

Alabama Retired Education Employees' Health Care Trust Table of Contents

Independent Auditor's Report
Schedule of Employer Allocations
Schedule of Other Postemployment Benefit Amounts by Employer
Notes to the Schedules of Employer Allocations and Other Postemployment Benefit Amounts by Employer
Schedule of Discount Rate Sensitivity, Amortization of Deferred Outflows/(Inflows) & Employer Contributions as of & for the Fiscal Year Ended September 30, 202423



Carr, Riggs & Ingram, L.L.C. 7550 Halcyon Summit Drive Montgomery, AL 36117

334.271.6678 334.271.6697 (fax) CRIadv.com

INDEPENDENT AUDITOR'S REPORT

To the Board of Control Alabama Retired Education Employees' Health Care Trust

Opinion

We have audited the accompanying schedule of employer allocations ("the schedule") of the Alabama Retired Education Employees' Health Care Trust as of and for the year ended September 30, 2024, and the related notes. We have also audited the total for all entities of the columns titled 2024 net OPEB liability, total deferred outflows of resources, total deferred inflows of resources, and total employer OPEB expense ("specified column totals") included in the accompanying schedule of other postemployment benefit amounts by employer of the Alabama Retired Education Employees' Health Care Trust for the year ended September 30, 2024, and the related notes.

In our opinion, the schedule and specified column totals referred to above present fairly, in all material respects, the employer allocations as of and for the year ended September 30, 2024 and the 2024 net OPEB liability, total deferred outflows of resources, total deferred inflows of resources, and total OPEB expense for the total of all participating entities for the Alabama Retired Education Employees' Health Care Trust as of and for the year ended September 30, 2024, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Information section of our report. We are required to be independent of PRT 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.

Responsibilities of Management for the Financial Information

Management is responsible for the preparation and fair presentation of the schedule and specified column totals 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 the schedule that is free from material misstatement, whether due to fraud or error.

In preparing the schedule, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Alabama Retired Education Employees' Health Care Trust's ability to continue as a going concern within one year after the date that the schedule is available to be issued.

Auditor's Responsibilities for the Audit of the Financial Information

Our objectives are to obtain reasonable assurance about whether the schedule and specified column totals 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 generally accepted 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 schedule and specified column totals.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the schedule, 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
 schedule.
- 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 Alabama Retired Education Employees' Health Care Trust'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 evaluating the overall presentation of the schedule.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Alabama Retired Education Employees' Health Care Trust'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.

Disclaimer of Opinion on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the schedule of employer allocations and specified column totals included in the accompanying schedule of other postemployment benefit amounts by employer of the Alabama Retired Education Employees' Health Care Trust. The schedule of discount rate sensitivity, amortization of deferred outflows/(inflows), and employer contributions as of and for the fiscal year ended September 30, 2024, the supplemental schedule, is the responsibility of

management and is presented for purposes of additional analysis and is not a required part of the schedule of employer allocations and specified column totals included in the accompanying schedule of other postemployment benefit amounts by employer. The supplemental schedule has not been subjected to the auditing procedures applied in the audit of the schedule of employer allocations and specified column totals included in the accompanying schedule of other postemployment benefit amounts by employer and, accordingly, we do not express an opinion or provide any assurance on the schedule.

Other Matter

We have audited, in accordance with auditing standards generally accepted in the United States of America, the financial statements of the Alabama Retired Education Employees' Health Care Trust as of and for the year ended September 30, 2024, and our report thereon, dated February 21, 2025, expressed an unmodified opinion on those financial statements.

Restriction on Use

Our report is intended solely for the information and use of Alabama Retired Education Employees' Health Care Trust management, members of the Board of Control, Alabama Retired Education Employees' Health Care Trust plan employers and their auditors and is not intended to be and should not be used by anyone other than these specified parties.

August 27, 2025

Montgomery, Alabama

Carr, Riggs & Ungram, L.L.C.

(Donal Amounts Not in The	ousanus)		
		2024	2024 Employer
	Employer	Employer	Allocation
Employer	Code	Contributions	Percentage
Alabama A&M University	TAMI	\$ 761,254	0.531282%
Alabama Aerospace and Aviation Schools, Inc	TAER	20,904	0.014589%
Alabama Association of School Boards	TAAB	13,333	0.009305%
Alabama Education Association	TAEA	71,377	0.049814%
Alabama Fire College	TAFC	42,614	0.029740%
Alabama High School Athletic Association	TAAA	15,766	0.011003%
Alabama Industrial Development Training Institute	TIDT	157,256	0.109750%
Alabama Institute for Deaf and Blind	TAID	1,050,001	0.732800%
Alabama Retired State Employees Association	TREA	4,443	0.003101%
Alabama School of Cyber Technology & Engineering	TCYB	78,201	0.054577%
Alabama School of Fine Arts	THFA	82,499	0.057576%
Alabama State Employees Association	TASE	7,571	0.005284%
Alabama State University	TMST	1,092,168	0.762228%
Alabama Technology Network	TATN	52,117	0.036373%
Alabaster City School System	TALR	791,950	0.552705%
Albertville City Board of Education	TALB	561,264	0.391708%
Alexander City Board of Education	TALX	375,524	0.262080%
Andalusia City Board of Education	TADL	210,495	0.146905%
Anniston Board of Education	TANN	213,184	0.148782%
Arab City Board of Education	TARB	289,325	0.201921%
Athens City Board of Education	TATH	493,574	0.344467%
Athens State University	TATC	253,690	0.177051%
Attalla City Schools	TATT	176,357	0.123080%
Auburn City Board of Education	TAUB	1,064,143	0.742670%
Auburn University	TAPI	8,339,512	5.820179%
Autauga County Board of Education	TATG	1,062,645	0.741624%
Baldwin County Board of Education	TBLD	3,798,530	2.651009%
Barbour County Schools	TBAR	98,410	0.068681%
Bessemer Board of Education	TBSM	373,495	0.260664%
Bevill State Community College	TWCT	230,022	0.160533%
Bibb County Board of Education	TBIB	408,535	0.285118%
Birmingham City Schools	TBMH	2,389,893	1.667916%
Bishop State Community College	TMJC	182,340	0.127256%
Blount County Board of Education	TBLT	921,069	0.642818%
Boaz City Board of Education	TBOZ	299,014	0.208683%
Breakthrough Charter School	TBRK	39,648	0.027671%
Brewton City Board of Education	TBWT	140,701	0.098196%
Bullock County Board of Education	TBLK	167,830	0.117129%
Butler County Board of Education	TBLR	344,851	0.240673%
Calhoun Community College	TDEC	370,153	0.258331%
Calhoun County Board of Education	TCAL	1,063,719	0.742374%
CAPNA, Inc	TNCA	348,816	0.243440%
Central Alabama Community College	TACC	117,618	0.082086%
Chambers County Board of Education	TCHB	427,436	0.298309%
Chattahoochee Valley Community College	TCVS	100,310	0.070007%
Cherokee County Board of Education	TCHK	494,114	0.344844%

(Donat Amounts Not in 1 in	ousanus)		2024
		2024	2024 Employer
	Employer	Employer	Allocation
Employer	Code	Contributions	Percentage
Chickasaw City School System	TCKW	154,518	0.107839%
Chilton County Board of Education	TCHT	851,343	0.594156%
Choctaw County Board of Education	TCHW	147,065	0.102637%
Clarke County Board of Education	TCLK	322,217	0.224877%
Clay County Board of Education	TCLY	225,900	0.157657%
Cleburne County Board of Education	TCLB	297,499	0.207626%
Coastal Alabama Community College	TBMC	368,585	0.257237%
Coffee County Board of Education	TCOF	285,961	0.199573%
Colbert County Board of Education	TCOL	393,152	0.274382%
Conecuh County Board of Education	TCON	224,852	0.156925%
Coosa County Board of Education	TCSA	121,845	0.085036%
Council for Leaders in Alabama Schools	TACA	8,117	0.005665%
Covenant Academy of Mobile	TCNT	37,385	0.026091%
Covington County Board of Education	TCOV	376,270	0.262600%
Crenshaw County Board of Education	TCRW	283,238	0.197673%
Cullman City Board of Education	TCMN	392,742	0.274096%
Cullman County Board of Education	TCUL	1,118,823	0.780831%
Dale County Board of Education	TDAL	381,247	0.266074%
Daleville City Board of Education	TDLV	140,400	0.097986%
Dallas County Board of Education	TDLS	372,382	0.259887%
Dauphin Island Sea Lab	TMES	86,383	0.060287%
Decatur Board of Education	TDTR	1,221,783	0.852687%
Dekalb County Board of Education	TDKB	1,056,843	0.737575%
Demopolis City Schools	TDPL	238,813	0.166669%
Dothan Board of Education	TDTN	1,081,010	0.754441%
Elba City Board of Education	TELB	89,015	0.062124%
Elmore County Board of Education	TELM	1,348,918	0.941415%
Empower Schools of Alabama	TEMP	33,189	0.023163%
Enterprise Board of Education	TENP	776,690	0.542055%
Enterprise State Community College	TEPC	124,015	0.086551%
Escambia County Board of Education	TESC	624,683	0.435969%
Etowah County Board of Education	TETH	1,038,483	0.724761%
Eufaula City Board of Education	TEFL	343,143	0.239481%
Fairfield Board of Education	TFRF	218,984	0.152830%
Fayette County Board of Education	TFAY	300,406	0.209655%
Florence City Board of Education	TFLO	553,345	0.386182%
Floretta P Carson Visual And Performing Arts Academy	TCSN	15,922	0.011112%
Fort Payne City Board of Education	TFTP	388,388	0.271058%
Franklin County Board of Education	TFRK	524,332	0.365933%
Freedom Preparatory Academy Al	TFDM	11,239	0.007844%
Gadsden City Board of Education	TGDS	629,559	0.439372%
Gadsden State Community College	TGDC	327,628	0.228653%
Gardendale Board of Education	TGBE	-	0.000000%
Geneva City Board of Education	TGCB	144,771	0.101036%
Geneva County Board of Education	TGEN	333,791	0.232954%
George Corley Wallace State Community College	TGWS	129,055	0.090068%

Pamployer	(Donat Amounts Not in Thou	usanus)		
Employer Code Contributions Percentage Gricene County Roard of Education TGRN 139.378 0.097277% Gurlesville City Board of Education TGRN 234.255 0.1684878 It Councill Trenchon State Technical College TMGT 122.960 0.08857778 Hale County Board of Education THAL 228.128 0.1963118 Haleyville City Board of Education THAY 201.129 0.14036979 Henry County Board of Education THNY 308.583 0.2155018 Homewood City Board of Education THOW 585.363 0.2155018 Houston County Board of Education THOW 585.363 0.215618 Houston County Board of Education THOW 1,749.000 1.2064348 Houston County Board of Education THOY 58,007 0.0405259 Jr. Drake State Enchineal College THITS 2,618.21 1.8272627 by Classical Academy THY 5,069 0.04034949 Jr. Engam State Technical College THOT 149.841 0.012579 Jr. Engam State Technical Col				
Greene County Board of Falucation TGRN 139.378 0.097272% (2018) Guiff Shores City Board of Education TGSC 267.055 0.186379% Guitesville City Board of Education TGUN 234.255 0.163488% H. Councill Trenholm State Technical College TMGT 1122.906 0.0853777% Hale County Board of Education THAL 281.286 0.1963118 Haleyville City Board of Education THAV 201.129 0.14036978 Harstelle City Board of Education THON 308.533 0.3396938 Honewood City Board of Education THOM 355.56 0.408648% Hoover City Board of Education THOM 1.749,000 1.749,000 1.749,000 1.749,000 1.7206434% Houston County Board of Education THITS 2.618,214 1.8272629 1.750,70 0.5287519 1.750,70 0.5287519 1.750,70 0.5287519 1.750,70 0.75287519 1.750,70 0.75287519 1.750,70 0.75287519 1.750,70 0.75287519 1.750,70 0.75287519 1.750,70 0.75287519 1.750,70	F			
Gulf Shores City Board of Education TGSC 267,056 0.186379% Guntersville City Board of Education TGUN 234,255 0.1634888% L. Councill Trenholm State Technical College TMGT 122,906 0.085777% Hale County Board of Education THAL 281,226 0.196311% Haley-Wile City Board of Education THAV 201,229 0.140369% Herry County Board of Education THCS 486,733 0.339693% Henry County Board of Education THOM 585,361 0.408648% Hoover City Board of Education THOW 1,749,000 1.220634% Hoover City Board of Education THOY 1,749,000 1.220634% Houston County Board of Education THTS 2,618,214 1.8272627 Ivy Classical Academy TIVY 58,067 0.040525% J. F. Drake State Technical College TDRT 149,841 0.104575% J. F. Drake State Technical College TDRT 149,841 0.104575% Jackson County Board of Education TJKS 691,255 0.482409% J. F.				
Guntersville City Board of Education	-			
H. Councill Trenholm State Technical College	•			
Hale County Board of Education	-		*	
Haleyville City Board of Education	-			
Harriselle City Board of Education				
Henry County Board of Education				
Homewood City Board of Education	•		*	
Hoover City Board of Education				
Houston County Board of Education				
Huntsville Ciry Schools	•			
International College Inte	•			
J. F. Drake State Technical College THVS 70,698 0.049340% J. F. Ingram State Technical College TDRT 149,841 0.104575% Jackson Outly Board of Education TJKS 691,255 0.482430% Jackson Outly Board of Education TJKS 691,255 0.482430% Jackson Ville City Board of Education TJKS 177,636 0.123973% Jackson Ville State University TJST 964,082 0.672837% Jasper City Board of Education TJFT 6,597 0.004604% Jefferson County American Federation of Teachers TJFT 6,597 0.004604% Jefferson County Board of Education TJEF 3,997,147 2.789625% Jefferson State Community College TJJC 332,634 0.232147% Lamar County Schools TLNT 120,399 0.083985% Lauderdale County Board of Education TLAW 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSWP - 0.00000% Law Enforcement AcademyBaldwin County TSWP - 0.00000% La	•			
I. F. Ingram State Technical College	· · · · · · · · · · · · · · · · · · ·			
Jackson County Board of Education TJKS 691,255 0.482430% Jacksonville City Board of Education TJCS 177,636 0.123973% Jacksonville City Board of Education TJST 964,082 0.672837% Jasper City Board of Education TJSF 303,792 0.0212018% Jefferson County American Federation of Teachers TJFT 6,597 0.004604% Jefferson State Community College TJJC 332,634 0.232147% Lamar County Schools TLAM 257,960 0.180031% Lamer County Board of Education TLAU 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSWP - 0.00000% Law Enforcement AcademyTuscalosa TLET 4,136 0.02887% Law Enforcement AcademyTuscalosa TLET 4,136 0.02887% Law Enforcement AcademyTuscalosa TLET 4,136 0.02887% Law Enforcement AcademyTuscalosa TLE 4,136 0.02887% Law Enforcement AcademyTuscalosa TLE 4,136 0.02887% Law Enforcement				
Jacksonville City Board of Education TJCS 177,636 0.123973% Jacksonville State University TJST 964,082 0.672837% Jasper City Board of Education TJSP 303,792 0.212018% Jefferson County American Federation of Teachers TJFT 6.597 0.004604% Jefferson County Board of Education TJEF 3,997,147 2.789625% Jefferson State Community College TJIC 332,634 0.232147% Lamar County Schools TLAM 257,960 0.180031% Lanett City Schools TLNT 120,339 0.038985% Lauderdale County Board of Education TLNT 120,339 0.083985% Law Enforcement AcademyBaldwin County TSWP - 0.0000078 Law Enforcement AcademyTuscaloosa TLT 4,136 0.02887% Law Enforcement AcademyTuscaloosa TLT 4,136 0.02887% Law Enforcement AcademyTuscaloosa TLET 4,136 0.02887% Law Enforcement AcademyTuscaloosa TLET 4,136 0.02887% Law Enforcement Academy	e e			
Jacksonville State University TIST 964,082 0.672837% Jasper City Board of Education TISP 303,792 0.212018% Jefferson County American Federation of Teachers TIJF 6,597 0.004604% Jefferson County Board of Education TIJEF 3,997,147 2,789625% Jefferson State Community College TJJC 332,634 0.232147% Lamar County Schools TLAM 257,960 0.180031% Lauderdale County Board of Education TLAU 1,129,651 0.78838% Law Enforcement AcademyBaldwin County TSWP - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Law E			*	
Jasper City Board of Education TJSP 303,792 0.212018% Jefferson County American Federation of Teachers TJFT 6,597 0.004604% Jefferson County Board of Education TJEF 3,997,147 2.789625% Jefferson State Community College TJL 332,634 0.232147% Lamar County Schools TLAM 257,960 0.180031% Lauderdale County Board of Education TLNT 120,339 0.083985% Lauderdale County Board of Education TLAU 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSW - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Law County Board of Education TLS 1,207,628 0.432830% Law	•			
Jefferson County American Federation of Teachers TJFT 6,597 0.004604% Jefferson County Board of Education TJEF 3,997,147 2.789625% Jefferson State Community College TJJC 332,634 0.232147% Lamar County Schools TLM 257,960 0.180031% Lander City Schools TLNT 120,339 0.083985% Lauderdale County Board of Education TLAU 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSWP - 0.00000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawrence County Board of Education TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leed City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLND 66,414 0.046351% Lowndes County Board of Education	•			
Jefferson County Board of Education TJEF 3,997,147 2.789625% Jefferson State Community College TJJC 332,634 0.232147% Lamar County Schools TLAM 257,960 0.180031% Landert City Schools TLNT 120,339 0.083985% Law Enforcement AcademyBaldwin County TSWP - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Limed City Board of Education TLND 66,414 0.046351% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC <			*	
Jefferson State Community College TJJC 332,634 0.232147% Lamar County Schools TLAM 257,960 0.180031% Landert City Schools TLNT 120,339 0.083985% Lauderdale County Board of Education TLAU 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSWP - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLND 66,414 0.046351% Limeden City Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLU 106,808 0.074542% Macon County Board of Education TMAC <	•			
Lamar County Schools TLAM 257,960 0.180031% Lanett City Schools TLNT 120,339 0.083985% Lauderdale County Board of Education TLAU 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSWP - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawrence County Board of Education TLSC 268,880 0.187652% Lee County Board of Education TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLDN 265,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMAC 246,193 0.171819% Madison County Board of Education TM	•			
Lanett City Schools TLNT 120,339 0.083985% Lauderdale County Board of Education TLAU 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSWP - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.04631% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening	· · · · ·			
Lauderdale County Board of Education TLAU 1,129,651 0.788388% Law Enforcement AcademyBaldwin County TSWP - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.8428086 Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Life Academy TLST 1,070,163 0.746871% Limestone County Board of Education TLST 1,070,163 0.746871% Limestone County Board of Education TLND 66,414 0.04631% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMAD <td>•</td> <td></td> <td></td> <td></td>	•			
Law Enforcement AcademyBaldwin County TSWP - 0.000000% Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMAD 2,196,434 1.532900% Madison County Board of Education TMAD 2,196,434 1.532900% Magic City Acceptance Academy, LLC	•			
Law Enforcement AcademyTuscaloosa TLET 4,136 0.002887% Lawrence County Board of Education TLAW 620,185 0.432830% Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178866% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Marion County	-		-	
Lawrence County Board of Education TLAW 620,185 0.432830% Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Marion County Board of Education TMAG 41,194 0.028749% Marion County Bo			4.136	
Lawson State Community College TLSC 268,880 0.187652% Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Marengo County Board of Education TMNG 158,166 0.110385% Marion County Board of Education TMAR 382,857 0.267197% Marion Military				
Lee County Board of Education TLEE 1,207,628 0.842808% Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Marengo County Board of Education TMNG 158,166 0.110385% Marion County Board of Education TMAR 382,857 0.267197% Marion Military Institute TMMI 96,275 0.067191% Marshall County Board				
Leeds City Schools TLDS 240,064 0.167542% Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Marengo County Board of Education TMAG 41,194 0.028749% Marengo County Board of Education TMAR 382,857 0.267197% Marion Military Institute TMMI 96,275 0.067191% Marshall County Board of Education TMSH 751,466 0.524451%	· · · ·			
Life Academy TLIA 42,145 0.029413% Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Magic City Acceptance Academy, LLC TMAG 41,194 0.028749% Marengo County Board of Education TMNG 158,166 0.110385% Marion County Board of Education TMAR 382,857 0.267197% Marion Military Institute TMMI 96,275 0.067191% Marshall County Board of Education TMSH 751,466 0.524451%	•			
Limestone County Board of Education TLST 1,070,163 0.746871% Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Magic City Acceptance Academy, LLC TMAG 41,194 0.028749% Marengo County Board of Education TMNG 158,166 0.110385% Marion County Board of Education TMAR 382,857 0.267197% Marion Military Institute TMMI 96,275 0.067191% Marshall County Board of Education TMSH 751,466 0.524451%	•			
Linden City Board of Education TLND 66,414 0.046351% Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Magic City Acceptance Academy, LLC TMAG 41,194 0.028749% Marengo County Board of Education TMNG 158,166 0.110385% Marion County Board of Education TMAR 382,857 0.267197% Marion Military Institute TMMI 96,275 0.067191% Marshall County Board of Education TMSH 751,466 0.524451%	•			
Lowndes County Board of Education TLDN 255,172 0.178086% Lurleen B. Wallace Community College TLUR 106,808 0.074542% Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Magic City Acceptance Academy, LLC TMAG 41,194 0.028749% Marengo County Board of Education TMNG 158,166 0.110385% Marion County Board of Education TMAR 382,857 0.267197% Marion Military Institute TMMI 96,275 0.067191% Marshall County Board of Education TMSH 751,466 0.524451%				
Lurleen B. Wallace Community CollegeTLUR106,8080.074542%Macon County Board of EducationTMAC246,1930.171819%Madison City Board of EducationTMDC1,394,8380.973463%Madison County Board of EducationTMAD2,196,4341.532900%MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy)TACL62,7530.043796%Magic City Acceptance Academy, LLCTMAG41,1940.028749%Marengo County Board of EducationTMNG158,1660.110385%Marion County Board of EducationTMAR382,8570.267197%Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%	•			
Macon County Board of Education TMAC 246,193 0.171819% Madison City Board of Education TMDC 1,394,838 0.973463% Madison County Board of Education TMAD 2,196,434 1.532900% MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy) TACL 62,753 0.043796% Magic City Acceptance Academy, LLC TMAG 41,194 0.028749% Marengo County Board of Education TMNG 158,166 0.110385% Marion County Board of Education TMAR 382,857 0.267197% Marion Military Institute TMMI 96,275 0.067191% Marshall County Board of Education TMSH 751,466 0.524451%				
Madison City Board of EducationTMDC1,394,8380.973463%Madison County Board of EducationTMAD2,196,4341.532900%MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy)TACL62,7530.043796%Magic City Acceptance Academy, LLCTMAG41,1940.028749%Marengo County Board of EducationTMNG158,1660.110385%Marion County Board of EducationTMAR382,8570.267197%Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%	· · ·			
Madison County Board of EducationTMAD2,196,4341.532900%MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy)TACL62,7530.043796%Magic City Acceptance Academy, LLCTMAG41,1940.028749%Marengo County Board of EducationTMNG158,1660.110385%Marion County Board of EducationTMAR382,8570.267197%Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%				
MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy)TACL62,7530.043796%Magic City Acceptance Academy, LLCTMAG41,1940.028749%Marengo County Board of EducationTMNG158,1660.110385%Marion County Board of EducationTMAR382,8570.267197%Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%	•	TMAD		
Magic City Acceptance Academy, LLCTMAG41,1940.028749%Marengo County Board of EducationTMNG158,1660.110385%Marion County Board of EducationTMAR382,8570.267197%Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%		TACL		
Marengo County Board of EducationTMNG158,1660.110385%Marion County Board of EducationTMAR382,8570.267197%Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%		TMAG		
Marion County Board of EducationTMAR382,8570.267197%Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%				
Marion Military InstituteTMMI96,2750.067191%Marshall County Board of EducationTMSH751,4660.524451%	•			
Marshall County Board of Education TMSH 751,466 0.524451%	•			
·				
	•	TMID	115,350	0.080503%

(Dollar Amounts Not in Thousands)										
Employer	Employer Code	2024 Employer Contributions	2024 Employer Allocation Percentage							
Mobile County Public School System	TMOB	6,430,309	4.487739%							
Monroe County Board of Education	TMON	405,442	0.282960%							
Montgomery City and County Board of Education	TMTG	3,019,077	2.107026%							
Montgomery Education Foundation	TMEF	159,727	0.111474%							
Morgan County Board of Education	TMOR	907,255	0.633177%							
Mountain Brook City Board of Education	TMTB	651,790	0.454887%							
Muscle Shoals City Schools	TMSC	313,528	0.218812%							
Northeast Alabama Community College	TNEC	134,520	0.093882%							
Northwest Shoals Community College	TNWC	198,928	0.138833%							
Oneonta City Board of Education	TONE	146,842	0.102482%							
Opelika City Board of Education	TOPK	629,888	0.439601%							
Opp City Board of Education	TOPP	147,765	0.103126%							
Orange Beach City Schools	TOBC	154,123	0.107563%							
Organized Community Action Program, Inc.	TOCA	107,415	0.074965%							
Oxford City Schools	TOXF	519,478	0.362546%							
Ozark City Board of Education	TOZK	249,545	0.174158%							
Pelham City Board of Education	TPLS	373,335	0.260552%							
Pell City School System	TPEL	479,931	0.334946%							
Perry County Board of Education	TPRY	135,772	0.094756%							
Phenix City Board of Education	TPHC	791,544	0.552422%							
Pickens County Board of Education	TPKS	314,751	0.219666%							
Piedmont City Schools	TPMT	115,370	0.080517%							
Pike County Board of Education	TPIK	281,786	0.196660%							
Pike Road City Schools	TPRB	284,799	0.198762%							
Randolph County Board of Education	TRAN	272,516	0.190190%							
Reid State Technical College	TEVN	49,760	0.034728%							
Roanoke City Schools	TROK	172,426	0.120337%							
Russell County Board of Education	TRUS	451,710	0.315250%							
Russellville City Board of Education	TRSV	318,934	0.222585%							
Saraland Board of Education	TSAR	344,872	0.240688%							
Satsuma City Schools	TSTM	162,250	0.113235%							
School Superintendents of Alabama	TSAL	3,902	0.002723%							
Scottsboro Board of Education	TSCO	309,173	0.215773%							
Selma Public Schools	TSMA	332,174	0.231826%							
Sheffield City Board of Education	TSHF	136,843	0.095503%							
Shelby County Board of Education	TSBY	2,735,232	1.908929%							
Shelton State Community College	TTVS	289,529	0.202063%							
Snead State Community College	TSJC	102,916	0.071825%							
Southern Union State Community College	TSUC	218,208	0.152288%							
Special Programming for Achievement Network	TBSC	34,654	0.024185%							
St. Clair County Board of Education	TSTC	1,014,858	0.708274%							
State of AlabamaHigh School of Math & Science	THMS	60,110	0.041951%							
Sumter County Board of Education	TSUM	152,382	0.106348%							
Sylacauga City Board of Education	TSYL	267,685	0.186818%							
Talladega City Board of Education	TTAL	217,373	0.151706%							
Talladega County Board of Education	TTDG	898,146	0.626820%							

(Boliai Allioulits Not	in inousands)	2024	2024 Employer
	Employer	Employer	Allocation
Employer	Code	Contributions	Percentage
Tallapoosa County Board of Education	TTPS	354,643	0.247507%
Tallassee City Board of Education	TTAS	191,061	0.133342%
Tarrant Board of Education	TTAR	159,896	0.111592%
Thomasville City Schools	TTOM	133,069	0.092869%
Troy City Board of Education	TTRY	185,587	0.129522%
Troy University	TTST	1,883,376	1.314416%
Trussville City Board of Education	TTCB	565,485	0.394654%
Tuscaloosa City Schools	TTUS	1,382,523	0.964868%
Tuscaloosa County Schools	TTLS	2,232,014	1.557732%
Tuscumbia City Board of Education	TTSC	189,827	0.132481%
University of Alabama System (Chancellor's Office)	TUCO	173,448	0.121050%
University Charter School	TUWC	87,018	0.060730%
University of Alabama	TUVA	6,765,259	4.721502%
University of AlabamaBirmingham	TUMC	16,674,520	11.637215%
University of AlabamaHuntsville	TUAH	1,608,288	1.122431%
University of Montevallo	TALC	775,368	0.541132%
University of North Alabama	TFST	1,256,376	0.876830%
University of South Alabama	TUSA	6,172,056	4.307503%
University of West Alabama	TLVC	487,080	0.339935%
Vestavia Hills Board of Education	TVES	872,626	0.609009%
Walker County Board of Education	TWLK	908,058	0.633737%
Wallace Community CollegeDothan	TGWD	249,472	0.174108%
Wallace State Community CollegeHanceville	TCUT	287,902	0.200928%
Washington County Board of Education	TWSH	288,115	0.201077%
Wilcox County Board of Education	TWIL	229,567	0.160216%
Winfield City Board of Education	TWFD	159,935	0.111619%
Winston County Board of Education	TWIN	343,040	0.239409%
Woodlawn Community Charter School (i3 Academy)	TWDL	91,868	0.064115%
	Total	\$ 143,286,173	100.000000%

Alabama Retired Education Employees' Health Care Trust Schedule of Other Postemployment Benefit (OPEB) Amounts by Employer For the Fiscal Year Ended September 30, 2025, with Net OPEB Liability as of September 30, 2024 (Dollar Amounts Not in Thousands)

					Deferred	Outflows				Deferred Inflows				OPEB Expense	
		2023	2024	Difference Between Expected	Deterred	Changes in Proportion & Differences Between Employer Contributions &	Total	Difference Between Expected	Difference Between Projected & Actual Investment	Deferred Inflows	Changes in Proportion & Differences Between Employer Contributions	Total	Proportionate Share of	Deferred Amounts from Changes in Proportion & Differences Between Employer Contributions &	Total
	Employer	Net OPEB	Net OPEB	& Actual	Change of	Proportionate Share	Deferred Outflows of	& Actual	Earnings on OPEB Plan	Change of	Proportionate Share	Deferred Inflows of	Plan OPEB	Proportionate Share	Employer OPEB
Employer Alabama A&M University	Code TAMI	Liability \$ 10,313,493	\$ 48,843,302	Experience \$ 22,778,519	Assumptions \$ 16,821,278	\$ 916,384	Resources \$ 40,516,181	\$ 10,541,727	\$ 1,205,045	Assumptions \$ 6,910,537	Contributions \$ 3,421,809	Resources \$ 22,079,118	\$ 1,384,489	\$ (1,231,082)	Expense \$ 153,407
Alabama Aerospace and Aviation Schools, Inc	TAER	249,309	1,341,235	625,497	461,912	599,468	1,686,877	289,475	33,090	189,763	· · · · · · · ·	512,328	38,017	142,951	180,968
Alabama Association of School Boards Alabama Education Association	TAAB TAEA	187,458 952,463	855,467 4,579,665	398,955 2,135,769	294,616 1,577,203	45,513 174,037	739,084 3,887,009	184,633 988,418	21,106 112,988	121,035 647,949	119,379 563,104	446,153 2,312,459	24,249 129,814	(15,717) (93,026)	8,532 36,788
Alabama Fire College	TAFC	595,169	2,734,184	1,275,111	941,633	134,077	2,350,821	590,112	67,457	386,843	209,943	1,254,355	77,503	(19,037)	58,466
Alabama High School Athletic Association	TAAA	248,087	1,011,573	471,756	348,378	68,655	888,789	218,325	24,957	143,121	149,337	535,740	28,674	(10,920)	17,754
Alabama Industrial Development Training Institute Alabama Institute for Deaf and Blind	TIDT TAID	2,230,979 13,725,537	10,089,802 67,369,781	4,705,471 31,418,511	3,474,854 23,201,663	270,664 3,889,776	8,450,989 58,509,950	2,177,657 14,540,250	248,932 1,662,124	1,427,544 9,531,735	475,534 5,439,738	4,329,667 31,173,847	286,001 1,909,632	(33,758)	252,243 1,315,288
Alabama Retired State Employees Association	TREA	68,606	285,070	132,945	98,176	3,481	234,602	61,526	7,033	40,333	116,797	225,689	8,081	(29,707)	(21,626)
Alabama School of Cyber Technology & Engineering Alabama School of Fine Arts	TCYB THFA	536,169 1,166,160	5,017,504 5,293,271	2,339,959 2,468,565	1,727,992 1,822,964	2,098,229 104,971	6,166,180 4,396,500	1,082,915 1,142,433	123,790 130,594	709,896 748,912	319,807	1,916,601 2,341,746	142,224 150,039	519,313 (32,488)	661,537 117,551
Alabama State Employees Association	TASE	117,604	485,768	226,542	167,295	39,036	432,873	104,842	11,985	68,728	107,212	292,767	13,770	(16,865)	(3,095)
Alabama State University	TMST	13,798,824	70,075,285	32,680,248	24,133,418	13,413,798	70,227,464	15,124,172	1,728,873	9,914,520	6,696,113	33,463,678	1,986,320	1,841,509	3,827,829
Alabama Technology Network Alabaster City School System	TATN TALR	711,242 10,613,652	3,343,912 50,812,807	1,559,464 23,697,015	1,151,619 17,499,561	180,649 2,838,832	2,891,732 44,035,408	721,708 10,966,800	82,500 1,253,636	473,110 7,189,190	315,891 3,474,389	1,593,209 22,884,015	94,786 1,440,315	(76,697) (359,497)	18,089 1,080,818
Albertville City Board of Education	TALB	7,888,882	36,011,616	16,794,345	12,402,139	1,667,788	30,864,272	7,772,296	888,466	5,095,061	3,785,157	17,540,980	1,020,767	(537,786)	482,981
Alexander City Board of Education Andalusia City Board of Education	TALX TADL	5,072,094 2,918,241	24,094,234 13,505,703	11,236,566 6,298,508	8,297,879 4,651,266	1,327,182 1,076,609	20,861,627 12,026,383	5,200,198 2,914,902	594,445 333,208	3,408,944 1,910,839	941,128 1,283,897	10,144,715 6,442,846	682,963 382,826	(89,643) 27,572	593,320 410,398
Anniston Board of Education	TANN	2,843,041	13,678,234	6,378,969	4,710,684	37,844	11,127,497	2,952,139	337,465	1,935,249	1,708,074	6,932,927	387,717	(636,753)	(249,036)
Arab City Board of Education	TARB	4,123,138 6,738,355	18,563,565 31,668,515	8,657,288 14,768,900	6,393,157 10,906,406	961,294 1,970,898	16,011,739 27,646,204	4,006,528 6,834,936	457,994 781,315	2,626,444 4,480,583	2,037,203 2,158,365	9,128,169 14,255,199	526,193 897,663	(234,551) (143,371)	291,642 754,292
Athens City Board of Education Athens State University	TATH TATC	3,517,843	16,277,165	7,591,004	5,605,737	543,071	13,739,812	3,513,060	401,585	2,302,956	1,070,271	7,287,872	461,386	(117,711)	343,675
Attalla City Schools	TATT	2,416,202	11,315,353	5,277,018	3,896,925	458,540	9,632,483	2,442,164	279,169	1,600,939	1,235,138	5,557,410	320,739	(262,668)	58,071
Auburn City Board of Education Auburn University	TAUB TAPI	14,371,803 105,520,782	68,277,155 535,076,725	31,841,673 249,537,906	23,514,156 184,276,532	3,015,859 104,752,230	58,371,688 538,566,668	14,736,086 115,484,262	1,684,511 13,201,230	9,660,113 75,704,704	4,409,608 48,376,178	30,490,318 252,766,374	1,935,351 15,167,030	(86,532) 16,528,994	1,848,819 31,696,024
Autauga County Board of Education	TATG	14,553,333	68,181,041	31,796,850	23,481,055	2,805,268	58,083,173	14,715,342	1,682,139	9,646,515	5,953,972	31,997,968	1,932,626	(999,825)	932,801
Baldwin County Board of Education Barbour County Schools	TBLD TBAR	51,537,336 1,540,050	243,719,896 6,314,147	113,660,994 2,944,660	83,935,359 2,174,546	12,655,648 507,728	210,252,001 5,626,934	52,601,451 1,362,766	6,012,974 155,780	34,482,424 893,350	21,552,960 1,164,042	114,649,809 3,575,938	6,908,369 178,978	(1,808,019) (199,732)	5,100,350 (20,754)
Bessemer Board of Education	TBSM	6,020,926	23,964,050	11,175,853	8,253,044	872,742	20,301,639	5,172,100	591,233	3,390,526	4,639,382	13,793,241	679,274	(998,207)	(318,933)
Bevill State Community College Bibb County Board of Education	TWCT TBIB	3,200,322 6,038,202	14,758,587 26,212,274	6,882,802 12,224,333	5,082,750 9,027,316	487,508 1,522,436	12,453,060 22,774,085	3,185,309 5,657,329	364,119 646,700	2,088,101 3,708,613	2,066,199 2,589,823	7,703,728 12.602.465	418,339 743,001	(673,710) (341,516)	(255,371) 401,485
Birmingham City Schools	TBMH	33,072,810	153,339,443	71,511,246	52,808,989	2,969,509	127,289,744	33,094,866	3,783,138	21,695,051	17,964,941	76,537,996	4,346,487	(4,837,733)	(491,246)
Bishop State Community College	TMJC TBLT	2,352,707 12,906,311	11,699,232 59,097,293	5,456,044 27,560,561	4,029,130 20,352,678	247,355 4.138,419	9,732,529 52.051,658	2,525,016 12.754.820	288,639 1,458,028	1,655,252 8,361,311	1,062,893	5,531,800 29,572,914	331,620 1,675,142	(457,729) (739,317)	(126,109) 935,825
Blount County Board of Education Boaz City Board of Education	TBOZ	4,107,530	19,185,227	8,947,205	6,607,253	1,160,137	16,714,595	4,140,699	473,331	2,714,399	1,500,042	8,828,471	543,814	(44,773)	499,041
Breakthrough Charter School	TBRK	500,903	2,543,881	1,186,362	876,094	974,617	3,037,073	549,039	62,762	359,918		971,719	72,107	290,406	362,513
Brewton City Board of Education Bullock County Board of Education	TBWT TBLK	1,951,219 2,214,779	9,027,606 10,768,248	4,210,107 5,021,870	3,109,042 3,708,506	886,335 399,284	8,205,484 9,129,660	1,948,406 2,324,084	222,726 265,671	1,277,260 1,523,533	987,003 912,272	4,435,395 5,025,560	255,892 305,234	18,177 (296,182)	274,069 9,052
Butler County Board of Education	TBLR	4,668,902	22,126,204	10,318,757	7,620,104	987,983	18,926,844	4,775,443	545,890	3,130,500	2,346,049	10,797,882	627,179	(597,758)	29,421
Calhoun Community College Calhoun County Board of Education	TDEC TCAL	5,073,329 15,028,663	23,749,622 68,249,950	11,075,853 31,828,986	8,179,197 23,504,786	653,951 2,577,569	19,909,001 57,911,341	5,125,821 14,730,215	585,943 1,683,839	3,360,187 9,656,264	1,971,737 8,648,982	11,043,688 34,719,300	673,195 1,934,581	(229,353) (1,777,399)	443,842 157,182
CAPNA, Inc	TNCA	5,174,596	22,380,605	10,437,399	7,707,718	1,434,702	19,579,819	4,830,350	552,167	3,166,494	3,902,666	12,451,677	634,390	(820,700)	(186,310)
Central Alabama Community College Chambers County Board of Education	TACC TCHB	1,530,073 6,027,866	7,546,563 27,424,992	3,519,409 12,789,895	2,598,982 9,444,968	400,149 1,338,735	6,518,540 23,573,598	1,628,756 5,919,067	186,186 676,620	1,067,717 3,880,193	569,854 3,564,799	3,452,513 14.040,679	213,911 777,375	(161,035) (640,115)	52,876 137,260
Chattahoochee Valley Community College	TCVS	1,398,713	6,436,053	3,001,512	2,216,530	370,336	5,588,378	1,389,077	158,788	910,597	542,962	3,001,424	182,432	(13,230)	169,202
Cherokee County Board of Education Chickasaw City School System	TCHK TCKW	6,803,454 2,149,000	31,703,162 9,914,128	14,785,059 4,623,544	10,918,338 3,414,353	1,419,273 657,388	27,122,670 8,695,285	6,842,414 2,139,741	782,170 244,598	4,485,485 1.402.689	3,134,764 661,048	15,244,833 4,448,076	898,644 281,022	(410,270) 122,650	488,374 403,672
Chilton County Board of Education	TCHT	11,828,761	54,623,558	25,474,194	18,811,956	2,037,527	46,323,677	11,789,265	1,347,654	7,728,350	5,459,291	26,324,560	1,548,333	(856,570)	691,763
Choctaw County Board of Education Clarke County Board of Education	TCHW TCLK	2,465,693 4,617,681	9,435,931 20,673,970	4,400,532 9,641,494	3,249,666 7,119,965	538,725 1,137,655	8,188,923 17,899,114	2,036,533 4,462,011	232,800 510,061	1,335,032 2,925,032	2,236,940 2,848,576	5,841,305 10,745,680	267,466 586,013	(434,357) (541,306)	(166,891) 44,707
Clay County Board of Education	TCLY	3,173,428	14,494,113	6,759,462	4,991,667	52,482	11,803,611	3,128,228	357,594	2,050,683	1,389,010	6,925,515	410,844	(384,723)	26,121
Cleburne County Board of Education	TCLB TBMC	4,142,006 4,952,588	19,088,023 23,649,016	8,901,873 11,028,934	6,573,776 8,144,549	758,762 1,323,035	16,234,411 20,496,518	4,119,720 5,104,108	470,933 583,460	2,700,647 3,345,953	2,002,947 1,860,848	9,294,247 10,894,369	541,061 670,343	(398,669) (365,962)	142,392 304,381
Coastal Alabama Community College Coffee County Board of Education	TCOF	3,900,093	18,347,725	8,556,629	6,318,823	1,343,793	16,219,245	3,959,943	452,669	2,595,906	882,396	7,890,914	520,074	196,929	717,003
Colbert County Board of Education	TCOL	5,476,113	25,225,275	11,764,037	8,687,401	1,274,949	21,726,387	5,444,308 3,113,715	622,349 355,935	3,568,968 2,041,169	2,596,660	12,232,285	715,023	(387,260)	327,763
Conecuh County Board of Education Coosa County Board of Education	TCON TCSA	3,175,478 1,714,530	14,426,872 7,817,775	6,728,103 3,645,890	4,968,510 2,692,385	760,137 480,396	12,456,750 6,818,671	1,687,291	192,877	1,106,089	1,889,344 1,036,438	7,400,163 4,022,695	408,937 221,600	(347,403) (282,841)	61,534 (61,241)
Council for Leaders in Alabama Schools	TACA	110,084	520,800	242,880	179,360	394,293	816,533	112,403	12,849	73,685	467,915	666,852	14,762	3,288	18,050
Covenant Academy of Mobile Covington County Board of Education	TCNT TCOV	483,480 5,484,671	2,398,682 24,142,099	1,118,647 11,258,888	826,089 8,314,363	1,061,450 1,281,656	3,006,186 20,854,907	517,702 5,210,528	59,179 595,626	339,375 3,415,717	3,070,664	916,256 12,292,535	67,993 684,322	246,706 (498,506)	314,699 185,816
Crenshaw County Board of Education	TCRW	3,915,121	18,173,014	8,475,150	6,258,654	735,565	15,469,369	3,922,236	448,358	2,571,188	1,161,714	8,103,496	515,125	(195,507)	319,618
Cullman City Board of Education Cullman County Board of Education	TCMN TCUL	4,918,359 15,448,242	25,198,969 71,785,513	11,751,769 33,477,828	8,678,342 24,722,409	1,868,186 3,297,023	22,298,297 61,497,260	5,438,630 15,493,286	621,700 1,771,068	3,565,247 10,156,489	1,741,495 7,855,390	11,367,072 35,276,233	714,278 2,034,797	(39,529) (1,448,583)	674,749 586,214
Dale County Board of Education	TDAL	5,348,631	24,461,431	11,407,811	8,424,339	1,714,329	21,546,479	5,279,449	603,504	3,460,897	2,646,227	11,990,077	693,373	(132,743)	560,630
Daleville City Board of Education Dallas County Board of Education	TDLV TDLS	1,901,642 5,316,094	9,008,294 23,892,638	4,201,100 11,142,549	3,102,391 8,228,451	393,843 426,527	7,697,334 19,797,527	1,944,237 5,156,688	222,250 589,471	1,274,528 3,380,422	528,726 4,199,862	3,969,741 13,326,443	255,345 677,250	2,055 (1,079,319)	257,400 (402,069)
Dauphin Island Sea Lab	TMES	1,247,757	5,542,475	2,584,784	1,908,788	390,823	4,884,395	1,196,218	136,742	784,171	760,685	2,877,816	157,104	(100,730)	56,374
Decatur Board of Education	TDTR	16,602,227	78,391,595	36,558,635	26,997,495	3,563,181	67,119,311	16,919,060	1,934,051	11,091,143	6,071,688	36,015,942	2,222,051	(229,253)	1,992,798
Dekalb County Board of Education Demopolis City Schools	TDKB TDPL	14,418,269 3,354,946	67,808,775 15,322,633	31,623,240 7,145,849	23,352,849 5,277,003	2,499,362 854,141	57,475,451 13,276,993	14,634,997 3,307,045	1,672,955 378,035	9,593,845 2,167,905	6,098,689 1,693,062	32,000,486 7,546,047	1,922,075 434,330	(1,086,859) (195,382)	835,216 238,948
Dothan Board of Education	TDTN	14,902,366	69,359,369	32,346,374	23,886,862	3,335,841	59,569,077	14,969,658	1,711,211	9,813,229	7,863,963	34,358,061	1,966,028	(1,612,854)	353,174
Elba City Board of Education Elmore County Board of Education	TELB TELM	1,263,056 18,412,887	5,711,348 86,548,784	2,663,539 40,362,814	1,966,947 29,806,772	427,974 3,954,844	5,058,460 74,124,430	1,232,666 18,679,606	140,908 2,135,302	808,063 12,245,253	556,068 7,589,986	2,737,705 40,650,147	161,891 2,453,269	(18,252) (804,178)	143,639 1,649,091
Empower Schools of Alabama	TEMP	362,394	2,129,461	993,093	733,371	941,651	2,668,115	459,596	52,537	301,284	-	813,417	60,360	225,446	285,806
Enterprise Board of Education	TENP	10,986,987	49,833,700	23,240,400	17,162,364	1,913,275	42,316,039	10,755,482	1,229,480	7,050,663	5,264,052	24,299,677	1,412,563	(967,530)	445,033
Enterprise State Community College Escambia County Board of Education	TEPC TESC	1,635,255 8,616,683	7,957,005 40,080,682	3,710,822 18,691,991	2,740,335 13,803,495	457,199 1,697,635	6,908,356 34,193,121	1,717,340 8,650,513	196,313 988,857	1,125,788 5,670,768	616,260 3,280,701	3,655,701 18,590,839	225,546 1,136,108	(73,074) (654,614)	152,472 481,494
Etowah County Board of Education	TETH	14,545,023	66,630,767	31,073,866	22,947,152	3,403,124	57,424,142	14,380,751	1,643,892	9,427,176	6,756,932	32,208,751	1,888,683	(800,830)	1,087,853
Eufaula City Board of Education Fairfield Board of Education	TEFL TFRF	4,413,431 2,524,409	22,016,616 14,050,372	10,267,650 6,552,519	7,582,362 4,838,846	801,687 1,461,491	18,651,699 12,852,856	4,751,791 3,032,456	543,186 346,646	3,114,995 1,987,900	1,741,490 1,124,416	10,151,462 6,491,418	624,072 398,265	(250,335) (109,335)	373,737 288,930
Fayette County Board of Education	TFAY	4,087,785	19,274,540	8,988,857	6,638,011	1,174,966	16,801,834	4,159,975	475,535	2,727,036	2,046,552	9,409,098	546,347	(252,755)	293,592
Florence City Board of Education	TFLO	7,552,086	35,503,520	16,557,390	12,227,154	1,833,287	30,617,831	7,662,635	875,931	5,023,174	2,412,232	15,973,972	1,006,367	(80,215)	926,152

Alabama Retired Education Employees' Health Care Trust Schedule of Other Postemployment Benefit (OPEB) Amounts by Employer For the Fiscal Year Ended September 30, 2025, with Net OPEB Liability as of September 30, 2024 (Dollar Amounts Not in Thousands)

1988						Deferred	Outflows				Deferred Inflows				OPEB Expense	
Part				-		Deletteu	Outilows				Deletted lillows					
Part							Changes in					Changes in				
Part							Proportion					Proportion			Proportion	
Part																
Part							Between			Projected		Between			Between	
Per														Proportionate		
Part					Expected		&			Investment		&		Share of	&	
Perform Perf		Employer				Change of					Change of					
Part Control			Liability									Contributions				
Contact Cont		TFTP		24,919,609	11,621,487	8,582,132	2,407,992	22,611,611	5,378,337	614,808	3,525,722		11,940,964	706,360	18,269	724,629
Column C			7,349,255									2,854,434				
Control part of Part	Gadsden City Board of Education	TGDS		40,393,534	18,837,893	13,911,239	3,839,695	36,588,827	8,718,035	996,575	5,715,032		21,112,284	1,144,976	(469,897)	675,079
Control profession Control			4,494,916	21,021,148	9,803,404	7,239,531	780,944	17,823,879	4,536,942	518,627	2,974,153	2,149,167	10,178,889	595,855	(543,270)	52,585
Content Cont																
Commark Comm																
March Marc					4,170,519	3,079,808	491,079	7,741,406	1,930,085	220,632	1,265,250				(324,028)	
Constant See Femanocing 1936 19																
Page							284,365				1,115,720	994,544		223,528		
Beach Confession Texas Miles 1,220 1																
Books Book																
Books Book																
Property	Houston County Board of Education	THST	10,378,445	48,610,587	22,669,990	16,741,133	2,229,467	41,640,590	10,491,501	1,199,304	6,877,612	3,899,328	22,467,745	1,377,893	(483,484)	894,409
1. 1. 1. 1. 1. 1. 1. 1.			33,827,060									7,954,804				
	J. F. Drake State Technical College			4,536,099	2,115,451	1,562,200	322,261	3,999,912	979,015	111,913	641,785		2,138,949	128,578	(85,400)	43,178
Manufaction Test																
Page Color Page	Jacksonville City Board of Education	TJCS	2,487,080	11,397,416	5,315,289	3,925,187	825,474	10,065,950	2,459,876	281,193	1,612,550	1,213,165	5,566,784	323,067	(77,338)	245,729
Profession Composed Performance Performa																
Manua Column Manu	Jefferson County American Federation of Teachers	TJFT	74,373	423,274	197,398	145,772	777,975	1,121,145	91,354	10,443	59,886	866,033	1,027,716	11,998	24,244	36,242
Lane Care Schools																
Learning Header Handows TAU 1987/16 1987/16 1988/16 19			3,598,205	16,551,136	7,718,773	5,700,091	929,905	14,348,769	3,572,190	408,344	2,341,718	2,036,023	8,358,275	469,151	(360,599)	108,552
Lear Inflicement Analys 1520																
Sement Comp Instant Comp Sement Comp Sement Comp Sement Comp Sement Sem			15,250	-	-	-	13,910	13,910	-	-	-	80,100	80,100	-	(12,147)	(12,147)
Lease Commany Culges																
Line			2,706,137	17,251,780	8,045,525	5,941,388	2,472,046	16,458,959	3,723,408	425,630	2,440,848	1,875,632	8,465,518	489,010	(158,587)	330,423
Life Academy TLAT 15,421,44 64,040 20,211,571 22,441,57 3,446,64 20,211,57																
Lances Cosposade of Education TLN 92,996 4.67,231 1.87,252 1.467,257 1.51,261 1.467,257 1.47,25				2,704,092	1,261,078	931,270	1,243,817	3,436,165	583,617	66,714	382,585	-	1,032,916	76,647	233,799	310,446
Learner N. Margor Commy Incoming Configures 11.00 1.09.025 1.09.05																
Monison City Based of Elicacians TMDC 18-07-18						5,638,485										
Malien Causy Band of Education TAILC 18,9746 94,98766 41,776.49 93,021.475 3,566.096 72,144.22 13,146.014 13,014.570 13,016.014 13,014.21 13,014.014 13,014.570 13,014.014 14,014.21 14,014.																
Mag-Cisy Assert Seleock Inc /ACCEL Day and Evening Academy TACL																
Magner Cardon Marine Cardon TANG																
Marrien Courny Board of Education TANG 2,189,551 10,148,189 4,713,270 3,494,972 33,494,972 33,494,972 33,494,973 34,495,374 31,405,596 3,017,44 6,005,30 3,494,972 3,495,304 3,405												11,645				
Marshall Cumple Marshall Cumple of Education Tabil 1,338,133 6,177,161 2,2880,775 2,273,868 16,6649 w 2,289,314 41,898,546 10,4661,184 1,189,551 1,273,068 1,472,88 1,228,886 1,474,88 1,189,551 1,179,069 1,174,108 1,179,071 1,741,18 1,179,071 1,1																
Marhall County Board of Efficiation TMISI 10,444,132 48,215,287 22,485,88 16,604,994 23,993,144 41,985,996 10,406,184 11,895,51 6,821,683 41,928,997 24,119,163 20,9785																
Moles Courny Public School System Mores Courny Dublic School System Mores Courny Dublic School System Mores Courny Dubric School System Mores Courny Dubric of Tableaction TMON 5,712-506 (20-01).821 11,378 89,878 78,791 Mores Courny Dubric of Tableaction TMON 5,712-506 (20-01).821 11,378 89,878 78,791 Mores Courny Dubric of Tableaction TMT6 (41,306,776 193,708) 66,711.942 24,31.081 199,480,942 41,887,708 47,791.00 27,406,679 25,002,75 89,996,086 5,490,780 6,554,486 0,106,706 10,406,480 10,406,4	Marshall County Board of Education		10,484,132	48,215,287	22,485,638	16,604,994	2,895,314	41,985,946	10,406,184	1,189,551	6,821,683	4,129,889	22,547,307	1,366,687	(349,166)	1,017,521
Montgemeery Canard Canard Beard of Education TMG 41,386,078 26,91,878 78,791 78,9																
Morgan Cump Morgan Candanton TMOR 12,614,826 10,248,346 4,774,09 3,529,456 4,219,432 12,10,288 2,211,875 23,244 1,449,75 - 3,314,694 290,497 1,141,962 1,432,859 1,43	Monroe County Board of Education		5,712,506	26,013,821	12,131,783	8,958,971	989,206	22,079,960	5,614,498	641,804	3,680,535	3,215,443	13,152,280	737,375	(658,584)	78,791
Mornaria Brook City Schools TMSC 1,2618.290 58,211.096 21,147.214 19,033.077 14,024.41 19,148.51 13,051.056 1,436.161 8,255.916.81 1,435.161 8,255.916.81 1,436.161 8,255.916.81 1,436.161 8,255.916.81 1,436.161 8,255.916.81 1,436.161 8,255.916.81 1,436.161 8,255.916.81 1,436.182 1,436.161 8,255.916.81 1,436.182												25,002,579				
Musches Shools TMSC 4,305,125 20,116,469 9,381,499 6,927,966 1,043,248 17,352,713 4,341,878 496,307 2,346,155 1,322,903 9,507,052 570,211 (346,182) 242,049 Northeast Alabama Community College TNCC 1,787,273 8,631,023 4,025,156 2,972,462 332,125 7,329,743 18,028,112 212,047 13,148,98 1,805,835 1,488,931 6,348,88 361,789 (277,155) 846,648 40,000 10,000	Morgan County Board of Education															
Northeast Alabama Community College TNNC 1,787,273																
Communic City Board of Education TONE 2,044.255 9,421.623 4,931.860 3,244.738 322.100 8,160.098 2,033.445 222.447 1,33.070 991,466 4,990.305 2,670.60 105.388 1,615.75 105.75	Northeast Alabama Community College															
Opening Cary Board of Education TOPK 8,474,123 40,414,644 18,847,77 13,918,599 2,188,551 34,954,797 8,722,591 99,096 5,718,019 2,747,684 18,183,300 1,145,755 (189,228) 95,637 Opp City Board of Education TOPG 1,279,595 9,888,784 4,611,725 3,345,6625 4,272,016 12,289,366 2,134,271 233,098 1,349,903 1,377,347 280,302 1,089,125 1,089,477 0,089,727 0,088,772 0,087,773,47 280,302 1,089,125 1,089,477 0,088,772 0,087,773,47 280,302 1,089,125 1,089,477 0,089,477 0,088,772 0,088,773,477 28,887,84 4,611,725 3,486,62 5,976,101 1,487,466 1,187,469 1,187,478 3,189,90 1,487,461 1,189,003 1,147,802 1,098,773 2,916,364 7,199,569 822,320 4,157,53 3,889,00 1,615,605 944,771 483,460 94,164 1,882,569 1,421,9678 3,455,600 822,220 4,715,735 3,889,00 1,615,605 944,771																
Comparised Community Action Program Inc. 1,986,957 9,888,784 4,611,725 3,405,625 4,272,016 12,289,366 2,134,714 243,973 1,399,103 - 3,777,347 280,302 1,069,477	Opelika City Board of Education	TOPK		40,414,644												
Optimized Community Actions Program, Inc. TOCA 1,271,194 6,891,922 3,214,111 2,375,228 388,462 5,976,101 1,487,466 170,035 975,095 1,216,488 3,490,844 195,354 (301,120) (165,172)												1,535,906				
Czark City Board of Education TOZK 3.548,713 16,011,216 7,466,976 5.514,146 1,238,556 14,219,678 3,455,660 395,023 2,265,328 2,121,707 8,237,718 453,846 (234,474) 219,372 Pellam City Board of Education TPEL 6,386,593 30,931,88 14,360,670 10,604,940 1,080,022 2,6473,612 0,646,010 799,718 43,834,613 14,003,196 872,827 (18,697) 50,281 1,000,002 2,6473,612 0,646,010 799,718 43,804,613 14,003,196 872,827 (18,697) 50,285 1,000,002 2,6473,612 0,646,010 799,718 43,804,703 1,240,333 11,312,73 679,992 (18,697) 50,285 1,000,002 2,6473,612 0,646,010 799,718 43,602,618 872,247 (249,074 14,003,196 872,847 (249,079 1,000,885 1,000,002 1,000,002 2,6473,612 0,646,010 799,718 43,602,402 12,171,70 8,218,718 43,002,402 1,000,002 2,6473,612 0,646,010 799,118 <t< td=""><td>Organized Community Action Program, Inc.</td><td>TOCA</td><td>1,271,194</td><td>6,891,922</td><td>3,214,111</td><td>2,373,528</td><td>388,462</td><td>5,976,101</td><td>1,487,466</td><td>170,035</td><td>975,095</td><td></td><td>3,849,084</td><td>195,354</td><td>(301,126)</td><td>(105,772)</td></t<>	Organized Community Action Program, Inc.	TOCA	1,271,194	6,891,922	3,214,111	2,373,528	388,462	5,976,101	1,487,466	170,035	975,095		3,849,084	195,354	(301,126)	(105,772)
Pelhancity Board of Education TPLS $5.217,135$ $23.953,784$ $11.171,066$ $8.249,509$ $1.468,742$ $20.889,317$ $5.169,885$ $509,908$ $3.389,073$ $2.163,335$ $11.31,273$ 67.982 $(168,697)$ 61.0285 Pell City Schools 17EL 6.386,939 3.093,185 1.466,746 $0.69,009$ $0.6473,612$ <td></td>																
Perry County Board of Education TPRY 1,999,056 8,711.354 4,062.619 3,000,127 455,692 7,518.418 1,880,150 21,4924 1,232.516 1,890,288 5,176,878 246,929 (52),151) (274,582) Pheins: City Board of Education TPHC 12,190,30 5,078,675 23,684,867 17,490,599 1,978,17 43,083,274 19,961,174 1,252,994 1,243,945,191 1,349,578 (637,029) 802,549 Picken County Board of Education TPMT 1,996,475 7,402,328 3,452,143 2,249,308 291,201 6,292,652 1,597,626 18,628 1,947,10 773,807 3,361,371 (978,024) Picke County Board of Education TPMT 3,995,052 18,079,881 8,431,703 6,226,599 858,501 1,571,122 3,902,129 446,060 2,258,006 2,153,372 9,059,567 512,483 (225,74) Pick Read City Schools TPRB 3,839,611 18,273,169 8,521,859 6,293,147 1,948,996 16,764,002 3,943,882 450,829 2,885,388 146,730 71,26,769 17,1962 11,828,25 1,700,787 Randolph County Board of Education TRAN 3,730,00 1,748,507 2,8154,323 6,021,722 826,344 15,002,409 3,773,759 431,386 2,274,389 8,913,139 495,622 (247,787)	Pelham City Board of Education	TPLS	5,217,135	23,953,784	11,171,066	8,249,509	1,468,742	20,889,317	5,169,885	590,980	3,389,073	2,163,335	11,313,273	678,982	(168,697)	510,285
Phemix City Board of Education TPHC 12,190.30 50,786,757 23,684,867 17,490,590 19,078,17 43,083,274 10,961,178 1,252,994 7,185,505 4,949,914 24,349,591 1,439,578 (637,029) 802,549 Phemix City Board of Education TPKS 4,290,714 20,194,99 94,18,094 6,954,908 1,004,062 17,377,146 43,586,23 498,243 2,87,257 2,307,056 10,021,179 572,456 476,596) 95,243 Phemix City Schools TPMT 1,596,457 74,023,28 34,521,41 2,49,08 291,201 6,292,652 1,597,626 182,628 1,047,310 773,807 3,01,311 209,824 (157,401 24,243) Phemix City Schools TPMS 3,905,302 18,079,851 84,317,03 62,265,590 85,85.80 15,517,122 3,902,129 446,060 2,558,006 2,153,372 9,059,567 512,483 (225,764) 2,807,192 Phemix City Schools TPMS 3,839,611 18,273,169 18,273,169 4,949,91 24,349,91 24,349,91 1,439,578 (637,029) 802,549 Phemix City Schools 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 Phemix City Schools 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 Phemix City Schools 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597,620 1,597																
Pickmont City Schools TPMT 1,596,457 7,402,328 3,452,143 2,549,308 291,201 6,292,652 1,597,626 182,628 1,047,310 773,807 3,601,371 209,824 (157,401) 52,423 Pike County Board of Education TPIK 3,905,032 18,079,851 8,431,703 6,226,569 858,850 15,517,122 3,902,129 446,060 2,555,306 2,153,372 9,09,567 512,483 2267,049 2,807,199 Pike Road City Schools TPIR 3,839,11 18,731,69 8,521,839 6,293,147 1,948,996 16,764,002 3,943,852 450,829 2,585,358 146,730 7,126,769 517,962 1,188,275 2,788,759 Randolph County Board of Education TRAN 3,750,001 17,485,072 8,154,323 6,021,732 826,354 15,002,409 3,773,759 431,36 2,473,855 2,244,19 8,913,139 495,623 (247,773) 247,855	Phenix City Board of Education	TPHC	12,190,303	50,786,757	23,684,867	17,490,590	1,907,817	43,083,274	10,961,178	1,252,994	7,185,505	4,949,914	24,349,591	1,439,578	(637,029)	802,549
Pike County Board of Education TPIK 3,095,032 18,079.851 8,431.703 6,226,569 858,850 15,517,122 3,902,129 446,060 2,558,006 2,153,372 9,059,567 512,483 (225,764) 28,079 Pike Road City Schools TPRB 3,839,611 18,273,169 8,521,859 6,293,147 1,948,996 16,764,002 3,943,52 450,829 2,558,558 146,730 7,162,679 517,962 17,207,878 18,207,109,109,109,109,109,109,109,109,109,109																
Randolph County Board of Education TRAN 3,750,001 17,485,072 8,154,325 6,021,732 826,354 15,002,409 3,773,759 431,386 2,473,855 2,234,139 8,913,139 495,623 (247,773) 247,850		TPIK	3,905,032	18,079,851	8,431,703	6,226,569	858,850	15,517,122	3,902,129	446,060	2,558,006	2,153,372	9,059,567	512,483	(225,764)	286,719

Alabama Retired Education Employees' Health Care Trust Schedule of Other Postemployment Benefit (OPEB) Amounts by Employer For the Fiscal Year Ended September 30, 2025, with Net OPEB Liability as of September 30, 2024 (Dollar Amounts Not in Thousands)

					Deferred	Outflows				Deferred Inflows				OPEB Expense	
						Changes in Proportion &			Difference		Changes in Proportion &			Deferred Amounts from Changes in Proportion &	
						Differences			Between		Differences			Differences	
						Between			Projected		Between			Between	
				Difference		Employer		Difference	. & .		Employer		n	Employer	
		2023	2024	Between Expected		Contributions &	Total	Between Expected	Actual Investment		Contributions &	Total	Proportionate Share of	Contributions &	Total
		Net	Net	&		Proportionate	Deferred	&	Earnings on		Proportionate	Deferred	Plan	Proportionate	Employer
	Employer	OPEB	OPEB	Actual	Change of	Share	Outflows of	Actual	OPEB Plan	Change of	Share	Inflows of	OPEB	Share	OPEB
Employer	Code	Liability	Liability	Experience	Assumptions	Contributions	Resources	Experience	Investments	Assumptions	Contributions	Resources	Expense	Contributions	Expense
Roanoke City Schools	TROK	2,383,627	11,063,134	5,159,393	3,810,063	560,216	9,529,672	2,387,728	272,946	1,565,255	1,026,981	5,252,910	313,591	(307,982)	5,609
Russell County Board of Education Russellville City Board of Education	TRUS TRSV	6,260,098 4,381,313	28,982,452 20,463,327	13,516,231 9,543,259	9,981,346 7,047,421	1,424,160 1,666,402	24,921,737 18,257,082	6,255,210 4,416,548	715,045 504,864	4,100,548 2,895,230	3,029,365 1,945,838	14,100,168 9,762,480	821,522 580,044	(361,658) (60,438)	459,864 519,606
Saraland Board of Education	TSAR	4,719,492	22,127,551	10,319,385	7,620,568	1,316,943	19,256,896	4,775,734	545,923	3,130,691	1,859,339	10,311,687	627,218	69,415	696,633
Satsuma City Schools	TSTM	2,123,106	10,410,225	4,854,903	3,585,206	758,854	9,198,963	2,246,813	256,838	1,472,879	879,175	4,855,705	295,084	24,722	319,806
School Superintendents of Alabama	TSAL	64,247	250,359	116,757	86,222	11,360	214,339	54,034	6,177	35,422	58,227	153,860	7,097	(4,725)	2,372
Scottsboro Board of Education	TSCO	4,359,938	19,837,045	9,251,187	6,831,734	1,143,373	17,226,294	4,281,380	489,413	2,806,621	2,388,068	9,965,482	562,292	(344,467)	217,825
Selma Public Schools	TSMA	4,754,956	21,312,827	9,939,431	7,339,983	1,215,205	18,494,619	4,599,894	525,823	3,015,420	3,686,972	11,828,109	604,123	(1,075,774)	(471,651)
Sheffield City Board of Education	TSHF	1,912,026	8,780,070	4,094,666	3,023,792	532,598	7,651,056	1,894,980	216,619	1,242,238	1,068,212	4,422,049	248,874	(171,682)	77,192
Shelby County Board of Education	TSBY	37,564,145	175,496,957	81,844,605	60,439,876	13,684,652	155,969,133	37,877,066	4,329,801	24,829,981	22,232,479	89,269,327	4,974,552	(1,661,057)	3,313,495
Shelton State Community College	TTVS	3,682,642	18,576,654	8,663,392	6,397,665	777,872	15,838,929	4,009,352	458,317	2,628,296	1,286,828	8,382,793	526,563	(193,645)	332,918
Snead State Community College	TSJC	1,439,611	6,603,259	3,079,490	2,274,114	188,674	5,542,278	1,425,165	162,913	934,254	613,308	3,135,640	187,173	(93,208)	93,965
Southern Union State Community College	TSUC	2,986,958 487,839	14,000,582 2,223,458	6,529,299 1,036,930	4,821,699 765,743	609,715 10,782	11,960,713 1,813,455	3,021,710 479,883	345,418 54,856	1,980,856 314,583	1,213,426 413,520	6,561,410 1,262,842	396,854 63,025	(138,095) (139,964)	258,759 (76,939)
Special Programming for Achievement Network St. Clair County Board of Education	TBSC TSTC	14,066,334	65,114,949	30,366,950	22,425,115	2,394,335	55,186,400	14,053,595	1,606,494	9,212,712	5,868,240	30,741,041	1,845,717	(688,466)	1,157,251
State of AlabamaHigh School of Math & Science	THMS	801,939	3,856,756	1,798,633	1,328,239	304,893	3,431,765	832,394	95,153	545,669	628,820	2,102,036	109,323	(42,777)	66,546
Sumter County Board of Education	TSUM	2,332,568	9,777,078	4,559,629	3,367,154	549,318	8,476,101	2,110,162	241,217	1,383,298	2,182,140	5,916,817	277,137	(799,703)	(522,566)
Sylacauga City Board of Education	TSYL	3,685,976	17,175,107	8,009,768	5,914,982	959,903	14,884,653	3,706,860	423,738	2,430,000	1,894,438	8,455,036	486,837	(341,366)	145,471
Talladega City Board of Education	TTAL	3,175,750	13,947,007	6,504,314	4,803,248	508,984	11,816,546	3,010,147	344,096	1,973,276	2,384,053	7,711,572	395,334	(544,620)	(149,286)
Talladega County Board of Education	TTDG	12,622,698	57,626,516	26,874,651	19,846,153	2,393,114	49,113,918	12,437,386	1,421,742	8,153,220	6,176,583	28,188,931	1,633,454	(1,144,214)	489,240
Tallapoosa County Board of Education	TTPS	4,916,779	22,754,474	10,611,756	7,836,475	1,273,608	19,721,839	4,911,041	561,391	3,219,390	2,214,498	10,906,320	644,989	(215,053)	429,936
Tallassee City Board of Education	TTAS	2,623,194	12,258,787	5,716,997	4,221,837	803,220	10,742,054	2,645,783	302,445	1,734,420	1,259,104	5,941,752	347,482	(226,695)	120,787
Tarrant Board of Education	TTAR	2,209,370	10,259,189	4,784,466	3,533,190	451,859	8,769,515	2,214,215	253,111	1,451,509	514,173	4,433,008	290,802	(19,944)	270,858
Thomasville City Schools	TTOM TTRY	1,933,808 2,855,167	8,537,924 11,907,566	3,981,739 5,553,202	2,940,399 4,100,879	727,239 668,687	7,649,377 10,322,768	1,842,719 2,569,980	210,645 293,779	1,207,978 1,684,728	1,289,872 2,249,978	4,551,214 6,798,465	242,012 337,527	(237,758) (544,733)	4,254 (207,206)
Troy City Board of Education Troy University	TTST	23,897,570	120,840,483	56,355,061	41,616,583	23,760,315	121,731,959	26,080,697	2,981,335	17,096,974	11,190,717	57,349,723	3,425,287	2,665,341	6,090,628
Trussville City Board of Education	TTCB	7,560,582	36,282,442	16,920,648	12,495,409	1,588,786	31,004,843	7,830,748	895,148	5,133,379	2,513,662	16,372,937	1,028,444	(240,703)	787,741
Tuscaloosa City Schools	TTUS	19,000,240	88,704,937	41,368,355	30,549,335	3,172,930	75,090,620	19,144,963	2,188,498	12,550,314	8,276,976	42,160,751	2,514,389	(1,363,775)	1,150,614
Tuscaloosa County Schools	TTLS	30,349,756	143,209,667	66,787,133	49,320,368	6,087,898	122,195,399	30,908,582	3,533,220	20,261,852	13,136,012	67,839,666	4,059,353	(1,737,279)	2,322,074
Tuscumbia City Board of Education	TTSC	2,516,950	12,179,611	5,680,072	4,194,569	815,054	10,689,695	2,628,695	300,491	1,723,218	1,084,516	5,736,920	345,239	(19,742)	325,497
University of Alabama System (Chancellor's Office)	TUCO	2,347,731	11,128,707	5,189,974	3,832,646	2,028,294	11,050,914	2,401,881	274,564	1,574,532	812,039	5,063,016	315,450	390,661	706,111
University Charter School	TUWC	1,085,169	5,583,217	2,603,784	1,922,819	1,194,868	5,721,471	1,205,012	137,747	789,935	1,439	2,134,133	158,260	500,481	658,741
University of Alabama	TUVA	85,550,422	434,070,079	202,432,536	149,490,578	85,424,948	437,348,062	93,684,252	10,709,229	61,413,897	39,619,318	205,426,696	12,303,945	14,227,765	26,531,710
University of AlabamaBirmingham	TUMC	211,204,535 19,745,278	1,069,864,468 103,190,387	498,941,043 48,123,777	368,453,540 35,538,019	213,061,836 23,594,153	1,080,456,419 107,255,949	230,906,153 22,271,321	26,395,331 2,545,878	151,368,521 14,599,771	99,045,439 10,550,533	507,715,444 49,967,503	30,325,868 2,924,986	34,569,108 4,381,048	64,894,976 7,306,034
University of Alabama-Huntsville University of Montevallo	TUAH TALC	10,064,986	49,748,879	23,200,843	17,133,152	9,518,999	49,852,994	10,737,175	1,227,387	7.038,662	4,789,318	23,792,542	1,410,157	1,027,085	2.437.242
University of North Alabama	TEST	15,905,506	80.611.138	37,593,739	27,761,890	17,270,161	82,625,790	17,398,099	1,988,810	11,405,172	7,327,253	38,119,334	2,284,963	2,655,718	4.940.681
University of South Alabama	TUSA	78,807,745	396,009,205	184,682,501	136,382,690	75,805,270	396,870,461	85,469,669	9,770,204	56,028,898	38,569,130	189,837,901	11,225,088	10,587,223	21.812.311
University of West Alabama	TLVC	6,293,685	31,251,849	14,574,585	10,762,909	7,043,657	32,381,151	6,745,008	771,035	4,421,631	4,033,287	15,970,961	885,850	1,163,274	2,049,124
Vestavia Hills Board of Education	TVES	12,214,345	55,989,111	26,111,032	19,282,243	2,488,225	47,881,500	12,083,989	1,381,344	7,921,554	5,524,579	26,911,466	1,587,040	(577,164)	1,009,876
Walker County Board of Education	TWLK	12,672,326	58,262,486	27,171,241	20,065,176	3,080,328	50,316,745	12,574,646	1,437,432	8,243,200	7,234,405	29,489,683	1,651,482	(1,212,926)	438,556
Wallace Community CollegeDothan	TGWD	3,425,244	16,006,532	7,464,792	5,512,533	588,292	13,565,617	3,454,649	394,908	2,264,665	1,708,604	7,822,826	453,714	(417,398)	36,316
Wallace State Community College-Hanceville	TCUT	3,868,432	18,472,263	8,614,708	6,361,713	645,631	15,622,052	3,986,822	455,741	2,613,526	1,461,888	8,517,977	523,606	(355,563)	168,043
Washington County Board of Education	TWSH	4,383,968	18,485,929	8,621,081	6,366,420	1,152,336	16,139,837	3,989,772	456,079	2,615,460	3,294,757	10,356,068	523,994	(647,923)	(123,929)
Wilcox County Board of Education Winfield City Board of Education	TWIL TWFD	3,316,765 2,173,252	14,729,394 10,261,691	6,869,187 4,785,633	5,072,696 3,534,052	691,098 720,775	12,632,981 9,040,460	3,179,008 2,214,755	363,399 253,173	2,083,971 1,451,863	1,747,045 1,050,166	7,373,423 4,969,957	417,512 290,874	(427,248) (72,059)	(9,736) 218,815
Winfield City Board of Education Winston County Board of Education	TWIN	4,815,363	22,010,007	10,264,567	3,534,052 7,580,086	2,169,401	20,014,054	4,750,364	543,023	3,114,060	2,713,568	11,121,015	623,885	(228,124)	395,761
Woodlawn Community Charter School (i3 Academy)	TWDL	1,159,097	5,894,401	2,748,908	2,029,989	2,260,287	7.039.184	1,272,174	145,425	833,962	213,795	2,465,356	167,079	712,517	879,596
" committee Change School (15 Academy)	1 WDL	1,100,001	3,074,701	2,740,700	2,027,707	2,200,207	7,007,104	1,2/2,1/4	1-0,423	055,702	213,793	2,100,000	107,079	1 4 20 50 4 1	017,070
	Total for All Employers	\$ 1,922,150,410	\$ 9,193,475,146	\$ 4,287,460,902	\$ 3,166,165,966	\$ 906,014,388	\$ 8,359,641,256	\$ 1,984,204,582	\$ 226,818,277	\$ 1,300,728,061	\$ 906,014,388	\$ 4,417,765,308	\$ 260,593,865	s -	\$ 260,593,865

As of and for the Fiscal Year Ended September 30, 2024

1) Plan Description

The Alabama Retired Education Employees' Health Care Trust (Trust) is a cost-sharing multiple-employer defined benefit postemployment healthcare plan that administers healthcare benefits to the retired employees of participating state and local educational institutions. The Trust was established under the Alabama Retiree Health Care Funding Act of 2007 which authorized and directed the Public Education Employees' Health Insurance Board (Board) to create an irrevocable trust to fund postemployment healthcare benefits to retired members. Active and retired member health insurance benefits are paid through the Public Education Employees' Health Insurance Plan (PEEHIP). In order to comply with the reporting requirements of Governmental Accounting Standards Board (GASB) Statement No. 74, Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans, the contributions and benefit payments related to retired members that are processed through PEEHIP are segregated from PEEHIP and reported as part of the Trust. In accordance with GASB, the Trust is considered a component unit of the State of Alabama (State) and is included in the State's Annual Comprehensive Financial Report.

PEEHIP was established in 1983 pursuant to the provisions of the *Code of Alabama 1975, Title 16, Chapter 25A* (Act 455 of the Legislature of 1983) to provide a uniform plan of health insurance for active and retired employees of state and local educational institutions which provide instruction at any combination of grades K-14 (collectively, eligible employees), and to provide a method for funding the benefits related to the plan. The four-year universities participate in the plan with respect to their retired employees and are eligible to participate in the plan with respect to their active employees if they elect to do so. At this time, only two universities have elected to participate in the plan with respect to their active employees. Responsibility for the establishment of the health insurance plan and its general administration and operations is vested in the Board. The Board is a corporate body for purposes of management of the health insurance plan. The *Code of Alabama 1975, Title 16, Chapter 25A, Article 4* provides the Board with the authority to amend the benefit provisions in order to provide reasonable assurance of stability in future years for the plan. The Teachers' Retirement System of Alabama (TRS) has been appointed as the administrator of PEEHIP and, consequently, serves as the administrator of the Trust.

The assets of the Trust may not be used for any purpose other than to acquire permitted investments, pay administrative expenses, and provide postemployment healthcare benefits to or for retired members and their dependents. The Alabama Legislature has no authority or power to appropriate the assets of the Trust. The Board periodically reviews the funds available in PEEHIP and determines if excess funds are available. If excess funds are determined to be available, the Board authorizes a transfer of funds from PEEHIP to the Trust. The Board can also authorize a transfer of funds from the Trust to PEEHIP if there is a funding shortfall for any amount up to 10% of the fair market value of the Trust's assets in the previous fiscal year.

As of and for the Fiscal Year Ended September 30, 2024

1) Plan Description, Continued

As of September 30, 2024, there were 199 participating employers and 11 participating universities. The following table summarizes the membership of the plan as of September 30, 2023, the date of the most recent actuarial valuation:

		Number Not Eligible for or	
	TRS Membership	Waiving PEEHIP	PEEHIP Membership
Retired Members or Surviving Spouses			
Currently Receiving Benefits	107,273	(6,811)	100,462
Inactive Members Entitled to			
But Not Yet Receiving Benefits	7,396	(173)	7,223
Non-vested Inactive Members Who			
Have Not Contributed More than 5 years	34,983	(34,983)	-
Active Members	138,441	(2,510)	135,931
Total	288,093	(44,477)	243,616

	Male	Female	Total
Retired Members Currently			
Receiving Benefits	23,982	73,923	97,905
Surviving Spouses Currently			
Receiving Benefits	1,134	1,423	2,557
Total	25,116	75,346	100,462

PEEHIP offers a basic hospital medical plan to active members and non-Medicare eligible retired members. Benefits include inpatient hospitalization for a maximum of 365 days without a dollar limit, inpatient rehabilitation, outpatient care, physician services, and prescription drugs.

Active employees and non-Medicare eligible retired members who do not have Medicare eligible dependents can enroll in a health maintenance organization (HMO) in lieu of the basic hospital medical plan. The HMO includes hospital medical benefits, dental benefits, vision benefits, and an extensive formulary. However, participants in the HMO are required to receive care from a participating physician in the HMO plan.

As of and for the Fiscal Year Ended September 30, 2024

1) Plan Description, Continued

The PEEHIP offers four optional plans (Hospital Indemnity, Cancer, Dental, and Vision) that may be selected in addition to or in lieu of the basic hospital medical plan or HMO. The Hospital Indemnity Plan provides a per-day benefit for hospital confinement, maternity, intensive care, cancer, and convalescent care. The Cancer Plan covers cancer disease only and benefits are provided regardless of other insurance. Coverage includes a per-day benefit for each hospital confinement related to cancer. The Dental Plan covers diagnostic and preventative services, as well as basic and major dental services. Diagnostic and preventative services include oral examinations, teeth cleaning, x-rays, and emergency office visits. Basic and major services include fillings, general aesthetics, oral surgery not covered under a Group Medical Program, periodontics, endodontics, dentures, bridgework, and crowns. Dental services are subject to a maximum of \$1,250 per year for individual coverage and \$1,000 per person per year for family coverage. The Vision Plan covers annual eye examinations, eyeglasses, and contact lens prescriptions.

PEEHIP members may opt to elect the PEEHIP Supplemental Plan as their hospital medical coverage in lieu of the PEEHIP Hospital Medical Plan. The PEEHIP Supplemental Plan provides secondary benefits to the member's primary plan provided by another employer. Only active and non-Medicare eligible retired members and dependents are eligible for the PEEHIP Supplemental Plan. There is no premium required for this plan, and the plan covers most out-of-pocket expenses not covered by the primary plan. The plan cannot be used as a supplement to Medicare, the PEEHIP Hospital Medical Plan, VIVA Health Plan (offered through PEEHIF), Marketplace (Exchange) Plans, Alabama State Employees' Insurance Board, Local Government Health Insurance Board, Medicaid, All Kids, Tricare, or Champus.

PEEHIP remains the primary payer for retired members until the retired member is Medicare eligible. If a member or dependent is already Medicare eligible due to age or disability at the time of his or her retirement, the member will be enrolled in the PEEHIP Medicare Advantage Plan on the date of the member's retirement. A Medicare eligible retired member and/or Medicare eligible dependent must have both Medicare Part A (hospital insurance) and Part B (medical insurance) to have coverage with PEEHIP.

Effective January 1, 2023, United Health Care (UHC) replaced the Humana contract. The MAPDP plan is fully insured by UHC and members are able to have all of their Medicare Part A, Part B, and Part D (prescription drug coverage) in one convenient plan. With the MAPDP plan for PEEHIP, retirees can continue to see their same providers with no interruption and see any doctor who accepts Medicare on a national basis. Retirees have the same benefits in and out-of-network and there is no additional retiree cost share if a retiree uses an out-of-network provider and no balance billing from the provider.

2) Contributions

In accordance with the *Code of Alabama 1975, Title 16, Chapter 25A, Articles 8 & 8.1*, the Board is required to certify to the Governor and the Legislature, the amount, as a monthly premium per active employee, necessary to fund the coverage of active and retired member benefits for the following fiscal year. The Legislature then sets the employer premium rate in the annual appropriation bill.

As of and for the Fiscal Year Ended September 30, 2024

2) Contributions, Continued

Each year, the State Legislature specifies the monthly employer rate that participating employers must contribute for each active employee. The monthly employer rate for fiscal year 2024 was \$800 per active employee. Approximately, 9.751% of the employer contributions were used to assist in funding retired member benefit payments in fiscal year 2024. Act 473 of the Legislature of 2003 requires universities that do not participate in the PEEHIP to pay the required monthly rate for each university retired member who participates in the plan. The required monthly employer rate for fiscal year 2024 was \$264 per university retired member. In addition to the employer payments each month, retired members are required to pay certain premium amounts. The required monthly retired member premiums for fiscal year 2024 are as follows:

Retired Member Premiums

Effective 10/1/2023

Retiree Premium Rates

retire i i emi um rates		
	Premium if Retiree Subscriber is Non-Medicare	Premium if Retiree Subscriber is Medicare
Coverage Type	Eligible	Eligible
Individual Coverage	\$190	\$25
Family Coverage:		
Non-Medicare eligible dependent(s) but no spouse	\$445	\$280
Non-Medicare eligible dependent(s) and Non-		
Medicare spouse	\$545	\$380
Non-Medicare eligible dependent(s) and Medicare		
eligible spouse	\$445	\$280
Non-Medicare eligible spouse only	\$520	\$355
Medicare eligible spouse only	\$255	\$90
Non-spousal Medicare eligible dependent only	\$255	\$90
Non-spousal Medicare eligible dependent and		
Medicare eligible spouse	\$320	\$155

As of and for the Fiscal Year Ended September 30, 2024

2) Contributions, Continued

- -PEEHIP Supplemental Plan \$0
- -Optional Plans (Hospital Indemnity, Cancer, Dental, Vision) up to two optional plans can be taken by retired members at no cost if the retired member is not also taking one of the hospital medical plans. Otherwise, retired members can purchase the optional plans at the normal monthly rate of \$38 or \$50 for family dental.
- -For employees who retired after September 30, 2005, but before January 1, 2012, the retired member premium increased by 2% of the employer contribution for each year under 25 years of service and was reduced by 2% for each year over 25 years of service.
- -Effective January 1, 2012, the retired member premiums paid by employees who retire with less than 25 years of service are increased by 4% of the employer contribution for each year under 25 years of service and are reduced by 2% for each year over 25 years of service. Additionally, non-Medicare eligible employees who retire are required to pay 1% more for each year less than age 65 (age premium) and to pay the net difference between the active employee subsidy and the non-Medicare eligible retired member subsidy (subsidy premium). When the retired member becomes Medicare eligible, the age and subsidy premiums no longer apply. However, the years of service premium (if applicable to the retired member) will continue to be applied throughout retirement. These changes were phased in over a five-year period ending October 1, 2016.

Surviving Spouse Premiums

Surviving Dependent Monthly Premiums

	Effective 10/1/2023
Individual Coverage:	
Non-Medicare eligible survivor	\$957
Medicare eligible survivor	\$65
Family Coverage:	
Non-Medicare eligible survivor and more than one dependent	
or only dependent non-Medicare eligible	\$1,362
Non-Medicare survivor and Medicare eligible dependent only	\$992
Medicare eligible survivor and more than one dependent or	
only dependent non-Medicare eligible	\$716
Medicare eligible survivor and Medicare eligible dependent only	\$130
Supplemental medical plan (individual or family)	\$178
Optional (each plan) - Cancer, Indemnity, Vision, and Individual	
Dental	\$38
Optional - Family dental premium	\$50
Tobacco premium for survivor enrolling in Hospital Medical	\$50
Wellness premium/non-Medicare eligible survivor	\$50

The rates above do not reflect any discounts, waivers, or retired member sliding scale adjustments.

As of and for the Fiscal Year Ended September 30, 2024

3) Net Other Postemployment Benefit (OPEB) Liability

The components of the net OPEB liability for benefits determined in accordance with GASB Statement No. 74, Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans, as of September 30, 2024, were as follows:

Total OPEB Liability	\$ 11,550,954,146
Less: Fiduciary Net Position	2,357,479,000
Net OPEB Liability	\$ 9,193,475,146

20.41%

Fiduciary Net Position as a
Percentage of the Total OPEB Liability

The total OPEB liability (TOL) is based on the actuarial valuation as of September 30, 2023. The result is rolled forward using standard actuarial techniques to the measurement date. The roll forward calculation adds the normal cost (also called the service cost) for the period October 1, 2023, through September 30, 2024, subtracts the actual benefit payments for the same period, and then applies the single equivalent interest rate (SEIR) for the period. If applicable, actuarial gains and losses arising from benefit changes, the differences between estimates and actual experience, and changes in assumptions or other inputs are reconciled to the TOL as of the measurement date. The following table shows the procedure used to determine the TOL as of September 30, 2024:

\$ 3,799,940,410
\$ (141,574,000)
\$ 261,040,739
\$ 115,473,371
\$ 5,070,325,401
\$ 2,445,748,225
\$ -
\$ 11,550,954,146
\$ \$ \$ \$ \$

^{*}The TOL as of September 30, 2023, was calculated using the discount rate as of the prior measurement date.

^{**}Change due to Experience includes demographic changes such as retirements, terminations, disabilities, and deaths different from expected as well as claims costs different than expected. The primary reason for the loss was higher than anticipated Medicare renewal premium rates through calendar year 2025.

^{***} Change due to Assumptions was due to changes in assumptions regarding aging factors (\$67.6M loss), changes in future health care trend rates for the Medicare plan (\$1,203.8M gain), and a change in the discount rate from 7.00% to 4.32% (\$3,581.90M loss).

As of and for the Fiscal Year Ended September 30, 2024

4) Actuarial Assumptions

The total OPEB liability was determined by an actuarial valuation as of September 30, 2023, and rolled forward to the measurement date of September 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.50%
Projected Salary Increases ¹	3.25% - 5.00%
Long-Term Investment Rate of Return ²	7.00%
Municipal Bond Index Rate at the Measurement Date	3.89%
Municipal Bond Index Rate at the Measurement Date	4.53%
Projected Year for Fiduciary Net Position (FNP) to be Depleted	2040
Single Equivalent Interest Rate at the Measurement Date	4.32%
Single Equivalent Interest Rate at the Prior Measurement Date	7.00%
Healthcare Cost Trend Rate	
Pre-Medicare Eligible	6.75%
Medicare Eligible	**
Ultimate Trend Rate	
Pre-Medicare Eligible	4.50% in 2033 FYE
Medicare Eligible	4.50% in 2028 FYE
Optional Plan Trend Rate	2.00%

¹Includes 2.75% wage inflation.

The rates of mortality are based on the Pub-2010 Public Mortality Plans Mortality Tables, adjusted generationally based on scale MP-2020, with an adjustment of 66-2/3% to the table beginning in 2019. The mortality tables are adjusted forward and/or back depending on the plan and group covered, as shown in the table below.

Group	Membership Table	Set Forward (+)/Set Back (-)	Adjustment to Rates
Active Members	Teacher Employee Below Median	None	65%
			Male: 108% ages < 63, 96% ages > 67; Phasing
Service Retirees	T 1 D 1 M 1	Male: +2	down 63 - 67
	Teacher Below Median	Female: +2	Female: 112% < 69, 98% ages > 74; Phasing
			down 69 - 74
Disabled Datiness	Tanahan Disahilitar	Male: +8	None
Disabled Retirees	Teacher Disability	Female: +3	None
D 6	Too show Continuoust Sympiyees Delevy Medien	Male: +2	None
Beneficiaries	Teacher Contingent Survivor Below Median	Female: None	None

²Compounded annually, net of investment expense, including inflation.

^{**}Initial Medicare claims are set based on scheduled increases through Plan Year 2025 with an assumed 0% increase for the upcoming 2026 – 2028 negotiation period.

As of and for the Fiscal Year Ended September 30, 2024

4) Actuarial Assumptions, Continued

The decremental assumptions used in the valuation were selected based on the actuarial experience study prepared as of September 30, 2020, submitted to and adopted by the TRS Board on September 13, 2021.

The remaining actuarial assumptions (e.g., initial per capita costs, health care cost trends, rate of plan participation, rates of plan election, etc.) were based on the actuarial valuation as of September 30, 2023.

The long-term expected return on plan assets is to be reviewed as part of regular experience studies prepared every five years, in conjunction with similar analysis for the TRS. Several factors should be considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation), as developed for each major asset class. These ranges should be 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 then adding expected inflation. The assumption is intended to be a long-term assumption and is not expected to change absent a significant change in the asset allocation, a change in the inflation assumption, or a fundamental change in the market that alters expected returns in future years.

The long-term expected rate of return on the OPEB plan investments will be determined based on the allocation of assets by asset class and by the mean and variance of real returns. The target asset allocation and best estimates of expected geometric real rates of return for each major asset class are to be summarized in a manner suggested by the following table:

		Long-Term
		Expected
	Target	Real Rate
Asset Class	Allocation	of Return*
Fixed Income	30.00%	4.40%
U.S. Large Stocks	38.00%	8.00%
U.S. Mid Stocks	8.00%	10.00%
U.S. Small Stocks	4.00%	11.00%
International Developed		
Market Stocks	15.00%	9.50%
Cash	5.00%	1.50%
Tota	al 100.00%	

^{*} Geometric mean, includes 2.50% inflation.

As of and for the Fiscal Year Ended September 30, 2024

4) Actuarial Assumptions, Continued

The discount rate (also known as SEIR, as described by GASB Statement No. 74) used to measure the total OPEB liability was 4.32%. Premiums paid to PEEHIP for active employees include an amount to partially fund the cost of coverage for retired employees. The projection of cash flows used to determine the discount rate assumed that plan contributions will be made at the current contribution rates. Each year, the State specifies the monthly employer rate that participating school systems must contribute for each active employee. Currently, the monthly employer rate is \$800 per non-university active member. 11.051% of the employer contributions were used to assist in funding retiree benefit payments in fiscal year 2023. 9.751% of the employer contributions were used to assist in funding retiree benefit payments in fiscal year 2024. It is assumed that the 9.751% will increase or decrease at the same rate as expected benefit payments for the closed group with a cap of 20.00%. It is assumed the \$800 rate will remain flat until, based on budget projections, it increases to \$904 in fiscal year 2026, \$1,114 in fiscal year 2027, and then will increase with inflation at 2.50% starting in fiscal year 2028. Projected future benefit payments for all current plan members were projected through 2122. Retiree benefit payments for University members are paid by the Universities and are not included in the cash flow projections.

The following table presents the net OPEB liability of the Trust calculated using the current healthcare trend rate, as well as what the net OPEB liability would be if calculated using one percentage point lower or one percentage point higher than the current rate:

		Curi	ent Healthcare					
1% D	ecrease (5.75%	Trer	nd Rate (6.75%	1%	Increase (7.75%			
decre	easing to 3.50%	decrea	sing to 4.50% for	decreasing to 5.50% for				
for pr	e-Medicare and	pre-	-Medicare and	pre	-Medicare and			
Knov	Known decreasing to 3.50% for Medicare		vn decreasing to	Known decreasing to 5.50% for Medicare				
3.509	% for Medicare	4.509	% for Medicare	5.50	% for Medicare			
3.509	% for Medicare Eligible)	4.50	% for Medicare Eligible)	5.50	% for Medicare Eligible)			

The following table presents the net OPEB liability of the Trust calculated using the discount rate of 4.32%, as well as what the net OPEB liability would be if calculated using one percentage point lower or one percentage point higher than the current rate:

	Current				
1%	Discount		1%		
Decrease	Rate	Incre as e			
 (3.32%)	(4.32%)	(5.32%)			
\$ 11,167,950,307	\$ 9,193,475,146	\$	7.615.653.405		

As of and for the Fiscal Year Ended September 30, 2024

5) Basis and Calculation of Employer Cost Share

GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefit Plans Other Than Pensions, requires participating employers to recognize their proportionate share of the net OPEB liability, deferred outflows of resources, deferred inflows of resources, and OPEB expense. Employer contributions per active member per month are summed and the contributions of any new units joining during the year are annualized to determine total employer contributions. Separately, the percentage of the retired members' expenses paid for by the per active member per month amount is calculated. For all participating agencies with both active and retired members participating in PEEHIP, the total employer contributions is reduced by the total retired member cost paid for by employer contributions from the universities where only retired members participate. It is not reduced by the previously discussed percentage. This calculation produces, by agency, their component of employer contributions specifically used for retired members and their dependents as the employer's cost share.

6) Measurement Focus and Basis of Accounting

The schedules are presented in accordance with the standards issued by the Governmental Accounting Standards Board (GASB). As prescribed by GASB, they are reported using the economic resources measurement focus and the accrual basis of accounting.

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Trust and additions to/deductions from the fiduciary net position of the Trust have been determined on the same basis as they are reported. For this purpose, benefit payments (including refunds of employer and employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts and disclosure in the financial statements. Actual results may differ from these estimates.

7) Additional Financial and Actuarial Information

Additional financial information supporting the preparation of the Schedule of Employer Allocations and the Schedule of OPEB Amounts by Employer (including the disclosure of the net OPEB liability and the unqualified audit opinion on the financial statements) is located in the Trust's financial statements for the fiscal year ended September 30, 2024. The supporting actuarial information is included in the GASB Statement No. 74 Report for PEEHIP prepared as of September 30, 2024. The additional financial and actuarial information is available at www.rsa-al.gov.

Supplementary Schedules

Alabama Retired Education Employees' Health Care Trust Schedule of Rate Sensitivity, Amortization of Deferred Outflows(Inflows), and Employer Contributions As of and for the Fiscal Year Ended September 30, 2024 (Dollar Amounts Not in Thousands)

						Projected Deferred Outflows/(Inflows) to be Recognized in OPEB Expense for the Fiscal Year Ended September 30.					September 30,	
	Employer	Net OPEB Liability @ Minus	Net OPEB Liability @ Plus	Net OPEB Liability @ Minus 1%	Net OPEB Liability @ Plus 1%							2024 Actual Employer
Employer	Code	1% Trend	1% Trend	(6.00%)	(8.00%)	2026	2027	2028	2029	2030	Thereafter	Contributions
Alabama A&M University	TAMI	\$ 39,290,306	\$ 61,161,901	\$ 59,333,338	\$ 40,460,615	\$ 2,074,364	\$ 2,559,383	\$ 1,927,548	\$ 3,608,337	\$ 6,259,269	\$ 2,008,162	\$ 761,254
Alabama Aerospace and Aviation Schools, Inc	TAER	1,078,910	1,679,503	1,629,291	1,111,047	236,716	235,913	199,775	233,133	209,276	59,736	20,904
Alabama Association of School Boards	TAAB	688,151	1,071,221	1,039,195	708,648	19,316	35,958	36,868	58,166	108,371	34,252	13,333
Alabama Education Association	TAEA	3,683,953	5,734,687 3,423,763	5,563,236	3,793,684	177,544 162,150	203,289	133,387	294,359	575,711	190,260	71,377 42,614
Alabama Fire College Alabama High School Athletic Association	TAFC TAAA	2,199,420 813,725	1,266,698	3,321,402 1,228,827	2,264,932 837,963	34,676	172,686 48,788	115,824 43,669	196,296 71,261	339,509 117,725	110,001 36,930	15,766
Alabama Industrial Development Training Institute	TIDT	8,116,393	12,634,516	12,256,781	8,358,149	617,076	658,785	443,048	733,403	1,267,757	401,253	157,256
Alabama Institute for Deaf and Blind	TAID	54,193,292	84,360,880	81,838,734	55,807,504	3,717,660	4,143,046	2,963,976	4,972,007	8,701,944	2,837,470	1,050,001
Alabama Retired State Employees Association	TREA	229,315	356,967	346,295	236,145	(15,397)	(12,126)	(11,284)	6,875	30,259	10,586	4,443
Alabama School of Cyber Technology & Engineering	TCYB	4,036,157	6,282,951	6,095,109	4,156,379	861,010	835,160	652,043	736,545	887,759	277,062	78,201
Alabama School of Fine Arts	THFA	4,257,989	6,628,269	6,430,103	4,384,818	282,555	307,341	211,084	381,688	661,019	211,067	82,499
Alabama State Employees Association	TASE	390,759	608,281	590,096	402,398	14,469 7,668,207	18,401 6,505,655	11,206	25,039 6,393,142	53,055	17,936	7,571 1,092,168
Alabama State University Alabama Technology Network	TMST TATN	56,369,641 2,689,895	87,748,730 4,187,269	85,125,297 4,062,082	58,048,678 2,770,016	169,625	202,402	3,246,616 143,157	227,248	9,934,108 419,305	3,016,058 136,786	52,117
Alabaster City School System	TALR	40,874,606	63,628,129	61,725,832	42,092,106	3,042,368	3,343,929	2,373,143	3,804,626	6,482,542	2,104,785	791,950
Albertville City Board of Education	TALB	28,968,300	45,093,981	43,745,802	29,831,156	1,739,150	1,973,963	1,348,010	2,404,162	4,415,938	1,442,069	561,264
Alexander City Board of Education	TALX	19,381,774	30,170,957	29,268,933	19,959,083	1,522,847	1,736,785	1,346,779	1,995,940	3,121,849	992,712	375,524
Andalusia City Board of Education	TADL	10,864,196	16,911,930	16,406,312	11,187,799	834,222	891,574	633,029	1,006,905	1,671,514	546,293	210,495
Anniston Board of Education	TANN	11,002,983	17,127,974	16,615,898	11,330,720	335,540	434,389	250,696	859,997	1,745,469	568,479	213,184
Arab City Board of Education Athens City Board of Education	TARB TATH	14,932,818 25,474,642	23,245,418 39,655,521	22,550,447 38,469,936	15,377,610 26,233,435	931,999 1,928,724	1,028,225 2,115,843	687,577 1,547,372	1,249,808 2,495,268	2,250,237 4,008,716	735,724 1,295,082	289,325 493,574
Athens State University	TATC	13,093,603	20,382,373	19,772,999	13,483,612	933,503	997,081	662,889	1,160,019	2,040,159	658,289	253,690
Attalla City Schools	TATT	9,102,245	14,169,159	13,745,542	9,373,366	459,253	559,734	409,350	773,336	1,411,817	461,583	176,357
Auburn City Board of Education	TAUB	54,923,198	85,497,100	82,940,984	56,559,151	3,990,150	4,279,732	3,001,030	5,107,016	8,690,155	2,813,287	1,064,143
Auburn University	TAPI	430,423,979	670,026,570	649,994,717	443,244,673	60,648,133	52,281,414	26,599,676	47,168,485	76,093,918	23,008,668	8,339,512
Autauga County Board of Education	TATG	54,845,882	85,376,745	82,824,228	56,479,532	3,409,771	3,833,612	2,672,565	4,834,708	8,552,518	2,782,031	1,062,645
Baldwin County Board of Education	TBLD	196,052,047 5,079,197	305,187,645 7,906,616	296,063,419 7,670,231	201,891,692 5,230,487	13,144,254 215,053	14,773,949 245,909	10,334,228 168,686	16,648,897 465,925	30,690,587 723,781	10,010,277 231,642	3,798,530 98,410
Barbour County Schools Bessemer Board of Education	TBAR TBSM	19,277,052	30,007,940	29,110,789	19,851,242	488,887	727,679	474,011	1,329,037	2,633,455	855,329	373,495
Bevill State Community College	TWCT	11,872,035	18,480,799	17,928,277	12,225,658	428,146	580,695	396,503	936,581	1,811,978	595,429	230,022
Bibb County Board of Education	TBIB	21,085,558	32,823,180	31,841,862	21,713,616	1,408,626	1,589,187	1,131,975	1,891,581	3,140,617	1,009,634	408,535
Birmingham City Schools	TBMH	123,348,615	192,012,652	186,272,030	127,022,702	5,163,201	6,453,514	4,303,268	9,641,326	18,979,909	6,210,530	2,389,893
Bishop State Community College	TMJC	9,411,043	14,649,855	14,211,867	9,691,362	383,874	524,932	405,409	848,347	1,541,247	496,920	182,340
Blount County Board of Education	TBLT	47,538,775	74,002,016	71,789,570	48,954,774	3,004,223	3,414,734	2,415,407	4,058,566	7,213,905	2,371,909	921,069
Boaz City Board of Education Breakthrough Charter School	TBOZ TBRK	15,432,893 2,046,337	24,023,867 3,185,464	23,305,623 3,090,228	15,892,580 2,107,289	1,112,901 468,248	1,224,716 466,723	894,531 352,894	1,461,955 305,426	2,410,868 362,570	781,153 109,493	299,014 39,648
Brewton City Board of Education	TBWT	7,261,946	11,304,428	10,966,458	7,478,252	593,427	630,712	433,173	640,376	1,107,323	365,078	140,701
Bullock County Board of Education	TBLK	8,662,145	13,484,070	13,080,935	8,920,157	484,960	589,557	428,854	765,985	1,384,031	450,713	167,830
Butler County Board of Education	TBLR	17,798,660	27,706,577	26,878,231	18,328,815	941,725	1,161,926	842,813	1,499,383	2,772,988	910,127	344,851
Calhoun Community College	TDEC	19,104,563	29,739,432	28,850,309	19,673,615	1,186,880	1,292,476	850,866	1,591,348	2,975,199	968,544	370,153
Calhoun County Board of Education	TCAL	54,901,313	85,463,033	82,907,936	56,536,615	2,588,930	3,150,380	2,151,579	4,293,691	8,284,909	2,722,552	1,063,719
CAPNA, Inc Central Alabama Community College	TNCA TACC	18,003,304 6,070,572	28,025,140 9,449,856	27,187,269 9,167,333	18,539,554 6,251,391	765,342 352,933	991,900 430,631	655,989 347,752	1,274,320 620,472	2,581,129 995,394	859,462 318,845	348,816 117,618
Chambers County Board of Education	TCHB	22,061,087	34,341,754	33,315,036	22,718,203	1,149,168	1,353,842	903,739	1,712,407	3,318,250	1,095,513	427,436
Chattahoochee Valley Community College	TCVS	5,177,261	8,059,268	7,818,319	5,331,471	378,507	404,528	278,174	468,776	797,726	259,243	100,310
Cherokee County Board of Education	TCHK	25,502,513	39,698,907	38,512,024	26,262,136	1,571,598	1,748,693	1,183,410	2,151,105	3,934,339	1,288,692	494,114
Chickasaw City School System	TCKW	7,975,077	12,414,536	12,043,377	8,212,625	729,485	730,299	461,353	692,950	1,233,029	400,093	154,518
Chilton County Board of Education	TCHT	43,940,034	68,399,977	66,355,016	45,248,840	2,602,561	2,873,562	1,885,665	3,673,519	6,757,861	2,205,949	851,343
Choctaw County Board of Education Clarke County Board of Education	TCHW TCLK	7,590,409 16,630,460	11,815,734 25,888,080	11,462,478 25,114,101	7,816,498 17,125,819	204,838 863,412	283,147 1,014,235	138,584 673,965	426,902 1,313,675	970,196 2,472,278	323,951 815,869	147,065 322,217
Clay County Board of Education	TCLY	11,659,288	18,149,623	17,607,002	12,006,574	576,489	606,810	323,375	960,323	1,830,454	580,645	225,900
Cleburne County Board of Education	TCLB	15,354,700	23,902,147	23,187,542	15,812,058	858,599	998,729	684,934	1,274,859	2,353,330	769,713	297,499
Coastal Alabama Community College	TBMC	19,023,634	29,613,452	28,728,096	19,590,275	1,285,335	1,503,719	1,108,143	1,714,793	3,012,301	977,858	368,585
Coffee County Board of Education	TCOF	14,759,194	22,975,142	22,288,251	15,198,814	1,346,985	1,403,953	999,697	1,491,050	2,335,794	750,852	285,961
Colbert County Board of Education	TCOL	20,291,601	31,587,254	30,642,887	20,896,010	1,234,198	1,420,551	994,737	1,713,580	3,114,164	1,016,872	393,152
Conecuh County Board of Education Coosa County Board of Education	TCON TCSA	11,605,198 6,288,739	18,065,423 9,789,468	17,525,319 9,496,792	11,950,873 6,476,056	564,036 287,663	705,521 386,858	515,896 302,007	944,154 550,479	1,751,298 956,173	575,682 312,796	224,852 121,845
Council for Leaders in Alabama Schools	TACA	418,940	652,149	632,652	431,418	22,566	26,530	22,247	17,210	39,730	21,398	8,117
Covenant Academy of Mobile	TCNT	1,929,537	3,003,646	2,913,846	1,987,011	414,397	412,960	348,331	427,857	384,649	101,736	37,385
Covington County Board of Education	TCOV	19,420,277	30,230,894	29,327,078	19,998,733	1,065,378	1,237,796	846,768	1,594,255	2,877,919	940,256	376,270
Crenshaw County Board of Education	TCRW	14,618,653	22,756,366	22,076,017	15,054,087	1,027,904	1,140,110	808,847	1,362,064	2,290,303	736,645	283,238
Cullman City Board of Education	TCMN	20,270,440	31,554,313	30,610,931	20,874,219	1,595,444	1,704,249	1,205,818	1,982,152	3,353,087	1,090,475	392,742
Cullman County Board of Education	TCUL TDAL	57,745,375 19,677,152	89,890,288 30,630,763	87,202,829 29,714,992	59,465,390	3,159,000 1,366,959	3,711,696 1,479,738	2,628,610 1,017,895	4,911,176 1,721,422	8,898,406 2,989,477	2,912,139 980,911	1,118,823 381,247
Dale County Board of Education Daleville City Board of Education	TDLV	7,246,411	11,280,244	10,942,998	20,263,260 7,462,254	565,206	1,479,738 594,185	398,691	653,918	1,145,156	370,437	381,247 140,400
Dallas County Board of Education	TDLS	19,219,607	29,918,517	29,024,040	19,792,086	522,700	706,249	337,596	1,146,035	2,812,829	945,675	372,382
Dauphin Island Sea Lab	TMES	4,458,452	6,940,323	6,732,828	4,591,253	230,531	282,075	216,515	393,526	666,531	217,401	86,383
Decatur Board of Education	TDTR	63,059,409	98,162,467	95,227,694	64,937,709	4,415,441	4,804,810	3,303,621	5,465,775	9,897,392	3,216,330	1,221,783
Dekalb County Board of Education	TDKB	54,546,426	84,910,591	82,372,011	56,171,156	3,254,620	3,713,920	2,575,085	4,651,695	8,505,275	2,774,370	1,056,843
Demopolis City Schools	TDPL	12,325,762	19,187,101	18,613,462	12,692,900	741,619	851,792	604,301	1,041,506	1,877,910	613,818	238,813
Dothan Board of Education Elba City Board of Education	TDTN TELB	55,793,747 4,594,297	86,852,255 7,151,787	84,255,624 6,937,970	57,455,631 4,731,143	2,969,932 339,672	3,519,093 375,631	2,498,871 269,423	4,796,966 408,770	8,609,223 700,164	2,816,931 227,095	1,081,010 89,015
Elnoa City Board of Education Elmore County Board of Education	TELM	4,594,297 69,621,178	108,376,953	105,136,796	71,694,929	4,524,295	4,965,834	3,426,526	6,156,838	10,861,018	3,539,772	1,348,918
Empower Schools of Alabama	TEMP	1,712,971	2,666,525	2,586,803	1,763,994	374,316	373,040	315,665	360,330	331,999	99,348	33,189
Enterprise Board of Education	TENP	40,086,998	62,402,085	60,536,443	41,281,037	2,211,902	2,591,253	1,805,269	3,320,637	6,101,228	1,986,073	776,690

Alabama Retired Education Employees' Health Care Trust Schedule of Rate Sensitivity, Amortization of Deferred Outflows(Inflows), and Employer Contributions As of and for the Fiscal Year Ended September 30, 2024 (Dollar Amounts Not in Thousands)

				(Dollar Amou	nts Not in Thousands)							
		N . OPED	N + OPED	N . OPER	N + OPED	Projected Deferred	d Outflows/(Inflows) to	be Recognized in O	PEB Expense for the	Fiscal Year Ended	September 30,	2024
		Net OPEB Liability @	Net OPEB Liability @	Net OPEB Liability @	Net OPEB Liability @							2024 Actual
	Employer	Minus	Plus	Minus 1%	Plus 1%							Employer
Employer	Code	1% Trend	1% Trend	(6.00%)	(8.00%)	2026	2027	2028	2029	2030	Thereafter	Contributions
Enterprise State Community College Escambia County Board of Education	TEPC TESC	6,400,738 32,241,520	9,963,814 50,189,292	9,665,925 48,688,778	6,591,391 33,201,872	426,961 2,017,775	488,509 2,322,594	370,761 1,679,252	605,832 2,927,469	1,027,369 5,028,054	333,223 1,627,138	124,015 624,683
Etowah County Board of Education	TETH	53,598,818	83,435,482	80,941,003	55,195,323	3,507,967	3,822,616	2,520,746	4,519,289	8,169,621	2,675,152	1,038,483
Eufaula City Board of Education	TEFL	17,710,506	27,569,350	26,745,107	18,238,035	1,095,874	1,209,829	823,803	1,555,035	2,878,649	937,047	343,143
Fairfield Board of Education	TFRF	11,302,336	17,593,967	17,067,958	11,638,989	900,366	1,000,665	732,669	1,133,479	1,956,749	637,510	218,984
Fayette County Board of Education	TFAY	15,504,737	24,135,705	23,414,117	15,966,565	928,884	1,099,176	817,445	1,345,957	2,411,235	790,039	300,406
Florence City Board of Education	TFLO	28,559,579	44,457,739	43,128,581	29,410,261	2,214,121	2,318,110	1,558,282	2,629,752	4,471,371	1,452,223	553,345
Floretta P Carson Visual And Performing Arts Academy	TCSN	821,776	1,279,231	1,240,986	846,254	159,605	158,993	131,468	165,338	221,265	70,508	2,738
Fort Payne City Board of Education Franklin County Board of Education	TFTP	20,045,719 27,062,143	31,204,498 42,126,730	30,271,574 40,867,263	20,642,804 27,868,221	1,559,862 2,056,344	1,681,767 2,178,916	1,261,016 1,501,032	2,048,255 2,455,700	3,109,803 4,157,611	1,009,944 1,349,946	388,388 524,332
Freedom Preparatory Academy Al	TFRK TFDM	580,074	902,982	40,807,203 875,985	597,352	112,568	112,136	92,706	116,614	156,092	49,732	1,332
Gadsden City Board of Education	TGDS	32,493,183	50,581,048	49,068,821	33,461,031	2,116,423	2,356,863	1,641,838	2,753,664	4,946,735	1,661,020	629,559
Gadsden State Community College	TGDC	16,909,736	26,322,819	25,535,843	17,413,413	879,654	1,068,778	769,848	1,444,130	2,625,917	856,663	327,628
Gardendale Board of Education	TGBE	-	-	-	-	-	-	-	-	-	-	-
Geneva City Board of Education	TGCB	7,472,009	11,631,426	11,283,680	7,694,572	409,913	485,993	345,932	645,388	1,148,718	373,984	144,771
Geneva County Board of Education	TGEN	17,227,825	26,817,977	26,016,197	17,740,976	1,037,973	1,174,032	799,066	1,433,812	2,644,756	866,560	333,791
George Corley Wallace State Community College	TGWS	6,660,866	10,368,746	10,058,751	6,859,267	352,940	416,738	275,364	555,004	1,086,295	355,109	129,055
Greene County Board of Education Gulf Shores City Board of Education	TGRN TGSC	7,193,662 13,783,457	11,198,133 21,456,245	10,863,341 20,814,765	7,407,934 14,194,014	260,866 3,183,275	368,915 2,415,624	274,354 1,048,356	535,975 1,449,151	1,035,569 2,245,306	340,947 722,004	139,378 267,056
Guntersville City Board of Education	TGUN	12,090,512	18,820,894	18,258,204	12,450,642	814,485	900,838	622,632	1,092,266	1,895,068	616,299	234,255
H. Councill Trenholm State Technical College	TMGT	6,343,499	9,874,712	9,579,487	6,532,448	301,005	364,673	254,013	495,910	946,512	308,915	122,906
Hale County Board of Education	THAL	14,517,905	22,599,535	21,923,875	14,950,338	770,292	915,026	623,842	1,204,739	2,181,576	709,598	281,286
Haleyville City Board of Education	THAV	10,380,792	16,159,431	15,676,311	10,689,997	628,182	724,249	502,510	843,717	1,566,156	513,512	201,129
Hartselle City Board of Education	THCS	25,121,560	39,105,890	37,936,738	25,869,836	2,340,284	2,380,864	1,678,068	2,555,771	4,205,089	1,361,947	486,733
Henry County Board of Education	THNY	15,926,774	24,792,674	24,051,445	16,401,172	1,031,896	1,148,776	783,740	1,351,962	2,439,585	796,580	308,583
Homewood City Board of Education	THOM	30,221,041	47,044,081	45,637,599	31,121,211	2,329,546	2,442,988	1,642,962	2,746,865	4,765,834	1,542,331	585,536
Hoover City Board of Education	THOV	90,270,455	140,520,989 60,870,495	136,319,819 59,050,643	92,959,268 40,267,840	5,193,007 2,608,620	5,798,458	3,799,798	7,162,105 3,487,951	13,748,029 6,111,123	4,525,502	1,749,000 757,627
Houston County Board of Education Huntsville City Schools	THTS	39,103,107 135,132,858	210,356,787	204,067,729	139,157,952	9,732,695	2,919,666 10,985,223	2,062,321 8,147,054	13,419,454	22,231,417	1,983,164 7,129,166	2,618,214
Ivy Classical Academy	TIVY	2,996,989	4,665,312	4,525,833	3,086,258	581,832	579,600	479,217	602,738	806,702	257,059	8,454
J. F. Drake State Technical College	THVS	3,648,908	5,680,133	5,510,314	3,757,595	267,046	294,469	199,402	326,840	581,941	191,265	70,698
J. F. Ingram State Technical College	TDRT	7,733,685	12,038,768	11,678,844	7,964,042	869,701	793,355	522,111	972,174	1,284,680	395,335	149,841
Jackson County Board of Education	TJKS	35,677,474	55,537,928	53,877,505	36,740,171	1,961,703	2,317,982	1,644,528	3,050,175	5,522,130	1,804,929	691,255
Jacksonville City Board of Education	TJCS	9,168,257	14,271,919	13,845,230	9,441,345	616,321	695,558	506,423	822,057	1,401,096	457,711	177,636
Jacksonville State University	TJST	49,758,788	77,457,837	75,142,072	51,240,913	3,269,888	3,590,304	2,484,420	4,309,360	7,712,707	2,514,617	964,082
Jasper City Board of Education Jefferson County American Federation of Teachers	TJSP TJFT	15,679,498 340,488	24,407,749 530,027	23,678,028 514,180	16,146,531 350,630	860,342 64,265	972,130 69,444	631,839 (4,159)	1,208,083 (121,147)	2,286,243 65,593	752,522 19,433	303,792 6,597
Jefferson County Board of Education	TJEF	206,303,189	321,145,254	311,543,942	212,448,177	11,279,368	13,161,097	9,149,657	17,314,623	31,715,910	10,364,077	3,997,147
Jefferson State Community College	TJJC	17,168,109	26,725,019	25,926,018	17,679,481	993,438	1,115,089	728,227	1,396,031	2,665,052	869,165	332,634
Lamar County Schools	TLAM	13,313,989	20,725,440	20,105,809	13,710,562	715,481	874,190	628,685	1,077,262	2,028,367	666,509	257,960
Lanett City Schools	TLNT	6,211,010	9,668,471	9,379,412	6,396,013	423,683	466,220	316,374	536,903	956,327	312,126	120,339
Lauderdale County Board of Education	TLAU	58,304,236	90,760,249	88,046,780	60,040,898	4,654,347	5,044,736	3,678,238	5,849,947	9,718,903	3,148,653	1,129,651
Law Enforcement AcademyBaldwin County	TSWP	-	-	-	-	(10,726)	(14,572)	(17,863)	(13,070)	(7,896)	(2,063)	-
Law Enforcement AcademyTuscaloosa	TLET	213,470	332,301 49,827,907	322,366 48,338,197	219,828 32,962,804	23,931	23,964 2,388,887	18,410	25,184	35,434	11,184	4,136
Lawrence County Board of Education Lawson State Community College	TLAW TLSC	32,009,366 13,877,599	21,602,792	20,956,931	14,290,959	2,099,612 1,006,228	1,138,399	1,712,027 897,198	2,786,776 1,548,446	4,907,035 2,567,195	1,606,229 835,975	620,185 268,880
Lee County Board of Education	TLEE	62,328,833	97,025,204	94,124,431	64,185,372	3,755,587	4,306,930	2,966,867	5,357,890	9,872,504	3,229,644	1,207,628
Leeds City Schools	TLDS	12,390,330	19,287,611	18,710,967	12,759,391	833,673	1,010,526	833,141	1,166,925	1,927,086	627,272	240,064
Life Academy	TLIA	2,175,214	3,386,082	3,284,848	2,240,005	422,841	421,221	348,363	438,015	586,052	186,757	9,603
Limestone County Board of Education	TLST	55,233,905	85,980,768	83,410,192	56,879,114	3,551,893	4,067,764	2,877,495	4,742,684	8,299,810	2,697,975	1,070,163
Linden City Board of Education	TLND	3,427,800	5,335,941	5,176,412	3,529,901	228,088	264,661	160,596	183,804	522,522	171,694	66,414
Lowndes County Board of Education	TLDN	13,170,093	20,501,442	19,888,508	13,562,380	750,738	893,869	704,829	1,331,883	2,150,100	695,353	255,172
Lurleen B. Wallace Community College Macon County Board of Education	TLUR TMAC	5,512,640 12,706,663	8,581,342 19,780,036	8,324,784 19,188,671	5,676,841 13,085,146	189,316 767,465	271,692 889,423	200,720 636,068	438,248 1,081,282	837,354 1,784,733	274,824 590,014	106,808 246,193
Madison City Board of Education Madison City Board of Education	TMDC	71,991,229	112,066,332	108,715,873	74,135,574	6,095,810	6,056,416	3,910,634	6,578,474	11,542,612	3,732,253	1,394,838
Madison County Board of Education	TMAD	113,363,691	176,469,456	171,193,530	116,740,365	6,522,297	7,589,803	5,212,648	9,043,716	16,644,872	5,446,700	2,196,434
MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy)	TACL	3,238,846	5,041,803	4,891,067	3,335,319	564,063	560,041	444,159	517,860	612,825	192,015	62,753
Magic City Acceptance Academy, LLC	TMAG	2,126,130	3,309,675	3,210,725	2,189,459	498,401	496,817	352,456	237,461	350,842	109,828	41,194
Marengo County Board of Education	TMNG	8,163,360	12,707,629	12,327,707	8,406,515	513,224	562,544	365,754	688,122	1,260,465	410,919	158,166
Marion County Board of Education	TMAR	19,760,249	30,760,117	29,840,478	20,348,832	1,247,975	1,444,887	1,022,564	1,699,342	2,999,699	980,693	382,857
Marion Military Institute	TMMI	4,969,004	7,735,082	7,503,825	5,117,012	170,568	236,811	159,719	361,744	756,485	249,400	96,275
Marshall County Board of Education	TMSH	38,785,121	60,375,497	58,570,445	39,940,383	2,742,945	3,028,190	2,160,269	3,581,498	5,984,403	1,941,334	751,466
Midfield City Board of Education Mobile County Public School System	TMID	5,953,514 331,885,027	9,267,636 516,634,293	8,990,561 501,188,421	6,130,847 341,770,624	245,538 16,241,940	222,989 19,425,228	16,222 13,012,089	319,076 26,510,340	859,081 50,646,830	281,801 16,638,951	115,350 6,430,309
Monroe County Fubic School System Monroe County Board of Education	TMON	20,925,920	32,574,677	31,600,789	21,549,223	976,350	1,204,346	853,117	1,679,665	3,174,351	1,039,851	405,442
Montgomery City and County Board of Education	TMTG	155,822,443	242,563,571	235,311,623	160,463,802	4,639,136	6,890,950	4,932,975	12,006,740	24,117,588	7,897,467	3,019,077
Montgomery Education Foundation	TMEF	8,243,927	12,833,045	12,449,374	8,489,483	1,858,419	1,852,279	1,470,208	1,491,707	1,498,631	424,350	159,727
Morgan County Board of Education	TMOR	46,825,799	72,892,150	70,712,886	48,220,561	2,330,315	2,838,355	2,056,201	3,891,806	7,176,271	2,349,112	907,255
Mountain Brook City Board of Education	TMTB	33,640,583	52,367,167	50,801,541	34,642,608	2,386,279	2,600,522	1,719,816	2,788,953	5,221,408	1,696,591	651,790
Muscle Shoals City Schools	TMSC	16,181,998	25,189,974	24,436,867	16,663,999	1,016,380	1,170,904	846,985	1,472,554	2,519,529	819,309	313,528
Northeast Alabama Community College Northwest Shoals Community College	TNEC	6,942,928 10,267,194	10,807,823 15,982,596	10,484,701 15,504,762	7,149,732 10,573,014	485,788 553,123	532,897 630,946	363,433 404,849	616,536 794,130	1,108,471 1,575,172	359,616 520,207	134,520 198,928
Northwest Shoals Community College Oneonta City Board of Education	TNWC TONE	7,578,899	11,797,818	11,445,098	7,804,646	482,309	533,722	366,983	655,466	1,154,667	377,246	146,842
Opelika City Board of Education Opelika City Board of Education	TOPK	32,510,163	50,607,481	49,094,464	33,478,517	2,380,668	2,624,651	1,893,579	3,047,742	5,153,076	1,669,691	629,888
Opp City Board of Education	TOPP	7,626,537	11,871,975	11,517,037	7,853,703	399,414	466,194	302,778	561,203	1,075,190	353,493	147,765
** *												

Alabama Retired Education Employees' Health Care Trust Schedule of Rate Sensitivity, Amortization of Deferred Outflows(Inflows), and Employer Contributions As of and for the Fiscal Year Ended September 30, 2024 (Dollar Amounts Not in Thousands)

Personal Property Pers		(Potal Amounts Not in Frontaines) Projected Deferred Outflows/(Inflows) to be Recognized in OPEB Expense for the Fiscal Year Ended September 30,											
Part			Net OPEB	Net OPEB	Net OPEB	Net OPEB			.,			,	2024
Professor													
Description Property Proper	Employee						2026	2027	2020	2020	2020	Th64	
Section Sect													
Control Cont													
Description of Telescone 1906 2,897-800 2,986-78 1,986-79 1,986-7													
Poster P													
Processing product florescens Thy 200.545 20.0000 20.000			19,268,794	29,995,085	29,098,319	19,842,738	1,376,327	1,501,495	1,042,518	1,732,473	2,959,913	963,318	373,335
Perform Perf	Pell City School System	TPEL	24,770,492	38,559,394	37,406,579	25,508,310	1,759,710	1,923,829	1,331,711	2,236,607	3,936,896	1,281,663	479,931
Peace Computement Flancism Pick 19-55-12 2-52-9-13 5-0-75 10-13-9 10-13-		TPRY	7,007,547	10,908,414	10,582,284	7,216,276	115,031	229,389	160,223	490,853	1,009,494	336,570	135,772
Patter P	Phenix City Board of Education	TPHC	40,853,652		61,694,188	42,070,527	2,584,896	2,834,813	1,864,459	3,505,007	6,054,775	1,889,733	
Pace Colory Series of Colors 154,071 22,087,077 23,087,08 18,087 23,087	Pickens County Board of Education	TPKS				16,729,001							
Pick Bande Composition	Piedmont City Schools												
Bandan Table 196.52 2,889.52 2,889.52 12.96.27 14.64.28 19.09.05 12.18 19.09 12.18 19.09 12.18 19.09 19.													
Marchane College	•												
Reame Case Spine Rice Ri													
Round North of Fidencies RISS 23,135/22 32,250/26 32,250													
Resemble (Proposed Professionisme) Resemble (Proposed Proposed	•												
Samular of Samular of Andonson TASA 17,709,714 27,708,256 35,079,877 18,329,00 18,329,00 19,04,00 59,41,02 15,064,00 120,007 10,022,00 10,022,00 10,000,00 1										, , , , , ,			
Samura S													
Skothen Standing Stan													
Semino polis of ficial polis polis of file polis polis 1,597.25 1,444.07 1,044.0											,,		
Select Policy P													
Second Community Colors Second Colors Se													
Skelly Comp Search Fisheatton Fishe 14,17,47e1 21,275,874,87 21,318,576 12,318,576 13,217,318 14,913,47 11,918,735 74,965,87 22,362,377 17,918,378 14,913,47 12,261,807 12,2				.,									/
Selbes Sack Community College TNS 1494,347 23,048/07 25,046.75 53,884.57 0,907.75 78,946 1,302.22 24,61.71 0,907.05 0,224.57 0,908.05 0,9													
Sead Succommunity College TSIC 5.31,768 Subble TSIC 17.001,761 17.001,77							948,120	1,079,753			2,461,371	796,206	289,529
Southern Community College	Snead State Community College	TSJC	5,311,763	8,268,644	8,021,435	5,469,980	232,627	299,396	254,861	510,846	843,544	265,364	102,916
Scheme TSTC \$2,339470 \$1,537,565 \$79,699,634 \$3,93,956 \$2,319,950 \$3,583,255 \$2,464,34 \$44,4172 \$8,002.79 \$20,4200 \$1,014,655 \$1,0200 \$1		TSUC	11,262,285	17,531,621	17,007,476	11,597,745	723,987	812,253	565,898	969,832	1,755,848	571,485	218,208
State of Alphams—High School of Math & Science THMS 3,102,434 4,829,455 4,829,655 1,468,508 3,194,844 11,700 175,300 155,662 25,954 42,799 10,244 60,110 52,850 59,1450 175,110 175,110 195,259 195,456 195,345 195,	Special Programming for Achievement Network	TBSC	1,788,584	2,784,228	2,700,988	1,841,859	8,521	36,933	23,907	122,548	269,764	88,940	34,654
Same Comp Stead of Efficienties TSIM 7,864,832 12,243,921 1,176,893 8,999,996 2,044 233,246 249,895 193,456 1,114,925 19,123,85 1,234,85	St. Clair County Board of Education	TSTC	52,379,470	81,537,365	79,099,634	53,939,656	3,271,959	3,588,235	2,406,424	4,454,172	8,090,279	2,634,290	1,014,858
Sylvang Cyr Bound of Education TSYL 13,815-21 21,90,781 22,90,781 30,863,791 42,27,445 751,513 915,329 604,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,885 12,13,791 698,120 20,67,785 20,67,791 698,120 20,67,785 20,67,791 698,120 20,67,785 20,67,791 698,120	State of AlabamaHigh School of Math & Science												
Talladego Crys Beard of Eficiacision TTLO 4635.569 17.46154	Sumter County Board of Education	TSUM	.,,	/ /	,,	.,			. ,				
Tallaspoac County Beard of Esheaction TTD6 46,353,659 72,160,300 70,002,916 47,736,418 2.002,330 3,025,602 2,085,781 3,837,106 7,066,390 2,2007,780 398,146 Tallaspoac County Beard of Esheaction TTA8 3,045,01 15,360,531 14,891,596 10,154,834 621,841 728,331 375,020 887,156 15,261,51 499,321 191,061 Tarnar Broard festioaction TTAR 8,252,650 12,246,624 14,042,57 8,048,465 661,842 67,391 489,882 785,099 11,299,734 415,999 198,865 Thorsawillicity Schools Trown 6,686,038 10,091,245 10,371,607 70,72,611 374,492 474,719 152,875 550,917 10,114,88 333,312 133,000 10													
Tallassocs Comp Board of Education TTAS 9,846,157 17A3 18,394,659 28,493,013 27,641,441 18,340,259 1,192,055 13,48,376 99,034 15,903,335 28,46,069 29,038 35,46,451 17A5 17A5 17A5 17A5 17A5 17A5 17A5 17													
Tallasses City Board of Education TAS 9,861,157 15,350,333 14,891,966 10,15,848 621,841 728,331 375,02 887,156 1,526,151 499,321 19,061 Tarm Board Education TTAR 8,232,650 12,286,623 12,462,547 6,888,885 66,842 69,134 49,073 133,060 Try Cyr Board Education TTRY 9,788,808 10,901,245 11,104,707 707,2611 374,492 474,719 352,875 550,917 10,11,888 333,312 133,060 Try Cyr Board Education TTR 9,208,590 151,317,241 14,44,944 9,863,941 22,478,331 11,190,484 6,072,23 10,600,272 11,719,17 5,187,162 1,883,376 Tuscalcost Control TTR 9,218,157 11,719,500 1107,560,33 73,810,33 39,89,825 4,586,511 19,060 33,312 11,143,844 36,055 11,383,46 11,383,46 11,383,46 11,383,46 11,383,46 11,383,46 11,383,46 11,383,46 11,383,46 11,383,46 11,383,48													
Tarme Road of Education TAR 8,252,569 12,486,624 12,46,247 8,498,465 648,442 697,391 499,852 78,099 1,299,754 415,990 179,980 170,000 17													
Thomsessille City Schools													
Troy Disvarior Education TRY 9.78.630 14,910,731 14,464,944 9,863,941 24,896 435,783 315,860 697,538 1,146,663 434,373 1855,875 1709 University Troy Uni													
Troy University Troy 197,059,90 151,317,243 146,793,296 101,011,346 13,478,233 11,794,144 6,077,223 10,660,272 17,179,317 5,187,162 1,883,376 Truscilloco City Bearl of Education TTUS 71,355,600 111,076,901 107,756,023 73,481,033 3,898,825 4,886,572 3,283,163 6,315,863 11,143,894 3,610,552 1,382,523 11,145,194 11,145,1													
Trassellosis City Beard of Education TTCB 29,186,157 45,433,111 44,074,793 30,055,501 2,017,500 2,206,688 1,556,688 2,703,904 4,641,792 1,595,334 56,3485 Tuscalcosa Carly Schools TTUS 11,55,000 TTUS 11,50,000 TTUS 11,500,000 TTUS 11,500													
Tuscaleosa City Schools TTUS 71,355,620 111,076,901 107,756,023 73,481,033 3,989,825 4,586,572 3,283,163 5,15,863 11,143,894 3,601,552 13,825,23 Tuscaleosa Compuny Schools TTIS 115,200,006 719,208,81 17,796,619 118,631,404 7,008,4451 7,979,212 5,550,017 9,898,885 17,790,124 5,873,044 22,320,144 12,202,014 12,202,014 18,827 11,863,140 7,008,202,014 19,821,404 7,008,402 18,827 11,863,140 7,008,202,014 19,821,404 7,008,402 18,827 11,008,206 687,812 73,833 524,944 95,61,53 1,599,806 50,8173 18,8827 18,827 10,008,206 687,812 72,544 195,413 19,20,113 13,259,806 50,8173 18,8827 17,448 10,009,113 18,922,144 19,615,33 1,259,806 50,8173 18,8827 17,448 11,008,515 194,234 196,153 1,348,802 19,002,102 11,002,002 194,148 10,001,102 10,002,102 10,002,102													
Tuscumbia (TIS 115,200,667 179,328,081 173,966,691 118,631,440 7,084,451 7,979,212 5,550,017 9,888,85 17,70,124 5,873,044 2,232,014 175,0016 (Tiscumbia City Board of Education TISC 9,774,67 15,251,88 14,795,416 10,089,296 687,812 735,83 154,94,288 10,20,719 15,297,06 457,842 173,448 10,100,100,100,100,100,100,100,100,100,													
Tisco Paerd of Education Paerd of Education Tisco Paerd of Education Paerd													
University of Alabama System (Chancellor's Office) TUC 8,952,104 13,935,440 13,518,811 9,218,733 1,76,842 1,108,551 594,238 1,020,719 1,529,706 457,842 173,448 University Charter School TUVC 4,491,226 6,991,340 6,782,320 4,625,002 747,421 725,470 534,167 575,001 763,051 242,228 87,018 40,100,100,100,100,100,100,100,100,100,1													
University Charter School TUVC 4,491,226 6,991,340 6,782,320 4,625,002 747,421 725,470 534,167 575,001 763,051 242,228 87,018 University of Alabama—Birmingham TUVA 349,172,673 543,545,388 527,244,956 359,573,200 49,299,459 42,394,975 21,549,331 38,232,579 61,772,788 18,672,234 6,765,259 University of Alabama—Huntsville TUMC 860,615,495 1,339,691,274 1,299,638,387 886,249,960 122,448,220 105,363,319 53,282,847 93,606,229 132,065,202 45,975,158 16,674,520 University of Alabama—Huntsville University of Montevallo University of Montevallo TUMC 4,4018,766 62,295,871 6043,405 41,201,773 5,486,043 10,797,053 5,939,06 8,984,769 14,907,357 4,519,018 1,6674,520 University of Montevallo University of Worth Alabama TUSA 318,555,918 495,885,313 481,095,779 328,044,488 43,809,239 37,602,212 18,560,593 34,140,95 55,985,048 16,932,373 6172,056 University of Worth Alabama TUSA 318,555,918 495,885,313 481,095,779 328,044,488 43,809,239 37,602,212 18,560,593 34,140,95 55,985,048 16,932,373 6172,056 University of Worth Alabama TUSA 318,555,918 495,885,313 481,095,779 328,044,488 43,809,239 37,602,212 18,560,593 34,140,95 55,985,048 16,932,373 6172,056 University of Worth Alabama TUSA 318,555,918 495,885,313 481,095,779 328,044,488 43,809,239 37,602,212 18,560,593 34,140,95 55,985,048 16,932,373 6172,056 University of Worth Alabama TUSA 318,555,918 495,885,313 481,095,779 328,044,488 43,809,239 37,602,212 18,560,593 34,140,95 55,985,048 16,932,373 6172,056 University of Worth Alabama TUSA 48,885,885,313 481,095,779 328,044,488 43,809,239 37,602,212 18,560,593 34,140,95 55,985,048 16,932,373 6172,056 University of Worth Alabama TUSA 48,885,885,313 481,095,779 39,333,709 37,962,212 18,560,593 34,340,395 55,985,048 16,932,373 6172,056 University of Worth Alabama TUSA 48,885,885,893 70,009,931 68,013,847 46,380,031 2,752,002 3,085,280 2,188,754 38,20,09 6,003,008 2,248,943 872,266 Walker Community College—Onthan													
University of Alabama—Birmingham TUMC 860,615,495 1,339,691,274 1,299,638,387 886,249,960 122,448,220 105,363,319 53,282,847 93,606,229 152,065,202 45,975,158 16,674,520 University of Alabama—Huntsville TUAH 83,007,941 129,215,677 125,352,503 85,480,432 12,486,433 10,797,053 5,593,906 8,984,769 14,907,357 4,519,018 1,6674,520 University of Montevallo University of North Alabama TEST 64,844,844 100,941,794 97,923,926 66,76,325 9,293,337 8,375,155 4,697,098 7,187,076 11,488,591 3,465,199 1,256,376 University of South Alabama TUSA 318,555,918 495,885,313 481,059,779 328,044,488 43,809,239 37,602,212 18,560,993 34,143,095 55,985,048 16,932,373 6,172,056 University of West Alabama Vestavia Hills Board of Education TVES 45,038,505 70,109,931 68,013,847 46,380,031 2,752,020 3,085,280 2,138,754 3,842,029 6,903,008 2,248,943 872,626 Walker Country Board of Education TWLK 46,867,243 72,956,665 70,775,472 48,263,240 2,367,278 2,485,317 2,076,660 4,022,861 7,169,555 2,345,391 Wallace State Community College—Hanceville TCUT 14,859,374 23,113,088 22,439,536 15,301,978 867,019 1,007,138 733,590 1,370,067 2,362,448 763,813 2879,02 Washington Country Board of Education TWSH 14,870,367 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 695,037 Wallace Country Board of Education TWED 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston Country Board of Education TWED 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston Country Board of Education TWED 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston Country Board of Education TWED 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston Country Board of Education TWED 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston Country Board of Education TWED 8,254,662 12,849,7													
University of Alabama - Huntsville	University of Alabama	TUVA	349,172,673	543,545,388	527,294,956	359,573,200	49,299,459	42,394,975	21,549,331	38,232,579	61,772,788	18,672,234	6,765,259
University of Alabama - Huntsville		TUMC	860,615,495	1,339,691,274	1,299,638,387	886,249,960	122,448,220	105,363,319	53,282,847	93,606,229	152,065,202	45,975,158	16,674,520
University of North Alabama TEST 64,844,844 100,941,794 97,923,926 66,776,325 9,293,337 8,375,155 4,697,098 7,187,076 11,488,591 3,465,199 1,256,376 University of South Alabama TUSA 318,555,918 495,885,313 481,059,779 328,044,488 43,809,239 37,602,212 18,560,593 34,143,095 55,985,048 16,932,373 61,72,056 University of West Alabama TUSA 318,555,918 495,885,313 481,059,779 328,044,488 43,809,239 37,602,212 18,560,593 34,143,095 55,985,048 16,932,373 61,72,056 University of West Alabama TUSA 318,555,918 495,885,313 481,059,779 328,044,488 43,809,239 37,602,212 18,560,593 34,143,095 55,985,048 16,932,373 61,72,056 University of West Alabama TUSA 318,555,918 495,885,513 481,059,779 328,044,488 43,809,239 37,602,212 18,560,593 34,143,095 55,985,048 16,932,373 61,72,056 University of West Alabama TUSA 218,555,918 495,885,513 481,059,779 328,044,488 43,809,239 37,602,212 18,560,939 34,143,095 55,985,048 16,932,373 61,72,056 University of West Alabama TUSA 45,038,505 70,109,931 68,013,847 46,380,031 2,752,020 3,085,280 2,138,754 3,842,029 6,903,008 2,248,943 872,626 Walker County Board of Education TWLK 46,867,243 72,956,665 70,775,472 48,263,240 2,367,278 2,485,317 2,076,660 4,022,861 7,169,555 2,345,391 90,868 Walker Community College—Dothan TOUT 14,859,374 23,131,088 22,439,536 15,301,978 867,019 1,007,138 733,590 1,370,067 2,362,448 763,813 287,902 Washington Country Board of Education TWSH 14,870,367 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 69,037 281,152 Wilcox Country Board of Education TWFD 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston Country Board of Education TWIN 17,705,189 27,561,074 26,737,078 18,232,560 1,257,506 1,312,017 917,936 1,804,075 2,719,280 882,225 343,040 Woodlawn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,377 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868	University of AlabamaHuntsville	TUAH	83,007,941	129,215,677	125,352,503	85,480,432	12,486,343	10,797,053	5,593,906		14,907,357	4,519,018	1,608,288
University of South Alabama TUSA 318,555,918 495,885,313 481,059,779 328,044,488 43,809,239 37,602,212 18,560,593 34,143,095 55,985,048 16,932,373 6,172,056 University of West Alabama TUVC 25,139,470 39,133,769 37,963,783 25,888,279 3,644,422 2,856,751 1,220,957 2,959,093 4,402,781 1,226,186 487,080 Vestavia Hills Board of Education TWLK 46,867,243 72,956,665 70,775,472 48,263,240 2,367,278 2,845,317 2,076,660 4,022,861 7,169,555 2,345,391 908,058 Wallace Community College—Dothan TGWD 12,875,901 12,875,901 20,043,483 19,444,241 13,259,425 663,262 800,866 561,720 1,071,198 733,590 1,370,067 2,362,448 74,909,355 695,037 289,742 Washington Country Board of Education TWSH 14,870,367 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 695,037 289,159 Winston Country Board of Education TWFD 8,254,662 12,849,756 12,465,586 8,500,537 571,696 63,204 571,693 571,903 571,903 573,903 571,904 573,908 573,908 573,908 573,908 573,908 573,908 574,908 574,908 575,908 575,985,048 16,932,373 6,172,056 64,902,375 1,220,575 1,220,575 1,220,575 1,220,575 1,220,575 1,220,575 1,220,575 2,956,066 4,022,861 7,169,575 2,345,391 908,058 Wallace Community College—Hanceville TCUT 14,859,374 23,131,088 22,439,356 13,019,78 867,019 1,071,183 733,590 1,370,067 2,362,448 73,802,019 24,862,137 1,071,181 733,590 1,370,067 2,362,448 74,958 74,	University of Montevallo	TALC	40,018,766			41,210,773		4,809,169	2,429,793			2,104,862	
University of West Alabama TLVC 25,139,470 39,133,769 37,963,783 25,888,279 3,644,422 2,856,751 1,220,957 2,959,093 4,402,781 1,326,186 487,080 Vestavia Hills Board of Education TVES 45,038,505 70,109,931 68,013,847 46,380,031 2,752,020 3,085,280 2,138,754 3,842,029 6,093,008 2,248,943 872,626 Vestavia Hills Board of Education TWLK 46,867,243 72,956,665 70,775,472 48,263,240 2,367,278 2,845,317 2,076,660 4,022,861 7,169,555 2,345,391 90,865 Vestavia Hills Board of Education TGWD 12,875,901 20,043,483 19,444,241 13,259,425 663,262 800,866 561,720 1,073,198 1,991,787 651,958 249,472 (10,000) Washington County Board of Education TWSH 14,870,374 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 695,037 288,115 Vestication TWL 11,848,552 18,444,244 17,892,814 12,201,475 603,488 741,958 540,063 1,015,299 1,781,101 577,649 (20,000) Wincox County Board of Education TWFD 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Vestication TWIN 17,705,189 27,561,074 26,737,078 18,232,560 1,257,506 1,312,017 917,936 1,804,075 2,719,280 882,225 343,040 Veodalwn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,337 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868													
Vestavia Hills Board of Education TVES 45,038,505 70,109,931 68,013,847 46,380,031 2,752,020 3,085,280 2,138,754 3,842,029 6,903,008 2,248,943 872,626 Walker County Board of Education TVLK 46,867,243 72,956,665 70,775,472 48,263,240 2,367,278 2,845,317 2,076,666 4,022,861 7,169,555 2,345,391 90,080 Walkace Community College—Dothan TGWD 12,875,901 20,43,483 19,444,241 13,259,425 663,262 800,866 561,720 1,073,198 1,991,787 661,958 249,725 Walkace Community College—Hanceville TCUT 14,859,374 23,131,088 22,439,536 15,301,978 867,019 1,007,138 733,590 1,370,067 2,362,448 763,813 287,902 Washington County Board of Education TWSH 14,870,367 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 69,037 288,15 Wilcox County Board of Education TWFD 8,254,662													
Walker County Board of Education TWLK 46,867,243 72,956,665 70,775,472 48,263,240 2,367,278 2,845,317 2,076,660 4,022,861 7,169,555 2,345,391 908,058 Wallace Community College-Dothan TGWD 12,875,901 20,043,483 19,444,241 13,259,425 663,262 800,866 561,720 1,073,198 1,991,787 651,958 249,747 Wallace State Community College-Hanceville TCUT 14,889,374 23,131,088 22,439,365 15,301,978 867,019 1,007,138 733,590 1,370,067 2,362,448 329,747 Washington County Board of Education TWSH 14,870,367 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 695,037 288,115 Winfield Ciby Board of Education TWIL 11,848,552 18,444,244 17,892,814 12,201,475 603,488 741,958 540,663 1,015,299 1,781,101 577,649 29,957 Winfield Ciby Board of Education TWFD 8,254,662 12,849,756													
Wallace Community College—Dothan TGWD 12,875,901 20,43,483 19,444,241 13,259,425 663,262 800,866 561,720 1,073,198 1,991,787 651,958 249,472 Wallace State Community College—Hanceville TCUT 14,859,374 23,131,088 22,495,356 15,301,978 867,019 1,007,138 733,990 1,370,067 2,362,448 763,813 287,902 Washington County Board of Education TWH 14,870,367 23,148,201 22,456,137 15,312,998 651,752 814,410 511,751 1,018,649 2,092,355 695,037 288,115 Wilcox County Board of Education TWIL 11,848,552 18,444,244 17,892,814 12,201,475 603,488 741,958 540,063 1,015,299 1,781,101 577,693 229,556 Winfield City Board of Education TWFD 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston County Board of Education TWIN 17,705,189 27													
Wallace State Community College—Hanceville TCUT 14,859,374 23,131,088 22,439,536 15,301,978 867,019 1,007,138 733,590 1,370,067 2,362,448 763,813 287,902 Washington County Board of Education TWSH 14,870,367 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 695,037 283,15 Wilcox County Board of Education TWFD 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston County Board of Education TWIN 17,705,189 27,561,074 26,737,078 18,232,560 1,257,506 1,312,017 917,936 1,804,075 2,719,280 882,225 343,040 Woodlawn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,337 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868	*												
Washington County Board of Education TWSH 14,870,367 23,148,201 22,456,137 15,313,298 651,752 814,410 511,751 1,018,464 2,092,355 695,037 288,115 Wilcox County Board of Education TWIL 11,848,552 18,444,244 17,892,814 12,201,475 603,488 741,958 540,063 1,105,299 1,781,101 577,649 259,567 Winfield Ciby Board of Education TWFD 8,254,662 12,2849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,091 741,092 29,567 Winston County Board of Education TWIN 17,705,189 27,561,074 26,737,078 18,232,560 1,257,506 1,312,017 917,936 1,804,075 2,719,280 882,225 343,040 Woodlawn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,337 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868													
Wilcox County Board of Education TWIL 11,848,552 18,444,244 17,892,814 12,201,475 603,488 741,958 540,663 1,015,299 1,781,101 577,649 229,567 Winfield City Board of Education TWFD 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston County Board of Education TWIN 17,705,189 27,561,074 26,737,078 18,232,560 1,257,506 1,312,017 917,936 1,804,075 2,719,280 882,225 343,040 Woodlawn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,337 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868													
Winfield City Board of Education TWFD 8,254,662 12,849,756 12,465,586 8,500,537 571,696 632,045 443,917 721,701 1,280,117 421,027 159,935 Winston County Board of Education TWIN 17,705,189 27,561,074 26,737,078 18,232,560 1,257,506 1,312,017 917,936 1,804,075 2,719,280 882,225 343,040 Woodlawn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,337 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868													
Winston County Board of Education TWIN 17,705,189 27,561,074 26,737,078 18,232,560 1,257,506 1,312,017 917,936 1,804,075 2,719,280 882,225 343,040 Woodlawn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,337 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868													
Woodlawn Community Charter School (i3 Academy) TWDL 4,741,547 7,381,008 7,160,337 4,882,780 1,110,257 1,071,913 758,507 593,928 785,315 253,908 91,868													
Total for All Employers \$ 7,395,373,339 \$ 11,512,129,625 \$ 11,167,950,307 \$ 7,615,653,405 \$ 642,711,667 \$ 637,203,241 \$ 3,89,498,877 \$ 6,94,299,980 \$ 1,197,601,493 \$ 380,560,690 \$ 143,180,927	woodawa Community Charter School (13 Academy)	IWDL	7,/71,34/	7,561,006	7,100,337	4,002,700	1,110,237	1,071,913	750,507	373,720	705,515	255,900	71,000
		Total for All Employers	\$ 7,395,373,339	\$ 11,512,129,625	\$ 11,167,950,307	\$ 7,615,653,405	\$ 642,711,667	\$ 637,203,241	\$ 389,498,877	\$ 694,299,980	\$ 1,197,601,493	\$ 380,560,690	\$ 143,180,927