Higher Education	48,970	88,681	98,043	198,871	434,565	1,576	-	-	44,354	45,929	248,030	66,930	314,960
1-392	South Arkansas Developmental Center	154,334	279,486	308,990	430,247	1,173,057	4,966	-	-	476,867	481,833	781,689	(211,963)	569,726
1-399	Arkansas School For Math, Sciences & Arts	29,060	52,625	58,180	1,259	141,124	935	-	-	94,692	95,627	147,185	(52,090)	95,095
1-400	University Of Arkansas For Medical Sciences	4,150	7,516	8,309	-	19,975	134	-	-	30,406	30,540	21,021	(32,034)	(11,013)
1-401	Arkansas Economic Development Commission	-	-	-	62	62	-	-	-	24,010	24,010	-	(15,918)	(15,918)
1-402	University Of Arkansas Cooperative Extension	14,332	25,953	28,693	626	69,604	461	-	-	3,756	4,217	72,589	(2,085)	70,504
1-403	Dhs-Divison Of Youth Services	1,438	2,604	2,879	25,143	32,064	46	-	-	61,515	61,561	7,283	(36,534)	(29,251)
1-404	Apartment Department Of Workforce Services	43,134	78,112	86,357	279,376	486,978	1,388	-	-	106,325	107,713	218,469	157,089	375,558
1-405	Arkansas Department Of Commerce	43,972	79,629	88,035	317,636	529,271	1,415	-	-	27,596	29,011	222,712	171,416	394,128
1-406	Arkansas Department Of Education	235,400	426,288	471,289	2,526,106	3,659,083	7,574	-	-	-	7,574	1,192,277	1,009,651	2,201,927
1-407	Arkansas Department Of Public Safety	3,506	6,350	7,020	19,584	36,460	113	-	-	510	623	17,760	13,310	31,069
1-409	Arkansas Department Of Health	3,153	5,710	6,313	50,560	65,736	101	-	-	58,507	58,608	15,970	11,963	27,933
	<b>TOTAL</b>	<b>\$188,709,296</b>	<b>\$341,735,825</b>	<b>\$377,810,677</b>	<b>\$164,090,305</b>	<b>\$ 1,072,346,103</b>	<b>\$ 6,071,609</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$164,090,305</b>	<b>\$ 170,161,914</b>	<b>\$ 955,794,042</b>	<b>\$ 0</b>	<b>\$ 955,794,042</b>

Note: Total may not add to ATRS collective amounts due to rounding.



## **SECTION D**

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### **SCHEDULE OF DEFERRED RESOURCES BY EMPLOYER BY YEAR**

# Schedule of Deferred Resources by Employer by Year as of June 30, 2023

Schedule of Deferred Inflows and Outflows

Employer ID	Employer	Employer Allocation Percentage	Schedule of Deferred Inflows and Outflows						
			2024	2025	2026	2027	2028	Thereafter	Total
106	Cotter Public Schools	0.129144%	\$ 447,727	\$ 41,571	\$ 863,715	\$ (83,594)	\$ -	\$ -	\$ 1,269,420
108	Rogers Public Schools	3.004045%	8,698,356	(663,962)	19,066,828	(1,258,556)	-	-	25,842,666
109	Gravette School District	0.386164%	1,339,293	144,316	2,654,169	2,299	-	-	4,140,078
110	Siloam Springs School District	0.863232%	2,874,691	308,145	5,934,881	(592,801)	-	-	8,524,914
111	Hermitage Public School District	0.084098%	175,040	(56,165)	521,251	(110,890)	-	-	529,236
113	Warren School District	0.278075%	803,318	32,238	1,800,132	(8,927)	-	-	2,626,761
115	Berryville Public Schools	0.348312%	1,036,169	(11,976)	2,126,401	(72,005)	-	-	3,078,588
116	Lakeside School District	0.216198%	643,251	16,272	1,543,316	(24,896)	-	-	2,177,943
117	Gurdon Public Schools	0.132739%	306,503	(104,044)	767,829	(78,455)	-	-	891,833
119	Arkadelphia Public Schools	0.290955%	130,484	(510,668)	1,757,332	(103,103)	-	-	1,274,045
121	Woodlawn School District	0.091075%	244,798	(20,557)	581,797	(24,688)	-	-	781,350
123	Magnolia School District	0.583160%	1,924,653	255,454	4,004,063	210,117	-	-	6,394,287
125	Alma School District	0.582133%	1,609,669	(221,701)	3,601,883	(407,093)	-	-	4,582,757
126	Mountainburg Public Schools	0.129961%	400,948	29,714	873,707	(71,354)	-	-	1,233,015
129	Greenbrier Public Schools	0.616392%	1,643,432	(206,404)	3,745,367	(414,485)	-	-	4,767,910
130	Ozark Public Schools	0.321956%	864,399	(70,622)	2,069,001	51,980	-	-	2,914,757
131	Cutter Morning Star Public Schools	0.101442%	363,114	67,615	742,683	26,831	-	-	1,200,244
132	Lakeside School District	0.610745%	1,808,473	(76,921)	3,838,239	(333,701)	-	-	5,236,091
133	Fountain Lake School District	0.286128%	1,018,695	216,292	2,027,545	66,058	-	-	3,328,590
134	Hot Springs School District	0.770704%	2,862,218	561,615	4,995,480	(115,892)	-	-	8,303,420
135	Jessieville Public School District	0.161140%	469,867	48,867	1,045,211	(2,771)	-	-	1,561,173
136	Lake Hamilton School District	0.809704%	2,610,251	123,056	5,238,182	(36,820)	-	-	7,934,668
139	Sheridan School District	0.676777%	1,863,503	(260,129)	4,272,964	(237,308)	-	-	5,639,031
141	Hope Public Schools	0.427530%	1,112,972	26,760	2,890,097	(128,323)	-	-	3,901,505
143	Spring Hill School District	0.102498%	354,770	23,840	651,932	(176)	-	-	1,030,366
144	Bismarck School District	0.156081%	322,891	(138,088)	916,937	(225,820)	-	-	875,920
145	Mineral Springs School District	0.125592%	322,853	(42,978)	766,134	(59,290)	-	-	986,720
150	Jackson County School District	0.161645%	494,023	20,397	1,060,634	(60,997)	-	-	1,514,056
153	White Hall School District	0.486772%	1,339,041	(12,854)	3,148,735	(43,345)	-	-	4,431,577
154	Watson Chapel School District	0.366269%	237,841	(541,750)	2,102,080	(322,770)	-	-	1,475,401
159	Dollarway School District	0.000000%	(2,009,010)	(2,022,685)	(1,906,408)	-	-	-	(5,938,103)
161	Clarksville School District	0.478667%	1,315,811	(158,365)	2,837,959	(365,212)	-	-	3,630,192
163	Lamar School District	0.244413%	916,758	165,872	1,712,877	(28,601)	-	-	2,766,906
165	Hoxie Public Schools	0.142657%	258,653	(73,438)	902,667	(18,279)	-	-	1,069,603
172	Lee County School District	0.183141%	669,025	251,399	1,611,074	206,994	-	-	2,738,492
178	Ashdown School District	0.252060%	693,550	(57,777)	1,672,446	(109,359)	-	-	2,198,859
180	Booneville School District	0.225247%	621,532	(14,415)	1,449,358	(99,938)	-	-	1,956,537
181	Magazine School District	0.099914%	234,900	(33,350)	619,472	(12,129)	-	-	808,893
182	Flippin School District	0.176146%	652,005	133,026	1,297,215	57,990	-	-	2,140,235
184	Texarkana School District	0.844486%	2,462,822	151,170	5,829,415	(198,351)	-	-	8,245,056
185	Osceola School District	0.235172%	650,647	16,430	1,351,921	(245,737)	-	-	1,773,260
186	Mount Ida Public Schools	0.093857%	287,477	254	638,036	(107,000)	-	-	818,767
188	Prescott Public Schools	0.170426%	465,105	(2,042)	1,075,628	(75,578)	-	-	1,463,113
192	Perryville School District	0.172609%	570,168	78,012	1,241,582	95,903	-	-	1,985,666
195	Marvell - Elaine School District	0.076029%	38,242	(105,381)	485,701	(92,748)	-	-	325,814
196	Helena-West Helena Schools	0.201147%	(147,955)	(575,580)	955,164	(327,939)	-	-	(96,309)
197	Kirby School District	0.075405%	303,308	70,438	520,358	(16,013)	-	-	878,090
203	Marked Tree School District	0.100754%	346,777	97,857	748,688	16,599	-	-	1,209,921
208	Mena Public Schools	0.304583%	997,683	132,160	2,150,437	46,255	-	-	3,326,535
209	Russellville School District	1.130558%	3,713,128	162,923	7,401,472	(292,422)	-	-	10,985,101





# Schedule of Deferred Resources by Employer by Year as of June 30, 2023

## Schedule of Deferred Inflows and Outflows

Employer ID	Employer	Employer Allocation Percentage	Schedule of Deferred Inflows and Outflows						
			2024	2025	2026	2027	2028	Thereafter	Total
210	Little Rock School District	5.276142%	\$ 12,791,171	\$ (2,051,158)	\$ 33,639,388	\$ (1,164,132)	\$ -	\$ -	\$ 43,215,269
211	Pulaski County Special School District	2.829557%	7,861,119	(514,116)	17,879,332	(1,546,941)	-	-	23,679,394
212	North Little Rock School District	1.755733%	4,427,808	(959,284)	10,596,614	(879,772)	-	-	13,185,366
213	Forrest City School District	0.409906%	341,096	(458,584)	2,597,030	(296,209)	-	-	2,183,334
214	Bauxite School District	0.256988%	769,883	(55,047)	1,605,341	3,172	-	-	2,323,349
215	Benton School District	0.895055%	3,048,992	267,774	5,913,010	(13,260)	-	-	9,216,516
216	Bryant Public Schools	1.664193%	4,552,512	(823,092)	10,455,927	(298,220)	-	-	13,887,127
219	Lavaca Public Schools	0.147139%	377,373	(40,702)	910,497	(86,585)	-	-	1,160,583
221	Greenwood School District	0.730423%	2,366,611	182,170	5,035,171	(90,709)	-	-	7,493,244
222	Mansfield School District	0.147634%	316,713	(95,843)	902,983	(43,296)	-	-	1,080,557
224	Dequeen Public Schools	0.458695%	1,342,150	(26,390)	2,933,875	(154,984)	-	-	4,094,651
227	Strong-Huttig School District	0.075203%	230,683	15,863	500,009	(2,068)	-	-	744,487
228	Junction City School District	0.127581%	444,240	54,948	797,366	(68,953)	-	-	1,227,601
230	Shirley School District	0.069603%	144,168	(39,333)	476,067	(21,011)	-	-	559,891
232	Prairie Grove School District	0.339639%	1,099,049	52,294	2,265,502	(63,665)	-	-	3,353,180
233	Fayetteville Public Schools	2.445736%	7,994,531	270,873	16,564,073	(131,166)	-	-	24,698,311
234	Farmington Public Schools	0.391617%	846,552	(289,310)	2,358,886	(187,566)	-	-	2,728,562
235	Elkins School District	0.217449%	742,824	45,061	1,471,976	(52,944)	-	-	2,206,917
237	Lincoln Consolidated School District	0.207591%	680,849	80,035	1,463,210	81,672	-	-	2,305,766
238	Greenland School District	0.164745%	487,973	(8,882)	1,032,105	(41,213)	-	-	1,469,982
239	Springdale Public Schools	4.707212%	13,585,452	(905,804)	30,095,070	(1,196,493)	-	-	41,578,225
240	West Fork School District	0.167846%	405,226	(72,862)	1,052,758	(67,558)	-	-	1,317,565
242	Mc Crory School District	0.102436%	131,841	(167,365)	549,313	(118,685)	-	-	395,105
245	Danville Public Schools	0.160231%	412,500	(23,365)	1,036,279	(49,230)	-	-	1,376,183
246	Dardanelle Public Schools	0.385872%	1,075,874	(64,892)	2,405,788	(281,174)	-	-	3,135,596
250	Cossatot River School District	0.189953%	496,455	(34,405)	1,106,779	(32,215)	-	-	1,536,613
251	South Pike County School District	0.134705%	323,714	(79,063)	786,557	(91,810)	-	-	939,399
330	Monticello School District	0.335378%	794,739	(103,545)	2,228,990	(158,277)	-	-	2,761,907
331	Mammoth Spring School District	0.102693%	392,877	92,891	722,222	(10,109)	-	-	1,197,882
333	Batesville School District	0.609767%	1,779,972	(15,025)	4,044,022	(258,675)	-	-	5,550,294
335	Hackett School District	0.138218%	340,973	(20,975)	915,527	(36,925)	-	-	1,198,600
336	Beebe Public School District	0.555438%	1,206,233	(304,159)	3,340,629	(284,698)	-	-	3,958,004
337	Bald Knob Public Schools	0.195748%	366,740	(114,732)	1,120,316	(135,399)	-	-	1,236,925
350	Fort Smith Public Schools	2.922894%	6,688,132	(2,034,393)	17,174,610	(1,507,471)	-	-	20,320,878
351	El Dorado Public Schools	0.749985%	2,236,615	27,931	4,727,305	(485,178)	-	-	6,506,673
360	Heber Springs School District	0.259816%	385,815	(319,860)	1,537,666	(34,846)	-	-	1,568,775
365	Barton-Lexa School District	0.130878%	240,353	(114,600)	810,633	(25,267)	-	-	911,118
375	Earle School District	0.091311%	(19,484)	(201,033)	443,690	(126,271)	-	-	96,903
376	West Memphis School District	0.946788%	2,341,213	(370,778)	5,817,710	(26,683)	-	-	7,761,461
384	Hamburg School District	0.303871%	680,149	(171,885)	1,750,799	(98,211)	-	-	2,160,852
385	Bentonville Public Schools	3.730114%	12,853,388	799,397	24,806,918	(931,644)	-	-	37,528,058
386	Paris School District	0.223401%	750,082	81,413	1,512,037	(62,089)	-	-	2,281,444
393	Corning School District	0.148298%	372,876	(11,612)	960,019	(35,744)	-	-	1,285,538
394	Jonesboro Public Schools	1.332534%	4,804,387	426,395	9,075,018	36,166	-	-	14,341,966
395	Sloan-Hendrix School District	0.131737%	501,647	90,857	910,413	9,527	-	-	1,512,444
396	Camden-Fairview School District	0.461140%	1,129,741	(149,972)	2,791,246	(232,625)	-	-	3,538,391
404	Lonoke School District	0.299519%	766,349	(151,765)	1,836,553	(34,275)	-	-	2,416,863
416	Crossett School District	0.269531%	574,862	(181,839)	1,628,478	(156,041)	-	-	1,865,461
434	Riverview School District	0.225740%	377,736	(244,304)	1,216,318	(122,139)	-	-	1,227,611
443	Searcy School District	0.663785%	1,391,807	(540,088)	3,783,181	(534,418)	-	-	4,100,482



# Schedule of Deferred Resources by Employer by Year as of June 30, 2023

Schedule of Deferred Inflows and Outflows

Employer ID	Employer	Employer Allocation Percentage	Schedule of Deferred Inflows and Outflows						
			2024	2025	2026	2027	2028	Thereafter	Total
451	Harrison School District	0.529451%	\$ 1,841,645	\$ 202,821	\$ 3,587,738	\$ (14,549)	\$ -	\$ -	\$ 5,617,655
453	Harrisburg School District	0.238119%	500,101	(140,577)	1,428,991	(167,099)	-	-	1,621,415
458	Harmony Grove School District	0.176269%	492,023	(30,374)	1,072,860	(54,324)	-	-	1,480,184
463	Clarendon School District	0.113084%	261,189	(22,796)	706,422	(52,981)	-	-	891,834
471	Norfolk School District	0.094177%	305,653	64,824	674,362	26,889	-	-	1,071,728
479	Conway Public Schools	1.950486%	5,978,820	137,043	12,795,584	(614,185)	-	-	18,297,261
480	Charleston Public Schools	0.150561%	316,923	(154,884)	852,571	(133,822)	-	-	880,788
484	Harmony Grove School District	0.204684%	588,186	(27,582)	1,319,984	(67,374)	-	-	1,813,214
486	Palestine-Wheatley School District	0.133016%	499,919	113,308	983,166	89,651	-	-	1,686,044
493	Hazen School District	0.108669%	340,984	33,068	748,433	(53,511)	-	-	1,068,974
501	Maynard School District	0.100814%	398,201	83,505	689,638	38,635	-	-	1,209,979
502	West Side School District	0.123740%	495,088	63,225	847,074	33,495	-	-	1,438,881
503	Malvern School District	0.360340%	859,507	(153,643)	2,257,843	(315,543)	-	-	2,648,165
512	Glen Rose School District	0.177667%	537,094	(18,207)	1,120,007	(71,862)	-	-	1,567,033
513	Waldron Public Schools	0.283455%	688,343	(99,691)	1,749,780	(145,524)	-	-	2,192,908
515	Nashville School District	0.341181%	920,663	(72,978)	2,148,423	(30,377)	-	-	2,965,731
521	Hampton School District	0.118035%	331,134	(31,443)	755,848	(8,119)	-	-	1,047,421
530	Mountain View School District	0.344097%	1,092,840	34,888	2,229,908	126,938	-	-	3,484,574
531	Drew Central School District	0.226485%	955,087	255,090	1,712,866	8,680	-	-	2,931,723
535	Mayflower School District	0.167548%	188,813	(300,385)	776,077	(160,777)	-	-	503,727
536	Southside Bee Branch School District	0.128440%	382,652	30,486	865,393	1,085	-	-	1,279,616
538	Gentry Public Schools	0.319437%	1,186,073	229,011	2,260,741	105,072	-	-	3,780,896
539	Fordyce Public Schools	0.150229%	388,503	32,449	947,620	(71,917)	-	-	1,296,655
545	Newport Special School District	0.242857%	912,728	245,077	1,805,171	2,482	-	-	2,965,458
547	Decatur Public Schools	0.118509%	386,759	32,803	801,236	(32,748)	-	-	1,188,051
548	Scranton School District	0.078353%	246,526	23,396	523,729	(45,442)	-	-	748,209
552	Cedarville Public School District	0.158005%	494,086	(250)	998,736	(93,632)	-	-	1,398,939
555	Concord School District	0.101088%	257,569	(55,881)	576,851	(42,994)	-	-	735,545
558	Pocahontas Public Schools	0.333622%	956,887	(89,529)	2,077,296	55,988	-	-	3,000,642
560	Van Buren School District	1.120962%	3,614,185	264,029	7,279,999	(318,239)	-	-	10,839,975
564	County Line Public Schools	0.097607%	378,509	90,023	688,416	7,482	-	-	1,164,430
565	Salem School District	0.148537%	510,484	79,149	1,019,322	(38,006)	-	-	1,570,949
566	Dierks Public Schools	0.106069%	300,295	127	704,247	(463)	-	-	1,004,206
569	Pottsville School District	0.317607%	1,002,408	74,625	2,092,539	(149,307)	-	-	3,020,265
571	Piggott School District	0.142565%	384,969	(61,684)	853,940	(90,598)	-	-	1,086,627
583	Hector School District	0.120274%	482,784	121,773	831,038	(1,591)	-	-	1,434,005
586	Blytheville Public Schools	0.273299%	(624,252)	(1,142,020)	823,653	(730,739)	-	-	(1,673,358)
592	Bearden School District	0.101482%	353,622	6,677	675,523	(10,285)	-	-	1,025,538
593	Pine Bluff School District	0.877373%	3,924,624	1,808,397	7,907,038	(78,036)	-	-	13,562,024
597	Marmaduke School District	0.126570%	318,797	(57,989)	755,872	(35,272)	-	-	981,408
601	Fouke School District	0.188154%	333,230	(253,373)	1,081,100	(102,635)	-	-	1,058,322
602	Horatio School District	0.139149%	276,933	(125,002)	802,616	(88,274)	-	-	866,273
606	England Public School District	0.132421%	364,793	(56,535)	779,432	(45,135)	-	-	1,042,554
607	Jasper School District	0.209662%	717,921	84,722	1,474,484	35,925	-	-	2,313,052
608	Trumann School District	0.231377%	479,552	(125,245)	1,285,053	(272,916)	-	-	1,366,443
622	Carlisle School District	0.126354%	412,118	49,711	860,913	(42,075)	-	-	1,280,667
623	Bradford School District	0.085738%	224,141	(11,375)	534,296	(53,064)	-	-	693,997
625	Huntsville School District	0.422479%	1,007,146	(264,407)	2,585,123	(373,339)	-	-	2,954,523
626	Yellville-Summit Public School	0.168723%	742,644	211,656	1,270,346	(6,733)	-	-	2,217,913
629	Brookland Public Schools	0.499251%	2,231,681	588,959	3,668,588	213,841	-	-	6,703,068



# Schedule of Deferred Resources by Employer by Year as of June 30, 2023

## Schedule of Deferred Inflows and Outflows

Employer ID	Employer	Employer Allocation Percentage	Schedule of Deferred Inflows and Outflows						Total
			2024	2025	2026	2027	2028	Thereafter	
630	Brinkley Public Schools	0.101360%	\$ 253,347	\$ 25,768	\$ 719,005	\$ (6,993)	\$ -	\$ -	\$ 991,127
637	Bay School District	0.102371%	267,401	(30,133)	636,830	(45,782)	-	-	828,316
645	Foreman Public Schools	0.095742%	351,851	86,613	663,143	(3,842)	-	-	1,097,765
651	Quitman Public Schools	0.126538%	451,729	60,830	902,708	(44,129)	-	-	1,371,138
656	Wynne Public Schools	0.465623%	1,003,386	(339,981)	2,672,147	(243,270)	-	-	3,092,282
657	Dumas Public Schools	0.257752%	587,769	(146,177)	1,582,779	(136,351)	-	-	1,888,020
658	Manila Public Schools	0.192539%	432,492	(123,719)	1,192,033	(118,967)	-	-	1,381,839
662	Clinton Public Schools	0.265845%	751,200	30,399	1,803,817	26,628	-	-	2,612,045
667	Greene County Tech School District	0.655916%	1,812,270	(139,510)	4,069,855	(344,244)	-	-	5,398,370
674	Augusta Public Schools	0.098010%	278,233	7,344	706,521	12,428	-	-	1,004,527
675	Green Forest Public Schools	0.280375%	1,025,407	139,286	1,941,268	68,931	-	-	3,174,892
676	East End School District	0.116205%	351,512	(20,425)	730,826	(45,761)	-	-	1,016,153
677	Dover School District	0.235532%	601,545	(78,156)	1,483,061	(33,117)	-	-	1,973,333
682	Mountain Home Public Schools	0.728837%	2,696,067	427,835	5,173,765	123,168	-	-	8,420,835
687	Star City School District	0.240723%	507,217	(202,939)	1,414,899	(117,813)	-	-	1,601,364
693	Atkins Public Schools	0.182696%	521,480	(8,537)	1,184,876	(72,389)	-	-	1,625,430
696	Des Arc School District	0.111056%	425,969	94,975	805,459	(41,617)	-	-	1,284,785
698	Vilonia School District	0.526810%	866,230	(613,926)	3,031,180	(194,857)	-	-	3,088,626
702	Nettleton Public Schools	0.756764%	2,797,656	300,908	5,166,726	192,359	-	-	8,457,649
704	Omaha School District	0.086510%	245,742	(8,478)	571,784	24,488	-	-	833,536
705	Cabot Public Schools	1.899198%	5,270,427	(538,688)	12,042,539	(288,715)	-	-	16,485,564
714	Marion School District	0.700006%	2,164,861	(176,159)	4,523,990	(483,995)	-	-	6,028,697
715	McGehee Public Schools	0.216330%	439,755	(166,780)	1,235,250	(152,989)	-	-	1,355,237
719	Cave City School District	0.238024%	836,567	154,724	1,626,319	(51,344)	-	-	2,566,265
724	Pangburn School District	0.156968%	492,967	57,955	1,052,149	(132,140)	-	-	1,470,932
727	Calico Rock School District	0.082592%	295,158	27,983	546,734	(12,737)	-	-	857,138
731	Dewitt School District	0.224603%	589,856	(77,474)	1,396,161	(17,695)	-	-	1,890,848
735	Alpena School District	0.087160%	219,630	(46,361)	460,595	(48,757)	-	-	585,106
736	Magnet Cove School District	0.121884%	361,502	(3,676)	747,657	(82,560)	-	-	1,022,923
746	Stuttgart School District	0.299863%	861,773	24,700	1,971,234	(5,090)	-	-	2,852,617
747	Valley Springs Public Schools	0.151009%	415,092	(27,535)	1,002,877	(20,558)	-	-	1,369,877
750	Ouachita Public Schools	0.083399%	271,645	9,835	530,478	(13,158)	-	-	798,799
753	Gosnell Public Schools	0.202189%	347,892	(232,917)	1,088,401	(101,895)	-	-	1,101,480
756	Mulberry-Pleasant View Bi-County Public Schools	0.099676%	389,431	61,694	682,751	(7,018)	-	-	1,126,858
757	Poyen School District	0.080143%	100,092	(134,901)	408,364	(90,865)	-	-	282,690
765	Eureka Springs Public Schools	0.146368%	420,332	(29,428)	923,045	(37,700)	-	-	1,276,249
771	Southside School District	0.347897%	1,224,059	121,062	2,288,936	(91,367)	-	-	3,542,689
779	Melbourne Public School District	0.153359%	412,947	(62,799)	965,853	(24,468)	-	-	1,291,532
780	Wonderview School District	0.083943%	214,099	(26,741)	506,874	(52,246)	-	-	641,987
794	Viola School District	0.087538%	294,921	29,234	587,622	(40,690)	-	-	871,087
795	Nemo Vista School District	0.105014%	307,628	12,538	679,958	(23,676)	-	-	976,448
813	Blevins School District	0.101609%	347,915	64,688	734,778	23,520	-	-	1,170,901
820	Parkers Chapel School District	0.137470%	435,284	2,548	903,418	(95,244)	-	-	1,246,006
847	Rose Bud School District	0.142244%	337,245	(174,421)	787,591	(83,945)	-	-	866,471
863	Valley View Public Schools	0.485755%	1,459,556	11,041	3,262,074	(177,378)	-	-	4,555,293
872	Smackover-Norphlet School District	0.213137%	550,722	(39,568)	1,337,246	(114,728)	-	-	1,733,673
873	Genoa Central School District	0.200457%	607,142	(13,324)	1,304,085	(10,793)	-	-	1,887,110
956	Bergman Public Schools	0.186091%	538,038	(50,297)	1,206,860	(41,011)	-	-	1,653,591
957	Lead Hill School District	0.073665%	293,343	91,662	542,221	(20,437)	-	-	906,789
958	Dermott School District	0.082874%	185,261	(14,103)	545,396	(55,887)	-	-	660,666



# Schedule of Deferred Resources by Employer by Year as of June 30, 2023

## Schedule of Deferred Inflows and Outflows

Employer ID	Employer	Employer Allocation Percentage	Schedule of Deferred Inflows and Outflows						Total
			2024	2025	2026	2027	2028	Thereafter	
963	Guy-Perkins School District	0.069221%	\$ 184,867	\$ 5,042	\$ 456,388	\$ (17,980)	\$ -	\$ -	\$ 628,317
964	Mt. Vernon-Enola School Distri	0.101310%	343,637	55,970	737,544	33,846	-	-	1,170,995
965	Mountain Pine School District	0.146279%	718,449	216,822	1,134,409	(16,859)	-	-	2,052,822
973	Armored School District	0.088374%	190,588	(96,839)	546,050	(14,279)	-	-	625,520
987	White County Central Schools	0.146210%	543,701	84,186	1,056,817	(7,895)	-	-	1,676,809
1000	Lafayette County School District	0.126091%	332,957	(47,847)	745,974	(101,755)	-	-	929,329
1001	Cedar Ridge School District	0.168915%	495,896	24,709	1,097,619	(17,359)	-	-	1,600,863
1002	Cleveland County School District	0.156321%	206,157	(209,805)	893,012	(168,747)	-	-	720,617
1003	Deer/ Mt. Judea School District	0.080333%	226,230	(5,719)	541,449	(1,906)	-	-	760,054
1004	Emerson-Taylor-Bradley School	0.207112%	529,903	(71,053)	1,332,446	(53,770)	-	-	1,737,526
1005	Hillcrest School District	0.090814%	282,371	2,398	577,697	(68,635)	-	-	793,831
1006	Ouachita River School District	0.143833%	497,025	54,107	992,098	14,026	-	-	1,557,256
1008	Ozark Mountain School District	0.130547%	281,056	(30,823)	844,624	(28,123)	-	-	1,066,734
1009	Two Rivers School District	0.169792%	574,258	74,678	1,199,256	37,853	-	-	1,886,046
1010	Searcy County School District	0.176002%	533,677	6,478	1,141,372	(123,270)	-	-	1,558,257
1011	Lawrence County School District	0.172472%	585,385	69,306	1,195,997	54,855	-	-	1,905,543
1045	Highland Public School District	0.340391%	1,426,838	365,704	2,401,163	(160,414)	-	-	4,033,291
1074	Cross County School District	0.107941%	189,908	(91,090)	623,579	(101,413)	-	-	620,983
1091	Westside Consolidated School District	0.320446%	1,042,990	88,564	2,182,656	27,109	-	-	3,341,319
1092	Pea Ridge School District	0.423269%	1,512,854	205,037	2,935,227	(76,148)	-	-	4,576,971
1093	Jacksonville North Pulaski School District	0.795152%	2,739,970	270,349	5,627,192	62,789	-	-	8,700,301
1114	Rivercrest School District	0.223685%	711,269	25,603	1,403,270	(23,649)	-	-	2,116,493
1165	Caddo Hills School District	0.115557%	427,376	83,883	804,715	14,314	-	-	1,330,289
1293	South Conway County School District	0.429073%	1,467,562	139,046	2,853,291	(98,325)	-	-	4,361,574
1307	Southwest Arkansas Education Co-Op	0.075078%	181,775	(94,426)	435,465	(7,700)	-	-	515,114
1308	Southeast Arkansas Education Service Co-Op	0.223985%	595,296	(252,481)	1,264,580	(43,690)	-	-	1,563,706
1321	Westside School District	0.123289%	410,610	47,101	827,190	(64,740)	-	-	1,220,161
1330	Guy Fenter Education Service Co-Op	0.109308%	459,755	50,630	777,152	1,597	-	-	1,289,135
1332	Northcentral Arkansas Education Service Co-Op	0.101724%	399,571	33,587	710,955	(35,773)	-	-	1,108,340
1333	Buffalo Island Central School District	0.144625%	494,901	56,132	983,522	45,850	-	-	1,580,405
1335	Rector School District	0.124552%	497,012	118,270	859,376	24,264	-	-	1,498,923
1336	Ozarks Unlimited Resource Educational Service Co-Op	0.129085%	407,605	(6,022)	860,751	4,069	-	-	1,266,403
1337	Northeast Arkansas Education Co-Op	0.097936%	261,596	(48,119)	591,928	(22,837)	-	-	782,567
1338	Dawson Education Service Co-Op	0.321794%	1,370,262	282,932	2,290,068	2,948	-	-	3,946,210
1339	Arch Ford Education Service Co-Op	0.645273%	3,317,220	801,502	4,232,368	(483,265)	-	-	7,867,826
1342	Western Yell County School District	0.078568%	227,013	16,119	577,424	(25,656)	-	-	794,900
1343	Nevada School District	0.087919%	267,171	1,126	556,890	1,295	-	-	826,482
1344	Paragould School District	0.605043%	1,991,401	188,386	4,208,143	(33,607)	-	-	6,354,323
1345	Wilbur D Mills Education Service Co-Op	0.112556%	404,960	15,174	738,703	2,079	-	-	1,160,916
1346	Izard County Consolidated School District	0.125461%	596,962	219,970	1,002,310	106,310	-	-	1,925,553
1347	Midland School District	0.118224%	434,778	78,136	825,607	3,036	-	-	1,341,557
1348	Riverside School District	0.141666%	400,567	(18,312)	893,005	(16,224)	-	-	1,259,036
1349	Arkansas River Education Service Co-Op	0.163714%	638,462	(1,816)	1,113,347	(85,291)	-	-	1,664,702
1350	Great Rivers Education Service Co-Op	0.079892%	129,762	(147,005)	405,328	(114,406)	-	-	273,679
1351	Northwest Arkansas Education Service Co-Op	0.132232%	426,182	(66,264)	805,986	(58,018)	-	-	1,107,885
1353	Dequeen-Mena Education Service	0.163942%	371,270	(122,563)	1,026,485	(3,811)	-	-	1,271,382
1354	Crowley'S Ridge Educational Service Co-Op	0.161349%	669,713	(7,831)	1,016,567	(46,133)	-	-	1,632,316
1355	South Central Service Co-Op	0.075325%	188,153	(33,289)	476,289	(23,362)	-	-	607,791
1359	Conway Vocational Center	0.050106%	125,907	1,749	362,607	24,475	-	-	514,737
1362	Jonesboro Vocational Center	0.033028%	76,878	(27,428)	202,378	(3,828)	-	-	248,001



# Schedule of Deferred Resources by Employer by Year as of June 30, 2023

## Schedule of Deferred Inflows and Outflows

Employer ID	Employer	Employer Allocation Percentage	Schedule of Deferred Inflows and Outflows						
			2024	2025	2026	2027	2028	Thereafter	Total
1363	Monticello Vocational Center	0.011473%	\$ (11,822)	\$ (43,514)	\$ 47,316	\$ (20,578)	\$ -	\$ -	\$ (28,598)
1364	East Poinsett County School District	0.128870%	379,706	8,886	851,815	(30,283)	-	-	1,210,124
1365	North Central Career Center	0.005799%	12,492	4,215	48,506	1,674	-	-	66,887
1366	River Valley Career Academy	0.000000%	(85,341)	(81,307)	(18,068)	-	-	-	(184,716)
1371	Metropolitan Vocational Center	0.050585%	96,150	(7,282)	346,617	24,753	-	-	460,239
1372	Texarkana Career And Technological Center	0.000000%	(82,374)	(20,155)	-	-	-	-	(102,530)
1373	Warren Vocational Center	0.017131%	26,973	(10,682)	119,048	2,378	-	-	137,716
1991	Centerpoint School District	0.189699%	607,659	9,858	1,173,956	(80,432)	-	-	1,711,042
2000	Arkansas Arts Academy Charter	0.148898%	527,499	(71,211)	926,462	(85,931)	-	-	1,296,818
2001	Academics Plus Charter School	0.235550%	1,159,574	300,957	1,764,740	91,990	-	-	3,317,262
2002	Kipp Delta College Preparatory Charter	0.288507%	781,025	(46,973)	1,767,445	137,910	-	-	2,639,407
2003	Imboden Area Charter School	0.012350%	49,174	12,601	95,553	5,992	-	-	163,321
2006	Haas Hall Academy Charter - Fayetteville	0.169625%	935,770	342,709	1,157,129	(54,668)	-	-	2,380,940
2007	Lisa Academy Charter	0.645676%	4,510,767	1,975,981	5,483,862	30,890	-	-	12,001,500
2008	Arkansas Virtual Academy Charter	0.240242%	1,521,309	594,002	1,877,232	(9,014)	-	-	3,983,528
2012	Covenant Keepers Charter School	0.000000%	(98,199)	(20,932)	-	-	-	-	(119,132)
2016	E-Stem Public Charter School	0.488387%	2,396,396	368,026	3,340,544	(343,318)	-	-	5,761,649
2019	Little Rock Preparatory Academy	0.000000%	(391,947)	(357,563)	(75,797)	-	-	-	(825,308)
2020	Jacksonville Lighthouse Charter School	0.213897%	1,357,402	765,469	2,127,797	(574,950)	-	-	3,675,718
2022	Pine Bluff Lighthouse Charter School	0.000000%	(416,966)	(376,877)	(337,842)	-	-	-	(1,131,685)
2023	Sia Tech Little Rock Charter	0.017511%	54,857	14,113	152,538	9,683	-	-	231,191
2024	Northwest Arkansas Classical Academy Charter	0.186194%	1,308,581	531,094	1,672,453	321,842	-	-	3,833,970
2025	Premier High School Of Little Rock Charter	0.039386%	307,853	187,879	443,247	124,717	-	-	1,063,695
2026	Quest Middle Charter School - Pine Bluff	0.000000%	(44,754)	-	-	-	-	-	(44,754)
2027	Exalt Academy Charter School	0.109145%	847,288	423,478	1,020,926	179,152	-	-	2,470,844
2028	Quest Middle Charter School - West Little Rock	0.000000%	(167,680)	(48,864)	-	-	-	-	(216,544)
2029	Capital City Lighthouse Charter School	0.000000%	(279,565)	(274,856)	(237,723)	-	-	-	(792,145)
2030	Ozark Montessori Academy Charter - Springdale	0.000000%	(207,077)	(52,618)	-	-	-	-	(259,694)
2031	Rockbridge Montessori Charter School	0.000000%	(43,922)	-	-	-	-	-	(43,922)
2032	Haas Hall Academy - Bentonville Charter	0.000000%	(329,472)	(350,176)	(80,517)	-	-	-	(760,166)
2033	Future School Of Ft. Smith Charter	0.049047%	297,177	110,300	407,198	19,500	-	-	834,176
2034	Arkansas Connections Academy Charter	0.199577%	1,703,708	897,183	1,732,947	69,273	-	-	4,403,111
2035	The Excel Center Charter At Goodwill	0.023750%	106,029	27,419	177,537	2,278	-	-	313,263
2036	Friendship Aspire Academy - Pine Bluff	0.179969%	1,816,205	1,147,295	2,244,190	771,219	-	-	5,978,909
2037	Southeast Arkansas Preparatory High School	0.000000%	(95,581)	(116,258)	(24,973)	-	-	-	(236,811)
2038	Scholarmade Achievement Place	0.088559%	718,349	302,066	793,060	21,648	-	-	1,835,123
2039	Friendship Aspire Academy - Little Rock	0.000000%	(65,241)	(247,448)	(269,506)	(270,392)	-	-	(852,587)
2040	Premier High School Of North Little Rock Charter	0.013408%	142,734	71,546	134,421	4,466	-	-	353,166
2041	Hope Academy Of Northwest Arkansas	0.022779%	255,557	187,365	206,070	(10,919)	-	-	638,073
2042	Friendship Aspire - Southeast Pine Bluff	0.000000%	3,960	3,960	(65,613)	(70,562)	-	-	(128,255)
2043	Westwind School For Performing Arts	0.010098%	113,468	83,240	145,051	(6,219)	-	-	335,540
2044	Premier High School Of Springdale	0.008540%	96,172	70,607	122,673	(8,886)	-	-	280,566
4857	Arkansas Activities Association	0.033900%	91,794	(9,502)	213,315	(8,893)	-	-	286,714
6864	Arkansas Easter Seals	0.000035%	(24,142)	(8,013)	(602)	36	-	-	(32,721)
6870	Arkansas School Boards Association	0.003158%	20,888	11,558	32,005	10,237	-	-	74,688
6873	First Student	0.000000%	(16,942)	(16,393)	(14,886)	-	-	-	(48,221)
6875	Arkansas Association Educational Administrators	0.012746%	46,560	9,817	62,616	(17,865)	-	-	101,127
6877	Economics Arkansas	0.005438%	58,770	42,489	78,118	37,105	-	-	216,483
9492	Boston Mountain Educational Co-Op	0.019303%	(109,656)	(35,903)	115,224	(5,599)	-	-	(35,933)
1-005	University Of Arkansas - Monticello	0.012850%	(67,199)	(70,879)	41,216	(20,310)	-	-	(117,171)



# Schedule of Deferred Resources by Employer by Year as of June 30, 2023

Schedule of Deferred Inflows and Outflows

Employer ID	Employer	Employer Allocation Percentage	Schedule of Deferred Inflows and Outflows						Total
			2024	2025	2026	2027	2028	Thereafter	
1-006	University Of Arkansas - Pine Bluff	0.002391%	\$ 4,298	\$ (2,507)	\$ 13,654	\$ (1,307)	\$ -	\$ -	\$ 14,139
1-008	Arkansas School For The Blind	0.118438%	286,870	(87,030)	754,282	15,506	-	-	969,628
1-016	Arkansas School For The Deaf	0.183386%	306,150	(200,983)	1,187,273	14,198	-	-	1,306,639
1-017	Arkansas Department Of Education	0.577928%	739,226	(857,419)	3,520,368	(56,361)	-	-	3,345,815
1-025	Henderson State University	0.007177%	(137,285)	(115,742)	(44,720)	(71,897)	-	-	(369,644)
1-028	Arkansas State University- Beebe	0.020770%	(123,582)	(157,154)	37,881	(23,869)	-	-	(266,724)
1-029	Arkansas State University- Newport	0.011757%	(104,280)	(97,871)	11,136	(22,442)	-	-	(213,457)
1-045	Arkansas Tech University	0.081800%	(65,358)	(262,901)	390,467	(56,487)	-	-	5,721
1-051	Southern Arkansas University	0.032595%	(356,116)	(373,424)	(151,531)	(296,805)	-	-	(1,177,876)
1-052	Arkansas State University- Mt. Home	0.001646%	(269)	(1,527)	9,383	(1,954)	-	-	5,632
1-053	Arkansas State University	0.084194%	(222,487)	(342,530)	322,071	(95,547)	-	-	(338,493)
1-054	University Of Central Arkansas	0.265450%	691,292	(20,452)	1,828,880	70,771	-	-	2,570,491
1-115	Arkansas Department Of Career Education (Rehab)	0.174406%	(673,047)	(960,626)	649,493	(199,753)	-	-	(1,183,933)
1-197	Southeast Arkansas College	0.043481%	(60,075)	(160,111)	212,342	(23,291)	-	-	(31,135)
1-202	Arkansas Teacher Retirement System	0.137835%	346,388	(57,883)	885,264	(34,857)	-	-	1,138,912
1-220	U Of A Community College - Morrilton	0.029591%	(42,837)	(66,242)	161,362	(6,274)	-	-	46,008
1-224	Arkansas Educational Tv Network	0.143823%	511,366	31,850	981,935	2,288	-	-	1,527,440
1-249	U Of A Community College - Hope	0.011664%	(37,468)	(55,102)	49,711	(11,149)	-	-	(54,008)
1-254	Phillips Community College -U Of A	0.001624%	(10,273)	(8,865)	9,363	409	-	-	(9,366)
1-256	University Of Arkansas - Fort Smith	0.008391%	(23,836)	(31,781)	44,501	(2,467)	-	-	(13,584)
1-268	Southern Arkansas University Tech	0.022267%	(133,266)	(152,340)	65,032	(40,301)	-	-	(260,875)
1-274	Crowleys Ridge Technical Institute	0.000000%	(17,116)	-	-	-	-	-	(17,116)
1-290	Pulaski Technical College	0.069219%	(307,249)	(338,121)	251,245	(70,123)	-	-	(464,248)
1-291	College Of The Ouachitas	0.034774%	(13,328)	(78,459)	190,523	(22,606)	-	-	76,131
1-294	Arkansas Department Of Career Education (Workforce)	0.057211%	(231,721)	(106,771)	398,647	(28,160)	-	-	31,996
1-295	Black River Technical College	0.036097%	68,547	(50,060)	210,795	(15,220)	-	-	214,062
1-314	Ozarka College	0.015840%	46,867	(7,863)	104,345	(1,504)	-	-	141,845
1-315	Rich Mountain Community College	0.017206%	(2,519)	(35,534)	85,430	(17,087)	-	-	30,290
1-318	U Of A Community College - Batesville	0.014829%	(66,501)	(95,466)	29,370	(20,511)	-	-	(153,108)
1-320	Phillips Community College - Dewitt	0.001438%	(8,074)	(7,704)	1,852	(7,357)	-	-	(21,283)
1-321	Northwest Technical Institute	0.077204%	445,142	162,548	631,568	73,278	-	-	1,312,534
1-327	Cossatot Community College - U Of A	0.015203%	(51,980)	(78,155)	49,782	(20,356)	-	-	(100,708)
1-328	Arkansas Correctional School	0.171238%	483,613	47,233	1,256,161	(136,643)	-	-	1,650,365
1-329	North Arkansas College	0.088869%	86,111	(151,202)	493,245	(39,328)	-	-	388,827
1-330	National Park Community College	0.040013%	(48,855)	(127,691)	192,727	(31,725)	-	-	(15,545)
1-331	East Arkansas Community College	0.022530%	(99,559)	(130,092)	88,626	(44,701)	-	-	(185,726)
1-335	Arkansas Northeastern College	0.064408%	123,827	(107,081)	370,483	(2,588)	-	-	384,642
1-344	South Arkansas Community College	0.048518%	112,456	(27,267)	314,823	16,131	-	-	416,143
1-364	Arkansas State University- Mid South Cc	0.005467%	(42,312)	(35,187)	16,494	(13,876)	-	-	(74,882)
1-386	Riverside Vocational Technical School	0.000000%	(172,007)	(187,742)	(228,518)	(18,256)	-	-	(606,523)
1-388	Northwest Arkansas Community College	0.080337%	104,085	(101,239)	483,804	5,083	-	-	491,734
1-389	University Of Arkansas - Fayetteville	0.012822%	(34,826)	(59,358)	30,894	482	-	-	(62,808)
1-390	University Of Arkansas - Little Rock	0.000000%	(61,363)	(34,128)	(23,190)	(15,451)	-	-	(134,133)
1-391	Arkansas Department Of Higher Education	0.025950%	145,823	36,308	206,861	(356)	-	-	388,636
1-392	South Arkansas Developmental Center	0.081784%	78,827	(35,647)	571,634	76,411	-	-	691,225
1-399	Arkansas School For Math, Sciences & Arts	0.015399%	(8,924)	(29,453)	90,560	(6,686)	-	-	45,497
1-400	University Of Arkansas For Medical Sciences	0.002199%	(9,555)	(9,927)	10,510	(1,592)	-	-	(10,564)
1-401	Arkansas Economic Development Commission	0.000000%	(16,031)	(7,144)	(773)	-	-	-	(23,948)
1-402	University Of Arkansas Cooperative Extension	0.007595%	20,841	(1,772)	48,296	(1,978)	-	-	65,387
1-403	Dhs-Divison Of Youth Services	0.000762%	(19,989)	(5,012)	3,900	(8,396)	-	-	(29,497)
1-404	Apartment Department Of Workforce Services	0.022857%	223,660	14,641	142,087	(1,123)	-	-	379,266
1-405	Arkansas Department Of Commerce	0.023301%	239,280	78,809	169,878	12,293	-	-	500,260
1-406	Arkansas Department Of Education	0.124742%	1,372,959	920,875	1,264,696	92,979	-	-	3,651,509
1-407	Arkansas Department Of Public Safety	0.001858%	18,721	4,152	12,787	177	-	-	35,838
1-409	Arkansas Department Of Health	0.001671%	16,830	185	4,078	(13,965)	-	-	7,127
	<b>TOTAL</b>	<b>100.000000%</b>	<b>\$ 291,247,413</b>	<b>\$ (8,120,150)</b>	<b>\$ 646,998,155</b>	<b>\$ (27,941,229)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 902,184,189</b>

Note: Total may not add to ATRS collective amounts due to rounding.





December 13, 2023

Mr. Mark White, Executive Director  
Arkansas Teacher Retirement System  
1400 West Third Street  
Little Rock, Arkansas 72201

Dear Mr. White:

Please find the enclosed copies of the June 30, 2023 GASB Statement No. 68 – Employer Level Reporting report of the Arkansas Teacher Retirement System. This report is intended to complement the GASB Statement Nos. 67 and 68 report dated December 13, 2023.

Sincerely,  
Gabriel, Roeder, Smith & Company

A handwritten signature in black ink that reads "Judith A. Kermans". The signature is written in a cursive, flowing style.

Judith A. Kermans, EA, FCA, MAAA

JAK:rmn  
Enclosures

**ARKANSAS TEACHER RETIREMENT SYSTEM**  
**1400 West Third Street**  
**Little Rock, Arkansas 72201**

**RESOLUTION**  
**No. 2024-15**

**COMPUTATION OF FINAL AVERAGE SALARY**

**WHEREAS**, Ark. Code Ann. § 24-7-736(c)(1)(A) provides, “*The Board of Trustees of the Arkansas Teacher Retirement System shall set the applicable number of years to be used in computing final average salary for retirement benefits at not less than three (3) years and not more than five (5) years.*”; and

**WHEREAS**, the Arkansas Code does not require the Board of Trustees of the Arkansas Teacher Retirement System (“Board”) to set annually the applicable number of years to be used in computing the final average salary; and

**WHEREAS**, in order to maintain actuarial soundness, on November 13, 2017, the Board resolved to increase the three-year final average salary calculation in use at that time to a five- year final average salary calculation and to grandfather the use of a three-year final average salary for active members as of June 30, 2018, if it provided a higher final average salary in comparison; and

**WHEREAS**, on April 5, 2021, the Board reaffirmed that effective July 1, 2021, the five-year final average salary and the grandfathered benchmark three-year final average salary should be used for active members as provided in Resolution 2017-33; and

**WHEREAS**, the Board reaffirms that the five-year final average salary and the grandfathered benchmark three-year final average salary should continue to be used for active members as provided in Resolution 2017-33.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board reaffirms the five-year final average salary and the grandfathered benchmark three-year final average salary should continue to be used for active members as provided in Resolution 2017-33.

**FURTHER BE IT RESOLVED**, that as the Board is not required to set annually the applicable number of years to be used in computing the final average salary, this resolution shall not be updated annually, but shall remain in effect until revoked, modified, or otherwise amended by the Board when necessary and appropriate.

**Adopted this 15<sup>th</sup> day of April, 2024.**

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**Mr. Danny Knight, Chair**  
**Board of Trustees of the Arkansas Teacher Retirement System**



**ARKANSAS TEACHER RETIREMENT SYSTEM**  
**1400 West Third Street**  
**Little Rock, Arkansas 72201**

**RESOLUTION**  
**No. 2024-16**

**Clarification on the Calculation of the Lump-Sum Death Benefit**

**WHEREAS**, Ark. Code Ann. § 24-7-720(b) provides, “*The amount of the lump-sum death benefit payments under [Ark. Code Ann. § 24-7-720] shall be set periodically and not more often than annually by rules and resolutions of the board as the board determines is actuarially appropriate for the system.*”; and

**WHEREAS**, ATRS Rule 11, § VI(b)(2) provides, “*The Board may adjust the amount of the lump-sum death benefit each year and, as actuarially appropriate, prorate the amount of the lump-sum death benefit based on the ratio of the member’s contributory and noncontributory service credit.*”; and

**WHEREAS**, Ark. Code Ann. § 24-7-720 specifies the lump-sum death benefit eligibility requirements and requires actual service to be used in determining eligibility for the lump-sum death benefit; and

**WHEREAS**, credited service was used to determine eligibility for a lump-sum death benefit until Acts 2007, No. 296, amended Ark. Code Ann. § 24-7-720 to require actual service to be used to determine eligibility for a lump-sum death benefit; and

**WHEREAS**, in Resolution No. 2022-33, the Board stated, “*Actual service credit shall be used to determine a member’s eligibility to receive a lump-sum death benefit*”; and

**WHEREAS**, clarification concerning eligibility for the lump-sum death benefit is necessary as Ark. Code Ann. § 24-7-720 and Resolution No. 2022-33 conflictingly require either actual service or actual service credit to be used to determine eligibility for the lump-sum death benefit; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees, in accordance with the legislative directives stated in Ark. Code Ann. § 24-7-720 state:

1. Actual service shall be used to determine a member’s eligibility to receive a lump-sum death benefit;
2. Total contributory service credit shall be used to determine the amount of the lump-sum death benefit received by an eligible member;
3. For the purpose of calculating the amount of a lump-sum death benefit, total contributory service credit shall include contributory service credit from actual service, purchased service, and free service;
4. For the purpose of calculating the amount of a lump-sum death benefit, total contributory service credit shall not include reciprocal service credit;

5. The minimum amount of the lump-sum death benefit shall be six thousand six hundred sixty-seven dollars (\$6,667) for all members who become eligible for a lump-sum death benefit after acquiring the required amount of actual service credit through their contributory service or noncontributory service;
6. In addition to the minimum amount of the lump-sum death benefit, all eligible retirees who retired on or before July 1, 2007, shall receive an additional six hundred sixty-six dollars and sixty cents (\$666.60) for each year of total contributory service credit as described in paragraph three (3) above, up to the maximum amount of ten thousand dollars (\$10,000);
7. In addition to the minimum amount of the lump-sum death benefit, all eligible active members, T-DROP participants, and retirees who retire after July 1, 2007, shall receive an additional three hundred thirty-three dollars and thirty cents (\$333.30) for each year of total contributory service credit as described in paragraph three (3) above, up to the maximum amount of ten thousand dollars (\$10,000); and
8. This resolution supersedes Resolution No. 2022-33 effective April 15, 2024.

**Adopted this 15<sup>th</sup> day of April, 2024.**

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**Mr. Danny Knight, Chair**  
**Board of Trustees of the Arkansas Teacher Retirement System**

# Waiver of Employer Report Penalties 2024

April 15, 2024 Board Meeting

A.C.A. Sec. 24-7-411

<b>Employer Penalties Waived</b>	
Lisa Academy Little Rock, AR	\$450.00
Phillips Community College - Dewitt Helena, AR	\$300.00
Phillips Community College - Dewitt Helena, AR	\$150.00
Phillips Community College - U of A Helena, AR	\$300.00
Viola School District Viola, AR	\$450.00
<b>TOTAL PENALTIES WAIVED</b>	<b>\$1,650.00</b>
<b>Employer Interest Waived</b>	
East Arkansas Community College Forrest City, AR	\$0.60
Phillips Community College - Dewitt Helena, AR	\$0.18
Phillips Community College - U of A Viola, AR	\$0.57
<b>TOTAL INTEREST WAIVED</b>	<b>\$1.35</b>
<b>TOTAL PENALTIES AND INTEREST WAIVED</b>	<b>\$1,651.35</b>

**INTERNAL AUDIT REPORT:**

**Accounts Receivable**

July 1, 2021 – June 30, 2022

**April 15, 2024**

## Introduction

Arkansas Teacher Retirement System has five types of accounts receivables: Benefit Receivables, Employee Contribution Receivables, Employer Contribution Receivables, Employer Late Penalty and Interest Penalty Receivables, and Investment Receivables. This review covers benefit receivables, employee and employer contribution receivables, and employer late report penalty and interest penalty receivables.

Benefit receivables is an overpayment in benefits to members or beneficiaries. Arkansas Code 24-7-205 provides for the collection of overpayment of benefits.

Employee and employer contribution receivables include a receivable of contributions due at the end of the fiscal year and paid in the next fiscal year. It also includes any underpayment of member contributions as required by Arkansas Code 24-7-406 and any underpayment of employer contribution as required by Arkansas Code 24-7-401. Once a year on their anniversary date, any unpaid employee contribution receivable balance is charged interest as required by Arkansas Code 24-7-406 (c) (1).

Under Arkansas Code 24-7-411, if an employer fails to remit moneys that are required by law or rule to the Arkansas Teacher Retirement System by the date and by the frequency established by the Board of Trustees of the Arkansas Teacher Retirement System, the system shall impose an interest penalty equal to the actuarially assumed rate of return on investments. Actuarial assumed rate of return for fiscal year 2022 was 7.25%.

Under Arkansas Code 24-7-411, if an employer fails to file with the system a report required by the board by the date established by the board, then the system shall impose a penalty of one hundred fifty dollars (\$150) for each late report. Employers are required to submit a monthly detail report for active members, Teacher Deferred Retirement Option Plan (T-Drop) members, working retiree members, and surcharge employer's embedded employees as provided under ACA §24-7-506 (c). These reports provide total salaries paid for each category and employer and member contributions to be submitted. Employers are required to submit a monthly remittance report. This report gives a summary of all employer and member contributions due for the month and payments submitted. Employers are required to submit quarterly remittance report and quarterly detail reports for active members, T-Drop members and working retiree members giving detail of each member's salary and the member contributions withheld from contributory member's salary.

Board rule 7 (IV) established the due date for reports and contributions as the 14<sup>th</sup> of each month following the month of report. If the 14<sup>th</sup> of the month falls on a holiday, Saturday or Sunday the due date is the next business day.

Board rule 9 (V11) (g) requires that a receivable found to be uncollectible or which adjustment or payment has been waived, the agency shall submit the uncollectible or waived receivable to the Chief Fiscal Officer of the State for abatement pursuant to Arkansas Code §§19-2-301 – 19-2-307. Arkansas Code §19-2-307 authorizes the Secretary of Department of Finance and Administration to promulgate rules as deemed necessary to implement the provisions and intent

of this subchapter. These rules are Arkansas Department of Finance and Administration Financial Management Guide. Governing rules for accounts receivable are R4-19-2004 Accounts and Notes Receivable. These rules require receivables to be promptly recorded, collection procedures be developed and followed to ensure that all receivables are collected promptly, collection of the receivables are diligently and actively pursued, preparation of aging reports, and a determination of uncollectible receivables. Uncollectible receivables are to be referred to the Chief Fiscal Officer of Arkansas for approval for abatement of the debt.

### **Objectives**

Our objectives in conducting this audit were as follows:

- ❖ Account Receivables are accurately reflected in the general ledger. All account receivables are complete and recorded for the correct amount.
- ❖ ATRS has the right to all account receivables recorded in the general ledger.
- ❖ Bad debt has been accessed and uncollectible amounts are written off.

### **Scope and Methodology**

This audit was conducted for the period July 1, 2021 – June 30, 2022. To accomplish our objective we reviewed state laws, board policy, interviewed employees, and analyzed sampled data.

To verify that all benefit receivables are accurately reflected in the general ledger for the correct amount, IA reviewed each event that could cause an overpayment of benefits. IA reviewed report R7039 audit log – member maintenance for members who deceased in fiscal year 2022. IA confirmed receivable was set up and collection requested for all deceased members who were overpaid benefits. IA reviewed quarterly working retiree employer reports for fiscal year 2022. Working retirees accounts were reviewed for any violation in return to work laws and overpaid benefits. IA obtained a list of survivor benefit overpayments from the survivor counselor. Decrease in benefit amount or change to member's effective date of retirement was obtained from report R7045 audit log – retirant maintenance. IA reviewed report R7360 T-Drop Deposit Member History Mismatch for any overpayment of T-Drop distribution due to member not working required days. IA confirmed that a receivable was established for overpayment of benefits.

To verify that reimbursement of benefit receivables was accurately recorded in the general ledger, IA reviewed each means of receiving payment. IA reviewed agency bank statements and ACH return item reports for ATRS Direct Deposit Bank Account for fiscal year 2022. IA reviewed payroll departments check log for fiscal year 2022. IA reviewed each member's file to determine if the payment was a collection of a receivable. IA reviewed report R7045 audit log – retiree maintenance for voucher overrides for fiscal year 2022. Member files were reviewed to determine if voucher override was a collection of a receivable. IA reviewed payroll department's federal and state withholding spreadsheets for adjustments made to the federal and state withholding. IA reviewed member files to determine if the federal or state adjustment was a

collection of a receivable. IA confirmed collection of receivables was recorded correctly in the general ledger.

To verify if ATRS had a right to the receivable, IA obtained a list of all members who had an entry made to the benefit receivable account during fiscal year 2022. This list consisted of eighty-seven (87) members who either established a receivable or reimbursed the system in fiscal year 2022. A sample of thirty (30) was generated by random number generator. The member's file was reviewed to determine if there was an overpayment in benefits and the receivable reflects the correct amount of benefits due the system.

To access ATRS bad debt and verify whether uncollectible receivables have been written off, IA interviewed personnel and reviewed the benefits receivable subsidiary. IA determined any receivable over five years old on a member or beneficiary that is not drawing benefits from the system as uncollectible.

Employee and employer contribution current year receivable is generated as part of year end closing. Report Journal Entry J22-01 was produced listing all employee contributions due for June, 2022 that will be paid in fiscal year 2023. To verify that all employee current year contributions were accounted for and set up for the correct amount, IA reviewed annual closed out transfer obtained from report Journal Entry J22-01 for fiscal year 2022 matched the receivable account. Employer contribution current year receivable has a receivable for active members, T-Drop members, working retiree members and surcharge employers. Annual Closeout Regular, Annual Closeout T-Drop, Annual Closeout Working Retiree and Annual Closeout Surcharge reports are produced listing all employer contributions due for June, 2022 that will be paid in fiscal year 2023. To verify that all employer current year contributions receivables were accounted for and set up for the correct amount, IA reviewed each of these reports for fiscal year 2022 matched the receivable accounts.

Employee contribution underpayments is generated as part of year end closing. Report R7111 Member Underpayment Report is produced listing all members who have an underpayment of contributions for the fiscal year. To verify that all employee contributions receivables are accounted for and set up for the correct amount, IA reviewed report R7111 Member Underpayment Report matched the receivable account.

To verify that reimbursement for underpayment of contributions is accurately recorded in the general ledger, IA reviewed bank statements for ATRS regular checking accounts for deposits made for employee contributions and report R7045 audit log – retiree maintenance for decrease in benefit payment. IA reviewed member's file to determine if payment or reduced benefit was to pay contributions owed. IA confirmed that the collection of contributions was recorded accurately in the general ledger.

To verify receivable was removed when contributory service credit was cancelled, IA reviewed each means that the member's service credit can be cancelled. IA reviewed refund of member contributions and CASH buyout vouchers for fiscal year 2022 for corresponding underpayment of contributions. IA reviewed report R7051 audit log – history adjustments for service credit forfeited under Arkansas Code 24-7-205. IA verified employee contribution underpayment

receivable was removed from the general ledger for cancelled service credit. Information Technology generated a query of all members who deceased and had an underpayment account.

To verify employer contributions underpayment receivable is accurately recorded in the general ledger, IA obtained from the Arkansas Teacher Retirement Member Information System (ATRMIS) all reported salaries for each employer for active members, T-Drop members, and working retiree members for fiscal year 2022. IA obtained contributions received from general ledger for each employer. IA calculated amount of contributions due and compared to amount of contributions received. IA verified receivable was set up for employers who owed contributions.

To verify employer late report penalty was accurately recorded in the general ledger, IA sampled fifty (50) out of the three hundred thirty-eight (338) employers. IA reviewed employer files for date reports were received. IA verified a receivable was established for all late reports and employers had been billed.

To verify employer interest penalty was accurately reported in the general ledger, IA reviewed reporting departments Daily Eft Report and Check Log for fiscal year 2022 for dates payments were received for sample of fifty (50) employers. IA verified a receivable was established for all late payments and employers had been billed. IA verified the interest penalty was correctly calculated.

### **Findings and Recommendations**

The objectives of a system of internal controls are to provide management with reasonable, but not absolute, assurance that transactions are executed in accordance with policies and guidelines and are recorded properly. Our findings and recommendations are provided to assist management in implementing internal controls that ensure proper procedures are implemented and followed, and should not be used for any other purpose.

**Finding 1:** Banks return of member benefit payment was not recorded in the general ledger as payment of the receivable. Benefit receivable account is overstated by \$4,306.27.

**Recommendation:** Procedures be established to ensure all returned ACH items are reviewed for reason and applied towards the correct general ledger accounts.

**Management Response:** *Staff concurs and will review procedures*

**Finding 2:** ATRS Executive Director may waive amounts up to \$10,000 under Board Rule 17-1. ATRS Board of Trustees can waive a repayment due to the system including interest under Arkansas Code 24-7-205. Board rule 11 allows a member to use their lump sum death benefit (LSDB) to repay benefits owed to the system. Benefit receivables are recorded in the general ledger net the amount of LSDB or waived amounts. Employer interest penalty is recorded net the use of waived amounts. LSDB used to repay benefits are not shown on the member system as paid.

LSDB has been documented as reimbursement for overpayment of benefits by adding a comment to the member system, adding a note to the member system, or marking the



member's Lump Sum Death Benefit Beneficiary form. Payroll maintains a spreadsheet of members who have used their LSDB as reimbursement. None of the means of documentation were consistently used. LSDB paid to a beneficiary are recorded on the member's history as paid.

**Recommendation:** Receivables recorded in the general ledger at the full amount owed. Receivable reduced by LSDB used as reimbursement and waived amounts. LSDB used as reimbursement should be recorded on member's history as paid.

*Management Response: Staff concurs and will work with ATRS information technology staff to record any LSDB offsets on member history. Accounts receivables will also be recorded at full amount before any offset.*

**Finding 3:** Benefit receivables have not been written off since December 2014. There are one hundred fifty-two (152) benefit receivables in the amount of \$133,870.36 that are over five years old. Most of them are survivor benefits.

**Recommendation:** Request from Chief Fiscal Officer of Arkansas approval to write off the one hundred fifty-two (152) receivables as uncollectable.

*Management Response: Staff is in the process of reviewing the list of receivables over five years old and will pursue a write off of receivables from the Chief Fiscal Officer of Arkansas.*

**Finding 4:** Benefit receivables are not actively being pursued for collection. Out of one hundred sixty-two (162) benefit receivables, twenty-six (26) were never written requesting reimbursement, eighty-three (83) were written only once. One hundred thirty-two (132) have not been written or actively pursued in two or more years.

**Recommendation:** Develop procedures to monitor and actively pursue collection of receivables. Establish guidelines for when a receivable is uncollectible. Request approval to write off uncollectible receivables from Chief Fiscal Officer of Arkansas.

*Management Response: Staff is in the process of reviewing the list of receivables and developing a process for pursuing receivable where appropriate.*

**Finding 5:** Employee contributions underpayment receivables are not promptly removed when member cancels service credit or when a member dies with no benefits payable. Five members who have received a refund of contributions, forty-one deceased members, and one CASH buyout member have an employee contribution underpayment receivable established in the general ledger. Receivable account is overstated by \$29,104.15.

**Recommendation:** Once a year generate a report or query to check for members who have received a refund, CASH payout or deceased and have an underpayment purchase account.

*Management Response: These receivables have been removed. Staff has requested a new report to run each quarter that will populate member IDs where member history has been closed and there is a balance on the member history.*

**Finding 6:** Employer contribution underpayment receivable was not set up for one employer who owed contributions. The employer was not billed for the contributions. Receivable is understated by \$734.99.

**Recommendation:** There are adequate procedures in place. This was the only employer contribution underpayment not recorded out of seventy-two (72) reviewed.

*Management Response: As stated above, adequate procedures exist, this was simply an oversight.*

**Finding 7:** Fifty (50) employers were reviewed for late payment. Of these, six employers had late payments that an interest penalty receivable was not set up and employer was not billed.

**Recommendation:** Procedures should be reviewed with staff to ensure everyone is correctly determining when to apply penalty for late reports and late payments.

*Management Response: Five (5) of the six (6) were under the de minimus threshold set by ATRS Board resolution (currently \$50). The remaining late payment will be billed. Procedures will be amended to account for de minimus amounts.*

**Finding 8:** There are no procedures for the collection of overpayment of benefits.

**Recommendation:** Establish procedures for the collection of overpayment of benefits. Procedures should include the determination of the receivable, recording of the receivable, collection and monitoring. Procedures should include the determination of uncollectible receivables and when and how to request the receivable be written off.

*Management Response: Staff will develop comprehensive procedures for collection of overpayments of benefits. Our past practice included contacting our college survivors at the beginning of each semester. Since our findings, we have advised the Benefits manager and Survivor counselor to write or email these survivors a 2<sup>nd</sup> time prior to suspending their account through year five.*

## Conclusion

Procedures for monitoring, determining uncollectible receivables and collection of benefit receivables need to be established. Benefit receivables need to be reviewed for uncollectible receivables and write off requested from the Chief Fiscal Officer of Arkansas.

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**INTERNAL AUDIT FOLLOW-UP REPORT  
QUALIFIED DOMESTIC RELATIONS ORDER  
FOR THE PERIOD JUNE 1, 2022 – NOVEMBER 14, 2023**

**April 15, 2024**

## **Introduction**

Arkansas Code §9-18-101 defines a qualified domestic relations order (QDRO) as a domestic relations order which creates or recognizes the existence of an alternate payee's right to, or assigns to an alternate payee the right to receive all or a portion of the benefits payable with respect to a participant's retirement plan. A domestic relations order is any judgment, decree, or order, including approval of a property settlement agreement, that relates to the provisions of child support, alimony payment, or marital property rights to a spouse, former spouse, child, or other dependent of a participant.

Arkansas Code §9-18-102 empowers the circuit courts of Arkansas to enter QDROs to reach any and all retirement annuities and benefits of any retirement plan. Arkansas Code §9-18-103 allows the board of trustees of a retirement system to establish rules and adopt a model QDRO to be utilized by its members. ATRS Rule 11 (VII) establishes rules for implementing QDROs for ATRS members.

Alternate payee is eligible to receive monthly benefit payments when the member retires and begins receiving monthly benefits or the alternate payee is eligible to receive a distribution of the member's contributions and interest when the member ceases to be employed by a covered employer and receives a refund or the member dies. Alternate payees' benefit is based on the benefit formula in effect at the time of the member's retirement and shall include only service credit earned by the member during the marriage.

## **Objectives**

The objective of the follow-up audit is to assess if corrective measures implemented by the Agency have adequately addressed the issues noted in the findings of the original report. The original Qualified Domestic Relations Order audit was presented to the Board of Trustees Audit Committee on June 5, 2023.

## **Scope and Methodology**

This follow-up audit was conducted for the period June 1, 2022 – November 14, 2023. To accomplish our objective, we interviewed employees and analyzed sampled data.

To review the model QDRO gives the alternate payee Teacher Deferred Retirement Option Plan (T-Drop) distribution as a lump sum payment, Internal Audit (IA) reviewed the current model QDRO.

To determine if accepted QDROs met Arkansas Code §9-18-101 requirements, IA reviewed accepted QDROs from a sample. Sample was derived from ATRS Legal Department's QDRO list for QDROs added during the audit period. There were forty-three (43) members added to the list. IA reviewed a sample of thirty (30) gathered by random number generator.

To review member's incorrect benefit or correspondence has been corrected, IA reviewed the member's file and current benefit distribution. To review current member's benefits are being calculated correctly, IA reviewed benefit calculations from sample.

To review written procedures adequately cover all aspects of processing a QDRO, IA reviewed current agency procedures.

To determine if segregation of duties has been met, IA interviewed staff.

### **Findings and Follow Up Review**

The objective of a system of internal controls is to provide management with reasonable, but not absolute, assurance that transactions are executed in accordance with policies and guidelines and are recorded properly. Our findings and recommendations are provided to assist management in implementing internal controls that ensure proper procedures are implemented and followed, and should not be used for any other purpose.

**Finding 1 from Original Audit:** ATRS model QDRO states any T-Drop benefits paid to the alternate payee are paid under the same distribution option elected by the member. ATRS currently pays all T-Drop distributions as a lump sum payment to the alternate payee. One member reviewed had part of their T-Drop distribution paid to their alternate payee. Their QDRO stated the T-Drop distribution would be paid under the same distribution option elected by the member. The member elected to annuitize their T-Drop distribution. We paid the alternate payee a lump sum distribution of their portion of the member's T-Drop.

**IA Review: Model QDRO has been amended to give only a lump sum distribution option to the alternate payee for T-Drop benefits. This is complete.**

**Finding 2 from Original Audit:** Arkansas Code §9-18-101 requires QDROs to specify the name and last known mailing address of the member and the alternate payee. ATRS is accepting QDROs that do not have the last known mailing address of the member and the alternate payee.

IA recommended agency only accept QDROs that met Arkansas Code §9-18-101.

**IA Review: Accepted QDROs reviewed from the sample included QDROs that did not have the last known mailing address of member and alternate payee. Model QDRO does include section for member and alternate payee to provide their respective mailing address.**

**IA Recommends: ATRS accept QDROs that met Arkansas Code §9-18-101.**

**Legal Department Response: As used in this report, it appears that "QDRO" is intended to mean a qualified domestic relations order as defined by Arkansas Code § 9-18-101(4). However, it also appears to be possible that "qualified domestic relations order" and "domestic relations order" are being used interchangeably. For this reason, this response**

addresses both qualified domestic relations orders as defined by Arkansas Code § 9-18-101(4) and domestic relations orders.

If QDRO means qualified domestic relations order as defined by Arkansas Code § 9-18-101(4), then ATRS could not have accepted a qualified domestic relations order that did not meet the requirements of Arkansas Code § 9-18-101(4). This is because a qualified domestic relations order can only be a qualified domestic relations order as defined by Arkansas Code § 9-18-101(4) if it meets the statutory definition. If ATRS has accepted qualified domestic relations orders as defined by Arkansas § 9-18-101(4), all the qualified domestic relations order would include mailing addresses for the member and alternate payee. As such, ATRS could not have accepted a qualified domestic relations order that did not meet the requirements of Arkansas Code § 9-18-101(4).

Alternatively, if “qualified domestic relations order” is intended to mean a domestic relations order, then it should be noted that Arkansas Code § 9-18-101 et seq. does not require domestic relations orders to include the mailing addresses of the member and alternate payee. A domestic relations order only needs to include the mailing addresses of a member or alternate payee when trying to qualify the domestic relations order as a qualified domestic relations order as defined by Arkansas Code § 9-18-101(4). Additionally, Arkansas Code § 9-18-101 et seq. does not prohibit the System from accepting a domestic relations order that does not meet the definition of qualified domestic relations order as defined by Arkansas Code § 9-18-101(4). This is irrespective of whether the domestic relations order includes a member’s or alternate payee’s mailing addresses. As such, the System’s acceptance of any domestic relations order is not out of compliance with Arkansas Code § 9-18-101 et seq.

The foregoing being said, to better assist members and alternate payees in preparing and submitting a qualified domestic relations order that meets the definition of Arkansas Code § 9-18-101(4) to the System, the ATRS-model QDRO was amended to include a section for the member’s and alternate payee’s addresses. The ATRS-model QDRO was approved by the Arkansas Legislative Council on August 25, 2023, and became effective on the same date.

Going forward, to further assist members and alternate payees, before accepting proposed domestic relations orders that are submitted by members and alternate payees, an ATRS staff attorney will review the proposed domestic relations order to confirm that mailing addresses have been provided. If mailing addresses have not been provided, the ATRS staff attorney will contact the member or alternate payee as appropriate to request the inclusion of the missing addresses in the proposed domestic relations order.

**Finding 3 from Original Audit:** Sixteen (16) out of seventy-seven (77) members and/or alternate payees reviewed are receiving or were given in correspondence the wrong benefit amount.

IA recommended detailed instructions to be created for staff to use in calculating a member and alternate payee's benefit under a QDRO. These instructions should cover all circumstances. These instructions should be approved and signed by management.

Management responded that training would be done for staff involved in processing QDROs.

**Internal Audit Review:** IA reviewed the sixteen (16) members/alternate payees who were receiving or were given an incorrect benefit amount in correspondence. Of the sixteen (16), four members/alternate payees were receiving an incorrect benefit amount. These four are still receiving the same incorrect benefit amount. The remaining twelve (12) have not been notified of the corrected benefit. There is no documentation in the member's file of the corrected benefit. Sample of thirty (30) reviewed contained one member/alternate payee receiving an incorrect benefit amount and two members receiving the wrong benefit in correspondence.

Staff has received training on QDRO procedures and benefit calculations.

**IA Recommends:** Member/alternate payee benefits are paid the correct amounts. Member file documented giving the correct benefit amount.

*Management Response: ATRS retiree payroll is reviewing those accounts of retired members to determine correct benefit amounts. We are in the process of updating our active members accounts pertaining to corrections. After reviewing the accounts, we noticed some of the inconsistency were due to FAS changes and multipliers. Our initials projections are estimates only.*

**Finding 4 from Original Audit:** ATRS procedures do not cover all aspects of processing a QDRO. QDRO procedures for retired members do not include the benchmark and five-year final average salary determination. They still contain the three-year final average salary determination. They also do not include how to process a QDRO when member has elected an option benefit or when member retires out of T-Drop. Active member procedures do not give detailed instructions on how to process a QDRO and does not include examples.

IA recommended procedures be updated to adequately cover all aspects of processing a QDRO.

**Internal Audit Review:** Member/Alternate payee benefit calculations under a QDRO are being done by the Benefits department. Their procedures give complete instructions on how to process a QDRO. Payroll procedures have been updated to show benefit calculation for member and alternate payee are provided by the benefits department. This is complete.

**Finding 5 from Original Audit:** ATRS lacks segregation of duties for processing a QDRO received after a member retires. Payroll department calculates and pays member and alternate payee benefits when a QDRO is received after a member has retired.

IA recommended all benefit calculations be performed by the Benefits department. All benefits paid by the Payroll department.

**Internal Audit Review: Effective July 1, 2023, all QDRO calculations for member/alternate payees is being performed by the Benefits department. All benefits are being paid by the Payroll department. This is complete.**

### **Conclusion**

ATRS should only accept QDROs that met Arkansas Code §9-18-101. Incorrect benefits being paid to member/alternate payee should be corrected. Member files should be documented with correct calculations for member's given an incorrect benefit in correspondence. Payroll procedures should be updated to accurately reflect all benefit calculations are done and received from Benefits department.



## ATRS Private Equity Investment Guidelines - 3Q23

### 2024 Commitments

Investment	Strategy	Region	ATRS Board Approval	ATRS Commitment
FP Co-Invest VI	Small/Mid Market Corporate	U.S.	Dec-23	\$60,000,000
FP Venture XV	Early Stage Venture	U.S./non-U.S.	Dec-23	40,000,000
<b>2024 commitments previously approved by ATRS' board</b>				<b>\$100,000,000</b>
n/a	n/a	n/a	n/a	-
<b>2024 commitments being considered during current board meeting</b>				<b>\$0</b>
<b>2024 commitments to be considered in future board meetings</b>				<b>\$285,000,000</b>
<b>Total targeted 2024 commitments (approved by the board in December 2023)</b>				<b>\$385,000,000</b>

Private Equity Allocation	Target	9/30/2023
Private Equity Value		\$2,919,193,875
Total Assets		\$19,999,048,353
<b>Private Equity Value as a % of Total Assets</b>	<b>12.0%</b>	<b>14.6%</b>

### Other Guidelines

The following sub-allocations shall be used as an overall target for commitment levels within the portfolio.

#### ATRS Strategy/Region Guidelines (% of Commitments)

Strategy	Target %	Post-2006 Portfolio Commitments (as of 9/30/23)	% of Total
Corporate Finance (buyout, growth and debt strategies)	80-100%	3,508,323,718	88%
Venture Capital	0-20%	485,000,000	12%
<b>Total (Post-2006 Portfolio)</b>		<b>3,993,323,718</b>	<b>100%</b>

Region	Target %	Post-2006 Portfolio Commitments (as of 9/30/23)	% of Total
U.S. and Western Europe	80-100%	3,706,497,427	93%
Other <sup>1</sup>	0-20%	286,826,291	7%
<b>Total (Post-2006 Portfolio)</b>		<b>3,993,323,718</b>	<b>100%</b>

<sup>1</sup> Other represents ATRS' % of commitments made outside of the U.S. and Western Europe in FP VC and FP International vehicles

**ATRS shall, in general, make commitments of at least \$10 million.**

100% of the commitments made to primary funds since 2006

**In general, ATRS shall not make commitments to primary funds which exceed an amount equal to 15% of the total amount raised for a proposed fund, but in no event shall investments exceed 35% of the amount raised for a primary fund.**

100% of the commitments made to primary funds since 2006

**ATRS shall limit aggregate new commitments to a single investment sponsor to 35% of total Program allocation.**

Manager	Aggregate Commitment	Commitments to Sponsor Notes
FP Co-Invest VI	60,000,000	16%
FP Venture XV	40,000,000	< 2.0% Expected to include 7-10 investment sponsors
Not yet identified	285,000,000	
<b>Total</b>	<b>\$385,000,000</b>	

Note: % of 2024 Commitments for FP Venture XV represents ATRS' % of the estimated commitments to underlying investment sponsors within the portfolio.

As of September 30, 2023	ATRS' Portfolio \$ in Millions
Number of Investments	88
Total Commitments	4,652.8
Unfunded Commitments	848.4
Total Paid-In Capital	4,094.9
Total Distributions	3,640.9
Net Asset Value	2,555.2
Gross Asset Value	3,742.9
DPI	0.9x
TVPI	1.5x
Since Inception IRR	7.0%

*\*Active and Liquidated*

PORTFOLIO COMPOSITION TARGETS (As of September 30, 2023)		
	Target	Actual Funded
<b>Target Real Asset Allocation</b>	15%	12.8%
<b>Portfolio Style Composition</b>		
<b>Real Estate</b>	10%	7.5%
<b>Core*</b>	50%-70%	59.1%
<b>Non-Core</b>	30%-50%	40.9%
<b>Value-Added**</b>	N/A	25.8%
<b>Opportunistic**</b>	N/A	15.0%
<b>Agriculture</b>	1%	1.2%
<b>Timber</b>	2%	1.7%
<b>Infrastructure</b>	2%	2.4%
<b>Leverage</b>	50%	31.7%

RISK MANAGEMENT						
<b>Property Type - Real Estate</b>	<b>NFI-ODCE</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Actual</b>	<b>Compliant?</b>
Office	17.80	NFI-ODCE +/- 50%	8.90	26.70	19.72	Yes
Retail	10.00	NFI-ODCE +/- 50%	5.00	15.00	7.37	Yes
Industrial	34.40	NFI-ODCE +/- 50%	17.20	51.60	28.75	Yes
Apartment	31.10	NFI-ODCE +/- 50%	15.55	46.65	30.18	Yes
Other	6.80	n/a	0.00	20.00	11.31	Yes
<b>Geography - Real Estate</b>	<b>NFI-ODCE</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Actual</b>	<b>Compliant?</b>
West	44.30	NFI-ODCE +/- 50%	22.15	66.45	47.67	Yes
East	27.10	NFI-ODCE +/- 50%	13.55	40.65	24.80	Yes
Midwest	6.00	NFI-ODCE +/- 50%	3.00	9.00	6.73	Yes
South	22.60	NFI-ODCE +/- 50%	11.30	33.90	11.63	Yes
Other2,3	0.00	n/a	n/a	n/a	2.92	Yes
Non-U.S.	0.00	n/a	0.00	40.00	6.25	Yes
<b>Geography - Timber</b>	<b>NCREIF Timberland</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Actual</b>	<b>Compliant?</b>
Lake States	4.01	0%-20%	0.00	20.00	0.00	Yes
Northeast	5.32	0%-20%	0.00	20.00	1.07	Yes
Northwest	26.78	0%-50%	0.00	50.00	16.50	Yes
South	64.12	40%-80%	40.00	80.00	71.45	Yes
Other	0.00	0%-20%	0.00	20.00	10.99	Yes
<b>Geography - Agriculture</b>	<b>NCREIF Farmland</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Actual</b>	<b>Compliant?</b>
Appalachian	0.67		0.00	50.00	0.00	Yes
Corn Belt	13.46		0.00	50.00	9.85	Yes
Delta States	18.34		0.00	50.00	34.28	Yes
Lake States	4.12		0.00	50.00	18.13	Yes
Mountain	7.49		0.00	50.00	12.52	Yes
Northeast	0.22		0.00	50.00	0.00	Yes
Northern Plains	2.59		0.00	50.00	1.54	Yes
Pacific Northwest	7.42		0.00	50.00	4.34	Yes
Pacific West	38.62		0.00	50.00	8.18	Yes
Southeast	5.25		0.00	50.00	9.00	Yes
Southern Plains	1.97		0.00	50.00	2.16	Yes
Other	0.00		0.00	50.00	0.00	Yes
Non-U.S.	0.00		0.00	50.00	0.00	Yes
<b>Geography - Infrastructure</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Actual</b>	<b>Compliant?</b>	
U.S.		n/a	n/a	50.77	Yes	
Non-U.S.		0.00	50.00	49.23	Yes	
<b>Asset Type - Infrastructure</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Actual</b>	<b>Compliant?</b>	
Energy/Utilities		0.00	70.00	48.90	Yes	
Transportation		0.00	70.00	32.00	Yes	
Social		0.00	70.00	4.16	Yes	
Communications		0.00	70.00	12.56	Yes	
Other		0.00	70.00	2.38	Yes	
<b>Manager</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Max</b>	<b>Compliant?</b>	
		0.00	30.00	13.27	Yes	
<b>Style - Real Estate</b>	<b>Target/Constraint</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Actual</b>	<b>Compliant?</b>	
Core		50.00	70.00	59.11	Yes	
Non-Core		30.00	50.00	40.89	Yes	

As of 12/31/2023 (9/30/23 for Illiquid Asset Classes)

	Actual	Benchmark Policy**	Difference (Actual vs. Benchmark)	Long-Term Target	Difference* (Actual vs. Long-Term)	Range***
<b>Total Equity</b>	54.9%	55.3%	-0.4%	53.0%	1.9%	48 - 58%
<b>Fixed Income</b>	13.9%	15.0%	-1.1%	15.0%	-1.1%	13 - 17%
<b>Opportunistic/Alternatives</b>	5.1%	5.2%	-0.1%	5.0%	0.1%	NA
<b>Real Assets</b>	12.0%	12.5%	-0.5%	15.0%	-3.0%	NA
<i>Real Estate</i>	7.1%	8.3%	-1.2%	10.0%	-2.9%	NA
<i>Core RE</i>	4.6%	5.0%	-0.4%	6.0%	-1.4%	5 - 7%
<i>Non-Core</i>	2.5%	3.3%	-0.8%	4.0%	-1.5%	3 - 5%
<i>Agriculture</i>	1.1%	1.7%	-0.6%	1.0%	0.1%	NA
<i>Timber</i>	1.6%	0.8%	0.8%	2.0%	-0.4%	NA
<i>Infrastructure</i>	2.3%	1.7%	0.6%	2.0%	0.3%	NA
<b>Private Equity</b>	13.7%	12.0%	1.7%	12.0%	1.7%	NA
<b>Cash</b>	0.4%	0.0%	0.4%	0.0%	0.4%	0 - 5%
	100.0%	100.0%	--	100.0%	--	--

\* Uninvested assets/commitments for the Opportunistic, Real Assets and Private Equity asset classes are invested in public equities.

\*\* The interim target reflects the beginning period actual allocation to this asset class

\*\*\* The actual allocation to equity may exceed the range to account for uninvested assets/commitments for the Opportunistic, Real Assets and Private Equity Asset Classes

Real Assets Breakdown	Absolute	%	2023 Pacing Commitment	Commitment Progress (\$M)
			(\$M)	As of 12/31/2023
Real Estate	10%	66.7%	\$400	\$150
<i>Core</i>	5-7%	50-70%	\$200	\$0
<i>Non-Core</i>	3-5%	30-50%	\$200	\$150
Ag	1%	6.7%	\$0	\$0
Timber	2%	13.3%	\$0	\$0
Infrastructure	2%	13.3%	\$75	\$50
<b>Total Real Assets</b>	<b>15%</b>	<b>100.0%</b>	<b>\$ 475</b>	<b>\$ 200</b>

## Update on ESG Oversight Committee April 15, 2024

Act 411 of 2023 established the ESG Oversight Committee. The function of this Committee is to identify financial services providers that discriminate against energy, fossil fuel, firearm, or ammunition companies or otherwise refuse to deal based on environmental, social justice, and other governance-related factors. The Committee has met several times over the past weeks and identified six financial services companies discriminating in violation of Act 411.

The six financial service companies (including affiliates) are:

- Credit Suisse Asset Management, Credit Suisse Group AG, Credit Suisse Securities LLC
- Goldman Sachs Asset Management, Goldman Sachs & Co., Goldman Sachs Group Inc.
- Nomura Asset Management, Nomura Group, Nomura Securities
- Royal Bank of Canada, Royal Bank of Canada Global Asset Management, RBC Capital Markets
- TD Asset Management, TD Bank Group, TD Securities
- UBS Group AG, UBS Asset Management, UBS Securities LLC, UBS Financial Services Inc.

The Committee gave written notice of their intent to place these six companies on a list of companies that are in violation of Act 411. The companies have 30 days to respond. The Committee is scheduled to meet again on May 6, 2024, to evaluate any responses received from the six companies and then finalize the list.

ATRS is invested in the following non-publicly traded funds that may need further consideration once the Committee's final list is available:

- UBS Agrivest Core Farmland Fund
- UBS Trumbull Property Fund
- UBS Trumbull Property Income Fund

As of February 29, 2024, ATRS owned publicly-traded investment products issued by three of the companies, valued at approximately \$5.6 million with an initial purchase price of \$5.3 million. ATRS holdings in these types of securities can change on a daily basis as ATRS investment managers use their discretion to make buy and sell decisions based on market conditions.

Once the Committee's final list is available, ATRS staff will provide instructions to ATRS investment managers not to purchase securities issued by any company on the Committee's final list. ATRS staff will bring recommendations to the Board of Trustees regarding any divestment actions that may be required under Act 411.

# AON

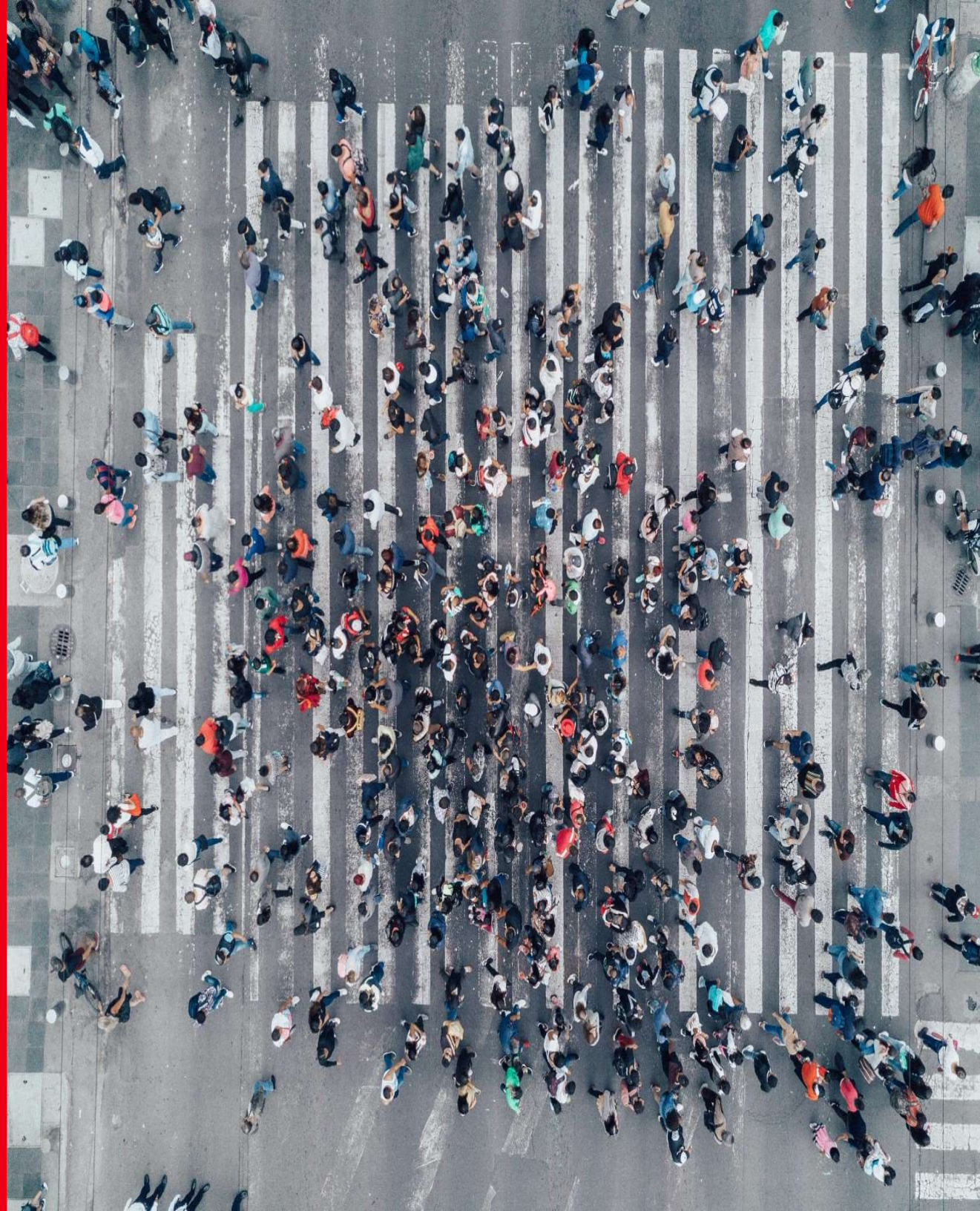
## Monthly Investment Review

Arkansas Teacher Retirement System |  
February 29, 2024

All information presented in this report should be considered preliminary.  
Finalized data will be available on the next Quarterly Investment Report after the close of the quarter.

Investment advice and consulting services provided by Aon Investments USA Inc.

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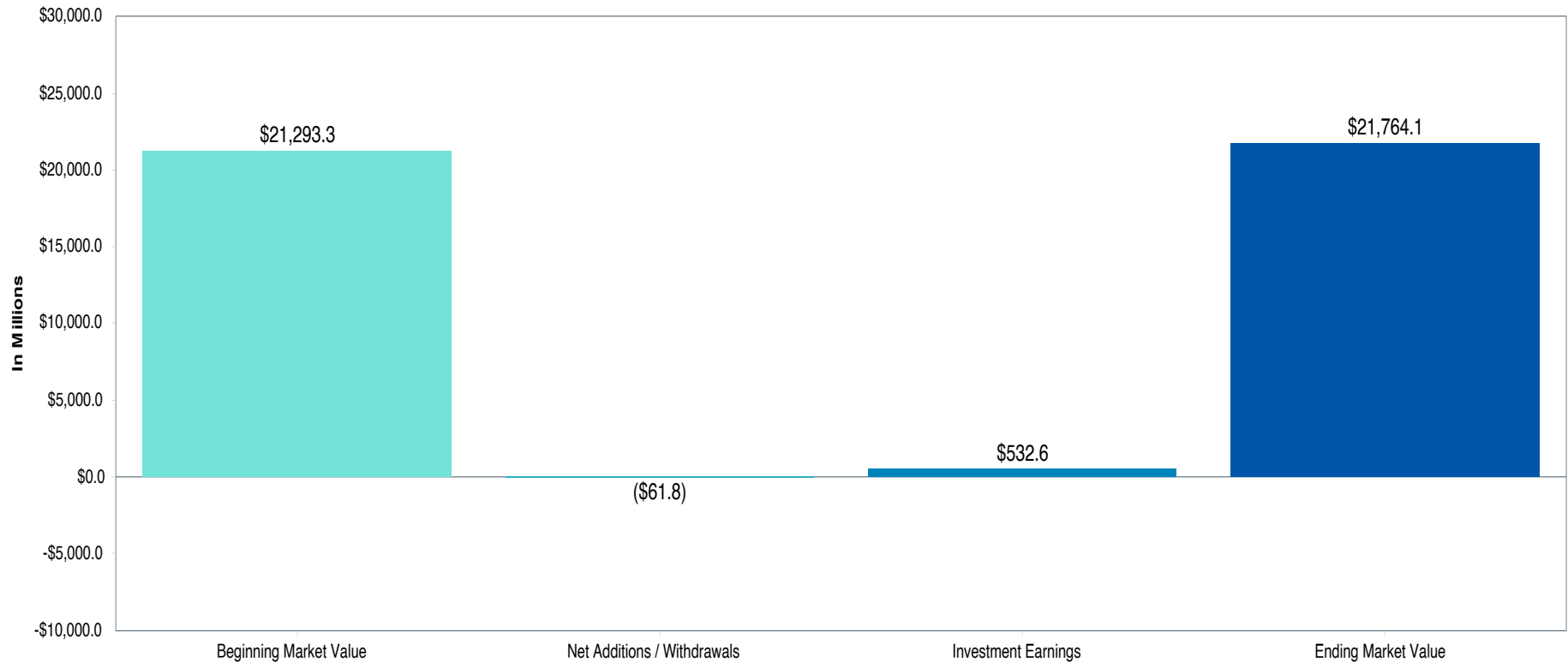
# Asset Allocation & Performance

## Market Environment

	Performance %						
	1 Month	Year to Date	Fiscal YTD	1 Year	3 Years	5 Years	10 Years
Dow Jones U.S. Total Stock Market Index	5.4	6.6	15.6	28.6	9.7	13.8	11.9
S&P 500 Index	5.3	7.1	15.7	30.5	11.9	14.8	12.7
Russell 1000 Index	5.4	6.9	15.9	29.8	10.7	14.4	12.4
Russell 1000 Value Index	3.7	3.8	10.1	14.0	8.4	9.4	8.7
Russell 1000 Growth Index	6.8	9.5	21.1	45.9	12.5	18.8	15.7
Russell 2000 Index	5.7	1.5	9.9	10.0	-0.9	6.9	7.1
Russell 2000 Value Index	3.3	-1.4	10.3	5.6	2.5	6.6	6.5
Russell 2000 Growth Index	8.1	4.7	9.4	14.2	-4.6	6.5	7.3
MSCI AC World IMI Index (Net)	4.2	4.4	12.1	21.6	6.1	10.1	8.1
MSCI AC World ex USA IMI (Net)	2.3	1.2	7.2	12.1	1.1	5.5	4.0
MSCI EAFE (Net)	1.8	2.4	8.4	14.4	4.4	6.8	4.4
MSCI Emerging Markets (Net)	4.8	-0.1	4.6	8.7	-6.3	1.9	3.0
BImbg. U.S. Universal Index	-1.2	-1.4	2.3	4.1	-2.8	0.8	1.7
BImbg. U.S. Aggregate Index	-1.4	-1.7	1.6	3.3	-3.2	0.6	1.4
BImbg. U.S. Government Index	-1.3	-1.6	0.9	2.3	-3.4	0.2	1.0
BImbg. Barc. Credit Bond Index	-1.4	-1.6	3.2	5.7	-2.8	1.6	2.4
BImbg. U.S. Mortgage Backed Securities	-1.6	-2.1	1.0	2.3	-3.3	-0.3	1.0
BImbg. U.S. Corp: High Yield Index	0.3	0.3	8.0	11.0	1.8	4.2	4.3
Citigroup 90-Day T-Bill	0.4	0.9	3.7	5.5	2.5	2.0	1.3

# Total Plan Asset Summary

As of February 29, 2024



## Summary of Cash Flows

	1 Month	Year to Date	Fiscal YTD	1 Year
<b>Total Fund</b>				
Beginning Market Value	21,293,332,857	21,289,300,596	20,745,857,372	20,285,488,987
+ Additions / Withdrawals	-61,800,752	-144,720,683	-602,718,136	-861,656,302
+ Investment Earnings	532,583,517	619,535,708	1,620,976,386	2,340,282,937
<b>= Ending Market Value</b>	<b>21,764,115,622</b>	<b>21,764,115,622</b>	<b>21,764,115,622</b>	<b>21,764,115,622</b>

# Asset Allocation & Performance

As of February 29, 2024

	Allocation			Performance %								
	Market Value \$ (\$)	%	Policy %	1 Month	Year to Date	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<b>Total Fund*</b>	21,764,115,622	100.0	100.0	2.5	2.9	7.9	11.7	6.3	8.8	8.2	8.5	04/01/1986
<i>Performance Benchmark</i>				3.6	3.6	9.5	15.7	6.2	9.3	8.3	8.6	
<b>Total Equity</b>	12,122,416,663	55.7	55.8	4.6	5.1	13.9	20.7	7.0	10.3	8.9	9.3	07/01/2015
<i>Total Equity Performance Benchmark</i>				4.6	5.2	13.3	24.0	7.3	11.3	9.5	9.9	
<b>Fixed Income</b>	2,949,584,811	13.6	15.0	-0.7	-0.6	2.6	3.8	-1.1	1.9	2.5	4.8	07/01/1992
<i>Performance Benchmark</i>				-1.2	-1.4	2.3	4.1	-2.8	0.8	1.7	4.8	
<b>Opportunistic/Alternatives</b>	1,101,060,399	5.1	5.1	1.4	2.8	8.5	11.8	7.3	4.6	3.5	4.0	05/01/2011
<i>Custom Alternatives Benchmark</i>				1.9	2.8	5.7	7.7	4.7	4.2	2.6	2.6	
<b>Real Assets</b>	2,569,857,460	11.8	12.1									
<b>Real Estate</b>	1,514,365,600	7.0										
<b>Timber</b>	339,420,094	1.6										
<b>Agriculture</b>	242,515,742	1.1										
<b>Infrastructure</b>	473,556,023	2.2										
<b>Private Equity</b>	2,945,054,919	13.5	12.0									
<b>Cash</b>	76,141,370	0.3	0.0									

\*Preliminary Results

\*Policy % is the interim target used for benchmarking purposes. See page 17 for long-term targets. Beginning July 1, 2013, an updated Investment Policy was adopted which includes the new Real Assets category, which includes Real Estate, Timber, Agriculture and Infrastructure.

\*Real Assets and Private Equity are valued on a quarterly basis and reported on a quarter lag. Market values have been adjusted for the current month's cash flows. Updated results for these portfolios are not yet available and will be included in the quarterly performance report.

\*The inception of the Total Equity asset class was July 1, 2015. Performance prior to July 2015 represents the weighted average of the U.S. Equity and Global Equity asset class monthly returns. For historical performance of the U.S. Equity and Global Equity asset classes please see page 21 of this report.

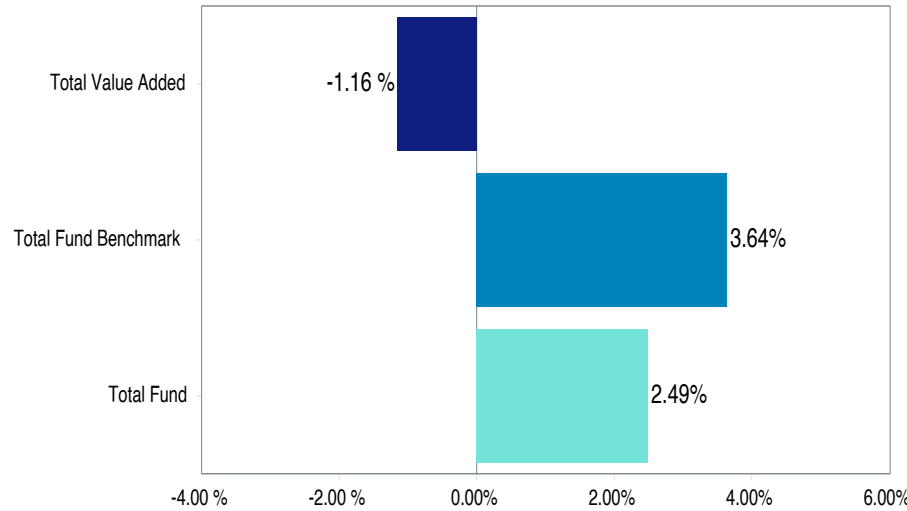
\*Includes investment gains from Allianz litigation income received on 2/28/2022.



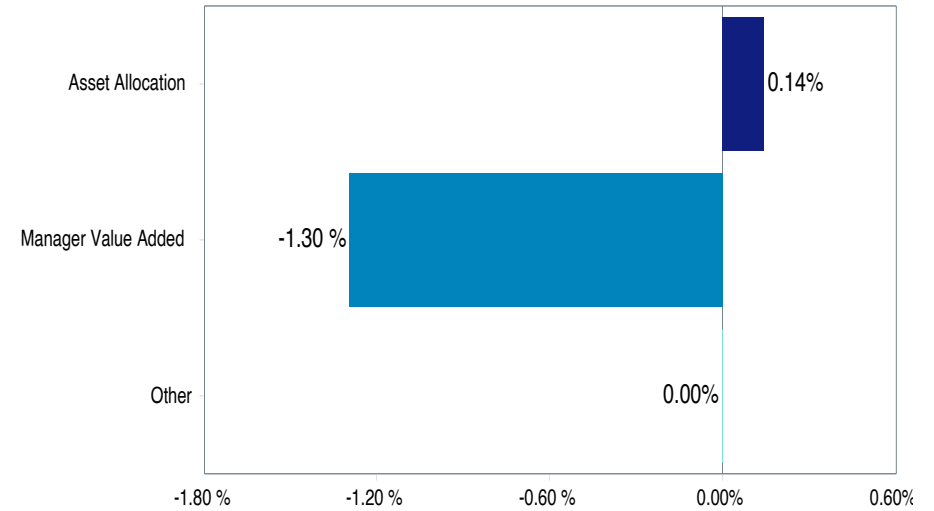
# Total Fund Attribution

1 Month Ending February 29, 2024

## Total Fund Performance

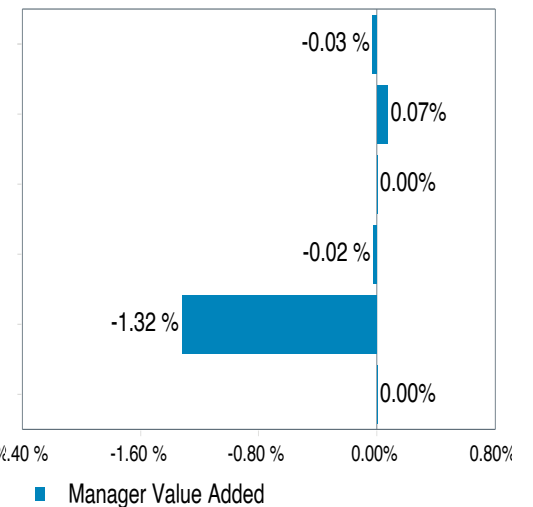
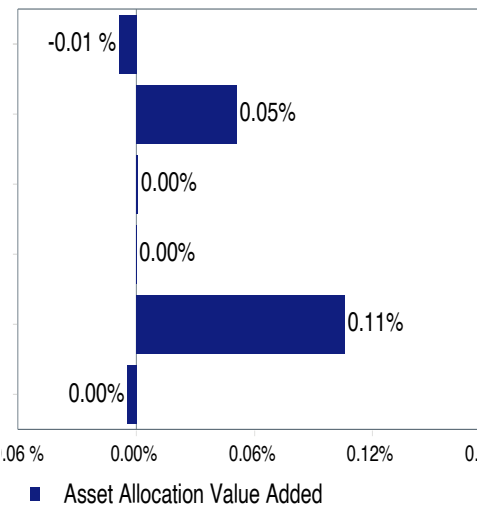
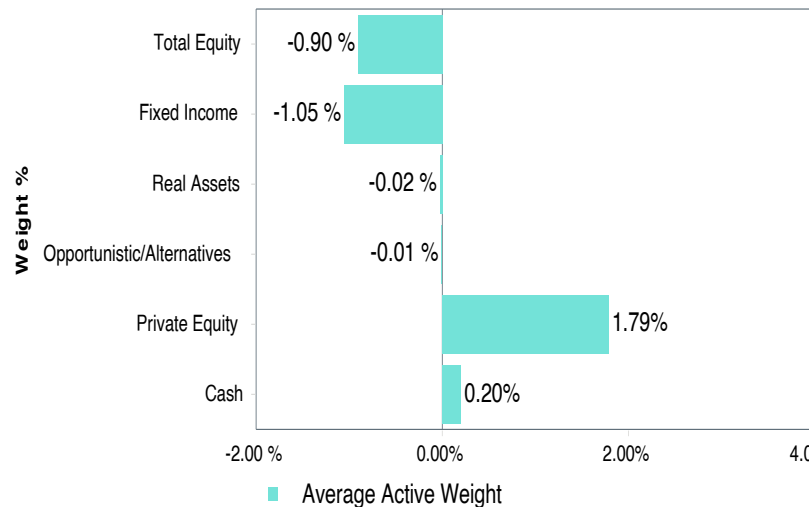


## Total Value Added: -1.16%



## Total Asset Allocation: 0.14%

## Total Manager Value Added: -1.30%

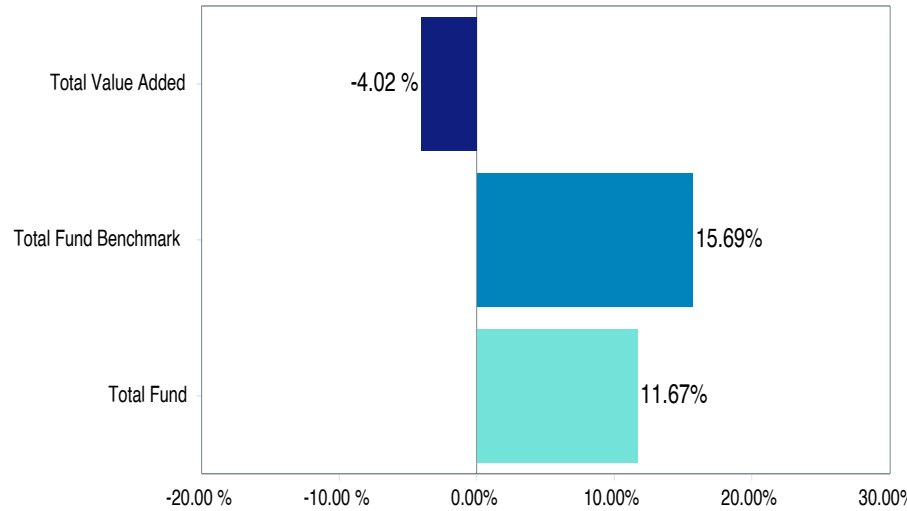


\*Preliminary Results

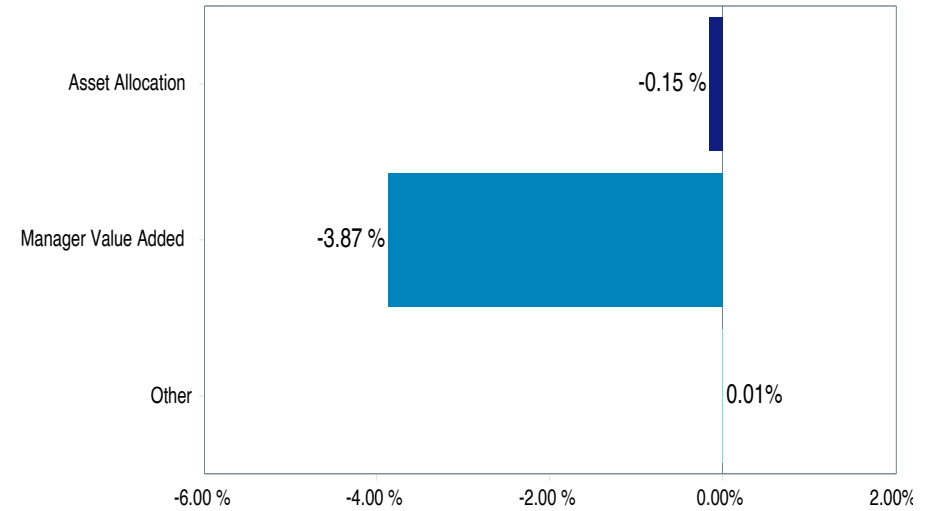
# Total Fund Attribution

1 Year Ending February 29, 2024

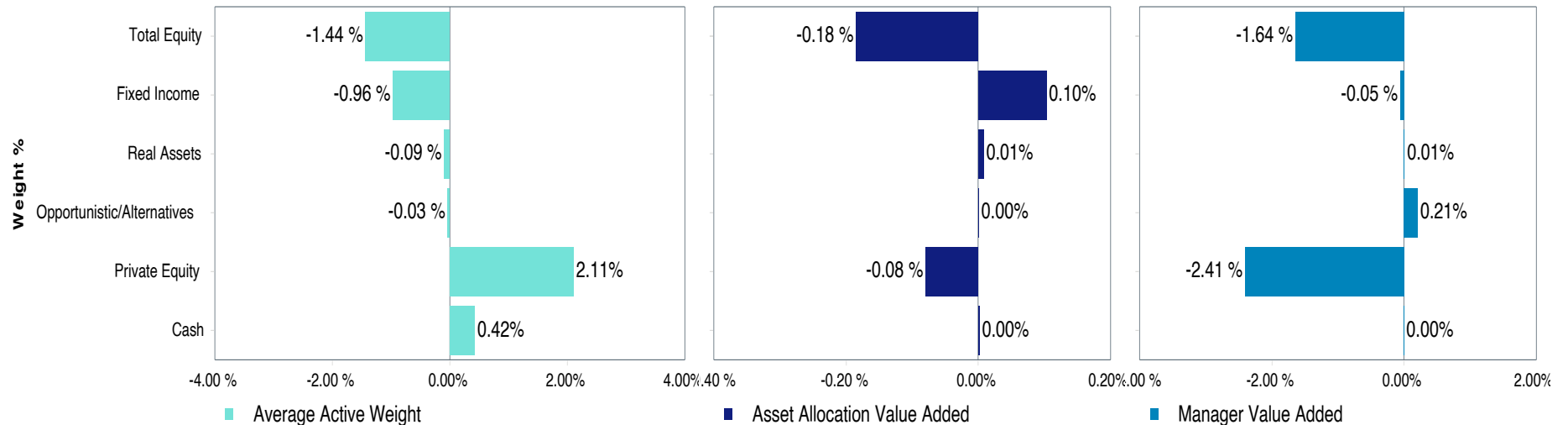
## Total Fund Performance



## Total Value Added: -4.02 %



## Total Asset Allocation: -0.15 % Total Manager Value Added: -3.87 %



\*Preliminary Results

# Asset Allocation & Performance

As of February 29, 2024

	Allocation		Performance %							
	Market Value \$	%	1 Month	Fiscal YTD	Year to Date	1 Year	3 Years	5 Years	Since Inception	Inception Date
<b>Total Equity</b>	<b>12,122,416,663</b>	<b>100.0</b>	<b>4.6</b>	<b>13.9</b>	<b>5.1</b>	<b>20.7</b>	<b>7.0</b>	<b>10.3</b>	<b>9.3</b>	<b>07/01/2015</b>
<i>Total Equity Performance Benchmark</i>			4.6	13.3	5.2	24.0	7.3	11.3	9.9	
<b>Jacobs Levy 130/30</b>	<b>1,509,260,381</b>	<b>12.5</b>	<b>4.9</b>	<b>22.3</b>	<b>7.4</b>	<b>28.6</b>	<b>22.5</b>	<b>20.0</b>	<b>13.1</b>	<b>01/01/2008</b>
<i>Russell 3000 Index</i>			5.4	15.6	6.6	28.6	9.9	13.9	10.0	
<b>Kennedy Capital Management</b>	<b>642,781,708</b>	<b>5.3</b>	<b>4.2</b>	<b>8.6</b>	<b>0.3</b>	<b>5.4</b>	<b>4.0</b>	<b>7.9</b>	<b>11.6</b>	<b>01/01/1994</b>
<i>Russell 2000 Value Index</i>			3.3	10.3	-1.4	5.6	2.5	6.6	9.2	
<b>Stephens</b>	<b>648,352,399</b>	<b>5.3</b>	<b>9.2</b>	<b>14.6</b>	<b>7.1</b>	<b>20.1</b>	<b>0.1</b>	<b>8.9</b>	<b>9.8</b>	<b>08/01/2006</b>
<i>Russell 2000 Growth Index</i>			8.1	9.4	4.7	14.2	-4.6	6.5	8.6	
<b>Voya Absolute Return</b>	<b>887,190,184</b>	<b>7.3</b>	<b>4.0</b>	<b>13.4</b>	<b>4.7</b>	<b>25.1</b>	<b>7.3</b>	<b>10.9</b>	<b>10.4</b>	<b>10/01/2008</b>
<i>Performance Benchmark Voya Absolute Return</i>			4.3	12.5	4.9	23.1	6.8	10.5	10.3	
<b>Voya U.S. Convertibles</b>	<b>966,081,948</b>	<b>8.0</b>	<b>2.1</b>	<b>3.0</b>	<b>0.8</b>	<b>7.0</b>	<b>-3.6</b>	<b>11.2</b>	<b>10.1</b>	<b>12/01/1998</b>
<i>Performance Benchmark</i>			1.2	4.0	0.0	8.1	-2.8	9.8	8.0	
<b>Pershing Square Holdings</b>	<b>355,952,115</b>	<b>2.9</b>	<b>3.8</b>	<b>38.6</b>	<b>7.4</b>	<b>41.3</b>	<b>14.1</b>	<b>26.0</b>	<b>10.8</b>	<b>01/01/2013</b>
<i>Dow Jones U.S. Total Stock Market Index</i>			5.4	15.6	6.6	28.6	9.7	13.8	13.7	
<b>SSgA Global Index</b>	<b>1,207,364,344</b>	<b>10.0</b>	<b>4.2</b>	<b>12.1</b>	<b>4.4</b>	<b>21.7</b>	<b>6.4</b>	<b>10.4</b>	<b>7.2</b>	<b>04/01/2008</b>
<i>MSCI AC World IMI Index (Net)</i>			4.2	12.1	4.4	21.6	6.1	10.1	6.9	
<b>BlackRock MSCI ACWI IMI Fund</b>	<b>1,099,466,243</b>	<b>9.1</b>	<b>4.2</b>	<b>12.3</b>	<b>4.5</b>	<b>22.2</b>	<b>6.5</b>	<b>10.4</b>	<b>8.8</b>	<b>07/01/2011</b>
<i>MSCI AC World IMI (Net)</i>			4.2	12.1	4.4	21.6	6.1	10.1	8.4	

\*Preliminary Results

\*The inception of the Total Equity asset class was July 1, 2015. Performance prior to July 2015 represents the weighted average of the U.S. Equity and Global Equity asset class monthly returns. For historical performance of the U.S. Equity and Global Equity asset classes please see page 21 of this report.

# Asset Allocation & Performance

As of February 29, 2024

	Allocation		Performance %							
	Market Value \$	%	1 Month	Fiscal YTD	Year to Date	1 Year	3 Years	5 Years	Since Inception	Inception Date
<b>Wellington Global Perspectives</b>	687,135,468	5.7	2.9	8.9	0.8	7.4	3.5	8.1	12.0	07/01/2009
<i>Performance Benchmark</i>			3.3	8.7	0.5	10.3	1.2	7.2	10.0	
<b>T. Rowe Price Global Equity</b>	1,433,517,885	11.8	7.5	16.1	8.4	29.5	1.0	14.2	13.3	08/01/2009
<i>MSCI AC World Index (Net)</i>			4.3	12.5	4.9	23.1	6.8	10.5	9.6	
<i>MSCI AC World Index Growth (Net)</i>			5.9	15.1	7.3	33.9	6.1	13.6	11.5	
<b>Lazard</b>	790,632,921	6.5	3.4	11.7	3.5	15.6	-1.3	7.4	8.3	08/01/2009
<i>MSCI AC World Index (Net)</i>			4.3	12.5	4.9	23.1	6.8	10.5	9.6	
<b>Harris Global Equity</b>	675,669,496	5.6	1.4	4.4	-0.3	10.5	3.8	9.0	6.7	06/01/2014
<i>MSCI World Index (Net)</i>			4.2	13.5	5.5	25.0	8.6	11.7	9.0	
<i>MSCI World Value (Net)</i>			2.4	10.1	2.7	12.7	8.0	7.4	5.8	
<b>Arrowstreet Global Equity - Alpha Extension Fund</b>	1,031,336,997	8.5	5.6	24.1	12.8				32.9	04/01/2023
<i>MSCI AC World IMI Index (Net)</i>			4.2	12.1	4.4				18.7	
<b>Trian Partners</b>	91,386,461	0.8	4.9	9.2	5.1	9.6	5.3	7.5	7.5	11/01/2015
<i>S&amp;P 500 Index</i>			5.3	15.7	7.1	30.5	11.9	14.8	13.4	
<b>Trian Co-Investments</b>	96,229,905	0.8	7.9	17.4	10.4	17.4	11.3	12.2	8.5	01/01/2017
<i>S&amp;P 500 Index</i>			5.3	15.7	7.1	30.5	11.9	14.8	14.2	

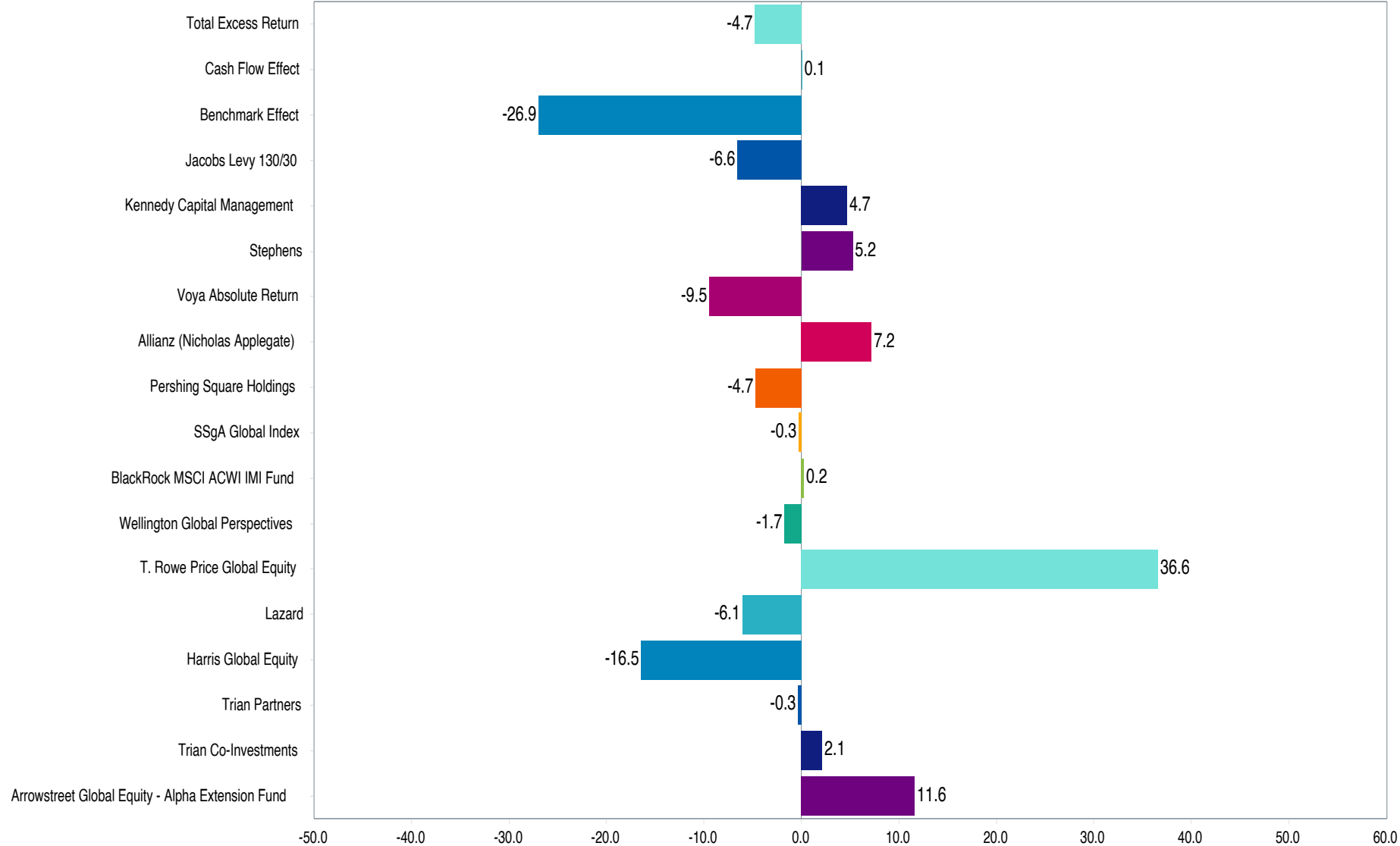
\*Preliminary Results

\*The inception of the Total Equity asset class was July 1, 2015. Performance prior to July 2015 represents the weighted average of the U.S. Equity and Global Equity asset class monthly returns. For historical performance of the U.S. Equity and Global Equity asset classes please see page 21 of this report.

# Asset Class Attribution

1 Month Ending February 29, 2024

1 Month



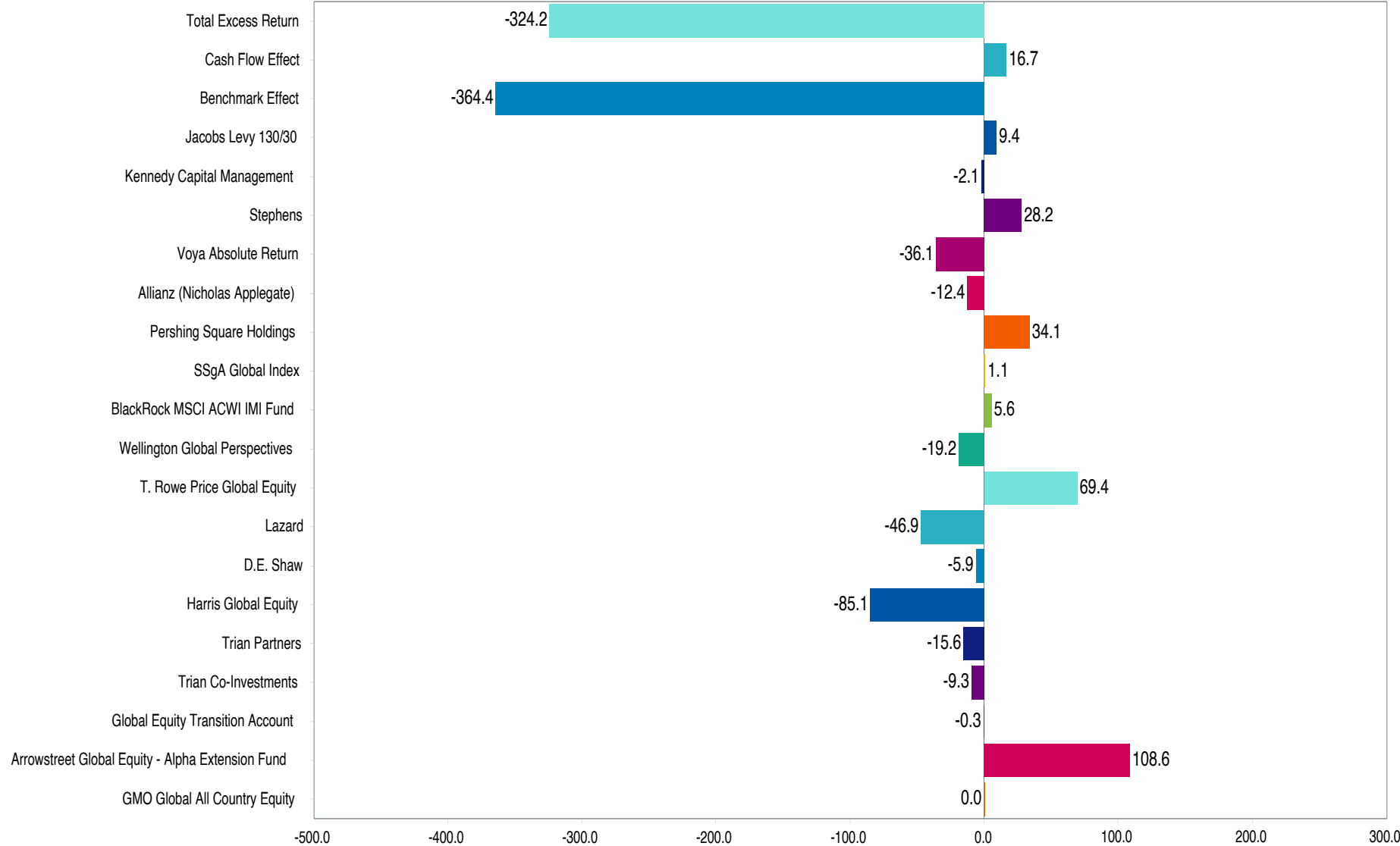
\*Preliminary Results



# Asset Class Attribution

1 Year Ending February 29, 2024

1 Year



\*Preliminary Results



# Asset Allocation & Performance

As of February 29, 2024

	Allocation		Performance %							
	Market Value \$	%	1 Month	Fiscal YTD	Year to Date	1 Year	3 Years	5 Years	Since Inception	Inception Date
<b>Fixed Income</b>	<b>2,949,584,811</b>	<b>100.0</b>	<b>-0.7</b>	<b>2.6</b>	<b>-0.6</b>	<b>3.8</b>	<b>-1.1</b>	<b>1.9</b>	<b>4.8</b>	<b>07/01/1992</b>
<i>Performance Benchmark</i>			-1.2	2.3	-1.4	4.1	-2.8	0.8	4.8	
<b>BlackRock</b>	<b>256,177,042</b>	<b>8.7</b>	<b>-1.3</b>	<b>2.2</b>	<b>-1.4</b>	<b>3.9</b>	<b>-3.0</b>	<b>0.9</b>	<b>3.5</b>	<b>10/01/2003</b>
<i>Performance Benchmark</i>			-1.2	2.3	-1.4	4.1	-2.8	0.8	3.3	
<b>Loomis Sayles</b>	<b>674,950,481</b>	<b>22.9</b>	<b>-0.3</b>	<b>5.3</b>	<b>-0.1</b>	<b>7.0</b>	<b>-0.9</b>	<b>3.1</b>	<b>6.5</b>	<b>09/01/2008</b>
<i>Performance Benchmark</i>			-0.8	3.9	-0.9	6.2	-1.4	2.1	4.3	
<b>SSgA Aggregate Bond Index</b>	<b>706,399,927</b>	<b>23.9</b>	<b>-1.4</b>	<b>1.6</b>	<b>-1.6</b>	<b>3.4</b>	<b>-3.2</b>	<b>0.6</b>	<b>2.1</b>	<b>06/01/2010</b>
<i>Blmbg. U.S. Aggregate Index</i>			-1.4	1.6	-1.7	3.3	-3.2	0.6	2.1	
<b>Wellington Global Total Return</b>	<b>405,250,141</b>	<b>13.7</b>	<b>0.7</b>	<b>4.3</b>	<b>1.9</b>	<b>4.4</b>	<b>4.2</b>	<b>3.7</b>	<b>2.8</b>	<b>06/01/2014</b>
<i>ICE BofA 3 Month U.S. T-Bill</i>			0.4	3.6	0.8	5.2	2.4	2.0	1.4	
<b>Reams Core Plus Bond Fund</b>	<b>571,730,846</b>	<b>19.4</b>	<b>-1.3</b>	<b>1.5</b>	<b>-1.6</b>	<b>3.6</b>	<b>-2.2</b>	<b>2.9</b>	<b>2.6</b>	<b>06/01/2014</b>
<i>Blmbg. U.S. Aggregate Index</i>			-1.4	1.6	-1.7	3.3	-3.2	0.6	1.3	
<b>BRS Recycling Tax Credit</b>	<b>175,975,000</b>	<b>6.0</b>								
<b>BRS Recycling Tax Credit Phase 2</b>	<b>77,031,608</b>	<b>2.6</b>								
<b>BRS Recycling Tax Credit Phase 2</b>	<b>77,031,608</b>	<b>2.6</b>								

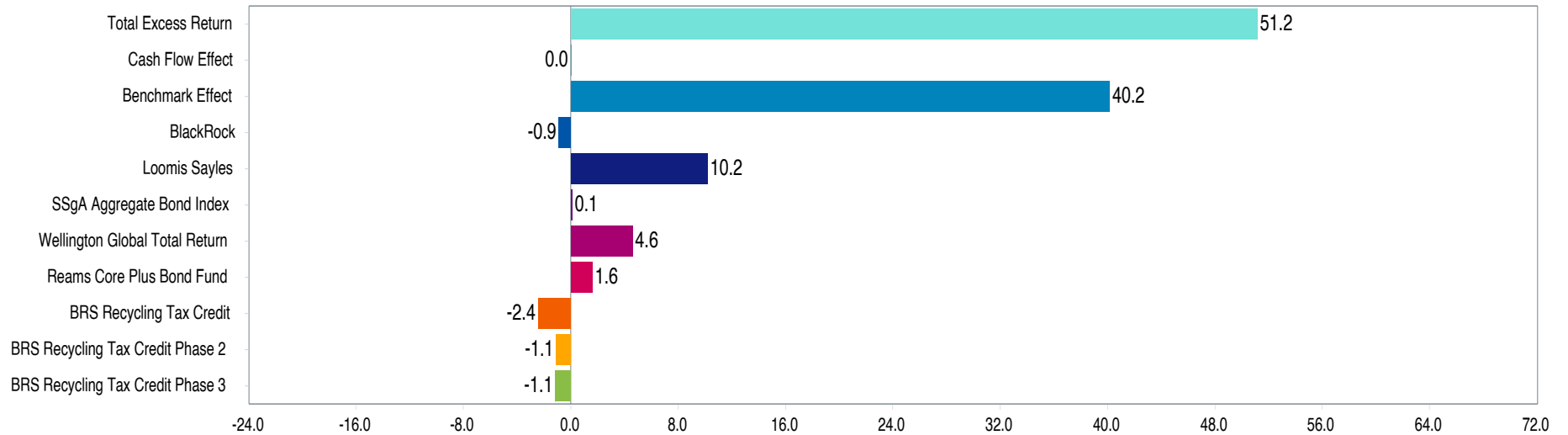
\*Preliminary Results

\*The BRS Recycling Tax Credit represents an annual income stream of \$16 million dollars over the next 14 years, which ATRS purchased for approximately \$162 million. The value shown above represents the year-end market value in accordance with GASB Statement 72, representing the 14 years of annual income, and has been incorporated into Total Fixed Income and Total Fund performance.

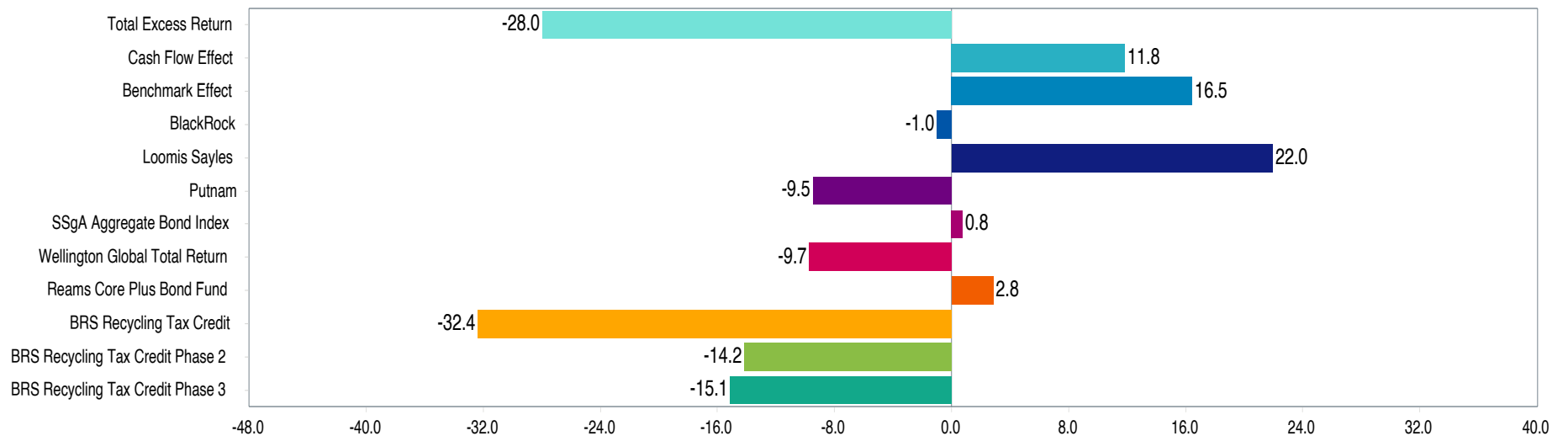
# Asset Class Attribution

As of February 29, 2024

## 1 Month



## 1 Year



\*Preliminary Results



# Asset Allocation & Performance

As of February 29, 2024

	Allocation		Performance %								
	Market Value \$ (\$)	%	1 Month	Fiscal YTD	Year to Date	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<b>Opportunistic/Alternatives</b>	1,101,060,399	100.0	1.4	8.5	2.8	11.8	7.3	4.6	3.5	4.0	05/01/2011
<i>Custom Alternatives Benchmark</i>			1.9	5.7	2.8	7.7	4.7	4.2	2.6	2.6	
<b>Anchorage</b>	27,760,873	2.5	0.6	5.4	1.6	7.6	8.0	6.4	4.6	5.8	05/01/2011
<i>Credit Suisse Event Driven</i>			2.0	7.5	2.5	10.0	4.1	5.5	2.8	3.3	
<i>HFRI ED: Distressed/Restructuring Index</i>			1.3	6.6	1.0	6.5	3.9	6.0	3.9	4.5	
<b>York</b>	5,922,289	0.5	-7.3	-27.6	-2.4	-18.7	2.2	-11.9	-6.1	-2.7	05/01/2011
<i>Credit Suisse Event Driven</i>			2.0	7.5	2.5	10.0	4.1	5.5	2.8	3.3	
<i>HFRI ED: Distressed/Restructuring Index</i>			1.3	6.6	1.0	6.5	3.9	6.0	3.9	4.5	
<b>Capula</b>	101,653,495	9.2	-0.1	6.2	0.6	9.1	8.4	7.8	7.2	6.7	05/01/2011
<i>HFRI Macro (Total) Index</i>			2.7	3.7	3.2	2.6	5.4	6.1	3.4	2.1	
<b>Graham</b>	103,440,641	9.4	2.6	10.9	7.3	7.0	13.7	13.2	8.3	5.7	05/01/2011
<i>HFRI Macro (Total) Index</i>			2.7	3.7	3.2	2.6	5.4	6.1	3.4	2.1	
<b>Circumference Group Core Value</b>	42,519,289	3.9	0.7	5.0	1.4	11.1	5.5	7.7		8.8	08/01/2015
<i>Russell 2000 Index</i>			5.7	9.9	1.5	10.0	-0.9	6.9		7.5	
<b>Aeolus Keystone Fund</b>	25,831,447	2.3	0.8	1.2	1.7	7.6	1.3	1.5		-0.4	12/01/2015
<i>FTSE 3 Month T-Bill</i>			0.4	3.7	0.9	5.5	2.5	2.0		1.6	
<i>Eureka hedge ILS Advisers Index</i>			1.0	8.8	2.2	14.2	4.9	3.6		1.7	
<b>Parametric Global Defensive Equity Fund</b>	222,796,254	20.2	2.6	7.6	3.3	15.1	6.9	6.7		6.0	06/01/2017
<i>Performance Benchmark</i>			2.4	8.2	2.9	14.2	5.0	6.6		6.0	
<i>MSCI AC World Index</i>			4.3	12.8	5.0	23.8	7.3	11.0		10.1	
<b>Man Alternative Risk Premia</b>	122,159,945	11.1	1.4	7.2	3.6	8.2	12.1	4.7		3.6	06/01/2018
<i>SG Multi Alternative Risk Premia Index</i>			0.9	6.6	3.8	8.0	7.6	1.5		1.2	
<b>CFM Systematic Global Macro Fund</b>	107,414,384	9.8	2.7	9.7	2.2	7.7				7.2	11/01/2021
<i>HFRI Macro: Systematic Diversified Index</i>			4.6	2.1	5.4	1.3				4.2	

\*Preliminary Results

# Asset Allocation & Performance

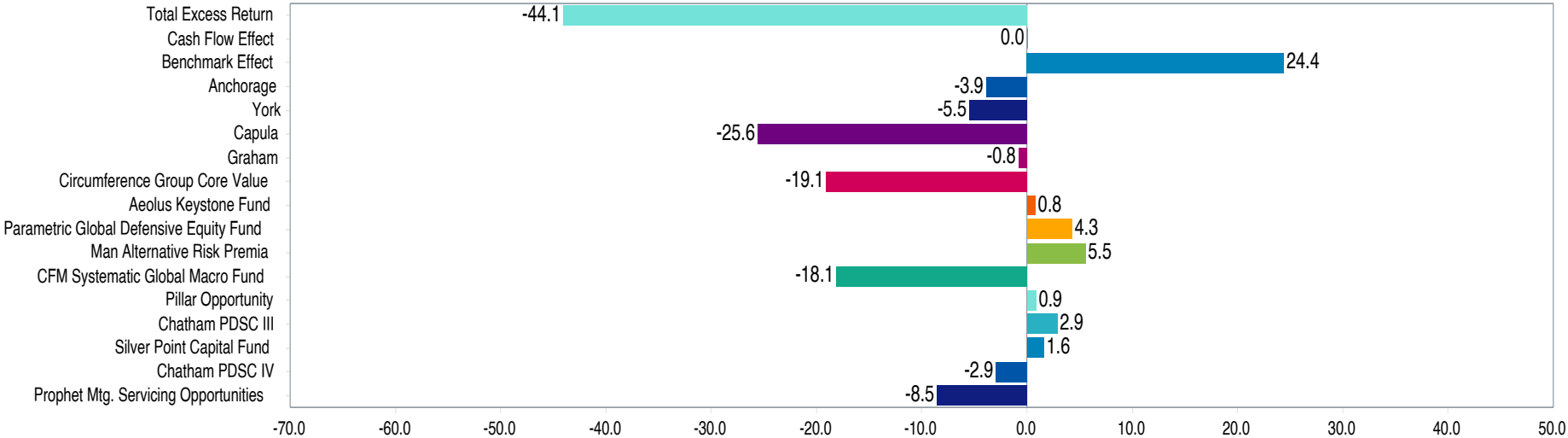
As of February 29, 2024

	Allocation		Performance %								
	Market Value \$ (\$)	%	1 Month	Fiscal YTD	Year to Date	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
<b>Pillar Opportunity</b>	107,323,546	9.7	0.5	13.7	1.5	19.4				5.6	12/01/2021
<i>FTSE 3 Month T-Bill</i>			0.4	3.7	0.9	5.5				3.4	
<i>Eurekahedge ILS Advisers Index</i>			1.0	8.8	2.2	14.2				6.0	
<b>Chatham PDSC III</b>	70,887,746	6.4	1.5	11.1	2.5	13.0				16.2	11/01/2021
<i>HFRI Event-Driven (Total) Index</i>			1.0	8.8	1.0	8.1				2.5	
<b>Silver Point Capital Fund</b>	54,062,302	4.9	1.7	5.2	2.6	7.5				4.5	03/01/2022
<i>HFRI ED: Distressed/Restructuring Index</i>			1.3	6.6	1.0	6.5				2.2	
<b>Prophet Mtg. Servicing Opportunities</b>	45,096,388	4.1	0.0	11.9	1.9					14.2	05/01/2023
<i>Credit Suisse Hedge Fund Index</i>			2.1	7.5	3.5					9.0	
<b>Chatham PDSC IV</b>	64,191,801	5.8	0.5	16.5	2.6					28.4	05/01/2023
<i>HFRI Event-Driven (Total) Index</i>			1.0	8.8	1.0					10.0	

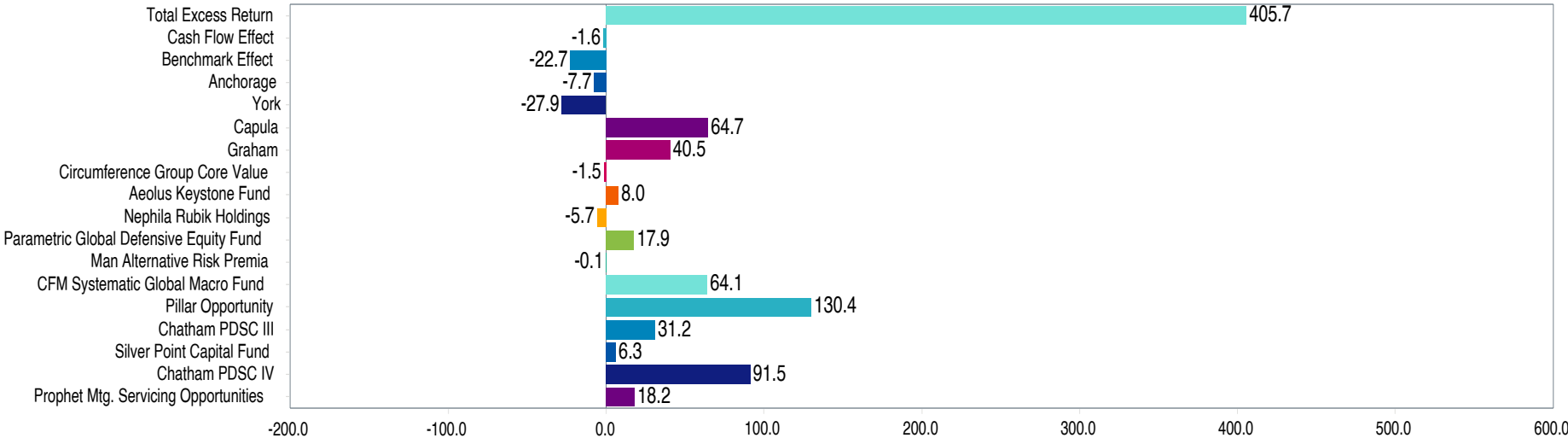
# Asset Class Attribution

As of February 29, 2024

## 1 Month



## 1 Year



# Total Fund Asset Allocation

Asset Allocation as of 2/29/2024										Values in \$1,000		
	Total Equity	U.S. Bond	Real Estate	Private Equity	Cash	Total	Percent of Total	Interim Policy	Long-Term Target			
Jacobs Levy 130/30	\$1,509,260.4	--	--	--	--	\$1,509,260.4	6.93%					
Kennedy Capital Management	\$642,781.7	--	--	--	--	\$642,781.7	2.95%					
Stephens	\$648,352.4	--	--	--	--	\$648,352.4	2.98%					
Voya Absolute Return	\$887,190.2	--	--	--	--	\$887,190.2	4.08%					
Voya U.S. Convertibles	\$966,081.9	--	--	--	--	\$966,081.9	4.44%					
Pershing Square Holdings	\$355,952.1	--	--	--	--	\$355,952.1	1.64%					
SSgA Global Index	\$1,207,364.3	--	--	--	--	\$1,207,364.3	5.55%					
BlackRock MSCI ACWI IMI Fund	\$1,099,466.2	--	--	--	--	\$1,099,466.2	5.05%					
Wellington Global Perspectives	\$687,135.5	--	--	--	--	\$687,135.5	3.16%					
T. Rowe Price Global Equity	\$1,433,517.9	--	--	--	--	\$1,433,517.9	6.59%					
Lazard	\$790,632.9	--	--	--	--	\$790,632.9	3.63%					
Harris Global Equity	\$675,669.5	--	--	--	--	\$675,669.5	3.10%					
Triam Partners	\$91,386.5	--	--	--	--	\$91,386.5	0.42%					
Triam Partners Co-Investments	\$96,229.9	--	--	--	--	\$96,229.9	0.44%					
Capital Guardian & Knight Vinke	\$58.2	--	--	--	--	\$58.2	0.00%					
Global Equity Transition Account	\$0.0	--	--	--	--	\$0.0	0.00%					
Arrowstreet	\$1,031,337.0	--	--	--	--	\$1,031,337.0	4.74%					
<b>Total Equity</b>						\$12,122,416.7	55.70%	54.84%	53.00%			
BlackRock	--	\$256,177.0	--	--	--	\$256,177.0	1.18%					
Loomis Sayles	--	\$674,950.5	--	--	--	\$674,950.5	3.10%					
SSgA Aggregate Bond Index	--	\$706,399.9	--	--	--	\$706,399.9	3.25%					
Wellington Global Total Return	--	\$405,250.1	--	--	--	\$405,250.1	1.86%					
Reams Core Plus Bond Fund	--	\$571,730.8	--	--	--	\$571,730.8	2.63%					
BRS Recycling Tax Credit	--	\$175,975.0	--	--	--	\$175,975.0	0.81%					
BRS Recycling Tax Credit Phase 2	--	\$77,031.6	--	--	--	\$77,031.6	0.35%					
BRS Recycling Tax Credit Phase 3	--	\$82,069.8	--	--	--	\$82,069.8	0.38%					
<b>Total Fixed Income</b>						\$2,949,584.8	13.55%	15.00%	15.00%			
Anchorage	--	--	--	\$27,760.9	--	\$27,760.9	0.13%					
Capula	--	--	--	\$101,653.5	--	\$101,653.5	0.47%					
Graham	--	--	--	\$103,440.6	--	\$103,440.6	0.48%					
York	--	--	--	\$5,922.3	--	\$5,922.3	0.03%					
Circumference Group Core Value	--	--	--	\$42,519.3	--	\$42,519.3	0.20%					
Aeolus Keystone Fund	--	--	--	\$25,831.4	--	\$25,831.4	0.12%					
Nephila Rubik Holdings	--	--	--	\$0.0	--	\$0.0	0.00%					
Parametric Global Defensive Equity	--	--	--	\$222,796.3	--	\$222,796.3	1.02%					
Man Alternative Risk Premia	--	--	--	\$122,159.9	--	\$122,159.9	0.56%					
CFM Systematic Global Macro	--	--	--	\$107,414.4	--	\$107,414.4	0.49%					
Juniperus	--	--	--	\$107,323.5	--	\$107,323.5	0.49%					
Chatham PDSC III	--	--	--	\$70,887.7	--	\$70,887.7	0.33%					
Silver Point Capital	--	--	--	\$54,062.3	--	\$54,062.3	0.25%					
Chatham PDSC IV	--	--	--	\$64,191.8	--	\$64,191.8	0.29%					
Prophet	--	--	--	\$45,096.4	--	\$45,096.4	0.21%					
<b>Total Opportunistic/Alternatives</b>						\$1,101,060.4	5.06%	5.23%	5.00%			
<b>Real Estate</b>			\$1,514,365.6			\$1,514,365.6	6.96%					
<b>Timber</b>			\$339,420.1			\$339,420.1	1.56%					
<b>Agriculture</b>			\$242,515.7			\$242,515.7	1.11%					
<b>Infrastructure</b>			\$473,556.0			\$473,556.0	2.18%					
<b>Total Real Assets</b>						\$2,569,857.5	11.81%	12.92%	15.00%			
<b>Total Private Equity</b>				\$2,945,054.9		\$2,945,054.9	13.53%	12.00%	12.00%			
<b>Total Cash</b>					\$76,141.4	\$76,141.4	0.35%	0.00%	0.00%			
<b>Total Fund</b>	\$12,122,416.7	\$2,949,584.8	\$2,569,857.5	\$4,046,115.3	\$76,141.4	\$21,764,115.6	100.00%	100.00%	100.00%			

\*Note: The market values for the Real Assets and Private Equity investments shown above are lagged one quarter and adjusted for the current quarter's cash flows. Market values and allocation percentages may not add to the total due to rounding.

# Real Estate Asset Allocation

Asset Allocation as of 2/29/2024				Values in \$1,000			
	Real Estate	Percent of Real Estate	Percent of Total Fund		Real Estate	Percent of Real Estate	Percent of Total Fund
Almanac Realty Securities Fund V	\$69.9	0.00%	0.00%	LaSalle Income & Growth Fund VI	\$3,628.9	0.24%	0.02%
Almanac Realty Securities Fund VI	\$3,436.2	0.23%	0.02%	LaSalle Income & Growth Fund VII	\$7,141.2	0.47%	0.03%
Almanac Realty Securities Fund VII	\$17,089.4	1.13%	0.08%	LaSalle Income & Growth Fund VIII	\$33,646.9	2.22%	0.15%
Almanac Realty Securities Fund VIII	\$20,581.0	1.36%	0.09%	LaSalle US Value Partners IX	-\$1,873.1	-0.12%	-0.01%
Almanac Realty Securities Fund IX	\$7,039.0	0.46%	0.03%	LBA Logistics Value Fund	\$29,709.3	1.96%	0.14%
American Center	\$26,954.2	1.78%	0.12%	Lone Star Real Estate Fund IV	\$7,571.0	0.50%	0.03%
AR Insurance	\$2,367.3	0.16%	0.01%	Lone Star Real Estate Fund VII	-\$433.9	-0.03%	0.00%
AR Teachers Retirement Building	\$4,827.3	0.32%	0.02%	Long Wharf Real Estate Partners V	\$17,532.1	1.16%	0.08%
Blackstone Real Estate Partners VII	\$8,447.6	0.56%	0.04%	Long Wharf Real Estate Partners VI	\$34,107.8	2.25%	0.16%
Blackstone RE Europe VI	\$35,912.3	2.37%	0.17%	Mesa West Income Fund V	\$12,271.5	0.81%	0.06%
Blackston RE X	\$3,682.1	0.24%	0.02%	Metropolitan RE Co-Investments	\$8,415.1	0.56%	0.04%
Carlyle Realty Partners VII	\$6,935.8	0.46%	0.03%	Met Life Commercial Mtg Inc Fund	\$44,616.6	2.95%	0.21%
Carlyle Realty VIII	\$12,754.7	0.84%	0.06%	Morgan Stanley Prime Property Fund	\$61,425.3	4.06%	0.28%
Carlyle Realty IX	\$9,947.9	0.66%	0.05%	New Boston Fund VII	\$12,803.4	0.85%	0.06%
CBREI SP U.S. Opportunity V	\$295.1	0.02%	0.00%	O'Connor NAPP II	\$4,473.6	0.30%	0.02%
CBREI SP VIII	\$17,289.9	1.14%	0.08%	PRISA	\$294,798.7	19.47%	1.35%
CBREI SP IX	\$29,733.4	1.96%	0.14%	Recoveries Land	\$70.0	0.00%	0.00%
Cerberus Institutional RE Partners III	\$10,046.8	0.66%	0.05%	Rockwood Capital RE Partners IX	\$2,832.0	0.19%	0.01%
Calmwater	\$11,063.0	0.73%	0.05%	Rockwood Capital RE XI	\$30,736.8	2.03%	0.14%
Fletcher Properties	\$1,065.2	0.07%	0.00%	Rose Law Firm	\$4,194.3	0.28%	0.02%
FPA Core Plus IV	\$34,676.9	2.29%	0.16%	RREEF Core Plus Industrial Fund	\$57,878.5	3.82%	0.27%
GCP GLP IV	\$39,832.4	2.63%	0.18%	Texarkana DHS	\$0.0	0.00%	0.00%
Harbert European Real Estate	\$1,875.7	0.12%	0.01%	Torchlight Debt Opportunity Fund IV	\$1,609.7	0.11%	0.01%
Heitman European Property IV	\$277.2	0.02%	0.00%	Torchlight Debt Opportunity Fund V	\$2,437.5	0.16%	0.01%
JP Morgan Strategic Property Fund	\$168,593.2	11.13%	0.77%	Torchlight Debt Opportunity Fund VI	\$18,760.2	1.24%	0.09%
Kayne Anderson V	\$19,547.0	1.29%	0.09%	Torchlight Debt Opportunity Fund VII	\$26,839.3	1.77%	0.12%
Kayne Anderson VI	\$32,869.2	2.17%	0.15%	UBS Trumbull Property Fund	\$125,500.4	8.29%	0.58%
Landmark Fund VI	\$120.5	0.01%	0.00%	UBS Trumbull Property Income Fund	\$52,524.7	3.47%	0.24%
Landmark Real Estate IX	-\$602.2	-0.04%	0.00%	Victory	\$33,155.0	2.19%	0.15%
Landmark Real Estate VIII	\$13,825.7	0.91%	0.06%	Walton Street Real Estate Debt II	\$15,189.1	1.00%	0.07%
LaSalle Asia Opportunity Fund IV	\$1,552.9	0.10%	0.01%	West Mphs. DHS	\$0.0	0.00%	0.00%
LaSalle Asia Opportunity Fund V	\$15,350.9	1.01%	0.07%	Westbrook IX	\$6,701.1	0.44%	0.03%
LaSalle Asia Opportunity Fund VI	\$1,028.7	0.07%	0.00%	Westbrook Real Estate Fund X	\$7,616.6	0.50%	0.03%
				<b>Total Real Estate</b>	<b>\$1,514,365.6</b>	<b>100.00%</b>	<b>6.96%</b>

\*Note: The market values for the Real Assets and Private Equity investments shown above are lagged one quarter and adjusted for the current quarter's cash flows. Market values and allocation percentages may not add to the total due to rounding.

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# Private Equity Asset Allocation

Asset Allocation as of 2/29/2024				Values in \$1,000			
	Private Equity	Percent of Private Equity	Percent of Total Fund		Private Equity	Percent of Private Equity	Percent of Total Fund
Alpine IX	\$2,814.0	0.10%	0.01%	Insight Mezzanine I	\$1,951.4	0.07%	0.01%
Alpine VIII	\$23,007.2	0.78%	0.11%	JF Lehman III	\$24,829.5	0.84%	0.11%
Arlington Capital IV	\$33,791.9	1.15%	0.16%	JF Lehman IV	\$14,080.6	0.48%	0.06%
Arlington Capital V	\$39,465.3	1.34%	0.18%	JF Lehman V	\$38,435.3	1.31%	0.18%
Arlington Capital VI	\$13,527.4	0.46%	0.06%	JF Lehman VI	\$7,535.3	0.26%	0.03%
Advent GPE VI	\$3,109.9	0.11%	0.01%	KPS III	\$0.0	0.00%	0.00%
Altus Capital II	\$3,736.2	0.13%	0.02%	KPS IV	\$10,714.6	0.36%	0.05%
American Industrial Partners VI	\$34,601.1	1.17%	0.16%	KPS V	\$20,968.1	0.71%	0.10%
American Industrial Partners VII	\$36,135.2	1.23%	0.17%	KPS Mid-Cap	\$15,229.2	0.52%	0.07%
Altaris Constellation Partners	\$20,544.9	0.70%	0.09%	Levine Leichtman V	\$623.5	0.02%	0.00%
Altaris Health Partners IV	\$22,506.6	0.76%	0.10%	Lime Rock III	\$21,239.5	0.72%	0.10%
Atlas Capital II	\$12,634.4	0.43%	0.06%	LLR III	\$1,042.8	0.04%	0.00%
Audax Mezzanine III	\$1,302.4	0.04%	0.01%	LLR VI	\$24,487.0	0.83%	0.11%
Big River - Equity	\$1,770.4	0.06%	0.01%	LLR VII	-\$79.0	0.00%	0.00%
Big River - Holdings Note 2023	\$0.0	0.00%	0.00%	Mason Wells III	-\$83.8	0.00%	0.00%
Big River - Holdings Note 3/16/23	\$0.0	0.00%	0.00%	NGP IX	\$78.4	0.00%	0.00%
Bison V	\$23,405.2	0.79%	0.11%	NGP X	\$3,033.0	0.10%	0.01%
Bison VI	\$12,067.3	0.41%	0.06%	NGP XI	\$18,126.9	0.62%	0.08%
Boston Ventures VII	\$1,398.4	0.05%	0.01%	NGP XII	\$16,800.8	0.57%	0.08%
Boston Ventures IX	\$39,117.1	1.33%	0.18%	One Rock Capital Partners II	\$35,288.8	1.20%	0.16%
Boston Ventures X	\$36,305.9	1.23%	0.17%	PineBridge	\$8,645.6	0.29%	0.04%
Boston Ventures XI	\$7,910.9	0.27%	0.04%	Revelstoke	\$7,042.9	0.24%	0.03%
BV VIII	\$14,966.8	0.51%	0.07%	Post Road	\$15,371.6	0.52%	0.07%
Castelake II	\$7,574.0	0.26%	0.03%	Riverside Value Fund I	\$17,393.6	0.59%	0.08%
Castelake III	\$9,267.6	0.31%	0.04%	Riverside V	\$22,823.9	0.77%	0.10%
Clearlake V	\$33,524.1	1.14%	0.15%	Riverside VI	\$30,569.2	1.04%	0.14%
Clearlake VI	\$45,016.0	1.53%	0.21%	Siris III	\$21,333.8	0.72%	0.10%
Clearlake VII	\$18,091.1	0.61%	0.08%	Siris IV	\$35,326.6	1.20%	0.16%
Court Square III	\$26,956.7	0.92%	0.12%	SK Capital V	\$33,346.3	1.13%	0.15%
CSFB-ATRS 2005-1 Series	\$15,178.6	0.52%	0.07%	SK Capital VI	\$24,246.2	0.82%	0.11%
CSFB-ATRS 2006-1 Series	\$21,062.5	0.72%	0.10%	Sycamore Partners II	\$14,419.4	0.49%	0.07%
Diamond State Ventures II	\$222.5	0.01%	0.00%	Sycamore Partners III	\$22,979.8	0.78%	0.11%
DW Healthcare III	\$5,786.3	0.20%	0.03%	TA XI	\$6,653.7	0.23%	0.03%
DW Healthcare IV	\$24,625.9	0.84%	0.11%	Tennenbaum VI	\$162.6	0.01%	0.00%
DW Healthcare V	\$33,901.0	1.15%	0.16%	Thoma Bravo Discover	\$5,537.2	0.19%	0.03%
EnCap Energy Transition II	\$9,108.5	0.31%	0.04%	Thoma Bravo Discover II	\$21,944.4	0.75%	0.10%
EnCap IX	\$5,666.1	0.19%	0.03%	Thoma Bravo Discover III	\$22,538.9	0.77%	0.10%
EnCap VIII	\$18,377.8	0.62%	0.08%	Thomas Bravo Discover IV	\$9,043.5	0.31%	0.04%
EnCap X	\$17,217.4	0.58%	0.08%	Thoma Bravo Explore I	\$22,563.1	0.77%	0.10%
EnCap XI	\$35,542.6	1.21%	0.16%	Thoma Bravo XI	\$14,859.6	0.50%	0.07%
Franklin Park Series	\$1,174,780.0	39.89%	5.40%	Thoma Bravo XII	\$33,516.6	1.14%	0.15%
Greenbriar V	\$34,660.5	1.18%	0.16%	Thoma Bravo XIII	\$42,486.0	1.44%	0.20%
Greenbriar VI	\$7,239.2	0.25%	0.03%	Thoma Bravo XIV	\$19,879.4	0.68%	0.09%
GCG IV	\$12,331.5	0.42%	0.06%	Thoma Bravo XV	\$11,217.2	0.38%	0.05%
GCG V	\$30,519.8	1.04%	0.14%	Vista Equity III	\$2,224.6	0.08%	0.01%
GCG VI	\$6,440.5	0.22%	0.03%	Vista Foundation II	\$7,273.1	0.25%	0.03%
GTLA Holdings	\$70,700.0	2.40%	0.32%	Vista Foundation III	\$31,853.9	1.08%	0.15%
Highland	\$82,750.0	2.81%	0.38%	Wellspring V	\$13,636.4	0.46%	0.06%
Hybar LLC	\$147.0	0.00%	0.00%	Wicks IV	\$8,174.2	0.28%	0.04%
Insight Equity II	\$6,673.6	0.23%	0.03%	WNG II	\$26,210.2	0.89%	0.12%
				<b>Total Private Equity</b>	<b>\$2,945,054.9</b>	<b>100.00%</b>	<b>13.53%</b>

\*Note: The market values for the Real Assets and Private Equity investments shown above are lagged one quarter and adjusted for the current quarter's cash flows.  
Market values and allocation percentages may not add to the total due to rounding.

# Arkansas Teacher Retirement System

## Description of Benchmarks

**Total Fund** - The Performance Benchmark for the Total Fund reflects a weighted average of the underlying asset class benchmarks, weighted as follows: Opportunistic/Alternatives and Real Assets at the weight of the previous month's ending market values, Fixed Income and Private Equity at their long-term Policy Targets of 15% and 12%, respectively, and Total Equity at its long-term Policy Target of 50% plus the balance of the unfunded or uncommitted assets of the Opportunistic/Alternatives and Real Assets categories. These targets can be found on page 14 of the this report. From October 2007 to July 2013, the Performance Benchmark was the performance of the asset class benchmarks as a weighted average of the previous month's ending market values. The historical components of the benchmark are shown in the table below. Returns prior to September 30, 1996, consist of the actual allocations to the seven different asset classes included in the Arkansas Teacher Retirement System over time. The historical benchmarks used for each asset class are noted below.

Date	DJ Total Stock Market Index	Russell 3000 Index	MSCI ACW ex-U.S. Index	MSCI All Country World Index	BC Universal Bond Index	BC Aggregate Bond Index	Alternative Policy*
03/2004-9/2007	40.0%	--	17.5%	--	25.0%	--	17.5%
06/2003-02/2004	40.0	--	17.5	--	--	25.0%	17.5
10/2001-07/2003	--	40.0%	17.5	--	--	25.0	17.5
08/1998-09/2001	--	40.0	17.0	--	--	28.0	15.0
10/1996-07/1998	--	40.0	20.0	--	--	28.0	12.0

\*Historically, the Alternative Policy was comprised of the weighted averages of the Private Equity, Real Estate, and Alternatives policy benchmarks. Prior to July 31, 2003 the alternative benchmark consisted of 57.0% of the Russell 3000 + a 2% Premium per year, 8.5% of the NCREIF Southeast Timberland Index, 28.5% of the Real Estate Index, 6% of the EnnisKnupp STIF Index.

# Arkansas Teacher Retirement System

**Total Equity** - A weighted average of the Dow Jones U.S. Total Stock Market Index and the MSCI All Country World IMI Index based on weights of the underlying investment manager allocations. As of February 1, 2024, the Total Equity Performance Benchmark was comprised of 35.3% DJ U.S. Total Stock Market Index and 64.7% MSCI ACWI IMI.

**Fixed Income** - The Barclays Capital Universal Bond Index as of March 1, 2004.

**Opportunistic/Alternatives** - A custom benchmark consisting of 25% DJ/CS Event-Driven Index, 25% HFR Macro Index, and 50% South Timberland NCREIF Index until June 30, 2013; 60% HFR Macro Index and 40% DJ/CS Event-Driven Index until July 31, 2015; 56% HFR Macro Index, 38% DJ/CS Event-Driven Index, and 6% Russell 2000 Index until March 31, 2016; 45% HFR Macro Index, 30% DJ/CS Event-Driven Index, 5% Russell 2000 Index, and 20% FTSE 3 Month T-bill until May 31, 2016; 37% HFR Macro Index, 25% DJ/CS Event-Driven Index, 5% Russell 2000 Index, and 33% FTSE 3 Month T-bill until May 31, 2017; 28% HFR Macro Index, 20% DJ/CS Event-Driven Index, 4% Russell 2000 Index, 25% FTSE 3 Month T-bill, and 23% Parametric Performance Benchmark until May 31, 2018. 22% HFR Macro Index, 18% DJ/CS Event-Driven Index, 3% Russell 2000 Index, 27% FTSE 3 Month T-bill, 18.50% Parametric Performance Benchmark, and 11.5% SG Multi-Alternative Risk Premia until June 30, 2018. 20% HFR Macro Index, 15% DJ/CS Event-Driven Index, 3.5% Russell 2000 Index, 25% FTSE 3 Month T-bill, 16.5% Parametric Performance Benchmark, and 20% SG Multi-Alternative Risk Premia until August 31, 2018. 17% HFR Macro Index, 15% DJ/CS Event-Driven Index, 3.5% Russell 2000 Index, 28% FTSE 3 Month T-bill, 16.5% Parametric Performance Benchmark, and 20% SG Multi-Alternative Risk Premia until November 30, 2018. 15% HFR Macro Index, 15% DJ/CS Event-Driven Index, 3.5% Russell 2000 Index, 30% FTSE 3 Month T-bill, 16.5% Parametric Performance Benchmark, and 20% SG Multi-Alternative Risk Premia thereafter.

**Real Assets** - A custom benchmark consisting of a weighted average of the net asset values at previous month's end of the sub-categories' benchmarks, defined as Real Estate Benchmark, Timber Benchmark, Agriculture Benchmark and Infrastructure Benchmark.

**Real Estate**-The NCREIF Index.

**Timberland Property Benchmark** - NCREIF Timberland Property Index (NTPI) weighted according to ATRS' regional exposure based on net asset value.

**Agriculture Benchmark** - NCREIF Farmland Index (NFI) weighted according to ATRS' regional and crop type exposure based on net asset value.

**Infrastructure Benchmark** - Consumer Price Index (CPI) plus 500 basis points annually.

**Private Equity** - The Dow Jones U.S. Total Stock Market Index + a 2% premium per year.

**Cash Equivalents** - The Citigroup 90 day T-bill.



# Arkansas Teacher Retirement System

## Description of Benchmarks

**FTSE 90 day T-bill Index** - Treasury bill rates of return, as reported by Citigroup (Salomon Smith Barney), for bills with a maximum time remaining to maturity of 90 days.

**Bloomberg Barclays Aggregate Bond Index** - A market-value weighted index consisting of the Barclays Capital Corporate, Government and Mortgage-Backed Securities Indices. The Index also includes credit card-, auto- and home equity loan-backed securities, and is the broadest available measure of the aggregate U.S. fixed income market.

**Bloomberg Barclays Universal Bond Index** - A market-value weighted index consisting of the components of the Barclays Capital Bond Index, plus EuroDollar bonds, emerging markets bonds, 144A fixed income securities, and U.S. credit high yield securities.

**Bloomberg Barclays Mortgage Index** - A market value-weighted index consisting of the mortgage pass-through securities of Ginnie Mae (GNMA), Fannie Mae (FNMA) and Freddie Mac (FHLMC).

**MSCI All Country World ex-U.S. Index** - A capitalization-weighted index consisting of 22 developed and 23 emerging countries, but excluding the U.S. Covers approximately 85% of global equity opportunity set outside of the U.S.

**MSCI All Country World Index** - A capitalization-weighted index of stocks representing 46 stock markets in Europe, Australia, the Far East, the Middle East, Latin America and North America.

**MSCI All Country World IMI Index** - A capitalization-weighted index representing large and small cap stock from 46 stock markets in Europe, Australia, the Far East, the Middle East, Latin America and North America.

**FTSE Europe** - A tradable index, designed to represent the performance of the 100 most highly capitalized blue chip companies in Europe.

**MSCI Europe, Australasia, Far East (EAFE) Non-U.S. Stock Index** - A capitalization-weighted index of stocks representing 21 developed and emerging country markets in Europe, Australia, Asia and the Far East.

**NCREIF Index** - The National Council of Real Estate Investment Fiduciaries (NCREIF) Net Property Index is an unlevered, market-value weighted Index consisting of \$128 billion in domestic institutional real estate assets. The Index is representative of the national real estate market, across all property types and regions.

**Voya U.S. Convertibles Performance Benchmark** - On January 1, 2005, the benchmark for the portfolio was changed to the Merrill Lynch Convertible Bond (All Quality) Index. Prior to January 1, 2005, the performance benchmark for the Voya U.S. Convertibles portfolio was the CSFB Convertible Securities Index. Prior to May 1, 2004, the performance benchmark consisted of 90% CSFB Convertible Securities Index and 10% Salomon High Yield Index.

**Wellington Global Performance Benchmark**- As of July 1, 2012 the benchmark was changed to MSCI All Country World Small Cap Index. Prior to July 1, 2012, the benchmark was MSCI All Country World Small/Mid Cap Index.

**BlackRock Performance Benchmark** - The Barclays Capital Universal Bond Index as of March 1, 2004.

**Voya Absolute Return Performance Benchmark** - As of December 1, 2015 the benchmark was changed to MSCI All Country World Index. Prior to December 1, 2015, the benchmark was the S&P 500 Stock Index.

**LIBOR Index** - London Interbank Offered Rate. A filtered average of the world's most creditworthy banks' interbank deposit rates with maturities between overnight and one full year.

**Russell 3000 Index** - An index that measures the performance of the 3000 stocks that make up the Russell 1000 and Russell 2000 Indices.

**Russell 1000 Index** - An index that measures the performance of the largest 1,000 stocks contained in the Russell 3000 Index.

**Russell 1000 Value Index** - An index that measures the performance of those Russell 1000 companies with lower price-to-book ratios and lower I/B/E/S growth forecasts.

**Russell 2000 Index** - An index that measures the performance of the smallest 2000 companies contained in the Russell 3000 Index.

**Russell 2000 Growth Index** - An index that measures the performance of those Russell 2000 companies with greater price-to-book ratios and greater I/B/E/S growth forecasts.

**Russell 2000 Value Index** - An index that measures the performance of those Russell 2000 companies with lower price-to-book ratios and lower I/B/E/S growth forecasts.

**Russell Mid Cap Value Index** - An index that measure the performance of those Russell 1000 companies with lower price-to-book ratios and lower forecasted growth values.

**S&P 500 Stock Index** - A capitalization-weighted stock index consisting of the 500 largest publicly traded U.S. stocks.

**HFR Macro Index** - Macro: Investment Managers which trade a broad range of strategies in which the investment process is predicated on movements in underlying economic variables and the impact these have on equity, fixed income, hard currency and commodity markets. Managers employ a variety of techniques, both discretionary and systematic analysis, combinations of top down and bottom up theses, quantitative and fundamental approaches and long and short term holding periods. Primary investment thesis is predicated on predicted or future movements in the underlying instruments.

**HFR Distressed/Restructuring Index** - Distressed Restructuring Strategies employ an investment process focused on corporate fixed income instruments, primarily on corporate credit instruments of companies trading at significant discounts to their value at issuance or obliged (par value) at maturity as a result of either formal bankruptcy proceeding or financial market perception of near term proceedings. Distressed Strategies employ primarily debt (greater than 60%) but also may maintain related equity exposure.

**Parametric Performance Benchmark** - 50% MSCI All Country World Index and 50% Citigroup 90 day T-Bill Index as of June 1, 2017.

**SG Multi Alternative Risk Premia Index** - An equally weighted index composed of risk premia managers who employ investment programs diversified across multiple asset classes while utilizing multiple risk premia factors.

# Arkansas Teacher Retirement System

## Historical U.S. Equity and Global Equity composite returns

As of June 30, 2015	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
U.S. Equity	6.7	18.1	16.4	9.4	10.5	04/01/1986
Dow Jones U.S. Total Stock Market Index	7.2	17.6	17.5	8.3	-	
Global Equity	1.8	14.6	12.1	-	2.5	11/01/2007
MSCI AC World Index (Net)	0.7	13.0	11.9	6.4	2.1	

In June 2015, the ATRS Board approved the combination of the U.S. and Global equity asset classes to a single Total Equity asset class. Total Equity performance reporting began in July 2015. In the table above, we show the historical returns for the U.S. Equity and Global Equity asset classes since inception through June 2015. Performance for the Total Equity asset class prior to July 2015 represents a weighted average of the U.S. Equity and Global Equity historical performance.

## Notes

- The rates of return contained in this report are shown on an after-fees basis unless otherwise noted. They are geometric and time-weighted. Returns for periods longer than one year are annualized.
- Universe percentiles are based upon an ordering system in which 1 is the best ranking and 100 is the worst ranking.
- Due to rounding throughout the report, percentage totals displayed may not sum to 100%. Additionally, individual fund totals in dollar terms may not sum to the plan total.

All information presented in this report should be considered preliminary. Finalized data will be available on next Quarterly Investment Report after the close of the quarter.

# Disclaimer

## **Past performance is not necessarily indicative of future results.**

Unless otherwise noted, performance returns presented reflect the respective fund's performance as indicated. Returns may be presented on a before-fees basis (gross) or after-fees basis (net). After-fee performance is net of each respective sub-advisors' investment management fees and include the reinvestment of dividends and interest as indicated on the notes page within this report or on the asset allocation and performance summary pages. Actual returns may be reduced by Aon Investments' investment advisory fees or other trust payable expenses you may incur as a client. Aon Investments' advisory fees are described in Form ADV Part 2A. Portfolio performance, characteristics and volatility also may differ from the benchmark(s) shown.

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The data contained in these reports is compiled from statements provided by custodian(s), record-keeper(s), and/or other third-party data provider(s). This document is not intended to provide, and shall not be relied upon for, accounting and legal or tax advice. Aon Investments has not conducted additional audits and cannot warrant its accuracy or completeness. We urge you to carefully review all custodial statements and notify Aon Investments with any issues or questions you may have with respect to investment performance or any other matter set forth herein.

The mutual fund information found in this report is provided by Thomson Reuters Lipper and Aon Investments cannot warrant its accuracy or timeliness. Thomson Reuters Lipper Global Data Feed provides comprehensive coverage of mutual fund information directly to Investment Metrics, Aon Investments' performance reporting vendor, via the PARis performance reporting platform. Thomson Reuters Lipper is the data provider chosen by Investment Metrics, and as such, Aon Investments has no direct relationship with Thomson Reuters Lipper.

Refer to Hedge Fund Research, Inc. [www.hedgefundresearch.com](http://www.hedgefundresearch.com) for information on HFR indices.

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Aon Investments USA Inc. ("Aon Investments") is a federally registered investment advisor with the U.S. Securities and Exchange Commission ("SEC"). Aon Investments is also registered with the Commodity Futures Trade Commission as a commodity pool operator and a commodity trading advisor, and is a member of the National Futures Association. The Aon Investments ADV Form Part 2A disclosure statement is available upon written request to:

Aon Investments USA Inc.  
200 East Randolph Street  
Suite 700  
Chicago, IL 60601  
ATTN: Aon Investments Compliance Officer

## Memorandum

**To:** Arkansas Teacher Retirement System (“ATRS”)  
**From:** Chae Hong, Jack Dowd, CFA  
**CC:** PJ Kelly; Matthew Hooker  
**Date:** April 15, 2024  
**Re:** Carlyle Realty Partners X – \$50 million Commitment Recommendation

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### Background and Recommendation

Carlyle Investment Management LLC (“Carlyle” or the “Sponsor”) is forming Carlyle Realty Partners X (the “Fund” or “CRP X”) as a continuation of its diversified opportunistic fund series. The \$8 to \$10 billion closed-end Fund is targeting a 13%-17% net IRR using 50% to 65% leverage over a ten-year term. The Fund will focus on property types with favorable demand prospects driven by demographic and technology shifts. Given the view on current market conditions, the strategy intends to overweight multifamily, industrial, active adult apartments, and single-family rentals, while underweighting GDP-linked sectors such as office, retail, and hotels. Value is created through ground-up development, renovation, or redevelopment, using joint venture operating partners, over a three-to-five-year business plan. The Manager has historically targeted mid-market property deals within the top 30 U.S. MSAs, with intended exit to a long-term holder.

Aon Investments, USA is satisfied with the strategy of the Fund and its appropriateness for ATRS. Additionally, we believe that the merits of this offering outweigh its risks. A Fund X Investment Summary is attached as **Exhibit A**. We recommend that ATRS invest \$50 million in the Fund to fulfill ATRS’ 2024 real estate allocation, in accordance with the previously approved 2024 ATRS Real Asset Pacing Schedule. Additionally, Fund X may provide investors with various investment vehicles. Townsend recommends ATRS consult with its tax and legal counsel to determine the most appropriate vehicle for the Plan.

# Exhibit A



## INVESTMENT SUMMARY

# CARLYLE REALTY PARTNERS X, L.P.

A U.S. Diversified Opportunistic Fund

February 2024



# EXECUTIVE SUMMARY

## OVERVIEW

Review Date	Rating	Predecessor Fund Rating
February 2024	Buy	Buy

Carlyle Investment Management LLC (“Carlyle” or the “Sponsor”) is forming Carlyle Realty Partners X (the “Fund” or “CRP X”) as a continuation of its diversified opportunistic fund series. The \$8 to \$10 billion closed-end Fund is targeting a 13%-17% net IRR using 50% to 65% leverage over a ten-year term.

The Townsend Group, an Aon Company (“Townsend”) has reviewed and performed an in-depth analysis of the above categories which includes, but is not limited to:

- Retention of Limited Partners
- Institutional Investor Representation
- Management Company Ownership
- Organization Expenses
- Management Fee
- Incentive Fees/ Waterfall Distribution
- Fund Size
- Sponsor Commitment
- Investment Period
- Fund Term
- Key Person Provision
- Turnover/Tenure
- GP Attribution Concentration
- Consistency/ Volatility of Returns
- Write-offs
- Transaction Experience in Strategy
- Ability to Create Value in Deals
- Valuation Discipline
- Reporting Transparency
- Back-Office Resources
- Fault Provisions
- Advisory Board
- Priority of Distributions
- Alignment of Partner Interest
- Firm Leadership

In addition, Aon Investments, USA’s Operational Due Diligence team has reviewed the Firm from an operating perspective and has given Carlyle a pass rating.

## RECOMMENDATION

Aon Investments, USA is satisfied with the strategy of the Fund and its appropriateness for ATRS. Additionally, we believe that the merits of this offering outweigh its risks. We recommend that ATRS invest \$50 million in the Fund to fulfill ATRS’ 2024 real estate allocation, in accordance with the previously approved 2024 ATRS Real Asset Pacing Schedule.

### Sponsor:

<b>HQ Location</b>	Washington, DC	<b>Founded</b>	1987
<b>Ownership</b>	Public (NASDAQ: CG)	<b>AUM</b>	\$382 billion GAV (Private US RE: ~\$15bn. NAV)
<b>Employees</b>	2,246 total	<b>Real Estate Staff</b>	130+ in the US
<b>Organization</b>	Carlyle is a global investment firm with three business segments: Global Private Equity, Credit, and Investment Solutions. The US Real Estate team (the “Manager”) is organized within the Global Private Equity segment and is supported by shared operations professionals including accounting, operations, legal, and IT.		

### Portfolio Characteristics:

<b>Vehicle Structure</b>	Closed-end commingled fund	<b>Risk Segment</b>	High Return/Opportunistic
<b>Targeted Size</b>	\$8 - \$10 billion (no cap)	<b>Sponsor Co-Invest</b>	3%, up to \$150M
<b>Commitment Period</b>	5 years	<b>Fund Term</b>	10 years
<b>Avg Investment Size</b>	\$25 to \$100 million equity	<b>Typical Business Plan</b>	3 to 5 years

### Fees:

<b>Management Fee</b>	1.5% on committed, then invested.	<b>Incentive Fees</b>	9% preferred return; 80% GP catch-up; 80% LP/20% GP thereafter
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*Status:* Sponsor guidance is a first and final close occurring mid-year 2024 (est. June 28th, 2024). CRP IX (prior fund) is still actively investing (77% committed), and current pacing implies it will be fully invested near the end of 2024.

*Strategy:* The Fund will focus on property types with favorable demand prospects driven by demographic and technology shifts. Given the view on current market conditions, the strategy intends to overweight multifamily, industrial, active adult apartments, and single-family rentals, while underweighting GDP-linked sectors such as office, retail, and hotels. Value is created through ground-up development, renovation, or redevelopment, using joint venture operating partners, over a three-to-five-year business plan. The Manager has historically targeted mid-market property deals within the top 30 U.S. MSAs, with intended exit to a long-term holder.

## STRATEGY

### OVERVIEW

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CRP X is a continuation of the Manager’s opportunistic real estate fund series, targeting a net IRR of 13%-17% and 1.4x-1.5x net multiple. Assets are typically located in top 30 U.S. MSAs.

- Carlyle’s focus is on middle-market investment size, between \$25 and \$100 million in gross capitalization, resulting in a portfolio with minimized concentration risk and 200+ assets.
- Value creation is a largely a product of ground-up development and lease-up, plus an amount of management changes and operational improvements, redevelopment, and renovation and repositioning.
  - Development has been over 90% in the last 2 funds; it is expected to be similar in CRP X.
    - *As it stands, Townsend notes that the Fund will likely not start deploying capital until 4Q 2024 or 1Q 2025, adding to the uncertainty of the intended opportunity set at that time given on-going capital markets changes.*
  - Business plans are typically 3-5 years with sale to core buyers upon stabilization.
- Given the heavy emphasis on development strategies, returns are primarily appreciation based and investors should not expect a substantial income component.
- Carlyle research categorizes sectors into three sponsor defined themes that include “Demographic Driven”, “Technology Driven”, and “GDP-linked”. Demographic and Technology Driven themes will continue to be favored for CRP X.
  - The Fund is expected to be overweight to residential sectors (like apartment, age-restricted apartments, and single-family rental housing) that benefit from Demographic Driven tailwinds, and industrial, which is benefitting from Technology Driven tailwinds.
  - Other demographic strategies in life science, medical office, and self-storage will collectively round out the Fund’s sector allocation.
  - GDP Driven sectors such as hotel, office, and retail are not being considered for CRP X. It may be reconsidered if more attractive discounts arise from distress during the Fund’s investment period.
  - As a reference, below is the prior fund, CRP IX, broken out by strategy and property type:

## LEVERAGE

Carlyle’s intended use of leverage is consistent with its previous opportunistic funds, targeting 50%-65% loan-to-cost at the asset level. Leverage usage, along with the quality of leverage employed, is viewed as a conservative approach when compared to opportunistic peers.

- Typically, leverage is capped floating rate first mortgages with individually financed positions as opposed to cross collateralized portfolio financing.
- The Fund’s formal limitation for leverage is 60% loan-to-value at the asset level after its final close. The Fund may operate at up to 70% during the Commitment Period and 60% thereafter, inclusive of subscription line and/or Fund level credit.
- Carlyle primarily borrows debt that is not recourse to the Fund. Where required by lenders, JV partners typically take on repayment and completion guarantee. There are no explicit limitations on recourse or cross-collateralization per the LPA.

## INVESTMENT GUIDELINES

Guidelines are similar to the prior fund. As a percent of aggregate commitments:

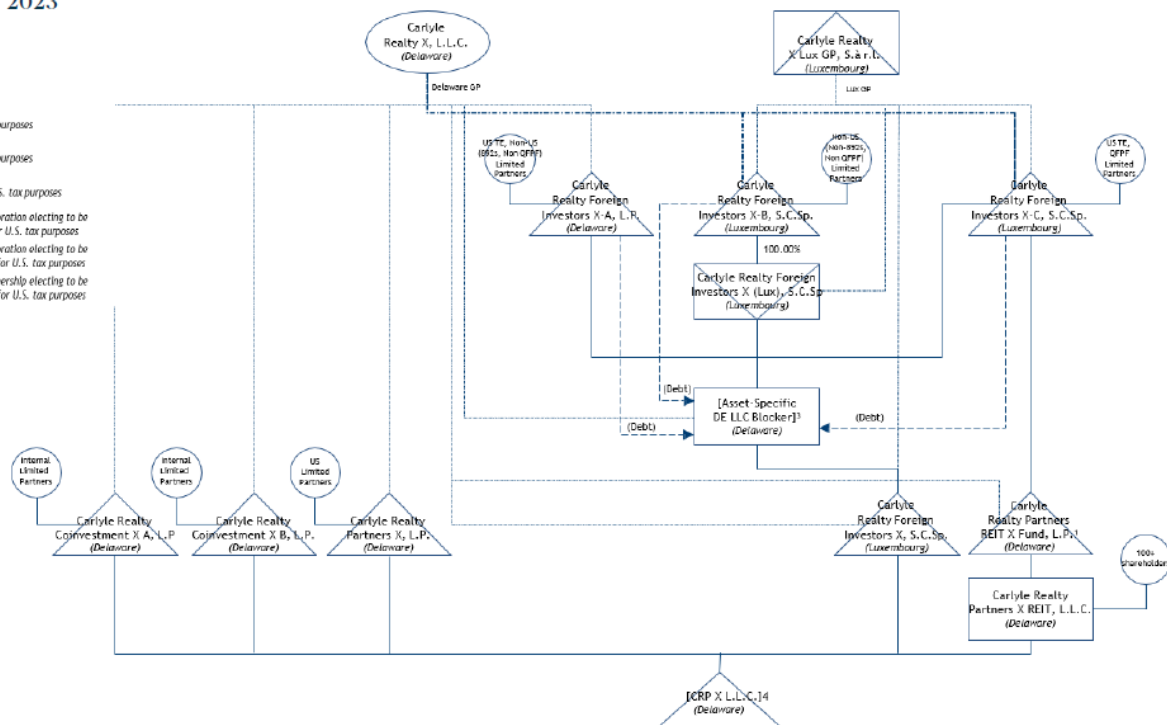
- No more than 15% of total commitments in one investment (or 20% including follow-on investment).
- No more than 5% in investments outside of the U.S. and Canada (or 10% including follow-on investment).
- No more than 10% of total commitments in Canadian investments (or 15% including follow-on investment).
- No investment in passive “blind pool” funds.
- No more than 5% of total commitments in unentitled land.
- No more than 15% of total commitments in public securities and no hostile takeover/control investments.
- No more than 10% of total commitments in real estate debt.
- No investments in individual oil and gas interests or mineral interests.

## Fund Legal Structure:

As of June 30, 2023

### Key:

- Individuals
- A corporation for U.S. tax purposes
- △ A partnership for U.S. tax purposes
- ◇ A disregarded entity for U.S. tax purposes
- ▭ A domestic or foreign corporation electing to be classified as disregarded for U.S. tax purposes
- ▭ A domestic or foreign corporation electing to be classified as a partnership for U.S. tax purposes
- ▭ A domestic or foreign partnership electing to be classified as a corporation for U.S. tax purposes



#### About Townsend Group – An Aon Company

Founded in 1983, The Townsend Group, an Aon Company (“Townsend”) provides a core set of investment skills exclusively focused on global real estate and real asset classes. The firm offers these capabilities to institutional investors as an investment advisor and consultant.

Townsend has been advising and managing real estate portfolios for over three decades and across multiple market cycles. As of June 30, 2023, Townsend had assets under management of approximately \$22.9 billion. As of June 30, 2023, Townsend provided advisory services to clients who had real estate/real asset allocations exceeding \$125.4 billion. We believe, through our global investment platform, fiduciary culture, asset class expertise and client capital scale, we are able to deliver clients unique information, while providing a sourcing and execution advantage.

#### Disclaimer

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Past performance is no guarantee of future results.

**ARKANSAS TEACHER RETIREMENT SYSTEM  
1400 West Third Street  
Little Rock, Arkansas 72201**

**RESOLUTION  
No. 2024-13**

**Approving Investment in Carlyle Realty Partners X, L.P.**

**WHEREAS**, the Board of Trustees (Board) of the Arkansas Teacher Retirement System (ATRS) is authorized to invest and manage trust assets for the benefits of its plan participants; and

**WHEREAS**, the ATRS Board has reviewed the recommendation of its real assets investment consultant, Aon Hewitt Investment Consulting, Inc., along with the recommendation of the Investment Committee and ATRS staff regarding a potential investment in **Carlyle Realty Partners X, L.P.**, a fund focused on multifamily, industrial, active adult apartments, and single-family rentals.

**THEREFORE, BE IT RESOLVED**, that the ATRS Board approves an investment of up to **\$50 million dollars (\$50,000,000.00)** in **Carlyle Realty Partners X, L.P.** The total investment amount is to be determined by the real assets consultant and ATRS staff based upon the allocation available to ATRS and the overall investment objectives set by the ATRS Board; and

**FURTHER, BE IT RESOLVED**, that the ATRS staff is hereby authorized to take all necessary and proper steps to implement this investment if acceptable terms are reached.

**Adopted this 15th day of April, 2024.**

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**Mr. Danny Knight, *Chair***  
**Arkansas Teacher Retirement System**



**Executive Summary**  
**Enlightenment Capital Solutions Fund V, L.P.**





Executive Summary

**Fund** Enlightenment Capital Solutions Fund V, L.P. (the "Fund")

**General Partner** Enlightenment Capital (the "General Partner" or "Enlightenment")

**Report Date** March 2024

**Fundraising** The General Partner is targeting \$600 million in commitments with a fund cap of \$750 million. The General Partner is targeting a first closing in March 2024.

**Source** Franklin Park sourced the Fund directly from the General Partner. The General Partner has retained Metric Point Capital to assist with fundraising.

**Investment Strategy** The Fund is being formed to make structured capital investments in small and middle market non-sponsored businesses in the Aerospace, Defense, Government & Technology ("ADG&T") space. The Fund will target established companies with revenues between \$50 million and \$300 million. The Fund will primarily target management-owned and often founder-led companies that provide vital services, protect critical infrastructure, innovative cyber and data solutions, engineer aerospace systems, and safeguard national security.

The General Partner provides a flexible capital solution to companies across debt and equity securities. Overall, the General Partner expects the Fund to be allocated ~50% to control investments and ~50% non-control investments. Each deal structure typically has a debt component and equity upside, either through invested capital or penny warrants. There will typically be little or no senior debt ahead of the Fund's position in the capital structure. The Fund will target a 2.0x TVPI.

Post-investment, the General Partner seeks to add value by providing industry guidance and introductions, assisting with operational enhancements and professionalization, helping construct a board and hire key personnel, and supporting M&A.

**Management Team** Based in Chevy Chase, MD, the General Partner was formed in 2011 by Devin Talbott and Pierre Chao. Today, the General Partner is led by Mr. Talbott and Jason Rigoli (the "Principals"). The Principals are supported by five mid-level and three junior investment professionals, two finance professionals and 14 Strategic Advisors. Biographical information for the Principals is provided below.

Principals	Yrs. GP	Yrs. PE	Background
Devin Talbott	13	23	DE Shaw (direct capital), TCG Capital, Lazard, Carlyle
Jason Rigoli	8	17	LLR Partners, Monument Capital, White Oak

**Track Record** The General Partner has raised four prior funds. The following chart summarizes the performance of the prior funds, as of September 30, 2023 (\$000).



Aggregate Performance Summary <sup>1</sup>						(USD 000)	
Fund (Vintage)	Fund Size	Rlzd Deals / # Deals	Invested	Realized	Unrealized	Gross ROI	Gross IRR
Fund I (2012)	80,000	14 / 14	72,352	124,174	0	1.7x	26.0%
Fund II (2015)	147,000	8 / 9	115,986	324,640	22,147	3.0x	38.6%
Fund III (2018)	250,000	4 / 18	285,984	134,574	537,518	2.4x	38.6%
Fund IV (2022)	546,000	0 / 7	302,541	17,256	458,499	1.6x	69.5%
Total		26 / 48	776,863	600,644	1,018,164	2.1x	

Notes:

(1) Gross of fees and carried interest expenses. The unrealized investments were valued by the General Partner.

Investment Evaluation

- The Fund’s strategy should generate attractive risk-adjusted returns.** The Fund will invest in a combination of debt and equity securities. The benefit to the Fund is current income and downside protection, with return upside through equity participation. The General Partner’s transactions are typically structured with low financial leverage, which also serves to mitigate downside risk. Further, the General Partner at times receives penny warrants, which provide upside with no downside risk.
- The General Partner is well-positioned competitively in its target market.** The General Partner possesses a number of advantages relative to generalist investment funds that opportunistically invest in its target sectors. The team is highly knowledgeable about the forces shaping its target segments, industry cycles and valuations, the value drivers that determine investment potential, what constitutes best operating practices, and how performance can be improved through management initiatives. In addition, the General Partner has a network of relationships with industry executives and deal sources.
- The Principals have significant relevant experience.** The two Principals average over 20 years of investment experience. Further, Mr. Rigoli has complimentary operating experience at government contractors. Both of the Principals have Top Secret security clearance.

**However, the General Partner’s senior team is relatively small.** The Principals serve as the only two deal leads, which leads to concern about team capacity. This is partially mitigated by the growth in the mid-level and junior investment team in recent years. Further, there are several expected exits in 2024 from the existing portfolio, which will free up some capacity on the team.

- The General Partner has generated an attractive risk-adjusted track record.**
  - Funds I-IV have each generated a 17% net IRR or greater, with Funds II-IV each exceeding a 30% net IRR.
  - There are no losses or markdowns in Fund II, with only one investment that is shared across Funds III and IV marked at 0.9x.
  - Funds II-IV would rank in the first quartile as compared to US buyout funds of the same vintage, despite having a significant portion of invested capital in debt securities.
- The Fund’s size will be significantly larger than the prior fund.** At a cap of \$750 million, the Fund would be 37% larger than Fund IV and 3x the size of Fund III.





However, the General Partner's check sizes have grown in part because of its evolution to larger equity stakes in deals, as opposed to simply targeting larger companies. The fund size growth does not necessitate a significant increase in overall company size.

**Recommendation** Franklin Park recommends a commitment of up to \$35 million to the Fund, subject to the completion of operational due diligence and satisfactory negotiation of final documentation, based on the following:

- The Fund's strategy should generate attractive risk-adjusted returns;
- The General Partner is well-positioned competitively in its target market;
- The Principals have significant relevant experience; and
- The General Partner has generated an attractive risk-adjusted track record.

**ARKANSAS TEACHER RETIREMENT SYSTEM  
1400 West Third Street  
Little Rock, Arkansas 72201**

**RESOLUTION  
No. 2024-14**

**Approving Investment in Enlightenment  
Capital Solutions Fund V, L.P.**

**WHEREAS**, the Board of Trustees (Board) of the Arkansas Teacher Retirement System (ATRS) is authorized to invest and manage trust assets for the benefits of its plan participants; and

**WHEREAS**, the ATRS Board has reviewed the recommendation of its private equity consultant, Franklin Park Associates, LLC, along with the recommendation of the Investment Committee and ATRS staff regarding a potential investment in **Enlightenment Capital Solutions Fund V, L.P.**, a structured capital private equity fund that will make both debt and equity investments in small and middle market companies primarily in the aerospace, defense, government and technology space.

**THEREFORE, BE IT RESOLVED**, that the ATRS Board approves an investment of up to **\$35 million dollars (\$35,000,000.00)** in **Enlightenment Capital Solutions Fund V, L.P.** The total investment amount is to be determined by the private equity consultant and ATRS staff based upon the allocation available to ATRS and the overall investment objectives set by the ATRS Board; and

**FURTHER, BE IT RESOLVED**, that the ATRS staff is hereby authorized to take all necessary and proper steps to implement this investment, if acceptable terms are reached.

**Adopted this 15th day of April 2024.**

---

**Mr. Danny Knight, Chair**  
**Arkansas Teacher Retirement System**

# MARK UP

## ATRS Rule 6 Membership and Employer Participation

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### § 6-101. Definitions.

As used in this rule:

(1) "Administrator" means:

(A) An employee of a covered employer who is employed in one (1) of the following positions:

(i) Public school superintendent, assistant superintendent, principal, or vice-principal;

(ii) Higher education president, chancellor, or director; or

(iii) Director, president, or vice-president of a community college, vocational or technical school, or educational cooperative; or

(B) An employee who is:

(i) An employee of an education-related agency participating in the Arkansas Teacher Retirement System;

(ii) An active member of the system through his or her employment with the education-related agency; and

(iii) Employed in a GS13 grade position, its equivalent, or above;

(2) "Contributory service" means service on which a member makes or made member contributions to the Arkansas Teacher Retirement System;

(3) "Contributory election" means a member's written election to make member contributions to the Arkansas Teacher Retirement System;

(4) "Noncontributory service" means service on which a member does not make member contributions to the Arkansas Teacher Retirement System and for which the member accepts a reduced retirement annuity for the member's years of noncontributory service;

(5) "Nonteacher" means a member who is not employed as a teacher or administrator;

(6) "Organization" means:

(A) A private entity that:

(i) Provides services to a public school district; and

(ii) Has employees who were previously employed by the public-school district and members of ATRS; or

(B) An educational nonprofit corporation licensed and regulated by the Division of Developmental Disabilities Services of the Department of Human Services;

(7) "Preceding system" means a previous reciprocal retirement system of record;

(8) "Post-secondary higher education plan" or "PSHE plan" means a plan establishing the right of a new employee of a post-secondary or higher education employer to participate in the Arkansas Teacher Retirement System on or after July 1, 2011;

(9) "Reciprocal system" means:

(A) The Arkansas Teacher Retirement System operations as of June 30, 1957, and continued by statutes;

(B) The Arkansas State Highway Employees' Retirement System,

## MARK UP

established by Arkansas Code § 24-5-103;

(C) The Arkansas Public Employees' Retirement System established by Arkansas Code § 24-4-103;

(D) The Arkansas State Police Retirement System established by Arkansas Code § 24-6-203;

(E) The Arkansas Judicial Retirement System established by Arkansas Code § 24-8-201;

(F) The Arkansas District Judge Retirement System established by Arkansas Code §§ 24-8-801[repealed] 24-8-824 [repealed];

(G) The Arkansas Local Police and Fire Retirement System provided for under Arkansas Code § 24-10-101; or

(H) An alternate retirement plan **as defined by Arkansas Code § 24-7-202** or an alternate retirement plan for an agency that, through a state reorganization or transformation plan, may be assigned the duties under one (1) or more of the agencies listed in § 6-101(a)(9)(A)-(H);

(10) "State employer" means:

(A) A public employer whose employees are covered under the:

(i) Arkansas Teacher Retirement System;

(ii) Arkansas State Highway Employees' Retirement System (Arkansas Code § 24-5-103);

(iii) Arkansas Public Employees' Retirement System (Arkansas Code § 24-4-103);

(iv) Arkansas State Police Retirement System (Arkansas Code § 24-6-203);

(v) Arkansas Judicial Retirement System (Arkansas Code § 24-8-201); or

(vi) Arkansas District Judge Retirement System (Arkansas Code §§ 24-8-801[repealed] — 24-8-824 [repealed]); or

(B) A public employer that **has an alternate retirement plan as defined by Arkansas Code § 24-7-202**; or

(C) A public employer that is an agency that, through a state reorganization or transformation plan, may be assigned the duties of one (1) or more of the agencies listed in this § 6-101(a)(9)(A)-(B);

(11) "Succeeding system" means the current reciprocal retirement system of record that follows a person's membership in a preceding retirement system; and

(12) "Teacher" means a person employed by a school for the purpose of giving instruction and whose employment requires state teaching licensure.

### **§ 6-102. Confidentiality of member accounts.**

(a) As provided by the Arkansas Teacher Retirement System's Code of Ethics, the system shall keep each member's salary, employment history, retirement account, and other personal data or other information compiled by the system for purposes of establishing and maintaining the member's retirement account confidential.

(b) All member information compiled by the system for the purpose of establishing and maintaining the member's retirement account shall not be disclosed to a third-party unless:

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(1) The member provides the system with his or her written consent;

(2) A valid legal process requires the disclosure of the member's information;

(3) Disclosure is necessary for the proper operation and administration of the system and a confidentiality agreement authorizing the disclosure has been executed by the system and the person or entity that will receive the information; or

(4) Disclosure of the member's information is authorized by statute.

(c) Individual member records that are kept for the purpose of compiling information for a member's retirement or Social Security records shall not be open to the public under Arkansas Code § 24-4-1003.

### § 6-103. Submission deadlines.

(a) Unless otherwise provided by the law, rules, or policy applicable to the Arkansas Teacher Retirement System, any application, form, or other document that is required to be submitted to the system by a specified deadline shall be accepted as timely submitted if the application, form, or other document is e-mailed, faxed, or has a postmark that is on or before the submission deadline.

(b) If a deadline to submit an application, form, or other document to the system falls on a Saturday, Sunday, or Arkansas State Holiday, the deadline shall be extended to the next business day immediately following the Saturday, Sunday, or Arkansas State Holiday.

### § 6-104. Employee membership in another state retirement system.

Excluding service as a member of the General Assembly, an employee who is eligible for membership in the Arkansas Teacher Retirement System is ineligible for membership in another state retirement system while he or she is employed in a position covered by the Arkansas Teacher Retirement System.

### § 6-105. Erroneous employee membership enrollment.

(a)(1) An employee who was erroneously enrolled in the Arkansas Teacher Retirement before January 1, 1979, shall continue to be a member of the Arkansas Teacher Retirement System if the employee's contributions were not refunded before July 1, 1979.

(2) The employee shall:

(A) Receive service credit for all paid membership service in the Arkansas Teacher Retirement System and any free service creditable under Acts 1973, No. 427 as amended; and

(B) Be entitled to reciprocal service credit as provided by Arkansas Code §§ 24-7-401 — 24-7-408.

(b) Effective July 1, 1979, the Arkansas Teacher Retirement System shall not:

(1) Be required to correct the state retirement system membership of an employee who was erroneously enrolled in another state retirement system before January 1, 1979; and

(2) Accept an employee who was erroneously enrolled in another state retirement system before January 1, 1979, as a member of the Arkansas Teacher Retirement System unless the employee's contributions were refunded before July 1, 1979.

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(c)(1) An employee who is erroneously enrolled in a state retirement system on or after January 1, 1979, may elect to remain a member of the system of record or become a member of the eligible retirement system.

(2) If the Arkansas Teacher Retirement System discovers that an employee is erroneously enrolled in another state retirement system on or after January 1, 1979, the Arkansas Teacher Retirement System shall notify both the state employer and employee that the:

(A) Employee is erroneously enrolled in the state retirement system; and

(B) Error may be corrected as provided by Acts 1991, No. 13 or Arkansas Code § 24-2-302 et seq.

### **§ 6-106. Membership eligibility — Janitors, bus drivers, and cafeteria workers.**

An employee shall continue to be a member of the Arkansas Public Employees' Retirement System if the employee:

(1) Was employed before July 1, 1989, as a school janitor, bus driver, or cafeteria worker;

(2) Was enrolled in the Arkansas Public Employees Retirement System under the provision of Acts 1965, No. 63;

(3) Was promoted to a position of school maintenance worker or supervisor, bus mechanic or transportation supervisor, or cafeteria manager, respectively; and

(4) Remains employed in the position to which he or she was promoted.

### **§ 6-107. Membership eligibility — Nonteaching service employees.**

(a) Effective July 1, 2001, an employee whose nonteaching service began before July 1, 1989, and is covered or coverable by the Arkansas Public Employees' Retirement System may elect to be covered by the Arkansas Teacher Retirement System.

(b) An employee shall submit his or her election to be covered by the Arkansas Teacher Retirement System before May 31 on a form provided by the Arkansas Teacher Retirement System.

(c) In accordance with Arkansas Code § 24-7-501, an employee's timely submitted election to be covered by the Arkansas Teacher Retirement System is effective on July 1 of the following year.

### **§ 6-108. Membership eligibility — College plans.**

(a)(1) A member of the Arkansas Teacher Retirement System who was employed by a nonmandatory employer before July 1, 2011, may continue to participate in the system instead of an alternative program offered by the nonmandatory employer if the member continues providing consistent service to the nonmandatory employer.

(2) A nonmandatory employer shall be considered a post-secondary or higher education employer or PSHE employer if the nonmandatory employer enrolls a new eligible member with the system on or after July 1, 2011.

(3) If an eligible nonmandatory employer college elects to offer participation in the Arkansas Teacher Retirement System to its employees, the nonmandatory employer shall report information regularly to the system, on forms approved by the system, as required or permitted by the law applicable to the system.

(b)(1) A PSHE employer may elect to offer participation in the Arkansas Teacher

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Retirement System to its employees by fulfilling the requirements of Arkansas Code § 24-7-1605.

(2) In addition to completing and submitting the standard reporting forms required by the system, a PSHE Employer shall provide supplemental reports on any form required, approved, and adopted by the Board of Trustees of the Arkansas Teacher Retirement System.

(c)(1) The participation of new employees hired by a PSHE employer after July 1, 2011, is governed by Arkansas Code § 24-7-1601 et seq.

(2) A new employee of a PSHE employer who is hired after July 1, 2011, may participate in a PSHE plan if:

(A) The employee is benefits-eligible as determined by the PSHE employer;

(B) The employee is either:

(i) A vested member of the system at the time of initial employment;

or

(ii) A non-vested member of the system who meets the requirements of a less restrictive PSHE plan adopted by the specific PSHE employer; and

(C) The employee signs an irrevocable PSHE plan participation form provided by the system.

(3) A PSHE plan employee shall remain a member of the system as long as he or she is employed by a PSHE employer.

(4) A PSHE plan employee's election to participate in the system is irrevocable unless the PSHE plan employee obtains a termination refund from the system after his or her election to participate.

### **§ 6-109. Employer participation — Review of employer participation.**

(a) This section applies to an employer that participates in the Arkansas Teacher Retirement System as provided under Arkansas Code § 24-7-202.

(b) Every five (5) years from the effective start date of an employer's participation in the system, the Executive Director of the Arkansas Teacher Retirement System shall review the employer's participation in the system to ensure that the employer meets both federal and state requirements for participation and continued participation in the system.

(c) The executive director's determination concerning whether or not an employer meets the requirements for continued participation in the system shall be presented to the Board of Trustees of the Arkansas Teacher Retirement System for review and appropriate action by the board.

### **§ 6-110. Employer participation — Application for participation.**

(a) An employer that would prefer to participate in and have its employees become members of the Arkansas Teacher Retirement System may submit a written application to the Executive Director of the Arkansas Teacher Retirement System.

(b) An employer's application for participation in the system shall:

(1) Specify a proposed effective date for participation in the system; and

(2) Include the following information and materials:

(A) A certified copy of the articles of incorporation, bylaws, and other organizational documents of employer;

(B) A copy of the employer's:

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(i) Most recent three (3) years' annual audited financial statements, including balance sheets, financial statements, and statements of cash flows; or

(ii) If the employer does not have audited financial statements, the year-end compilation reports or internal balance sheet and income statements for the employer;

(C) A copy of the employer's most recent three (3) years' federal and state income tax returns;

(D) A description of the employer's sources of funding, including the percentage of the funds that is provided by the federal or state government and the type of government funding provided;

(E) A description of how the employer's board of directors or board of trustees is selected and whether any governmental agency has input in the selection of the board members;

(F) A description of the types of services provided by the employer; and

(G) A description of each government agency that would be responsible for providing the types of services provided by the employer if the employer did not provide the services.

(c)(1) After the system reviews the employer's application and accompanying information and materials, the system shall:

(A) Determine whether an Internal Revenue Service ruling or IRS Ruling should be requested concerning whether or not the participation of the employees of the employer jeopardizes the system's status as a governmental plan; and

(B) Request any necessary additional information and statements from the employer if the system determines that an IRS Ruling should be requested.

(2) The employer shall provide the system with any additional information and statements requested by system in relation to the IRS Ruling.

(3) The employer shall pay the system three thousand dollars (\$3,000) or the actual cost for fees and costs associated with obtaining the IRS Ruling if the system determines that an IRS Ruling should be requested.

(d)(1) The Board of the Arkansas Teacher Retirement System shall consider and vote on an application for employer participation or continued participation.

(2) When considering an application for employer participation, the board:

(A) Shall consider any relevant constitutional arguments brought to the attention of the executive director concerning the employer's application for employer participation;

(B) Shall consider Rev. Rul. 89-49; and

(C) May consider any other relevant rulings issued by the Internal Revenue Service or the Department of Labor.

### **§ 6-111. Employer participation — Education-related agencies or organizations.**

(a) A person who is employed by an education-related agency or organization is eligible to become a member of the Arkansas Teacher Retirement System if:

(1) The following applies to the person:

(A) The person is employed in a position with an education-related agency or organization;

(2) The person's employment is related to:



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- (A) Training public school employees or school board members;
  - (B) Teaching public school students; or
  - (C) Adult education programs;
  - (3) The person's employment is unrelated to private schools;
  - (4) The person is or has been a member of the system for a minimum of five (5) years; and
  - (5) The person elects to become or remain a member of the system;
- (2) The Board of the Arkansas Teacher Retirement System determines that the participation of the employees employed by the education-related agency or organization will not:
- (A) Impair the system's legal status, including:
    - (i) The system's tax-qualified and governmental plan status under the Internal Revenue Code, 26 U.S.C. § 1 et seq.; and
    - (ii) The system's governmental plan status under the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et seq.;
    - (iii) Subject the system to additional federal requirements;
    - (iv) Have a substantial adverse impact on the system's actuarial soundness; and
  - (3) The education-related agency or organization:
    - (A) Elects to participate in the system;
    - (B) Assumes responsibility for employer contributions;
    - (C) Assumes responsibility for fees for obtaining IRS Rulings or Employee Retirement Income Security Act of 1974 opinions; and
    - (D) Is approved as a covered employer by the board.
- (b) An education-related agency or organization shall:
- (1) Become a covered employer at the time that an employee elects to become or remain a member of the system; and
  - (2) Be considered a covered employer only for each employee who elects to become or remain a member of the system.

### **§ 6-112. Employer participation — Private providers.**

Effective July 1, 1997, if a public school district privatizes any of its services, a person who is or was employed by the public school district in one (1) or more of the privatized services and who is or has been a member of the Arkansas Teacher Retirement System may elect to remain a member of the system if the:

- (1) The Board of the Arkansas Teacher Retirement System determines that the participation of employees hired by the private provider will not:
    - (A) Impair the system's legal status, including:
      - (i) The system's tax-qualified and governmental plan status under the Internal Revenue Code, 26 U.S.C. § 1 et seq.; and
      - (ii) The system's governmental plan status under the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et seq.;
    - (B) Subject the system to additional federal requirements; or
    - (C) Have a substantial adverse impact on the system's actuarial soundness;
- and
- (2) Private provider assumes responsibility for:

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(A) Required employer contributions; and  
(B) Fees for obtaining IRS Rulings or Employee Retirement Income Security Act of 1974 opinions.

### **§ 6-113. Employer participation — Educational nonprofit corporations.**

Effective July 1, 1997, a person who is employed by a nonprofit corporation is eligible to become a member of the Arkansas Teacher Retirement System if:

(1) The following applies:

(A) The person is employed in a position with an educational nonprofit corporation that is licensed and regulated by the Division of Developmental Disabilities Services of the Department of Human Services;

(B) The person's employment is related to:

(i) Training public school employees or school board members;  
Teaching public school students; or

(ii) Adult education programs; and

(C) The person's employment is unrelated to private schools;

(2) The Board of the Arkansas Teacher Retirement System determines that the participation of employees employed by the educational nonprofit corporation will not:

(A) Impair the system's legal status, including:

(i) The system's tax-qualified and governmental plan status under the Internal Revenue Code, 26 U.S.C. § 1 et seq.; and

(ii) The system's governmental plan status under the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et seq.;

(B) Subject the system to additional federal requirements; or

(C) Have a substantial adverse impact on the system's actuarial soundness;

and

(3) Nonprofit corporation:

(A) Elects to participate in the system;

(B) Assumes responsibility for employer contributions;

(C) Assumes responsibility for fees for obtaining IRS Rulings or Employee Retirement Income Security Act of 1974 opinions; and

(D) Is approved as a covered employer by the board.

### **§ 6-114. Contributory election.**

(a)(1) A person's initial status as a contributory or noncontributory member of the Arkansas Teacher Retirement System shall be determined by the law in effect at the time the person became a member of the system.

(2) All service rendered before July 1, 1986, is contributory service.

(b)(1) A member's contributory status is irrevocable once the member becomes a contributory member of the system.

(2) A contributory member shall not elect to become a noncontributory member.

(c) A contributory election is valid if the contributory election is:

(1) Made on an election form provided by the system; and

(2) Signed by both the member and the covered employer.

(d)(1) If a member makes a contributory election before the preparation of his or her first salary payment in the fiscal year, the contributory election is effective immediately.

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(2) If a member makes a contributory election after the preparation of his or her first salary payment in the fiscal year, the contributory election is effective July 1 of the next fiscal year.

### **§ 6-115. Contributory election — Noncontributory members.**

(a)(1) A noncontributory member may make a contributory election.

(2) If a noncontributory member makes a contributory election before the preparation of the first salary payment to the noncontributory member in the fiscal year, the contributory election is effective immediately.

(3) If a noncontributory member makes a contributory election after the preparation of the first payroll containing the first salary payment to the noncontributory member in the fiscal year, the contributory election is effective July 1 of the next fiscal year.

(4) All service rendered after a contributory election is filed with the Arkansas Teacher Retirement System shall be contributory.

(5) A noncontributory member's contributory election that is filed with the system is irrevocable.

(b) An inactive member shall make contributions on his or her full salary if the inactive member:

(1) Was contributory and earned a maximum salary of seven thousand eight hundred dollars (\$7,800); and

(2) Returns to work on or after July 1, 1995.

(c)(1) An inactive member or rescinding retiree may make a contributory election if the inactive member or rescinding retiree:

(A) Was noncontributory; and

(B) Reenters the Arkansas Teacher Retirement System after June 30, 2007.

(2) If the inactive member or rescinding retiree does not make a contributory election, the inactive member or rescinding retiree shall be enrolled in the plan that he or she was enrolled in before reentering the system.

### **§ 6-116. Contributory election — Member contracts.**

(a) A member who is not under contract may make a contributory election.

(b)(1) A member under contract for one hundred eighty-five (185) days or more shall make contributions to the Arkansas Teacher Retirement System.

(2) A member under contract for one hundred eighty-four (184) days or less may make a contributory election.

(3) If a member enters into a contract with a covered employer after the fiscal year starts, the system may prorate the number of contracted days to determine whether the member should be classified as a contributory member or a noncontributory member who may make an election to become a contributory member of the system.

(c)(1) Regardless of a member's earlier noncontributory election, an active member whose status changes from nonteacher to teacher or administrator under contract for one hundred eighty-five days (185) or more shall make member contributions to the system.

(2) An active member's change of status from noncontributory to contributory due to his or her status change from nonteacher to teacher or administrator is effective on the first day of the next fiscal year if the active member:

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(A) Changes status from nonteacher to teacher or administrator during a year in which the active member's service has already been reported as noncontributory; and

(B) Is under contract for one hundred eighty-five (185) days or more.

### **§ 6-117. Contributory election — State agency employees.**

(a) A full-time employee of a state agency covered by the Arkansas Teacher Retirement System shall be contributory.

(b)(1) A part-time employee of a state agency covered by the system shall be noncontributory.

(2) A part-time employee of a state agency covered by the system may make a contributory election.

### **§ 6-118. Contributory election — Employer reporting errors.**

(a)(1) A member shall be considered to be noncontributory for the first year of service with a covered employer if the member:

(A) Was an inactive member who returned to covered employment as an active member after July 1, 1999; and

(B) Is reported incorrectly as noncontributory by his or her covered employer for his or her first year of service with the covered employer.

(2) The Arkansas Teacher Retirement System shall notify the covered employer of the member's contributory status.

(3) The member shall begin making contributions to the system effective the next July 1 following the member's first year of service with the covered employer.

(b)(1) A member shall be considered to be noncontributory for his or her first year of service with a covered employer if the member is a new member of the system and incorrectly reported as noncontributory by his or her covered employer for the first year.

(2) The system shall notify the covered employer of the member's contributory status.

(3) The member shall begin making contributions to the system effective the next July 1 following the member's first year of service with the covered employer and the covered employer shall correctly report the member as contributory.

### **§ 6-119. Reciprocal service credit.**

(a) A member who leaves a position covered by the Arkansas Teacher Retirement System, becomes employed by a reciprocal system, and files a reciprocal service agreement shall become an inactive member of the Arkansas Teacher Retirement System and may be eligible for an annuity benefit according to the annuity benefit formula in effect at the time of the member's effective retirement date.

(b) Minimum benefits under Acts 1965, No. 488, Arkansas Code § 24-2402(5)(E), as amended, for reciprocal service shall not apply unless a member has five (5) or more years of credited service in the Arkansas Teacher Retirement System.

(c)(1) If the Arkansas Teacher Retirement System is a member's preceding system, the Arkansas Teacher Retirement System shall not pay annuity benefits to the member under reciprocity unless the member:

(A) Attains the normal retirement age; or

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(B) Leaves his or her employment with his or her state employer.

(2) If the Arkansas Teacher Retirement System is a member's preceding system, the member, after attaining the normal retirement age, is eligible to apply for retirement benefits without leaving his or her employment with his or her last state employer.

(3) The member's annuity benefit payments shall begin after the member attains the normal age of retirement or on the first day of the month following the month in which the member's application is filed, whichever occurs last.

(4) The Arkansas Teacher Retirement System shall only consider service credited to the member and salaries earned by the member before the member's effective retirement date to calculate the member's annuity benefit.

### **§ 6-120. Reciprocal service credit — Calculation of service credit.**

If a member of the Arkansas Teacher Retirement System has service credited during the same fiscal year with another reciprocal system and the combined service is greater than one (1) year of service credit, the Arkansas Teacher Retirement System shall credit service as follows:

(1) If credit by the reciprocal system is less than three (3) months, the Arkansas Teacher Retirement System shall credit service for one (1) year;

(2) If credit by the reciprocal system is three (3) or more months but less than six (6) months, the Arkansas Teacher Retirement System shall credit service for three-fourths (3/4) year;

(3) If credit by the reciprocal system is six (6) or more months but less than nine (9) months, the Arkansas Teacher Retirement System shall credit service for one-half (1/2) year; and

(4) If credit by the reciprocal system is for nine (9) months but less than twelve (12) months, the Arkansas Teacher Retirement System shall credit service for one-fourth (1/4) year.

### **§ 6-121. Reciprocal service credit — Contributions and repayments.**

(a) While an employee participates in a reciprocal system, back contributions, additional contributions, and repayment of refund payments made to the Arkansas Teacher Retirement System shall be made in accordance with the payment method provisions of ATRS Rule 8.

(b) Employer pick-up is prohibited while the employee works for an employer that is not a covered employer of the Arkansas Teacher Retirement System.

### **§ 6-122. Reciprocal service credit — Concurrent service.**

(a) Unless the reciprocal system is the Arkansas Public Employees' Retirement System or an alternate retirement plan, beginning July 1, 2013, the Arkansas Teacher Retirement System shall allow a member who earns concurrent service in both the Arkansas Teacher Retirement System and a reciprocal system to receive full service credit in the Arkansas Teacher Retirement System without reduction of service credit due to the concurrent service.

(b) The Arkansas Teacher Retirement System shall not recognize concurrent service added to a member's credited service in the Arkansas Teacher Retirement System that, for the purpose of vesting, retirement eligibility, or calculating final average salary, either:

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(1) Credits the member with more than one (1) year of credited service for a fiscal year; or

(2) Combines salary earned in the Arkansas Teacher Retirement System and a reciprocal system in a fiscal year.

(c)(1) A member may waive all or part of the concurrent service credited to him or her in the Arkansas Teacher Retirement System and have the concurrent service credited to him or her under a reciprocal system if:

(A) The member acknowledges that the waiver is a voluntary surrender of the member's concurrent service credit in the Arkansas Teacher Retirement System;

(B) The member acknowledges that the waiver cancels his or her concurrent service credit in the Arkansas Teacher Retirement System; and

(C) The member submits to the Arkansas Teacher Retirement System a concurrent service credit waiver form approved by the Arkansas Teacher Retirement System.

(2) If a member waives all or part of the concurrent service credited to him or her in the Arkansas Teacher Retirement System and has the concurrent service credited to him or her under a reciprocal system, the Arkansas Teacher Retirement System may refund the employer-accrued contributions and employee-accrued contributions.

### **§ 6-123. Reciprocal service credit — Alternate retirement plans.**

(a) A member of the Arkansas Teacher Retirement System may establish reciprocal service credit from an alternate retirement plan if he or she completes and submits a request to establish the reciprocal service credit on a form approved by the Arkansas Teacher Retirement System.

(b) Distributions from an alternate retirement plan may prevent reciprocal service from being established if the Arkansas Teacher Retirement System is unable to verify that the withdrawals were made without penalty under Internal Revenue Service guidelines concerning rollovers to eligible plans, withdrawals, that are not subject to early withdrawal, etc.

### **§ 6-124. Reciprocal service credit — Arkansas Public Employees' Retirement System.**

From July 1, 1991, until December 31, 1991, an active member of the Arkansas Public Employees' Retirement System may establish reciprocity between the Arkansas Public Employees' Retirement System and the Arkansas Teacher Retirement System and purchase out-of-state service rendered before January 1, 1978, in accordance with Arkansas Code §§ 24-7-601 and 24-7-603, if the active member:

(1) Was an active member of the Arkansas Teacher Retirement System before January 1, 1978; and

(2) Became a member of the Arkansas Public Employees' Retirement System within thirty (30) days of leaving the Arkansas Teacher Retirement System.

### **§ 6-125. Reciprocal service credit — Arkansas Rehabilitation Services.**

(a) Effective July 1, 1993, for a ninety (90) day period, an employee of the Arkansas Rehabilitation Services may transfer his or her membership from the Arkansas Public Employees' Retirement System to the Arkansas Teacher Retirement System under Acts

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1993, No. 574.

(b) An employee who transfers his or her membership from the Arkansas Public Employees' Retirement System to the Arkansas Teacher Retirement System shall establish reciprocity between the two (2) systems and Acts 1977, No. 793 shall not apply to the employee.

### **§ 6-126. Reciprocal service credit — Department of Human Services.**

(a) The law applicable to the Arkansas Teacher Retirement System shall be used to determine the annuity benefits to which an employee is entitled for service provided before or after Acts 1977, No. 793 if the employee:

(1) Was an employee of the Department of Human Services and became a member of the Arkansas Public Employees' Retirement System under the provisions of Acts 1977, No. 793, as amended; and

(2) Left employment with the Department of Human Services and became employed in a position covered by the Arkansas Teacher Retirement System.

(b) A member meeting the description of § 6-125(a) may establish reciprocity under Acts 1965, No. 488, as amended.

### **§ 6-127. Reciprocal service credit — Effective date of benefits.**

(a)(1) If the Arkansas Teacher Retirement System is a member's preceding system, the member's annuity benefit payments shall begin after the member attains the normal age of retirement or on the first day of the month following the month in which the member's retirement application was filed, whichever is later.

(2) If the member has combined service of at least twenty-five (25) years, the normal retirement age requirement shall not apply.

(3)(A) Deferred annuity benefit payments to the member shall not begin before the date on which the member leaves employment with his or her last state employer unless the member attains the normal retirement age.

(B) A member is entitled to a deferred annuity benefit if the member:

(i) Leaves his or her state employment in a position that is covered by one (1) of the reciprocal systems; and

(ii) Enters subsequent state employment in a position that is covered by another of the reciprocal systems.

(b)(1) If the Arkansas Teacher Retirement System is the member's preceding system, the member is eligible to apply for retirement benefits without leaving employment with his or her last state employer upon attaining the normal retirement age.

(2) The member's annuity benefit payments shall begin after the member attains the normal retirement age or on the first day of the month following the month in which the member's retirement application is filed, whichever is later.

(3) The Arkansas Teacher Retirement System shall use only service credited to the member and salaries earned by the member before the member's effective retirement date to calculate the member's annuity benefit.

(c)(1) A member is eligible to apply for disability retirement benefits from each reciprocal system in which the member has credited service according to the rules for eligibility promulgated by that reciprocal system.

(2) The member's disability retirement benefits payable by the preceding reciprocal

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system shall:

(A) Begin the first day of the month following the month in which the member's disability retirement application is filed with the preceding system; and

(B) Not begin before the date on which the member leaves employment with his or her last state employer.

**§ 6-128. Reciprocal service credit — Survivor annuity benefits.**

(a) If survivor annuity benefits are payable by more than one (1) reciprocal system to an eligible survivor of a deceased member, a survivor who receives annuity benefit payments shall not receive, as a percentage of the deceased member's final salary or as a minimum dollar amount, more than the largest amount payable by a single reciprocal system.

(b)(1) The Arkansas Teacher Retirement System shall prorate minimum benefits payable to a survivor with other reciprocal systems that have a minimum benefit provision in their plans.

(2) Each reciprocal system shall pay a proportionate share of the minimum benefit based on the ratio of the member's service in that reciprocal system to the member's total service in all the reciprocal systems.

(c) If the reciprocal system is an alternate retirement plan, survivor annuity benefits shall be contingent on whether the:

(1) Alternate retirement plan provides survivor annuity benefits; and

(2) Member selected survivor annuity benefits as a benefit under the alternate retirement plan.

**Contributory and Noncontributory Service Chart by Year of Entry into System**

(Elections and Re-entry may affect Individual Member Service Status)

<u>All Members</u>		
<u>1937 - 1986</u>	<u>All Members</u>	<u>Contributory</u>
<u>1986 - 1991</u>	<u>All Members</u>	<u>Contributory unless elect Noncontributory</u>
<u>1991 - 1999</u>	<u>All Members</u>	<u>Noncontributory unless elect Contributory</u>
<u>School District Employees</u>		
<u>1999 - 2007</u>	<u>Active</u>	<u>One-time election to be Contributory or Noncontributory, no election made by 7/1/2000, status on 6/30/2000</u>



## MARK UP

	<u>Inactive</u>	<u>One-time election to be Contributory or Noncontributory upon reentering system, no election then enrolled in the plan that he or she was enrolled in before reentering ATRS</u>
	<u>New</u>	<u>Contract one hundred eighty-one (181) days or more - Contributory</u> - <u>Contract one hundred eighty (180) days or less - Noncontributory, may elect Contributory, election must be made one (1) year from hire date</u> - <u>No contract, member must be noncontributory</u>
<u>2005 - 2021</u>	<u>Nonteacher to Teacher or Administrator</u>	<u>Contract one hundred eighty-one (181) days or more - Contributory. If position change happens during the year, election is effective first of next fiscal year</u> - <u>All Noncontributory members may elect Contributory</u>
<u>2007 - 2021</u>	<u>All Members</u>	<u>May elect Contributory</u>
	<u>New</u>	<u>Contract one hundred eighty-one (181) days or more - Contributory</u> - <u>Contract 180 days or less –</u> • <u>Noncontributory, may elect Contributory</u> • <u>No contract — Noncontributory, may elect Contributory</u>
	<u>Inactive</u>	<u>May elect Contributory</u>
<u>2021</u>	<u>Nonteacher to Teacher or Administrator</u>	<u>Contract one hundred eighty-five (185) days or more - Contributory. If position change happens during the year, election is effective first of next fiscal year.</u>  <u>All Noncontributory members may elect Contributory</u>
<u>2021 -</u>	<u>All Members</u>	<u>May elect Contributory</u>

## MARK UP

	<u>A member with</u>	<u>Contract one hundred eighty-five (185) days or more - Contributory</u>
	<u>A member with</u>	<u>Contract one hundred eight-four (184) days or less - Noncontributory, may elect Contributory</u>
	<u>New</u>	<u>No contract – Noncontributory, may elect Contributory unless already Contributory</u>
	<u>Inactive</u>	<u>May elect Contributory</u>
<b><u>State Agency Employees</u></b>		
<b><u>1999 - 2007</u></b>	<u>Full-Time Employment</u>	<u>Must be Contributory</u>
	<u>Part-Time Employment</u>	<u>Must be Noncontributory</u>
<b><u>2007 -</u></b>	<u>Full-Time Employment</u>	<u>Must be Contributory</u>
	<u>Part-Time Employment</u>	<u>Noncontributory, may elect to be Contributory</u>

**Authority: Arkansas Code §§ 24-2-202, 24-2-401 — 24-2-408, 24-7-202, 24-7-406, 24-7-501, 24-7-502, and 24-7-1601 — 24-7-1607.**

### History

<u>Adopted:</u>	<u>August 11, 1998</u>	<u>6-10</u>
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<u>Amended:</u>	<u>July 18, 2005</u>	<u>6-1, 6-2, 6-10</u>
	<u>April 26, 2007</u>	<u>6-1, 6-2, 6-11</u>
	<u>July 1, 2011</u>	<u>(Emergency) 6-1, 6-12</u>
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<u>Effective:</u>	<u>September 4, 2012</u>	<u>6-1</u>
<u>Amended:</u>	<u>May 2, 2012</u>	<u>6-2</u>

## MARK UP

<u>Effective:</u>	<u>September 4, 2012</u>	<u>6-2</u>
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<u>Effective:</u>	<u>February 16, 2018</u>	<u>6-2</u>
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<u>Effective:</u>	<u>TBD</u>	<u>Rule 6</u>

**ATRS RULE 6**  
**MEMBERSHIP AND EMPLOYER PARTICIPATION**

~~Arkansas Code §§ 24-2-202, 24-2-401 — 24-2-408, 24-7-202, 24-7-406,  
24-7-501, 24-7-502, and 24-7-1601 — 24-7-1607~~

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**I. Definitions**

- a. ~~"Administrator" means:~~
1. ~~An employee of a covered employer in one (1) of the following positions:~~
    - A. ~~Public school superintendent, assistant superintendent, principal, or vice principal;~~
    - B. ~~A higher education president, chancellor, or director;~~
    - C. ~~A community college, vocational or technical school, or educational cooperative director, president, or vice president; or~~
  2. ~~An employee of an education-related agency participating in the Arkansas Teacher Retirement System (ATRS) who is an active member employed in a GS13 grade position, its equivalent, or above;~~
- b. ~~"Contributory service" means service on which a member makes or made member contributions to ATRS;~~
- c. ~~"Contributory election" means a member's written election to make member contributions to ATRS;~~
- d. ~~"Noncontributory service" means service on which a member does not make member contributions to ATRS and for which the member accepts a reduced retirement annuity for the member's years of noncontributory service;~~
- e. ~~"Nonteacher" means a member who is not a teacher or administrator;~~
- f. ~~"Organization" means:~~
1. ~~A private entity that:~~
    - A. ~~Provides services for a public school district; and~~
    - B. ~~Has employees who were previously employed by the public school district and members of ATRS; or~~
  2. ~~An educational nonprofit corporation licensed and regulated by the Division of Developmental Disabilities Services of the Department of Human Services;~~
- g. ~~"Preceding System" means a previous reciprocal retirement system of record;~~
- h. ~~"Post-secondary higher education plan" or "PSHE plan" means a plan establishing the right of a new employee of a post-secondary or higher education employer to participate in ATRS on or after July 1, 2011;~~
- i. ~~"Reciprocal System" means:~~

- ~~1. ATRS operations as of June 30, 1957, and continued by statutes;~~
  - ~~2. The Arkansas State Highway Employees' Retirement System (ASHERS), established by Arkansas Code § 24-5-103;~~
  - ~~3. The Arkansas Public Employees' Retirement System (APERS) established by Arkansas Code § 24-4-103;~~
  - ~~4. The Arkansas State Police Retirement System (ASPRS) established by Arkansas Code § 24-6-203;~~
  - ~~5. The Arkansas Judicial Retirement System (AJRS) established by Arkansas Code § 24-8-201;~~
  - ~~6. The Arkansas District Judge Retirement System (ADJRS) established by Arkansas Code §§ 24-8-801[repealed] 24-8-824 [repealed];~~
  - ~~7. The Arkansas Local Police and Fire Retirement System (ALOPFI) provided for under Arkansas Code § 24-10-101; or~~
  - ~~8. An alternate retirement plan for:
 
    - ~~A. A college, university, or the Division of Higher Education provided for under Arkansas Code § 24-7-801 et seq.;~~
    - ~~B. A vocational technical school or the Division of Career and Technical Education, the Adult Education Section of the Division of Workforce Services, the Division of Higher Education, and the Office of Skills Development provided for under Arkansas Code § 24-7-901 et seq.; or~~
    - ~~C. An agency that may be assigned the duties under one (1) or more of the agencies listed in this ATRS Rule 6 I.i.1-8 through a state reorganization or transformation plan;~~~~
- ~~j. "State Employer" means:~~
- ~~1. A public employer whose employees are covered under the:
 
    - ~~A. ATRS;~~
    - ~~B. ASHERS (Arkansas Code § 24-5-103);~~
    - ~~C. APERS (Arkansas Code § 24-4-103);~~
    - ~~D. ASPRS (Arkansas Code § 24-6-203);~~
    - ~~E. AJRS (Arkansas Code § 24-8-201); or~~
    - ~~F. ADJRS (Arkansas Code §§ 24-8-801[repealed]—24-8-824 [repealed]);~~

~~or~~~~
  - ~~2. A public employer that is:
 
    - ~~A. A college, university, or the Division of Higher Education whose employees are covered by an alternate retirement plan provided for under Arkansas Code § 24-7-801 et seq.;~~
    - ~~B. A vocational technical school of the Division of Career and Technical Education, the Adult Education Section, and the Office of Skills~~~~

~~Development, whose employees are covered by an alternate retirement plan provided for under Arkansas Code § 24-7-901 et seq.; or~~

~~G. An agency that may be assigned the duties of one (1) or more of the agencies listed in this ATRS Rule 6 I.j.1. and 2. through a state reorganization or transformation plan;~~

~~k. "Succeeding System" means the current reciprocal retirement system of record that follows a person's membership in a preceding retirement system; and~~

~~l. "Teacher" means a person employed by a school for the purpose of giving instruction and whose employment requires state teaching licensure.~~

## **II. Membership and Employer Participation Rules**

### ~~a. Employee Membership in Another State Retirement System~~

~~1. Excluding service as a member of the General Assembly, an employee who is eligible for membership in ATRS is ineligible for membership in another state retirement system while he or she is employed in a position covered by ATRS.~~

### ~~b. Erroneous Membership of Employees~~

#### ~~1. Erroneous Enrollment Before January 1, 1979 — Employees~~

~~A. An employee who was erroneously enrolled in ATRS before January 1, 1979, shall continue to be a member of ATRS if the employee's contributions were not refunded before July 1, 1979. B. The employee shall:~~

~~i. Receive service credit for all paid membership service in ATRS and any free service creditable under Acts 1973, No. 427 as amended; and~~

~~ii. Be entitled to reciprocal service credit as provided by Arkansas Code §§ 24-7-401 — 24-7-408.~~

#### ~~2. Erroneous Enrollment on or after January 1, 1979 — Employees~~

~~A. An employee who is erroneously enrolled in a state retirement system on or after January 1, 1979, may:~~

~~i. Elect to remain a member of the system of record; or~~

~~ii. Become a member of the eligible retirement system.~~

#### ~~3. Correction of Erroneous Enrollment Occurring Before January 1, 1979 — ATRS Obligations~~

~~A. Effective July 1, 1979, ATRS shall not:~~

~~i. Be required to correct the state retirement system membership of an employee who was erroneously enrolled in another state retirement system before January 1, 1979; and~~

~~ii. Accept an employee who was erroneously enrolled in another state retirement system before January 1, 1979, as a member of ATRS~~

~~unless the employee's contributions were refunded before July 1, 1979.~~

~~4. Correction of Erroneous Enrollment Occurring on or after January 1, 1979—  
ATRS Obligations~~

~~A. If ATRS discovers that an employee is erroneously enrolled in a state retirement system on or after January 1, 1979, ATRS shall notify both the covered employer and employee that the:~~

~~i. Employee is erroneously enrolled in the state retirement system;  
and~~

~~ii. Error may be corrected as provided by Acts 1991, No. 13 or  
Arkansas Code § 24-2-302 et seq.~~

~~c. Employee Membership Eligibility— School Janitors, Bus Drivers, and  
Cafeteria Workers Employed Before July 1, 1989~~

~~1. An employee shall continue to be a member of APERS if the employee:~~

~~A. Was employed before July 1, 1989, as a school janitor, bus driver, or  
cafeteria worker;~~

~~B. Was enrolled in APERS under the provision of Acts 1965, No. 63;~~

~~C. Was promoted to a position of school maintenance worker or supervisor,  
bus mechanic or transportation supervisor, or cafeteria manager,  
respectively; and~~

~~D. Remains employed in the position to which he or she was promoted.~~

~~d. Employee Membership Eligibility— Nonteaching Service Employees~~

~~1. Effective July 1, 2001, an employee whose nonteaching service began before  
July 1, 1989, and is covered or coverable by APERS may elect to be covered  
by ATRS.~~

~~2. An employee shall submit his or her election to be covered by ATRS before  
May 31 on a form provided by ATRS.~~

~~3. An employee's timely submitted election to be covered by ATRS is effective  
on July 1 of the following year. (Arkansas Code § 24-7-501(a)(2)(C))~~

~~e. Employee Membership Eligibility— College Plans~~

~~1. Employees of Nonmandatory Employers~~

~~A. A member of ATRS who was employed by a nonmandatory employer  
before July 1, 2011, may continue to participate in ATRS instead of an  
alternative program offered by the nonmandatory employer if the member  
continues providing consistent service to the nonmandatory employer.~~

~~B. A nonmandatory employer shall be considered a post-secondary or higher  
education employer (PSHE employer) if the nonmandatory employer  
enrolls a new eligible member with ATRS on or after July 1, 2011.~~

~~C. If an eligible nonmandatory employer college elects to offer ATRS participation to its employees, the nonmandatory employer shall report information regularly to ATRS, on forms approved by ATRS, as required or permitted by the law applicable to ATRS.~~

~~2. Employees of PSHE Employers~~

~~A. A PSHE employer may elect to offer ATRS participation to its employees by fulfilling the requirements of Arkansas Code § 24-7-1605.~~

~~B. In addition to standard ATRS reporting forms, a PSHE Employer shall provide supplemental reports on any form required, approved, and adopted by the Board.~~

~~3. PSHE Employees Hired After July 1, 2011~~

~~A. The participation of new employees hired by a PSHE employer after July 1, 2011, is governed by Arkansas Code § 24-7-1601 et seq.~~

~~B. An employee of a PSHE employer who is hired after July 1, 2011, may participate in a PSHE plan if the employee:~~

~~i. Is benefits-eligible as determined by the PSHE employer;~~

~~ii. Is a vested member of ATRS at the time of initial employment;~~

~~iii. Is not a vested member of ATRS, but meets the requirements of a less restrictive PSHE plan adopted by the specific PSHE employer; and~~

~~iv. Signs an irrevocable PSHE plan participation form provided by ATRS~~

~~C. A PSHE plan employee shall remain a member of ATRS as long as he or she is employed by a PSHE employer.~~

~~D. A PSHE plan employee's election to participate in ATRS is irrevocable unless the PSHE plan employee obtains a termination refund from ATRS after his or her election to participate.~~

~~f. Employer Participation in ATRS~~

~~1. Executive Director Review of Employer Participation~~

~~A. This ATRS Rule 6 II.f.1. applies to an employer that participates in ATRS under the provisions of Arkansas Code § 24-7-202(D), (E), or (F).~~

~~B. Every five (5) years from the effective start date of an employer's participation in ATRS, the Executive Director of ATRS (executive director) shall review the employer's participation in ATRS to ensure that the employer meets both federal and state requirements for participation and continued participation in ATRS.~~

~~C. If the executive director determines that an employer no longer meets the requirements for continued participation in ATRS, the executive director shall notify the Board of Trustees of the Arkansas Teachers Retirement System (Board) to allow appropriate review and action by the Board.~~



~~2. Application for Employer Participation~~

~~A. An employer that would prefer to participate in and have its employees become members of ATRS may submit a written application to the executive director.~~

~~B. The application shall:~~

- ~~i. Specify a proposed effective date for participation in ATRS; and~~
- ~~ii. Include the following information and materials:~~
  - ~~a. A certified copy of the articles of incorporation, bylaws, and other organizational documents of employer;~~
  - ~~b. A copy of the employer's:~~
    - ~~1. Most recent three (3) years' annual financial statements, including balance sheet, financial statements, and statement of cash flows; or~~
    - ~~2. If the employer does not have audited financial statements, the year-end compilation reports or internal balance sheet and income statements for the employer;~~
  - ~~c. A copy of the employer's most recent three (3) years' federal and state income tax returns;~~
  - ~~d. A description of the employer's sources of funding, including the percentage of the funds that is provided by federal or state government and the type of government funding provided;~~
  - ~~e. A description of how the employer's board of directors or board of trustees is selected and whether any governmental agency has input in the selection of the board members;~~
  - ~~f. A description of the types of services provided by the employer; and~~
  - ~~g. A description of each government agency that would be responsible for providing the types of services provided by the employer if the employer did not provide the services.~~

~~C. After ATRS reviews the employer's application and accompanying information and materials, ATRS shall:~~

- ~~i. Determine whether an Internal Revenue Service ruling (IRS Ruling) should be requested concerning whether or not the participation of the employees of the employer jeopardizes ATRS' status as a governmental plan; and~~
- ~~ii. Request any necessary additional information and statements from the employer if ATRS determines that an IRS Ruling should be requested.~~

- ~~D. The employer shall provide ATRS with any additional information and statements requested by ATRS in relation to the IRS Ruling.~~
- ~~E. The employer shall pay ATRS three thousand dollars (\$3,000) or the actual cost for fees and costs associated with obtaining the IRS Ruling if ATRS determines that an IRS Ruling should be requested.~~
- ~~F. The Board shall consider and vote on an application for employer participation.~~
  - ~~i. When considering an application for employer participation, the Board:~~
    - ~~a. Shall consider any relevant constitutional arguments brought to the attention of the executive director concerning the employer's application for employer participation;~~
    - ~~b. Shall consider Rev. Rul. 89-49; and~~
    - ~~c. May consider any other relevant rulings issued by the Internal Revenue Service or the Department of Labor.~~

~~3. Employer Participation — Education-Related Agency or Organization~~

- ~~A. Pursuant to Arkansas Code § 24-7-202(19)(D), an individual may be eligible to become a member of ATRS if the:~~
  - ~~i. Individual is employed in a position with an education-related agency or organization;~~
  - ~~ii. Individual's employment is related to:~~
    - ~~a. Training public school employees or school board members;~~
    - ~~b. Teaching public school students; or~~
    - ~~c. Adult education programs;~~
  - ~~iii. Individual's employment is unrelated to private schools;~~
  - ~~iv. Individual is or has been a member of ATRS for a minimum of five (5) years; and~~
  - ~~v. Individual elects to become or remain a member of ATRS.~~
- ~~B. A member described in this ATRS Rule 6.II.f.3 may become a member of ATRS if the:~~
  - ~~i. Board determines, pursuant to rules adopted by the Board, that the participation of employees employed by the education-related agency or organization will not:~~
    - ~~a. Impair ATRS' legal status, including:~~
      - ~~1. ATRS' tax-qualified and governmental plan status under the Internal Revenue Code, 26 U.S.C. § 1 et seq.; and~~

~~2. ATRS' governmental plan status under the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et seq.;~~

~~b. Subject ATRS to additional federal requirements;~~

~~c. Have a substantial adverse impact on ATRS' actuarial soundness; and~~

~~ii. Education-related agency or organization:~~

~~a. Elects to participate in ATRS;~~

~~b. Assumes responsibility for employer contributions;~~

~~c. Assumes responsibility for fees for obtaining IRS Rulings or Employee Retirement Income Security Act of 1974 opinions; and~~

~~d. Is approved as a covered employer by the Board according to rules adopted by the Board.~~

#### ~~4. Employer Participation — Private Provider Employees~~

~~A. Pursuant to Arkansas Code § 24-7-202(19)(E), effective July 1, 1997, if a public school district privatizes any of its services, an individual who is or was employed by the public school district in one (1) or more of the privatized services and who is or has been a member of ATRS may elect to remain a member of ATRS if the:~~

~~i. Board determines, pursuant to rules adopted by the Board, that the participation of employees described in this ATRS Rule 6.II.f.4. will not:~~

~~a. Impair ATRS' legal status, including:~~

~~1. ATRS' tax-qualified and governmental plan status under the Internal Revenue Code, 26 U.S.C. § 1 et seq.; and~~

~~2. ATRS' governmental plan status under the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et seq.;~~

~~ii. Subject ATRS to additional federal requirements;~~

~~iii. Have a substantial adverse impact on ATRS' actuarial soundness; and~~

~~iv. Private provider assumes responsibility for:~~

~~a. Required employer contributions; and~~

~~b. Fees for obtaining IRS Rulings or Employee Retirement Income Security Act of 1974 opinions.~~

#### ~~5. Employer Participation — Nonprofit Corporation Employees~~

~~A. Pursuant to Arkansas Code § 24-7-202(19)(F), effective July 1, 1997, an individual who meets the following requirements may be eligible to become a member of ATRS:~~

~~i. The individual is employed in a position with an educational nonprofit corporation that is licensed and regulated by the Division of Developmental Disabilities Services of the Department of Human Services; ii. The individual's employment is related to:~~

~~a. Training public school employees or school board members;~~

~~b. Teaching public school students; or~~

~~c. Adult education programs; and~~

~~iii. The individual's employment is unrelated to private schools.~~

~~B. A member described in this ATRS Rule 6.II.f.5 may become a member of ATRS if the:~~

~~i. Board determines, pursuant to rules adopted by the Board, that the participation of employees employed by the educational nonprofit corporation will not:~~

~~a. Impair ATRS' legal status, including:~~

~~1. ATRS' tax-qualified and governmental plan status under the Internal Revenue Code, 26 U.S.C. § 1 et seq.; and~~

~~2. ATRS' governmental plan status under the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et seq.;~~

~~b. Subject ATRS to additional federal requirements;~~

~~c. Have a substantial adverse impact on ATRS' actuarial soundness; and~~

~~ii. Nonprofit corporation:~~

~~a. Elects to participate in ATRS;~~

~~b. Assumes responsibility for employer contributions;~~

~~c. Assumes responsibility for fees for obtaining IRS Rulings or~~

~~Employee Retirement Income Security Act of 1974 opinions; and~~

~~d. Is approved as a covered employer by the Board according to rules adopted by the Board.~~

### **III. Contributory Election**

a. Contributory Election — Generally

- ~~1. The year in which a person becomes a member of ATRS shall determine whether or not the person is considered a contributory or noncontributory member of ATRS.~~
  - ~~2. A member's contributory status is irrevocable once the member becomes a contributory member of ATRS.~~
  - ~~3. All service rendered before July 1, 1986, is contributory service.~~
  - ~~4. A contributory member shall not elect to become a noncontributory member.~~
  - ~~5. A contributory election is valid if the contributory election is:
 
    - ~~A. Made on an election form provided by ATRS; and~~
    - ~~B. Signed by both the member and the covered employer.~~~~
  - ~~6. If a member makes a contributory election before the preparation of his or her first salary payment in the fiscal year, the contributory election is effective immediately.~~
  - ~~7. If a member makes a contributory election after the preparation of his or her first salary payment in the fiscal year, the contributory election is effective July 1 of the next fiscal year.~~
- ~~b. Contributory Election — Member Contracts~~
- ~~1. Members Not Under Contract
 
    - ~~A. A member who is not under contract may make a contributory election.~~~~
  - ~~2. Members Under Contract
 
    - ~~A. A member under contract for one hundred eighty-five (185) days or more shall make contributions to ATRS.~~
    - ~~B. A member under contract for one hundred eighty-four (184) days or less may make a contributory election.~~~~
  - ~~3. Contributory Elections Based on Status Change from Nonteacher to Teacher or Administrator Under Contract
 
    - ~~A. Regardless of a member's earlier noncontributory election, an active member whose status changes from nonteacher to teacher or administrator under contract for one hundred eighty-five days (185) or more shall make member contributions to ATRS.~~
    - ~~B. An active member's change from noncontributory status to contributory status due to the status change described in this ATRS Rule III.b.3.A is effective on the first day of the next fiscal year if the active member:
 
      - ~~i. Changes status from nonteacher to teacher or administrator during a year in which the active member's service has already been reported as noncontributory; and~~
      - ~~ii. Is under contract for one hundred eighty-five (185) days or more.~~~~~~
- ~~c. Contributory Election – Noncontributory Members~~

- ~~1. A noncontributory member may make a contributory election.~~
  - ~~2. If a noncontributory member makes a contributory election before the preparation of the first salary payment to the noncontributory member in the fiscal year, the contributory election is effective immediately.~~
  - ~~3. If a noncontributory member makes a contributory election after the preparation of the first payroll containing the first salary payment to the noncontributory member in the fiscal year, the contributory election is effective July 1 of the next fiscal year.~~
  - ~~4. All service rendered after a contributory election is filed with ATRS shall be contributory.~~
  - ~~5. A noncontributory member's contributory election that is filed with ATRS is irrevocable.~~
- ~~d. Contributory Election — Noncontributory Inactive Members and Rescinding Retirees~~
- ~~1. Previously Contributory Inactive Members~~
    - ~~A. An inactive member shall make contributions on his or her full salary if the inactive member:
 
      - ~~i. Was contributory and earned a maximum salary of seven thousand eight hundred dollars (\$7,800); and~~
      - ~~ii. Returns to work on or after July 1, 1995.~~~~
  - ~~2. Previously Noncontributory Inactive Members and Retirees~~
    - ~~A. An inactive member or rescinding retiree may make a contributory election if the inactive member or rescinding retiree:
 
      - ~~i. Was noncontributory; and~~
      - ~~ii. Reenters ATRS after June 30, 2007.~~~~
      - ~~B. If the inactive member or rescinding retiree does not make a contributory election, the inactive member or rescinding retiree shall be enrolled in the plan that he or she was enrolled in before reentering ATRS.~~
- ~~e. Contributory Election — State Agency Employees~~
- ~~1. Full-time Employees~~
    - ~~A. A full-time employee of a state agency covered by ATRS shall be contributory.~~
  - ~~2. Part-time Employees~~
    - ~~A. A part-time employee of a state agency covered by ATRS shall be noncontributory.~~
    - ~~B. A part-time employee of a state agency covered by ATRS may make a contributory election.~~

~~f. Contributory Election—Employer Reporting Errors~~

~~1. Inactive Members~~

~~A. ATRS shall consider a member as noncontributory if the member:~~

- ~~i. Was an inactive member who returned to covered employment as an active member after July 1, 1999;~~
- ~~ii. Is reported incorrectly as noncontributory by his or her covered employer for his or her first year of service with the covered employer.~~

~~B. ATRS shall notify the covered employer of the member's contributory status.~~

~~C. Effective the next July 1, the member shall make contributions to ATRS.~~

~~2. New Members~~

~~A. ATRS shall consider a member as noncontributory for his or her first year of service with a covered employer if the member is a new member of ATRS and incorrectly reported as noncontributory by his or her covered employer for the first year.~~

~~B. ATRS shall notify the covered employer of the member's contributory status.~~

~~C. Effective the next July 1, the member shall make contributions to ATRS and the covered employer shall correctly report the member as contributory.~~

**IV. Confidentiality of Member Accounts**

~~a. In compliance with the ATRS Code of Ethics, ATRS shall keep each member's salary, employment history, retirement account, and other personal data or other information compiled by ATRS for purposes of establishing and maintaining the member's retirement account confidential.~~

~~b. Disclosure~~

~~1. All member information compiled by ATRS for the purpose of establishing and maintaining the member's retirement account shall not be disclosed to a third-party unless:~~

~~A. The member provides ATRS with his or her written consent; or~~

~~B. A valid legal process requires the disclosure of the member's information.~~

~~2. Individual member records that are kept for the purpose of compiling information for a member's retirement or Social Security records shall not be open to the public under Arkansas Code § 24-4-1003.~~

**V. Reciprocal Service Credit**

~~a. Generally~~

- ~~1. A member who leaves a position covered by ATRS, becomes employed by a reciprocal system, and files a reciprocal service agreement shall become an inactive member of ATRS and may be eligible for an annuity benefit according to the annuity benefit formula in effect at the time of the member's effective retirement date.~~
  - ~~2. Minimum benefits under Acts 1965, No. 488, Arkansas Code § 24-2402(5)(E), as amended, for reciprocal service shall not apply unless a member has five (5) or more years of credited service in ATRS.~~
  - ~~3. If ATRS is a member's preceding system, ATRS shall not pay annuity benefits to the member under reciprocity unless the member:
    - ~~A. Attains the normal retirement age; or~~
    - ~~B. Leaves his or her employment with his or her state employer.~~~~
  - ~~4. If ATRS is a member's preceding system, the member, after attaining the normal retirement age, is eligible to apply for retirement benefits without leaving his or her employment with his or her last state employer.~~
  - ~~5. The member's annuity benefit payments shall begin after the member attains the normal age of retirement or on the first day of the month following the month in which the member's application is filed, whichever occurs last.~~
  - ~~6. ATRS shall only consider service credited to the member and salaries earned by the member before the member's effective retirement date to calculate the member's annuity benefit.~~
- ~~b. Reciprocal Service Credit—Calculation of Service Credit~~
- ~~1. If a member of ATRS has service credited during the same fiscal year with another reciprocal system and the combined service is greater than one (1) year of service credit, ATRS shall credit service as follows:
    - ~~A. If credit by the reciprocal system is less than three (3) months, ATRS shall credit service for one (1) year;~~
    - ~~B. If credit by the reciprocal system is three (3) or more months but less than six (6) months, ATRS shall credit service for three-fourths (3/4) year;~~
    - ~~C. If credit by the reciprocal system is six (6) or more months but less than nine (9) months, ATRS shall credit service for one-half (1/2) year; and~~
    - ~~D. If credit by the reciprocal system is for nine (9) months but less than twelve (12) months, ATRS shall credit service for one-fourth (1/4) year.~~~~
- ~~c. Reciprocal Service Credit—Contributions and Repayments~~
- ~~1. While an employee participates in a reciprocal system, back contributions, additional contributions, and repayment of refund payments made to ATRS shall be made in accordance with the payment method provisions of ATRS Rule 8.~~



2. ~~Employer pick-up is prohibited while the employee works for a noncovered ATRS employer.~~

d. ~~Reciprocal Service Credit—Concurrent Service~~

1. ~~Unless the reciprocal system is APERS or an alternate retirement plan, beginning July 1, 2013, ATRS shall allow a member who earns concurrent service in both ATRS and a reciprocal system to receive full service credit in ATRS without reduction of service credit due to the concurrent service.~~
2. ~~ATRS shall not recognize concurrent service added to a member's credited service in ATRS that, for the purpose of vesting, retirement eligibility, or calculating final average salary, either:~~
  - A. ~~Credits the member with more than one (1) year of credited service for a fiscal year; or~~
  - B. ~~Combines salary earned in ATRS and a reciprocal system in a fiscal year.~~
3. ~~A member may waive all or part of the concurrent service credited to him or her in ATRS and have the concurrent service credited to him or her under a reciprocal system if:~~
  - A. ~~The member acknowledges that the waiver is a voluntary surrender of the member's concurrent service credit in ATRS;~~
  - B. ~~The member acknowledges that the waiver cancels his or her concurrent service credit in ATRS; and~~
  - C. ~~The member submits an ATRS approved concurrent service credit waiver form to ATRS. (Arkansas Code § 24-7-601).~~
4. ~~If a member waives all or part of the concurrent service credited to him or her in ATRS and has the concurrent service credited to him or her under a reciprocal system, ATRS may refund the employer-accrued contributions and employee-accrued contributions.~~

e. ~~Reciprocal Service Credit—Alternate Reciprocal Retirement System~~

1. ~~A member of ATRS may establish reciprocal service credit from an alternate retirement plan if he or she submits an appropriate, approved, and completed ATRS form concerning the reciprocal service credit to ATRS.~~
2. ~~Distributions from an alternate retirement plan may prevent reciprocal service from being established if ATRS is unable to verify that the withdrawals were made without penalty under Internal Revenue Service guidelines concerning rollovers to eligible plans, withdrawals, that are not subject to early withdrawal, etc.~~

f. ~~Reciprocal Service Credit—Active Members of APERS~~

1. ~~From July 1, 1991, until December 31, 1991, an active member of APERS may establish reciprocity between APERS and ATRS and purchase out-of-state service rendered before January 1, 1978, in accordance with Arkansas Code §§ 24-7-601 and 24-7-603, if the active member:~~

- A. ~~Was an active member of ATRS before January 1, 1978; and~~
  - B. ~~Became a member of APERS within thirty (30) days of leaving ATRS.~~
- g. ~~Reciprocal Service Credit—Arkansas Rehabilitation Services Employees~~
- 1. ~~Effective July 1, 1993, for a ninety (90) day period, an employee of the Arkansas Rehabilitation Services may transfer his or her membership from APERS to ATRS under Acts 1993, No. 574.~~
  - 2. ~~An employee who transfers his or her membership from APERS to ATRS shall establish reciprocity between the two (2) systems and Acts 1977, No. 793 shall not apply to the employee.~~
- h. ~~Reciprocal Service Credit—Department of Human Services Employees~~
- 1. ~~The law applicable to ATRS shall be used to determine the annuity benefits to which an employee is entitled for service provided before or after Acts 1977, No. 793 if the employee:~~
    - A. ~~Was an employee of the Department of Human Services and became a member of APERS under the provisions of Acts 1977, No. 793, as amended; and~~
    - B. ~~Left employment with the Department of Human Services and became employed in a position covered by ATRS.~~
  - 2. ~~A member meeting the description of this ATRS Rule 6 V.H.1. may establish reciprocity under Acts 1965, No. 488, as amended.~~
- i. ~~Reciprocal Service Credit—Member Entitlement to Deferred Annuity~~
- 1. ~~Pursuant to Arkansas Code § 24-4-401 et seq., a member is entitled to a deferred annuity benefit if the member:~~
    - A. ~~Leaves his or her state employment in a position that is covered by one (1) of the reciprocal systems; and~~
    - B. ~~Enters subsequent state employment in a position that is covered by another of the reciprocal systems.~~
- j. ~~Reciprocal Service Credit—Age and Service Retirement~~
- 1. ~~Annuity Benefit Payments~~
    - A. ~~If ATRS is a member's preceding system, the member's annuity benefit payments shall begin after the member attains the normal age of retirement or on the first day of the month following the month in which the member's retirement application was filed, whichever is later.~~
    - B. ~~If the member has combined service of at least twenty-five (25) years, the normal retirement age requirement shall not apply.~~
    - C. ~~Deferred annuity benefit payments to the member shall not begin before the date on which the member leaves employment with his or her last state employer unless the member attains the normal retirement age.~~

~~2. Applying for Retirement Benefits Before Leaving Employment~~

- ~~A. If ATRS is member's preceding system, the member is eligible to apply for retirement benefits without leaving employment with his or her last state employer upon attaining the normal retirement age.~~
- ~~B. The member's annuity benefit payments shall begin after the member attains the normal retirement age or on the first day of the month following the month in which the member's retirement application is filed, whichever is later.~~
- ~~C. ATRS shall use only service credited to the member and salaries earned by the member before the member's effective retirement date to calculate the member's annuity benefit.~~

~~k. Reciprocal Service Credit — Disability Retirement~~

- ~~1. A member is eligible to apply for disability retirement benefits from each reciprocal system in which the member has credited service according to the rules for eligibility promulgated by that reciprocal system. (Arkansas Code § 24-2-405)~~
- ~~2. The member's disability retirement benefits payable by the preceding reciprocal system shall:
  - ~~A. Begin the first day of the month following the month in which the member's disability retirement application is filed with the preceding system; and~~
  - ~~B. Not begin before the date on which the member leaves employment with his or her last state employer.~~~~

~~l. Reciprocal Service Credit — Survivor Annuity Benefits~~

- ~~1. If survivor annuity benefits are payable by more than one (1) reciprocal system to an eligible survivor of a deceased member, a survivor who receives annuity benefit payments shall not receive, as a percentage of the deceased member's final salary or as a minimum dollar amount, more than the largest amount payable by a single reciprocal system.~~
- ~~2. ATRS shall prorate minimum benefits payable to a survivor with other reciprocal systems that have a minimum benefit provision in their plans.~~
- ~~3. Each reciprocal system shall pay a proportionate share of the minimum benefit based on the ratio of the member's service in that reciprocal system to the member's total service in all the reciprocal systems.~~
- ~~4. If the reciprocal system is an alternate retirement plan, survivor annuity benefits shall be contingent on whether the:
  - ~~A. Alternate retirement plan provides survivor annuity benefits; and~~
  - ~~B. Member selected survivor annuity benefits as a benefit under the alternate retirement plan. (Arkansas Code § 24-2-402(5)).~~~~

**VI. Contributory and Noncontributory Service Chart by Year of Entry into System**

(Elections and Re-entry may affect Individual Member Service Status)

<b>All Members</b>		
<b>1937 - 1986</b>	All Members	Contributory
<b>1986 - 1991</b>	All Members	Contributory unless elect Noncontributory
<b>1991 - 1999</b>	All Members	Noncontributory unless elect Contributory
<b>School District Employees</b>		
<b>1999 - 2007</b>	Active	One-time election to be Contributory or Noncontributory, no election made by 7/1/2000, status on 6/30/2000
	Inactive	One-time election to be Contributory or Noncontributory upon reentering system, no election then enrolled in the plan that he or she was enrolled in before reentering ATRS
	New	Contract one hundred eighty-one (181) days or more - Contributory - Contract one hundred eighty (180) days or less - Noncontributory, may elect Contributory, election must be made one (1) year from hire date - No contract, member must be noncontributory
<b>2005 - 2021</b>	Nonteacher to Teacher or Administrator	Contract one hundred eighty-one (181) days or more - Contributory. If position change happens during the year, election is effective first of next fiscal year - All Noncontributory members may elect Contributory
	All Members	May elect Contributory

<b>2007 – 2021</b>	New	<del>Contract one hundred eighty-one (181) days or more – Contributory</del> - <del>Contract 180 days or less –</del> <ul style="list-style-type: none"> <li>• Noncontributory, may elect Contributory</li> <li>• No contract – Noncontributory, may elect Contributory</li> </ul>
	Inactive	May elect Contributory
<b>2021</b>	Nonteacher to Teacher or Administrator	<del>Contract one hundred eighty-five (185) days or more – Contributory. If position change happens during the year, election is effective first of next fiscal year.</del>  All Noncontributory members may elect Contributory
<b>2021 –</b>	All Members	May elect Contributory
	A member with	<del>Contract one hundred eighty-five (185) days or more – Contributory</del>
	A member with	<del>Contract one hundred eight four (184) days or less – Noncontributory, may elect Contributory</del>
	New	<del>No contract – Noncontributory, may elect Contributory unless already Contributory</del>
	Inactive	May elect Contributory
<b>State Agency Employees</b>		
<b>1999 – 2007</b>	Full-Time Employment	<del>Must be Contributory</del>
	Part-Time Employment	<del>Must be Noncontributory</del>
<b>2007 –</b>	Full-Time Employment	<del>Must be Contributory</del>
	Part-Time Employment	<del>Noncontributory, may elect to be Contributory</del>

**HISTORY**

Adopted:	August 11, 1998	6-10
Amended:	June 15, 2004	6-1
Amended:	July 18, 2005	6-1, 6-2, 6-10
	April 26, 2007	6-1, 6-2, 6-11
	July 1, 2011	(Emergency) 6-1, 6-12
Adopted:	August 8, 2011	6-1, 6-12
Effective:	November 11, 2011	6-1, 6-12
Adopted by Board:	April 2, 2012	6-1
Amended:	May 2, 2012	6-1
Effective:	September 4, 2012	6-1
Amended:	May 2, 2012	6-2
Effective:	September 4, 2012	6-2
Approved by Board:	July 26, 2013	6-2, 6-12
Amended:	October 9, 2013	6-2, 6-12
Effective:	November 8, 2013	
Approved by Board:	February 5, 2018	6-2
Effective:	February 16, 2018	6-2
Effective:	May 28, 2020	Rule 6
Effective:	May 20, 2022	Rule 6

# ATRS BOARD POLICY 1

## BOARD GOVERNANCE

A.C.A. § 24-7-301 et seq., A.C.A. § 24-7-401 et seq., and A.C.A. § 25-16-901 et seq.

### I. Definitions.

As used in this policy:

(1) “Benefit participant” means the same as defined in Arkansas Code § 24-7-202;

(2) “Member” means the same as defined in Arkansas Code § 24-7-202; and

(3) “Official board duties” means:

(A) Attending regular and called meetings of the Board of Trustees of the Arkansas Teacher Retirement System (“Board”);

(B) Attending committee meetings of the Board or any specially appointed committee comprised in whole or in part of trustees;

(C) Attending conferences as allowed by Board resolution;

(D) Attending legislative committee meetings when acting as the spokesperson for the Board; and

(E) Attending legislative sessions at the request of the Board or the Executive Director of the Arkansas Teacher Retirement System (“Executive Director”).

### II. Board of Trustees - Plan Administration

(a)(1) The authority and responsibility for the administration, management, and control of the Arkansas Teacher Retirement System (“ATRS” or “System”) (“ATRS”, “the System”, or “the Plan”), and for the construing and carrying out the provisions of the plan Plan is vested in the Board of Trustees of the Arkansas Teacher Retirement System (“Board”).

(2)(A) The Board is responsible for the governance of ATRS.

(B) It is The Board is accountable for establishing policies and for supervising the implementation of those policies in compliance with all applicable legal mandates.

(b)(1) The function of the Board is to make certain contributions that lead the System toward the desired performance and ensure that it occurs towards achieving the objectives specified in Board Policy 2 – Board Objectives.

(2) The Board shall recommend and oversee the Board and the Executive Director evaluation process.

(3) The Board shall recommend and oversee training and conference schedules for the Board.

(4)(A) The Board’s specific contributions are unique to its trusteeship role and necessary for the appropriate governance and management of the System.

(B) Board decisions are to shall be based on facts and expert opinions.

(c) The Board will should approach its task with a style in a manner that:

(1) emphasizes Emphasizes outward vision rather than an internal preoccupation;

~~(2) encouragement of diversity of viewpoints~~ Encourages diverse viewpoints;

~~(3) strategic~~ Emphasizes strategic leadership ~~more~~ rather than administrative detail;

~~(4) Provides a~~ clear distinction of Board and staff roles;

~~(5) Focuses on the~~ future rather than past or present; and

~~(6) Encourages~~ proactive rather than reactive action.

~~(d) Consequently, the~~ The contributions of the Board shall be include:

~~(1) The Acting as the~~ link between the System and its members benefit participants of the System.<sup>4</sup>

~~(2) Written governing policies~~ Developing policies for the System that, at the broadest levels, address:

~~(A) Governance Process~~ The governance process, including Specification of how the Board conceives, carries out, and monitors its own task tasks;

~~(B) Board-Staff Relationship~~ The relationship between the Board and ATRS staff, including How how authority is delegated and its appropriate use is monitored.

~~e. Ends~~

~~- System products, impacts, benefits, costs, and outcomes.~~

~~(C) The Ends Policies of the Board as set forth in Board Policy~~ 2 – Board Objectives; and

~~(D)(i) Limitations~~ of the System.

~~(ii) Constraints on executive authority that establish the prudence and ethics boundaries within which executive activity, decisions, and organizational matters shall be carried out~~ by the Executive Director.

~~(3) The assurance of Executive Director performance against Ends and Limitations policies above.~~ Ensuring that the Executive Director's performance does not contravene the ends or limitations of the System.

### III. Board of Trustees - Guiding Principles

~~(a) The Board is dedicated to the proposition that its paramount purpose is that of providing an adequate and equitable retirement plan for the members of the teaching profession, to protect this group in the event total and permanent disability causes them to be unable to continue employment in their profession, and to provide in part for their dependents in case of death.~~ The paramount purpose of the Board is to:

~~(1) Provide an adequate and equitable retirement plan for public school and education employees in Arkansas;~~

~~(2) Protect the membership of the System in the event that they should suffer a total and permanent disability that renders them unable to continue covered employment; and~~

~~(3) Provide, in-part, for the survivors and beneficiaries of deceased members of the System.~~

~~(b)(1) The Board is responsible for the prudent investment of System~~ the System's funds.



(2) The two (2) paramount considerations in fund investment are safety and yield, with yield being of first importance, provided such investments comply with legally mandated safeguards.

(c) The Board should be fully informed of its financial liabilities, not only to the retirees and beneficiaries, but also to active members of the teaching profession, and to make those liabilities known to members of the state legislature, to other state officials, and to education-related organizations the System's financial liabilities to benefit participants of the System. Information on the financial liabilities of the System should be made available to education-related organizations as well as the Arkansas General Assembly and other state officials.

(d) ~~The~~ To the extent that disclosure is not prohibited by law, the Board should provide ~~all interested citizens~~ the general public with information regarding the System's procedures for investing the System's funds, as well as the budgeting, control, and disbursement of those funds.

(e) The Board will actively promote the enactment of state and federal legislation that may improve the economic welfare of ATRS members.

(f) The Board endorses programs of counseling and information designed to assist members who are approaching retirement.

(g)(1) The Board should be knowledgeable of the most current information regarding effective, efficient governance and operation of state retirement systems that could augment prudent decisions for the benefit of members.

(2) To this end, ~~Board members~~ trustees are encouraged to participate actively in regional and national retirement organization programs that offer such information and training.

#### **IV. Board of Trustees - Code of Conduct**

(a) The Board expects of itself and its members ethical and business-like conduct.

(b)(1) ~~Board members~~ All trustees, as fiduciaries, shall discharge their duties solely in the best interest of ATRS members and for the exclusive purpose of providing optimum benefits.

(2)(A) ~~Board members must~~ Trustees should avoid any conflict of interest with respect to their fiduciary responsibility.

(B) ~~Board members must~~ Trustees shall not use their positions to obtain favorable treatment for themselves, family members, or close employees.

(c) ~~Board members~~ Trustees who desire specific information from firms employed by ATRS should make the request through the Executive Director.

(d) ~~Board members~~ Trustees shall not, directly or indirectly, solicit or accept any gift of value as defined by the Arkansas Ethics Commission.

(e) ~~Board members~~ Trustees shall decline any offer and shall not have any contact with an individual or anyone associated with a firm that the Board is considering employing ~~after requests for proposals (RFP's) or requests for qualifications (RFQ's) have been sent~~ through a competitive procurement until after the procurement process has concluded.

(f)(1) ~~Board members~~ Trustees shall not attempt to exercise individual authority over the operation of the System or ~~staff members except as explicitly set forth in Board policies~~ ATRS staff except as provided by law, rule, or policy applicable to the System.

~~(2) Board members' A trustee's~~ interaction with the ATRS staff, public, press, or other entities ~~must~~ should recognize the inability of ~~any Board member or Board members to speak for the Board~~ one (1) or more trustees to speak for the Board.

~~(g) Board members~~ All trustees shall report violations of any of these policies of conduct in writing to the Chair.

#### **V. Board Member of Trustees - Development**

(a) The Board is responsible for its own readiness for Board work and the performance of that work.

(b) The Board determines appropriate issues for Board work and appropriate issues to be addressed, as well as the education and data required to address those issues wisely.

~~(c)(1) The Board determines the need and mechanisms for Board development.~~

~~1. Among the mechanisms will be membership in the National Council on Teacher Retirement, Board-approved consultants, and seminars provided by employees of ATRS.~~

~~2. The Board's annual plan will include expected outcomes, costs, and scheduling of the Board development effort.~~

~~3. The Board will set forth the educational experiences it determines appropriate for a new Board member.~~

The Board determines the need and mechanisms for Board development, which may include:

(A) Membership in the National Council on Teacher Retirement or a similar organization;

(B) Engaging or employing Board-approved consultants;

(C) Educational development seminars provided by ATRS staff for the benefit of current and new trustees; and

(D) The development of a plan that may address the Board's expected outcomes, costs, and development schedule.

(2) The Board may enlist assistance from the Executive Director in determining the need and mechanisms for Board development.

#### **VI. Board of Trustees - Meetings**

The Board shall hold regular meetings at least quarterly. Additional meetings may be called by the Chair or scheduled by action of the Board in a regular meeting. The Board shall adopt its own rules of procedure, which shall be subject to the following:

(1)(A) The Board shall elect a Chair and Vice Chair from its own membership.

(B) The election will be in the odd numbered years at the first regular meeting after the beginning of the fiscal year.

(C) The Chair and Vice Chair shall be elected for a ~~term of two years~~ two-year term and may be reelected for two (2) additional two-year terms.

(D) The Chair and Vice Chair shall be either an active member or retiree ~~trustee~~ trustee.

~~(E)~~ A Board member trustee must have served at least one (1) full year as a member of the Board to be eligible for election to the position of Chair or Vice Chair.

~~(2)(A)~~ In the event of if a vacancy of the Chair or Vice Chair occurs for any reason other than completion of a term, the Board shall fill said vacancy by election from the existing Board members trustees for the remainder of the unexpired term at its next regular meeting.

~~(B)~~ A trustee trustee elected to fill an unexpired term of the Chair or Vice Chair shall be eligible for two (2) additional two-year terms.

~~(3)(A)~~ Quorum: Eight (8) trustees shall constitute a quorum at any meeting of the Board.

~~(B)~~ Each trustee trustee shall be entitled to one (1) vote on each question before the Board, and at least eight (8) affirmative votes shall be required for a decision by the Board at any meeting.

(4) *Robert's Rules of Order* shall be followed in the conduct of all meetings except when a departure from Robert's is authorized by action of the Board.

~~(5)(A)~~ Agenda The Board shall adopt an agenda at the beginning of each meeting.

~~(B)~~ By a majority vote of the Board, items An item may be added to the agenda before it is adopted.

~~(C)~~ The Executive Director shall prepare a tentative agenda and submit it to all trustees at least ten (10) days ~~prior to~~ before a regularly scheduled meeting. The meeting agenda and materials will be submitted to trustees no later than three (3) days before the regularly scheduled meeting.

~~D)(i)~~ Trustees who want ~~item(s)~~ one (1) or more items to be considered for the agenda should notify the Executive Director no later than seven (7) days ~~prior to~~ before a regularly scheduled meeting.

~~(ii)~~ Members or individuals who wish to have an item placed on the agenda at a regularly scheduled Board meeting should submit their request in writing to the Executive Director no later than twenty (20) days ~~prior to~~ before the meeting.

~~(E)(i)~~ Members or individuals who wish to make comments during a regularly scheduled Board meeting should indicate ~~on forms provided the subject on which they intend to speak.~~ the intended subject matter on a form provided by the System.

~~(ii)~~ A time limit of five (5) minutes will be allowed ~~members and individuals for presentation, unless extended by majority vote of the Board.~~ Members and individuals will be allowed a maximum of five (5) minutes to address the Board unless the time limit is extended by a majority vote of the Board.

~~(6)(A)~~ Minutes The Board shall keep an official record of the proceedings of each meeting of the Board, the final draft of which must be approved by the Board and signed by the Chair and the Executive Director.

~~(B)~~ The Board minutes are to contain only the action of the Board, information required by case law, and the vote thereon.

~~(7)(A) Public Meetings~~ All meetings of the Board shall be public and in compliance comply with the Freedom of Information Act, Arkansas Code § 25-19-101 et seq.

(B) All meetings of the Board shall be open public meetings and recorded in a manner that allows for the capture of sound. Representatives of the Little Rock news media shall be notified of each meeting of the Board.

(C) The agenda of the Board shall include only those items that, according to the law, rules, and policy applicable to the System, are within the Board's authority to consider or decide.

(D) Deliberations during the meetings of the Board must be timely, fair, orderly, thorough, efficient, limited in time, and germane to the issue being considered.

## **VII. Duties of the Chair and Vice Chair**

~~(a)(1) Duties of the chair~~ The duty of the Chair is to ensure the integrity of the Board's process and to represent the Board to outside parties.

(2) The Chair will see is responsible for ensuring that the Board operates consistent with its own rules and those legitimately imposed on it from outside ATRS the law, rules, and policies applicable to the System.

a. ~~Meeting discussion content will be only those issues that, according to Board policy, clearly belong to the Board to decide.~~

b. ~~Deliberation will be timely, fair, orderly, and thorough, but also efficient, limited in time, and kept to the point.~~

(3) The authority of the Chair consists only in making decisions on behalf of the Board that fall within and are consistent with Board policies the law, rules, and policy applicable to the System.

(4) The Chair is empowered to chair Board meetings with all the commonly accepted power of that position (e.g., ruling, recognizing, etc.).

(5) The Chair may also:

(A) Convene meetings of the Board, or committees thereof, as prescribed by law;

(B) Certify actions taken by the Board;

(C) Serve as the official spokesperson for the Board;

(D) Appoint Board members trustees to committees; and

(E) Perform other duties specifically requested by the Board that are deemed necessary and appropriate for the Board to fulfill its duties and responsibilities under law.

~~(b) Duties of the Vice Chair~~ The duties of the Vice Chair are to act as temporary chair in the absence of the regular chair Chair.

## **VIII. Reimbursement of Expenses**

~~(a) The Board, by majority vote of the total membership cast at the first regularly scheduled meeting of each calendar year, may authorize expense reimbursement for each trustee for performing~~ At the first regularly scheduled meeting of each calendar year, the Board may authorize the reimbursement of expenses for a trustee who performs official Board duties. Official Board duties are defined as follows:

1. ~~Attending regular and called Board meetings.~~

- ~~2. Attending committee meetings of the Board or any specially appointed committee comprised in whole or in part of Board members.~~
- ~~3. Attending conferences approved by the Board of Trustees.~~
- ~~4. Attending legislative committee meetings when acting as spokesperson for the Board.~~
- ~~5. Attending legislative sessions at the request of the Board or Executive Director.~~

~~B. Board members are subject to the same reimbursable expenses as state employees.~~

~~(b)(1) Board officers are authorized payment~~ A trustee may be reimbursed for personal expenses, not otherwise reimbursed, incurred in the performance of their ATRS related duties.

~~(2) Such reimbursement is to cover~~ Reimbursement for a trustee's personal expenses that are not otherwise reimbursed may cover:

~~(A) any~~ Any losses in salary or compensation that would otherwise result from their the trustee's attendance at Board or committee meetings, and will be paid to the ~~officer's~~ trustee's employer; and

~~(B) the~~ The costs of communication (~~long-distance telephone calls, postage, etc.~~) with other trustees or staff members with other trustees or ATRS staff via telephone, postage, etc.

## **IX. Procurement of Services**

~~(a)(1) ATRS shall utilize an equitable and open method of awarding contracts to providers of all contractual, management, and consultant services, including, but not limited to: (1) construction architects, engineers, and contractors; (2) building managers; (3) real estate, legal, and investment consultants; and (4) actuaries and auditors~~ comply with Arkansas Procurement Law, Arkansas Code § 19-11-201 et seq., Arkansas Code § 24-2-618, and all other laws concerning state agency purchases and contracts that are applicable to the System.

~~(2)(A) The Executive Director shall seek Board approval of a new contract before it is executed if the new contract procures the services of:~~

~~(i) The Board's investment counsel per Arkansas Code § 24-7-303(e);~~

~~(ii) An investment manager;~~

~~(iii) An investment fund;~~

~~(iv) External legal counsel;~~

~~(v) A securities monitoring law firm; or~~

~~(vi) The Board's appointed actuary per Arkansas Code § 24-7-303(d).~~

~~(B) For all other new contracts and contract renewals executed in the normal course of operations, the Executive Director shall report all executed new contracts and contract renewals to the Board bi-annually.~~

~~(b)(1) The method of awarding contracts will assure that all bona fide providers of such services will have equal opportunity to submit competitive bids or competitive proposals for consideration. Consistent with the Prudent Investor Rule and pursuant to A.C.A. § 24-2-618~~ Arkansas Code § 24-2-618, ATRS has a statutory goal to recruit and hire emerging managers and emerging investment funds.

(2)(A) For purposes of this Rule policy, "emerging managers" and "emerging investment funds" means a managing group or fund that is predominately owned by black or African American, Hispanic American, American Indian or Native American, Asian, or Pacific Islander.

(B) Each investment consultant retained by ATRS to recommend investment managers or investment funds shall submit an annual report to ATRS consistent with the requirements in A.C.A. § 24-2-618 Arkansas Code § 24-2-618 that addresses the goal of ATRS to recruit and hire emerging managers and emerging investment funds.

~~C. The Executive Director shall develop procurement procedures and a plan for implementing the process of awarding contracts.~~

~~D. The Board shall approve all procedures and contracts related to the procurement of services.~~

#### **X. Board of Trustees - Self-Evaluation**

(a)(1) ~~The Board will regularly evaluate its own performance, taking whatever action is necessary to govern with excellence. The Board will review these policies of conduct at least annually and discuss the degree to which it complies. The Board may periodically evaluate its own compliance with the law, rules, or policies applicable to the System.~~

(2) The Board may enlist the assistance of the Executive Director in determining the appropriate evaluation matrix.

(b) The effective date for the start of any evaluation of the Board and the frequency of the evaluations will be determined by the Board.

#### **XI. Board of Trustees - Committee Principles and Procedures**

(a) ~~The Board may establish committees to help carry out its responsibilities.~~

~~A. Board committees may not speak or act for the Board except when formally given such authority.~~

~~B. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation.~~

~~C. Board committees may not exercise authority over staff.~~

~~D. All members of the Board shall be notified as to the time and place of all committee meetings. A Board member may attend any committee meeting, but only committee members may vote on committee matters.~~

~~E. Appointments to committees shall be made before the next regular meeting after the Board elects the Chair.~~

~~F. A quorum of each committee and the number of affirmative votes needed for a motion to carry shall be a majority of the designated size of the committee.~~

~~G. Board committees shall elect their own Chair and Vice Chair unless otherwise indicated by Board policy.~~

~~H. The Executive Director shall serve as secretary and ex officio nonvoting member of Board committees or shall delegate another member of the staff to serve in this capacity.~~

~~I. Committees shall report to the Board following each of their meetings.~~

(b) A committee established by the Board:

(1) Shall assist the Board by preparing policy alternatives and implications as necessary for deliberation by the Board;

(2) Shall adopt an agenda at the beginning of each meeting;

(3) Shall report to the Board following a meeting of the committee;

(4) Shall not act on behalf of the Board unless given the authority to do so by the Board; and

(5) Shall not exercise authority over ATRS staff. However, a committee may request assistance from ATRS staff that will enable the committee to perform its duties.

(c)(1) ATRS staff shall notify all trustees of the time and place of each committee meeting and shall provide all trustees with the agenda of each committee as soon as reasonably possible.

(2)(A) A Trustee may attend a committee meeting

(B) Only committee members shall vote on committee matters.

(d) A quorum of each committee and the number of affirmative votes needed for a motion to carry shall be a majority of the designated size of the committee.

(e) Committees shall elect their own Chair and Vice Chair unless otherwise provided by the law, rules, and policies applicable to the System.

(f)(1) The Executive Director shall serve as the Secretary of the Board unless the Executive Director delegates another member of the ATRS staff to serve as Secretary of the Board.

(2) The Executive Director may delegate all or a part of the functions of the Secretary of the Board to another member of the ATRS staff.

(g) Appointments to committees shall be made before the next regular meeting after the Board elects the Chair of the Board.

(h) The minutes of each committee meeting shall be prepared and, at the committee's next scheduled meeting, shall be presented to the appropriate committee for review and approval.

(i)(A) All committees are subject to the same public disclosure and ethics laws, rules, and policies that are applicable to the System and the Board.

(B) All committee are subject to public disclosure and ethics laws, rules, and policies that are applicable to them by virtue of their position as a trustee or committee member.

## **XII. Investment Committee Charter**

(a)(1) There shall be is established an Investment Committee composed of eight members that shall be composed of eight (8) members.

(2) The Board Chair shall appoint five (5) members from the Board to serve on the Investment Committee, and the Board Chair shall serve as an ex officio voting member.

(3) The remaining two (2) members of the Investment Committee shall be the State Treasurer and the State Bank Commissioner upon their respective acceptance of the position their appointment as State Treasurer or State Bank Commissioner.

(b) The committee Investment Committee shall meet on call by the committee chair and/or the Executive Director Chair of the Investment Committee or the Executive Director, but not less than on a quarterly basis.

(c) The purposes of the committee Investment Committee shall be:

(1) To consider proposals for the adoption, amendment, and repeal of investment policies and procedures for recommendation to the Board for adoption, and to make recommendations to the Board concerning the same;

(2) To consider asset allocations for recommendation to the Board for adoption, and make recommendations to the Board concerning the adoption of asset allocations;

(3) To consider all investment proposals for approval or rejection, unless the Board assigns the proposals to other committees, and make recommendations to the Board concerning the approval or rejection of an investment proposal unless the investment proposal is assigned to another committee; and

(4) To monitor all phases of the investment program and to recommend any changes that may need to be made to the full Board.

(d) Unless related to a stated purpose of the Investment Committee, all matters that are a stated purpose of the Operations Committee or Audit Committee shall not be within the purview of the Investment Committee.

(e) The agenda will be set by the committee chair after conferring with the Executive Director and will be furnished in advance when practical. ATRS staff shall furnish the Investment Committee agenda to the Board in advance of the Investment Committee meeting.

D. The committee may act by majority consent of all the committee members.

E. The actions taken by the committee shall be reported at the next regularly scheduled meeting of the Board.

F. All public Board disclosures and the Code of Ethics are applicable to all members of this committee.

### **XIII. Operations Committee Charter**

(a)(1) There shall be is established an Operations Committee that shall be composed of up to eight (8) members.

(2) The Board Chair shall appoint five (5) members from the Board to serve on the Operations Committee, and the Board Chair shall serve as an ex officio voting member.

(3) The remaining two (2) members shall be the State Auditor and the Commission of Education Secretary of Education upon their respective acceptance of the position their appointments as State Auditor or Secretary of Education.

(b) The committee Operations Committee shall meet on call by the committee chair and/or the Executive Director Chair of the Operations Committee or the Executive Director.

(c) The purposes of the committee Operations Committee shall be:

(1) To receive and suggest and consider proposals for the adoption of new or revised policy to recommend to the Board for adoption amendment, and repeal of the laws, rules, and policies applicable to the System and to make recommendations to the Board concerning the same;

(2) To receive and suggest and consider legislative proposals to recommend to the Board for adoption and to make recommendations to the Board concerning the same; and



~~(3) To suggest and develop legislative proposals for the benefit of ATRS and its members to recommend to the Board for adoption. To make recommendations to the Board for initiating, supporting, or opposing legislation.~~

~~(4) To recommend and oversee the Board and Executive Director evaluation process; and~~

~~(5) To recommend and oversee the Board's training and conference schedules.~~

(d) All Unless related to a stated purpose of the Operations Committee, all matters that are not within the jurisdiction/purposes a stated purpose of the Investment Committee or Audit Committees Committee shall be within the jurisdiction/purposes shall not be within the purview of the Operations Committee.

(e) The agenda will be set by the committee chair after conferring with the Executive Director and will be furnished in advance when practical. ATRS staff shall furnish the Operations Committee agenda to the Board in advance of the Investment Committee meeting.

~~E. The committee may act by majority consent of all the committee members.~~

~~F. The actions taken by the committee shall be reported at the next regularly scheduled meeting of the Board.~~

~~G. All public Board disclosures and the Code of Ethics are applicable to all members of this committee.~~

#### **XIV. Audit Committee Charter**

(a)(1) There shall be is established an Audit Committee that shall be composed of three (3) five (5) members of the Board appointed by the Chair and two at-large members from the public with extensive auditing experience approved by the Board.

(2) The Board Chair shall appoint three (3) members of Board to serve as members of the Audit Committee.

(3)(A) The Board shall approve two (2) people who are from the public and have extensive auditing experience to serve as at-large members of the Audit Committee.

(B) The at-large members must be independent and have no affiliation with ATRS.

(C)(i) At-large members may serve two (2) four-year terms.

(ii) If the initial term of an at-large member is for less than four (4) years they, then the at-large member may serve two (2) more four-year terms.

(iii) An at-large member's four-year term shall begin on the first of the month immediately following the Board's approval and appointment of the at-large member.

(b)(1) The committee Audit Committee shall meet as needed on call by either the committee chair the call of the Chair or the Audit Committee or the ATRS Internal Auditor. Actions taken by the committee shall be reported to the ATRS Board of Trustees.

(2) ATRS staff shall furnish the Audit Committee agenda along with appropriate briefing material to the Audit Committee and the Board in advance of the Audit Committee meeting.

(3) The Audit Committee may invite members of management, auditors, employees, or others to attend Audit Committee meetings and provide pertinent information as necessary.

(c)(1) The Audit Committee shall assist the Board in fulfilling the oversight responsibilities of the Board relating to financial reporting processes, the system of internal controls, the internal audit process, and the System's compliance with the law, rules, and policies, including ethical policies, applicable to the System.

(2) The purposes of the Audit Committee shall be:

(A) With regard to financial statements, to review with management and auditors the results of audits which have significant findings and recommendations, together with management's responses to findings and follow up on corrective actions;

(B) With regard to internal controls, to:

(i) Review the risk assessment to consider the effectiveness of the System's internal controls; and

(ii) Review with management and auditors any significant findings and recommendations on internal controls over financial reporting, together with management's responses;

(C) With regard to internal audits, to

(i) Review with management and the ATRS Internal Auditor the charter, activities, staffing, and organizational structure of the internal audit function;

(ii) Review and approve the audit plan and all major changes to the plan; and

(iii) Review reports prepared by Internal Audit and follow up on any findings and recommendations;

(D) With regard to compliance, to review the findings of any examinations by regulatory agencies and any auditor observations;

(E) With regard to reporting, to regularly report to the Board on the Audit Committee's activities and issues that arise with respect to the quality or integrity of the System's financial statement, compliance with legal or regulatory requirements, and the performance of the internal audit function;

(F) To perform other activities related to Audit Committee Charter or the audit functions as requested by the Board;

(G) To resolve any disagreements between management and the ATRS Internal Auditor regarding financial reporting;

(H) To review and assess the adequacy of the Audit Committee Charter and make recommendations to the Board concerning the same;

(I)(a) To approve administrative decisions regarding the appointment and removal of the ATRS Internal Auditor.

(b) The approval of the appointment or termination of the ATRS Internal Auditor by the Audit Committee shall not be final until confirmed by the Board; and

(J)(i) To perform an annual employee evaluation of the ATRS Internal Auditor.

(ii) The Audit Committee shall:

(a) Meet in executive session, with or without the ATRS Internal Auditor, for the purpose of conducting, reviewing, and discussing an evaluation of the ATRS Internal Auditor;

(b) Gather information as it deems necessary, including without limitation input from the Executive Director or other persons with direct knowledge of the Internal Auditor's performance, for the purpose of conducting a fair and thorough evaluation of the ATRS Internal Auditor;

(c)(1) Upon the completion of the evaluation of the ATRS Internal Auditor, report the completion of the evaluation to the Board.

(2) If by motion and second, a Trustee requests information concerning the specific results of the evaluation of the ATRS Internal Auditor and the majority of the Board votes in favor of such motion, the Board may meet in executive session to hear the Audit Committee's findings and recommendation on the evaluation of the ATRS Internal Auditor.

(4)(A) The Audit Committee is authorized to conduct or authorize investigations into any matters within its scope of responsibility and to seek any information that it may require from ATRS staff, all of whom are directed to cooperate with the Audit Committee's request.

(B) In the event the Audit Committee has difficulty obtaining the necessary information from ATRS staff, the Audit Committee may seek assistance from the Executive Director or the Board as the circumstances dictate.

~~D.— The committee has authority to conduct or authorize investigations into any matters within its scope of responsibility and to seek any information it requires from employees, all of who are directed to cooperate with the committee's request. In the event the committee has difficulty obtaining the necessary information from an employee or employees, the committee may seek assistance from the Executive Director or the Board of Trustees as the circumstances dictate.~~

~~E.— The committee may invite members of management, auditors, employees, or others to attend meetings and provide pertinent information as necessary.~~

~~F.— The committee will assist the Board of Trustees in fulfilling the Board's oversight responsibility relating to:~~

- ~~1. The financial reporting processes~~
- ~~2. The system of internal controls~~
- ~~3. The internal audit process~~
- ~~4. ATRS's compliance with laws and regulatory requirements and ethics policies~~

~~G.— Meeting agendas will be prepared and provided in advance to committee members, along with appropriate briefing material when practical.~~

~~H.— The committee may act by majority consent of all the members of the committee.~~

~~I.— Minutes of the meeting will be prepared and presented at the next scheduled Audit Committee meeting for review and approval.~~

- ~~J. The committee will carry out the following responsibilities:~~
- ~~1. **Financial Statements**~~
    - ~~a. Review with management and auditors the results of audits which have significant findings and recommendations, together with management's responses to findings and follow up on corrective actions.~~
  - ~~2. **Internal Control**~~
    - ~~a. Review the risk assessment to consider the effectiveness of ATRS's internal controls.~~
    - ~~b. Review with management and auditors any significant findings and recommendations on internal controls over financial reporting, together with management's responses.~~
  - ~~3. **Internal Audit**~~
    - ~~a. Review with management and the Internal Auditor the charter, activities, staffing, and organizational structure of the internal audit function.~~
    - ~~b. Review and approve the audit plan and all major changes to the plan.~~
    - ~~c. Review Internal Audit's reports and follow up on findings and recommendations.~~
  - ~~4. **Compliance**~~
    - ~~a. Review the findings of any examinations by regulatory agencies, and any auditor observations.~~
  - ~~5. **Reporting Responsibilities**~~
    - ~~a. Regularly report to the Board of Trustees on the committee's activities and issues that arise with respect to the quality or integrity of ATRS's financial statement, compliance with legal or regulatory requirements, and the performance of the internal audit function.~~
  - ~~6. **Other Responsibilities**~~
    - ~~a. Perform other activities related to this charter or the audit functions as requested by the Board of Trustees.~~
    - ~~b. Resolve any disagreements between management and the Internal Auditor regarding financial reporting.~~
    - ~~c. Review and assess the adequacy of the committee charter, and propose recommended changes as needed, and request Board of Trustees approval for recommended changes.~~
    - ~~d. Approve administrative decisions regarding the appointment and removal of the Internal Auditor. Approval of appointment or termination of the Internal Auditor by the Audit Committee is not final until confirmed by the Board of Trustees.~~
    - ~~e. Perform an annual employee evaluation of the Internal Auditor of ATRS. The audit committee shall:
      - ~~i. Meet in executive session, with or without the Internal Auditor,  
for the purpose of conducting, reviewing, and discussing an employee evaluation of the internal auditor;~~
      - ~~ii. Gather information as it deems necessary, including input from the Executive director or other persons with direct~~~~

~~knowledge of the Internal Auditor's performance, for the purpose of conducting a fair and thorough annual employee evaluation of the Internal Auditor;~~

- ~~iii. Report to the Board of Trustees when the Committee has completed the annual evaluation that the evaluation has been completed. If a Trustee requests by motion and second to learn the specific results of the Internal Auditor evaluation, and the majority of the Board votes in favor of such motion, the Board of Trustees may meet in executive session to hear the Committee's findings and recommendation on the employee evaluation.~~

(d)(1) The Audit Committee may periodically evaluate itself and report the results to the Board.

(2) The effective date for the start of any evaluation process and the frequency of evaluations shall be determined by the Audit Committee.

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## HISTORY

Adopted: June 12, 2002 as Rule 1-1 through 1-19

Amended: October 7, 2003

Amended: December 3, 2007

Amended: June 16, 2009

Amended: September 12, 2012

Amended: March 6, 2013

Amended: April 1, 2013

Amended: July 1, 2018

Amended: October 7, 2019 as Board Policy 1

Amended: September 27, 2021

Amended: September 25, 2023

Amended: April 15, 2024

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<sup>1</sup> "Members" as used in the Board policies means plan participants of the Arkansas Teacher Retirement System.

**BEFORE THE  
BOARD OF TRUSTEES OF THE ARKANSAS TEACHER RETIREMENT SYSTEM**

**IN RE DISABILITY RETIREE – ATRS ID # 188998**

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**ORDER FINDING DISABILITY RETIREE QUALIFIED TO CONTINUE RECEIVING DISABILITY  
RETIREMENT BENEFITS**

At its meeting on April 15, 2024, the Board of Trustees of the Arkansas Teacher Retirement System (“Board”) considered the disability review application filed by disability retiree - ATRS ID # 188998 (“Disability Retiree”) and the Medical Committee’s recommendation concerning the disability review application. In accordance with the Administrative Procedures Act, Ark. Code Ann. § 25-15-101 et seq., the Board finds as follows:

**I. FINDINGS OF FACT**

1. The Disability Retiree was approved for disability retirement under the Arkansas Teacher Retirement System (“ATRS”) on December 1, 2021.
2. The Disability Retiree was required to provide ATRS with a Social Security Administration determination letter (“SSA determination letter”) finding her unable to perform her work duties within thirty-six (36) months from the effective date of her disability retirement.
3. The Disability Retiree’s effective date of disability retirement was May 1, 2021. As such, the Disability Retiree was required to provide ATRS with the SSA determination letter by April 30, 2024.
4. On December 1, 2021, and December 16, 2021, ATRS notified the Disability Retiree that she was required to provide ATRS with a SSA determination letter finding her unable to perform her former work duties within thirty-six (36) months of the Disability Retiree’s effective date of disability retirement in order to continue receiving disability retirement benefits.
5. On March 17, 2022, and December 21, 2023, ATRS sent a written reminder to the Disability Retiree advising that the SSA determination letter would need to be submitted to ATRS in order for the Disability Retiree to continue receiving disability retirement benefits.
6. On or about January 4, 2024, the Disability Retiree submitted a SSA determination letter dated March 24, 2023, to ATRS. The SSA determination letter denied the Disability Retiree’s application for Social Security disability benefits.
7. On or about February 15, 2024, the Disability Retiree applied for disability review by the Medical

Committee of her disability benefits ceasing due to the lack of a SSA determination letter finding the Disability Retiree unable to perform her former work duties.

8. On March 6, 2024, the Medical Committee met and considered the Disability Retiree's application for disability review.
9. After reviewing the Disability Retiree's application for disability review, the Medical Committee decided to recommend that the Board find the Disability Retiree qualified to continue receiving disability retirement benefits under ATRS.

## **II. CONCLUSIONS OF LAW**

Ark. Code Ann. § 24-7-704 provides as follows:

1. In order to continue receiving disability retirement benefits under ATRS, a disability retiree is required to provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her work duties;
2. A disability retiree must provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her work duties within thirty-six (36) months of the applicable time period provided by Ark. Code Ann. § 24-7-704;
3. ATRS is required to terminate disability retirement benefit payments to a disability retiree who does not either:
  - a. Provide or receive an extension to provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her former work duties; or
  - b. Apply for a review by the Medical Committee;
4. The Medical Committee must hear all applications for review concerning the termination of disability retirement benefit payments to a disability retiree due to the lack of a SSA determination letter finding the disability retiree unable to perform his or her former work duties; and
5. The Medical Committee's recommendation to find a disability retiree qualified to continue receiving disability retirement benefits must be consistent with finding that the:
  - a. Disability retiree is physically or mentally incapacitated;
  - b. Disability retiree exhibits symptoms of physical or mental incapacitation while he or she was employed by a system employer as an active member;

- c. Disability retiree is unable to perform his or her work duties;
- d. Disability retiree's incapacity will most likely be permanent; and
- e. Disability retiree should be retired.

**III. ORDER**

1. Upon consideration of Ark. Code Ann. § 24-7-701 et seq., applicable ATRS rules, and the evidence presented at the meeting, the Board voted to approve the Medical Committee's recommendation concerning the Disability Retiree's application for disability review.
2. The Board finds the Disability Retiree qualified to continue receiving disability retirement benefits under ATRS.

IT IS SO ORDERED

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**Danny Knight, Chair**  
**Board of the Arkansas Teacher Retirement System**  
**April 15, 2024**



**BEFORE THE  
BOARD OF TRUSTEES OF THE ARKANSAS TEACHER RETIREMENT SYSTEM**

**IN RE DISABILITY RETIREE – ATRS ID # 257739**

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**ORDER FINDING DISABILITY RETIREE QUALIFIED TO CONTINUE RECEIVING DISABILITY  
RETIREMENT BENEFITS**

At its meeting on April 15, 2024, the Board of Trustees of the Arkansas Teacher Retirement System (“Board”) considered the disability review application filed by disability retiree - ATRS ID # 257739 (“Disability Retiree”) and the Medical Committee’s recommendation concerning the disability review application. In accordance with the Administrative Procedures Act, Ark. Code Ann. § 25-15-101 et seq., the Board finds as follows:

**I. FINDINGS OF FACT**

1. The Disability Retiree was approved for disability retirement under the Arkansas Teacher Retirement System (“ATRS”) on April 7, 2021.
2. The Disability Retiree was required to provide ATRS with a Social Security Administration determination letter (“SSA determination letter”) finding her unable to perform her work duties within thirty-six (36) months from the effective date of her disability retirement.
3. The Disability Retiree’s effective date of disability retirement was March 1, 2021. As such, the Disability Retiree was required to provide ATRS with the SSA determination letter by February 29, 2024.
4. On April 9, 2021, and April 19, 2021, ATRS notified the Disability Retiree that she was required to provide ATRS with a SSA determination letter finding her unable to perform her former work duties within thirty-six (36) months of the Disability Retiree’s effective date of disability retirement in order to continue receiving disability retirement benefits.
5. On March 17, 2022, and October 18, 2023, ATRS sent a written reminder to the Disability Retiree advising that the SSA determination letter would need to be submitted to ATRS in order for the Disability Retiree to continue receiving disability retirement benefits.
6. On or about February 1, 2024, the Disability Retiree submitted a SSA determination letter dated November 23, 2022, to ATRS. The SSA determination letter denied the Disability Retiree’s application for Social Security disability benefits.
7. On or about February 1, 2024, the Disability Retiree applied for disability review by the Medical

Committee of her disability benefits ceasing due to the lack of a SSA determination letter finding the Disability Retiree unable to perform her former work duties.

8. On April 3, 2024, the Medical Committee met and considered the Disability Retiree's application for disability review.
9. After reviewing the Disability Retiree's application for disability review, the Medical Committee decided to recommend that the Board find the Disability Retiree qualified to continue receiving disability retirement benefits under ATRS.

## **II. CONCLUSIONS OF LAW**

Ark. Code Ann. § 24-7-704 provides as follows:

1. In order to continue receiving disability retirement benefits under ATRS, a disability retiree is required to provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her work duties;
2. A disability retiree must provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her work duties within thirty-six (36) months of the applicable time period provided by Ark. Code Ann. § 24-7-704;
3. ATRS is required to terminate disability retirement benefit payments to a disability retiree who does not either:
  - a. Provide or receive an extension to provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her former work duties; or
  - b. Apply for a review by the Medical Committee;
4. The Medical Committee must hear all applications for review concerning the termination of disability retirement benefit payments to a disability retiree due to the lack of a SSA determination letter finding the disability retiree unable to perform his or her former work duties; and
5. The Medical Committee's recommendation to find a disability retiree qualified to continue receiving disability retirement benefits must be consistent with finding that the:
  - a. Disability retiree is physically or mentally incapacitated;
  - b. Disability retiree exhibits symptoms of physical or mental incapacitation while he or she was employed by a system employer as an active member;

- c. Disability retiree is unable to perform his or her work duties;
- d. Disability retiree's incapacity will most likely be permanent; and
- e. Disability retiree should be retired.

**III. ORDER**

1. Upon consideration of Ark. Code Ann. § 24-7-701 et seq., applicable ATRS rules, and the evidence presented at the meeting, the Board voted to approve the Medical Committee's recommendation concerning the Disability Retiree's application for disability review.
2. The Board finds the Disability Retiree qualified to continue receiving disability retirement benefits under ATRS.

IT IS SO ORDERED

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**Danny Knight, Chair**  
**Board of the Arkansas Teacher Retirement System**  
**April 15, 2024**

**BEFORE THE  
BOARD OF TRUSTEES OF THE ARKANSAS TEACHER RETIREMENT SYSTEM**

**IN RE DISABILITY RETIREE – ATRS ID # 244277**

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**ORDER FINDING DISABILITY RETIREE QUALIFIED TO CONTINUE RECEIVING DISABILITY  
RETIREMENT BENEFITS**

At its meeting on April 15, 2024, the Board of Trustees of the Arkansas Teacher Retirement System (“Board”) considered the disability review application filed by disability retiree - ATRS ID # 244277 (“Disability Retiree”) and the Medical Committee’s recommendation concerning the disability review application. In accordance with the Administrative Procedures Act, Ark. Code Ann. § 25-15-101 et seq., the Board finds as follows:

**I. FINDINGS OF FACT**

1. The Disability Retiree was approved for disability retirement under the Arkansas Teacher Retirement System (“ATRS”) on March 3, 2021.
2. The Disability Retiree was required to provide ATRS with a Social Security Administration determination letter (“SSA determination letter”) finding her unable to perform her work duties within thirty-six (36) months from the effective date of her disability retirement.
3. The Disability Retiree’s effective date of disability retirement was April 1, 2021. As such, the Disability Retiree was required to provide ATRS with the SSA determination letter by March 31, 2024.
4. On March 4, 2021, and April 13, 2021, ATRS notified the Disability Retiree that she was required to provide ATRS with a SSA determination letter finding her unable to perform her former work duties within thirty-six (36) months of the Disability Retiree’s effective date of disability retirement in order to continue receiving disability retirement benefits.
5. On March 17, 2022, and November 20, 2023, ATRS sent a written reminder to the Disability Retiree advising that the SSA determination letter would need to be submitted to ATRS in order for the Disability Retiree to continue receiving disability retirement benefits.
6. On or about February 27, 2024, the Disability Retiree submitted a SSA determination letter dated February 5, 2024, to ATRS. The SSA determination letter denied the Disability Retiree’s application for Social Security disability benefits.
7. On or about February 27, 2024, the Disability Retiree applied for disability review by the Medical

Committee of her disability benefits ceasing due to the lack of a SSA determination letter finding the Disability Retiree unable to perform her former work duties.

8. On March 6, 2024, the Medical Committee met and considered the Disability Retiree's application for disability review.
9. After reviewing the Disability Retiree's application for disability review, the Medical Committee decided to recommend that the Board find the Disability Retiree qualified to continue receiving disability retirement benefits under ATRS.

## **II. CONCLUSIONS OF LAW**

Ark. Code Ann. § 24-7-704 provides as follows:

1. In order to continue receiving disability retirement benefits under ATRS, a disability retiree is required to provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her work duties;
2. A disability retiree must provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her work duties within thirty-six (36) months of the applicable time period provided by Ark. Code Ann. § 24-7-704;
3. ATRS is required to terminate disability retirement benefit payments to a disability retiree who does not either:
  - a. Provide or receive an extension to provide ATRS with a SSA determination letter finding the disability retiree unable to perform his or her former work duties; or
  - b. Apply for a review by the Medical Committee;
4. The Medical Committee must hear all applications for review concerning the termination of disability retirement benefit payments to a disability retiree due to the lack of a SSA determination letter finding the disability retiree unable to perform his or her former work duties; and
5. The Medical Committee's recommendation to find a disability retiree qualified to continue receiving disability retirement benefits must be consistent with finding that the:
  - a. Disability retiree is physically or mentally incapacitated;
  - b. Disability retiree exhibits symptoms of physical or mental incapacitation while he or she was employed by a system employer as an active member;

- c. Disability retiree is unable to perform his or her work duties;
- d. Disability retiree's incapacity will most likely be permanent; and
- e. Disability retiree should be retired.

**III. ORDER**

1. Upon consideration of Ark. Code Ann. § 24-7-701 et seq., applicable ATRS rules, and the evidence presented at the meeting, the Board voted to approve the Medical Committee's recommendation concerning the Disability Retiree's application for disability review.
2. The Board finds the Disability Retiree qualified to continue receiving disability retirement benefits under ATRS.

IT IS SO ORDERED

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**Danny Knight, Chair**  
**Board of the Arkansas Teacher Retirement System**  
**April 15, 2024**

SUMMARY OF DISABILITY APPLICATIONS SUBMITTED  
FOR CONSIDERATION BY THE MEDICAL COMMITTEE

The Medical Committee met in executive session in the first floor conference room at 9:30 a.m. on February 7, 2024. Those members present were Dr. Eddie Phillips, and Dr. Jim Morse. Anne Marie Berardi & Jennifer Liwo of the Teacher Retirement System were also in attendance.

A total of disability four applications were considered. Of the four applicants, two applicants were approved, ATRS ID: 423933; 433512. One applicant had more information requested, ATRS ID: 384861. One applicant was denied, ATRS ID: 295781.

Respectfully Submitted,



Eddie Phillips, CMO  
Medical Committee Chairman

Respectfully Submitted,



Anne Marie Berardi  
Retirement Benefits Counselor

SUMMARY OF DISABILITY APPLICATIONS SUBMITTED  
FOR CONSIDERATION BY THE MEDICAL COMMITTEE

The Medical Committee met in executive session in the first floor conference room at 9:30 a.m. on March 6, 2024. Those members present were Dr. Eddie Phillips, Dr. Hoyte Pyle, and Dr. Jim Morse. Anne Marie Lehman Berardi & Jennifer Liwo of the Teacher Retirement System was also in attendance.

A total of ten disability applications were considered. Of the ten applicants, seven were approved: ATRS ID: 384861, 491527, 439267, 317538, 418624, 390294, 308075. Three applicants had more information requested: ATRS ID: 232172, 357525, 467900.

Respectfully Submitted,



Eddie Phillips, M.D.  
Medical Committee Chairman

Respectfully Submitted,



Anne Marie Lehman Berardi  
Retirement Benefits Counselor



SUMMARY OF DISABILITY APPLICATIONS SUBMITTED  
FOR CONSIDERATION BY THE MEDICAL COMMITTEE

The Medical Committee met in executive session in the first floor conference room at 9:30 a.m. on April 3, 2024. Those members present were Dr. Eddie Phillips, Dr. Hoyte Pyle, and Dr. Jim Morse. Anne Marie Lehman Berardi & Jennifer Liwo of the Teacher Retirement System was also in attendance.

A total of nine disability applications were considered. Of the nine applicants, four were approved: ATRS ID: 470597; 180447; 261213; 176591. Four applicants had more information requested: ATRS ID: 427153; 101283; 132674; 303733. One applicant was denied: ATRS ID: 385074.

Respectfully Submitted,



Eddie Phillips, M.D.  
Medical Committee Chairman

Respectfully Submitted,



Anne Marie Lehman Berardi  
Retirement Benefits Counselor