

Alabama Retired Education Employees' Health Care Trust

*Schedules of Employer Allocations*

&

*Other Postemployment Benefit Amounts by Employer*

*As of and for the Fiscal Year Ended September 30, 2021*

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David G. Bronner, Ph.D., J.D., Chief Executive Officer

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**Alabama Retired Education Employees' Health Care Trust**  
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## **INDEPENDENT AUDITORS' REPORT**

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

We have audited the accompanying schedule of employer allocations of the Alabama Retired Education Employees' Health Care Trust (the entity) as of and for the year ended September 30, 2021, and the related notes. We have also audited the total for all entities of the columns titled 2021 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, 2021, and the related notes.

### **Management's Responsibility for the Financial Information**

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

### **Auditors' Responsibility**

Our responsibility is to express an opinion on the schedule of employer allocations and the specified column totals included in the schedule of other postemployment benefit amounts by employer based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedule of employer allocations and specified column totals included in the schedule of other postemployment benefit amounts by employer are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedule of employer allocations and specified column totals included in the schedule of other postemployment benefit amounts by employer. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the schedule of employer allocations and specified column totals included in the schedule of other postemployment benefit amounts by employer, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the schedule of employer allocations and specified column totals included in the schedule of other postemployment benefit amounts by employer in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating 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 of employer allocations and specified column totals included in the schedule of other postemployment benefit amounts by employer.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

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, 2021 and the 2021 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, 2021, in accordance with accounting principles generally accepted in the United States of America.

### **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, 2021, 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, 2021, and our report thereon, dated February 15, 2022, 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.

*Carr, Rigger & Ingram, L.L.C.*

August 19, 2022  
Montgomery, Alabama

**Alabama Retired Education Employees' Health Care Trust**  
**Schedule of Employer Allocations**  
**For the Fiscal Year Ended September 30, 2021**  
**(Dollar Amounts Not in Thousands)**

<b>Employer</b>	<b>Employer Code</b>	<b>2021 Employer Contributions</b>	<b>2021 Employer Allocation Percentage</b>
Alabama A&M University	TAMI	\$ 927,303	0.537017%
Alabama Association of School Boards	TAAB	17,495	0.010132%
Alabama Education Association	TAEA	94,107	0.054499%
Alabama Fire College	TAFC	52,736	0.030540%
Alabama High School Athletic Association	TAAA	20,290	0.011750%
Alabama Industrial Development Training	TIDT	196,217	0.113633%
Alabama Institute for Deaf and Blind	TAID	1,262,683	0.731241%
Alabama Retired State Employees Association	TREA	8,075	0.004676%
Alabama School of Cyber Technology & Engineering	TCYB	20,703	0.011989%
Alabama School of Fine Arts	THFA	102,889	0.059585%
Alabama State Employees Association	TASE	11,180	0.006475%
Alabama State University	TMST	1,136,729	0.658299%
Alabama Technology Network	TATN	66,812	0.038692%
Alabaster City School System	TALR	944,758	0.547125%
Albertville City Board of Education	TALB	728,522	0.421899%
Alexander City Board of Education	TALX	415,420	0.240577%
Andalusia City Board of Education	TADL	250,925	0.145315%
Anniston Board of Education	TANN	288,044	0.166811%
Arab City Board of Education	TARB	373,157	0.216102%
Athens City Board of Education	TATH	565,414	0.327441%
Athens State University	TATC	316,669	0.183388%
Attalla City Schools	TATT	224,820	0.130197%
Auburn City Board of Education	TAUB	1,273,781	0.737668%
Auburn University	TAPI	9,060,993	5.247374%
Autauga County Board of Education	TATG	1,323,080	0.766218%
Baldwin County Board of Education	TBLD	4,851,376	2.809514%
Barbour County Schools	TBAR	120,495	0.069781%
Bessemer Board of Education	TBSM	544,975	0.315604%
Bevill State Community College	TWCT	307,365	0.178000%
Bibb County Board of Education	TBIB	507,032	0.293631%
Birmingham City Schools	TBMH	3,221,199	1.865451%
Bishop State Community College	TMJC	224,392	0.129949%
Blount County Board of Education	TBLT	1,165,955	0.675224%
Boaz City Board of Education	TBOZ	352,165	0.203945%
Breakthrough Charter School	TBRK	26,132	0.015133%
Brewton City Board of Education	TBWT	173,429	0.100436%
Bullock County Board of Education	TBLK	208,101	0.120515%
Butler County Board of Education	TBLR	440,907	0.255337%
Calhoun Community College	TDEC	480,037	0.277998%
Calhoun County Board of Education	TCAL	1,429,801	0.828022%
CAPNA, Inc.	TNCA	493,488	0.285787%
Central Alabama Community College	TACC	130,177	0.075388%
Chambers County Board of Education	TCHB	575,405	0.333227%
Chattahoochee Valley Community College	TCVS	122,441	0.070908%
Cherokee County Board of Education	TCHK	632,395	0.366231%

*The accompanying notes are an integral part of the Schedules of Employer Allocations and OPEB Amounts by Employer.*

**Alabama Retired Education Employees' Health Care Trust**  
**Schedule of Employer Allocations**  
**For the Fiscal Year Ended September 30, 2021**  
**(Dollar Amounts Not in Thousands)**

<b>Employer</b>	<b>Employer Code</b>	<b>2021 Employer Contributions</b>	<b>2021 Employer Allocation Percentage</b>
Chickasaw City School System	TCKW	194,923	0.112883%
Chilton County Board of Education	TCHT	1,099,434	0.636701%
Choctaw County Board of Education	TCHW	231,784	0.134230%
Clarke County Board of Education	TCLK	429,315	0.248624%
Clay County Board of Education	TCLY	300,889	0.174250%
Cleburne County Board of Education	TCLB	385,519	0.223261%
Coastal Alabama Community College	TBMC	451,514	0.261479%
Coffee County Board of Education	TCOF	319,438	0.184992%
Colbert County Board of Education	TCOL	504,043	0.291900%
Conecuh County Board of Education	TCON	294,515	0.170559%
Coosa County Board of Education	TCSA	151,979	0.088014%
Council for Leaders in Alabama Schools	TACA	11,180	0.006475%
Covington County Board of Education	TCOV	492,356	0.285132%
Crenshaw County Board of Education	TCRW	340,367	0.197112%
Cullman City Board of Education	TCMN	447,204	0.258983%
Cullman County Commission on Education	TCUL	1,424,472	0.824936%
Dale County Board of Education	TDAL	474,657	0.274882%
Daleville City Board of Education	TDLV	172,339	0.099804%
Dallas County Board of Education	TDLS	567,864	0.328860%
Dauphin Island Sea Lab	TMES	107,372	0.062181%
Decatur Board of Education	TDTR	1,541,562	0.892745%
DeKalb County Board of Education	TDKB	1,345,766	0.779356%
Demopolis City Schools	TDPL	305,887	0.177144%
Dothan Board of Education	TDTN	1,365,631	0.790860%
Elba City Board of Education	TELB	110,369	0.063917%
Elmore County Board of Education	TELM	1,672,813	0.968754%
Enterprise Board of Education	TENP	1,011,901	0.586009%
Enterprise State Community College	TEPC	145,910	0.084499%
Escambia County Board of Education	TESC	763,074	0.441909%
Etowah County Board of Education	TETH	1,330,353	0.770430%
Eufaula City Board of Education	TEFL	427,690	0.247683%
Fairfield Board of Education	TFRF	242,558	0.140469%
Fayette County Board of Education	TFAY	376,278	0.217909%
Florence City Board of Education	TFLO	666,223	0.385821%
Fort Payne City Board of Education	TFTP	425,372	0.246340%
Franklin County Board of Education	TFRK	639,390	0.370282%
Gadsden City Board of Education	TGDS	788,119	0.456413%
Gadsden State Community College	TGDC	416,779	0.241364%
Geneva City Board of Education	TGCB	182,998	0.105977%
Geneva County Board of Education	TGEN	431,227	0.249731%
George Corley Wallace State Community College	TGWS	166,517	0.096433%
Greene County Board of Education	TGRN	192,998	0.111768%
Gulf Shores City Board of Education	TGSC	286,120	0.165697%
Guntersville City Board of Education	TGUN	286,125	0.165700%
H. Councill Trenholm State Technical College	TMGT	166,115	0.096200%

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**(Dollar Amounts Not in Thousands)**

<b>Employer</b>	<b>Employer Code</b>	<b>2021 Employer Contributions</b>	<b>2021 Employer Allocation Percentage</b>
Hale County Board of Education	THAL	366,375	0.212174%
Haleyville City Board of Education	THAV	264,110	0.152951%
Hartselle City Board of Education	THCS	535,300	0.310001%
Henry County Board of Education	THNY	394,194	0.228284%
Homewood City Board of Education	THOM	714,401	0.413722%
Hoover City Board of Education	THOV	2,325,821	1.346922%
Houston County Board of Education	THST	936,431	0.542303%
Huntsville City Schools	THTS	2,976,787	1.723908%
J. F. Drake State Technical College	THVS	86,133	0.049881%
J. F. Ingram State Technical College	TDRT	133,814	0.077494%
Jackson County Board of Education	TJKS	877,494	0.508172%
Jacksonville City Board of Education	TJCS	217,677	0.126060%
Jacksonville State University	TJST	1,214,546	0.703364%
Jasper City Board of Education	TJSP	412,196	0.238710%
Jefferson County American Federation of Teachers	TJFT	40,529	0.023471%
Jefferson County Board of Education	TJEF	5,143,795	2.978859%
Jefferson State Community College	TJJC	437,949	0.253624%
Lamar County Schools	TLAM	339,093	0.196374%
Lanett City Schools	TLNT	151,720	0.087864%
Lauderdale County Board of Education	TLAU	1,259,333	0.729301%
Law Enforcement Academy--Baldwin County	TSWP	2,588	0.001499%
Law Enforcement Academy--Tuscaloosa	TLET	3,934	0.002278%
Lawrence County Board of Education	TLAW	776,148	0.449480%
Lawson State Community College	TLSC	264,289	0.153054%
Lee County Board of Education	TL EE	1,524,543	0.882889%
Leeds Board of Education, City of	TLDS	283,120	0.163960%
Limestone County Board of Education	TLST	1,361,178	0.788281%
Linden City Board of Education	TLND	106,896	0.061905%
Lowndes County Board of Education	TLDN	282,940	0.163855%
Lurleen B. Wallace Community College	TLUR	142,169	0.082332%
Macon County Board of Education	TMAC	312,105	0.180745%
Madison City Board of Education	TMDC	1,694,835	0.981508%
Madison County Board of Education	TMAD	2,926,706	1.694905%
MAEF Public Charter Schools, Inc. (ACCEL Day and Evening Academy)	TACL	31,674	0.018343%
Magic City Acceptance Academy	TMAG	42,326	0.024512%
Marengo County Board of Education	TMNG	203,247	0.117704%
Marion County Board of Education	TMAR	484,164	0.280388%
Marion Military Institute	TMMI	134,691	0.078002%
Marshall County Board of Education	TMSH	903,918	0.523474%
Midfield City Board of Education	TMID	186,182	0.107821%
Mobile County Public School System	TMOB	8,525,224	4.937105%
Monroe County Board of Education	TMON	537,084	0.311034%
Montgomery City and County Board of Education	TMTG	4,102,440	2.375792%
Montgomery Education Foundation	TMEF	61,299	0.035499%
Morgan County Board of Education	TMOR	1,174,117	0.679951%

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**Alabama Retired Education Employees' Health Care Trust**  
**Schedule of Employer Allocations**  
**For the Fiscal Year Ended September 30, 2021**  
**(Dollar Amounts Not in Thousands)**

<b>Employer</b>	<b>Employer Code</b>	<b>2021 Employer Contributions</b>	<b>2021 Employer Allocation Percentage</b>
Mountain Brook City Board of Education	TMTB	849,329	0.491861%
Muscle Shoals City Schools	TMSC	380,833	0.220547%
Northeast Alabama Community College	TNEC	166,769	0.096579%
Northwest Shoals Community College	TNWC	268,109	0.155266%
Oneonta City Board of Education	TONE	184,996	0.107134%
Opelika City Board of Education	TOPK	748,193	0.433291%
Opp City Board of Education	TOPP	206,420	0.119541%
Organized Community Action Program, Inc.	TOCA	145,789	0.084429%
Oxford City Schools	TOXF	660,476	0.382493%
Ozark City Board of Education	TOZK	314,341	0.182040%
Pelham City Board of Education	TPLS	457,773	0.265104%
Pell City School System	TPEL	585,670	0.339171%
Perry County Board of Education	TPRY	192,963	0.111748%
Phenix City Board of Education	TPHC	1,037,329	0.600735%
Pickens County Board of Education	TPKS	408,177	0.236382%
Piedmont City Schools	TPMT	149,853	0.086782%
Pike County Board of Education	TPIK	367,883	0.213047%
Pike Road City Schools	TPRB	300,199	0.173850%
Randolph County Board of Education	TRAN	359,017	0.207913%
Reid State Technical College	TEVN	61,691	0.035726%
Roanoke City Schools	TROK	216,138	0.125169%
Russell County Board of Education	TRUS	587,502	0.340232%
Russellville City Board of Education	TRSV	397,317	0.230093%
Saraland Board of Education	TSAR	424,577	0.245880%
Satsuma City Schools	TSTM	198,295	0.114836%
School Superintendents of Alabama	TSAL	6,211	0.003597%
Scottsboro Board of Education	TSCO	404,964	0.234522%
Selma Public Schools	TSMA	441,628	0.255754%
Sheffield City Board of Education	TSHF	176,410	0.102162%
Shelby County Board of Education	TSBY	3,192,221	1.848669%
Shelton State Community College	TTVS	347,886	0.201467%
Snead State Community College	TSJC	122,535	0.070962%
Southern Union State Community College	TSUC	276,375	0.160053%
Special Programming for Achievement Network	TBSC	50,104	0.029016%
St. Clair County Board of Education	TSTC	1,297,163	0.751209%
State of Alabama--High School of Math & Science	THMS	81,502	0.047199%
Sumter County Board of Education	TSUM	210,061	0.121650%
Sylacauga City Board of Education	TSYL	329,442	0.190785%
Talladega City Board of Education	TTAL	316,619	0.183359%
Talladega County Board of Education	TTDG	1,167,834	0.676312%
Tallapoosa County Board of Education	TTPS	447,169	0.258963%
Tallassee City Board of Education	TTAS	233,115	0.135001%
Tarrant Board of Education	TTAR	189,516	0.109752%
Thomasville City Schools	TTOM	175,830	0.101826%
Troy City Board of Education	TTRY	260,535	0.150880%

*The accompanying notes are an integral part of the Schedules of Employer Allocations and OPEB Amounts by Employer.*



**Alabama Retired Education Employees' Health Care Trust**  
**Schedule of Employer Allocations**  
**For the Fiscal Year Ended September 30, 2021**  
**(Dollar Amounts Not in Thousands)**

<b>Employer</b>	<b>Employer Code</b>	<b>2021 Employer Contributions</b>	<b>2021 Employer Allocation Percentage</b>
Troy University	TTST	2,047,331	1.185644%
Trussville City Board of Education	TTCB	677,874	0.392568%
Tuscaloosa City Schools	TTUS	1,721,288	0.996827%
Tuscaloosa County Schools	TTLS	2,822,283	1.634432%
Tuscumbia City Board of Education	TTSC	220,713	0.127819%
University Chancellor's Office	TUCO	181,720	0.105237%
University Charter School	TUWC	72,762	0.042138%
University of Alabama	TUVA	7,359,681	4.262116%
University of Alabama--Birmingham	TUMC	18,266,442	10.578406%
University of Alabama--Huntsville	TUAH	1,767,345	1.023499%
University of Montevallo	TALC	870,887	0.504345%
University of North Alabama	TFST	1,351,442	0.782643%
University of South Alabama	TUSA	6,863,813	3.974950%
University of West Alabama	TLVC	488,225	0.282739%
Vestavia Hills Board of Education	TVES	1,112,643	0.644350%
Walker County Board of Education	TWLK	1,149,076	0.665449%
Wallace Community College--Dothan	TGWD	322,119	0.186545%
Wallace State Community College--Hanceville	TCUT	347,378	0.201172%
Washington County Board of Education	TWSH	415,696	0.240737%
Wilcox County Board of Education	TWIL	292,923	0.169637%
Winfield City Board of Education	TWFD	198,677	0.115057%
Winston County Board of Education	TWIN	377,227	0.218459%
Woodlawn Community Charter School (i3 Academy)	TWDL	77,872	0.045097%
	<b>Total</b>	<b>\$ 172,676,699</b>	<b>100.000000%</b>

*The accompanying notes are an integral part of the Schedules of Employer Allocations and OPEB Amounts by Employer.*



**Alabama Retired Education Employees' Health Care Trust**  
**Schedule of Other Postemployment Benefit (OPEB) Amounts by Employer**  
**For the Fiscal Year Ended September 30, 2021, with Net OPEB Liability as of September 30, 2020**  
**(Dollar Amounts Not in Thousands)**

Employer	Employer Code	2020			2021			Deferred Outflows			Deferred Inflows			OPEB Expense			
		Net OPEB Liability	Net OPEB Expense	Net OPEB Liability	Difference Between Expected & Actual Experience	Difference Between Expected & Actual Experience	Total Outflows of Resources	Difference Between Expected & Actual Experience	Difference Between Expected & Actual Experience	Difference Between Expected & Actual Experience	Change of Assumptions	Proportionate Share	Proportionate Share	Proportionate Share	Proportionate Share	Total Employer OPEB Expense	
Geneva City Board of Education	TGCB	(6,950,020)	3,275,634	1,950,994	1,908,983	170,804	2,122,403	1,093,552	5,291,742	(2,740,925)	(1,066,531)	(1,066,531)	(1,066,531)	(1,066,531)	(1,066,531)	(1,066,531)	
Geneva County Board of Education	TGCE	10,628,336	1,482,513	1,482,513	1,482,513	-	1,482,513	1,482,513	1,482,513	1,482,513	1,482,513	1,482,513	1,482,513	1,482,513	1,482,513	1,482,513	
Geneva County Board of Education	TGCE	1,181,120	1,181,120	1,181,120	1,181,120	-	1,181,120	1,181,120	1,181,120	1,181,120	1,181,120	1,181,120	1,181,120	1,181,120	1,181,120	1,181,120	
Geneva County Board of Education	TGCE	9,500,888	8,561,410	202,560	202,560	3,049,063	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	
Genevieve City Board of Education	TGCV	10,839,885	8,561,410	202,560	202,560	3,049,063	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	3,270,480	
H. Council Tremblin State Technical College	TGCT	6,203,528	10,920,474	17,701,877	17,701,877	577,588	2,465,377	155,046	1,729,237	155,046	1,729,237	155,046	1,729,237	155,046	1,729,237	155,046	
Hale County Board of Education	THAL	13,971,567	10,962,653	1,212,703	1,212,703	3,904,237	4,163,613	3,813,921	4,249,211	2,279,366	10,684,624	10,684,624	10,684,624	10,684,624	10,684,624	10,684,624	
Haleville City Board of Education	THAV	9,510,631	7,902,693	1,886,978	1,886,978	2,814,466	3,928,316	3,283,161	2,749,361	1,370,163	7,381,188	7,381,188	7,381,188	7,381,188	7,381,188	7,381,188	
Hartselle City Board of Education	THCS	19,487,754	16,017,173	3,786,952	3,786,952	5,704,362	6,643,726	5,724,404	4,993,632	6,008,394	1,701,694	1,701,694	1,701,694	1,701,694	1,701,694	1,701,694	
Henry County Board of Education	THNY	14,519,376	11,795,008	2,790,070	2,790,070	4,320,678	8,322,469	4,710,846	3,627,228	4,571,846	10,762,340	10,762,340	10,762,340	10,762,340	10,762,340	10,762,340	
Homeside City Board of Education	THOM	26,347,357	21,276,244	5,067,763	5,067,763	7,612,943	10,292,047	4,408,835	6,668,800	8,285,615	18,546,452	18,546,452	18,546,452	18,546,452	18,546,452	18,546,452	
Houston County Board of Education	THOV	86,389,864	69,992,946	16,605,712	16,605,712	24,884,856	58,847,775	32,282,802	24,211,515	21,770,438	6,068,337	6,068,337	6,068,337	6,068,337	6,068,337	6,068,337	
Huntsville City Schools	THST	34,529,897	28,019,734	6,609,163	6,609,163	9,738,976	13,536,694	7,153,646	5,410,558	10,402,579	14,029,579	14,029,579	14,029,579	14,029,579	14,029,579	14,029,579	
Huntsville City Schools	THST	11,506,429	9,486,242	2,020,187	2,020,187	3,048,633	4,176,749	3,048,633	2,294,466	1,546,283	3,843,843	3,843,843	3,843,843	3,843,843	3,843,843	3,843,843	
Huntsville City Schools	THST	3,160,822	2,588,970	569,852	569,852	871,866	1,058,922	808,943	908,967	610,528	(200,560)	(200,560)	(200,560)	(200,560)	(200,560)	(200,560)	
J. E. Bryan State Technical College	TBTS	6,294,970	4,003,970	94,734	94,734	1,425,975	815,973	1,551,973	1,551,973	1,551,973	1,551,973	1,551,973	1,551,973	1,551,973	1,551,973	1,551,973	
Jackson County Board of Education	TJCS	33,234,332	26,526,299	6,212,225	6,212,225	9,350,927	81,685	10,788,337	91,346,615	10,171,167	5,013,635	5,013,635	5,013,635	5,013,635	5,013,635	5,013,635	
Jacksonville City Board of Education	TJCS	8,028,861	6,513,285	1,541,105	1,541,105	2,319,644	726,482	3,200,231	2,265,984	2,033,172	2,524,605	2,524,605	2,524,605	2,524,605	2,524,605	2,524,605	
Jacksonville State University	TJST	45,042,424	36,341,505	8,891,841	8,891,841	12,942,676	17,349,761	11,333,619	14,086,279	14,086,279	5,398,494	5,398,494	5,398,494	5,398,494	5,398,494	5,398,494	
Jasper City Board of Education	TJSP	15,415,301	12,333,700	2,918,116	2,918,116	4,392,528	6,503,777	5,334,721	4,290,917	3,843,731	11,418,842	11,418,842	11,418,842	11,418,842	11,418,842	11,418,842	
Jefferson County American Federation of Teachers	TJFT	101,112	1,212,703	28,693	28,693	431,892	1,417,407	41,902	37,828	470,054	98,952	98,952	98,952	98,952	98,952	98,952	
Jefferson County Board of Education	TJFC	195,297,823	153,272,086	36,464,564	36,464,564	54,814,304	75,424,265	65,998,133	53,546,300	4,801,057	59,657,644	59,657,644	59,657,644	59,657,644	59,657,644	59,657,644	
Lanier County Schools	TLAM	16,346,596	13,104,279	3,104,488	3,104,488	4,666,962	8,824,638	4,599,003	4,087,668	5,079,331	1,805,259	1,805,259	1,805,259	1,805,259	1,805,259	1,805,259	
Lauderdale County Board of Education	TLCB	12,273,170	10,146,278	2,400,661	2,400,661	3,613,499	8,959,600	4,749,520	3,529,909	3,169,938	2,038,467	2,038,467	2,038,467	2,038,467	2,038,467	2,038,467	
Lauderdale County Board of Education	TLCB	5,837,086	4,539,769	1,041,411	1,041,411	1,616,795	3,937,337	2,117,943	1,579,394	1,415,611	1,799,653	1,799,653	1,799,653	1,799,653	1,799,653	1,799,653	
Lauderdale County Board of Education	TLCB	4,606,386	3,796,509	819,870	819,870	1,247,646	10,618,266	6,036,667	13,106,586	11,742,422	14,065,199	14,065,199	14,065,199	14,065,199	14,065,199	14,065,199	
Lauderdale County Board of Education	TLCB	132,308	117,700	14,608	14,608	21,858	70,286	30,156	25,426	34,610	3,918	3,918	3,918	3,918	3,918	3,918	
Lauderdale County Board of Education	TLCB	130,986	117,700	13,286	13,286	49,948	88,640	40,948	40,948	40,948	40,948	40,948	40,948	40,948	40,948	40,948	40,948
Lauderdale County Board of Education	TLCB	28,266,783	23,223,793	4,842,976	4,842,976	8,270,930	20,054,466	10,828,872	8,079,601	7,243,411	9,001,741	9,001,741	9,001,741	9,001,741	9,001,741	9,001,741	
Lauderdale County Board of Education	TLCB	10,758,177	7,908,015	2,858,162	2,858,162	4,166,612	11,661,612	7,243,411	6,243,411	6,243,411	6,243,411	6,243,411	6,243,411	6,243,411	6,243,411	6,243,411	
Lauderdale County Board of Education	TLCB	5,750,369,985	4,517,227	1,197,104	1,197,104	1,636,363	16,346,135	11,442,977	17,681,318	14,222,691	3,065,214	3,065,214	3,065,214	3,065,214	3,065,214	3,065,214	
Lauderdale County Board of Education	TLCB	9,215,516	8,071,208	2,043,316	2,043,316	3,017,046	9,426,321	6,198,803	5,247,233	3,283,629	2,334,525	2,334,525	2,334,525	2,334,525	2,334,525	2,334,525	
Limestone County Board of Education	TLSD	49,531,786	40,729,008	9,663,649	9,663,649	14,306,243	2,809,777	18,788,669	14,169,698	12,704,480	15,986,431	15,986,431	15,986,431	15,986,431	15,986,431	15,986,431	
Lindsey County Board of Education	TLND	2,960,999	3,198,516	1,139,121	1,139,121	2,506,957	1,112,710	99,773	1,239,772	579,296	3,031,611	3,031,611	3,031,611	3,031,611	3,031,611	3,031,611	
Lindsey County Board of Education	TLND	11,697,779	8,466,082	2,008,308	2,008,308	3,045,113	2,391,996	3,447,417	2,945,366	2,640,887	3,281,526	3,281,526	3,281,526	3,281,526	3,281,526	3,281,526	
Lurleen B. Wallace Community College	TLLW	5,537,928	4,253,941	1,064,648	1,064,648	1,315,000	93,121	1,708,769	1,479,954	1,324,655	1,668,864	1,668,864	1,668,864	1,668,864	1,668,864	1,668,864	
Lurleen County Board of Education	TLLC	11,911,361	9,338,757	2,209,955	2,209,955	3,325,908	4,782	5,394,345	2,488,971	3,609,922	1,196,516	1,196,516	1,196,516	1,196,516	1,196,516	1,196,516	
Madison County Board of Education	TLMC	62,411,628	51,972,487	11,999,864	11,999,864	16,152,010	6,891,319	9,656,672	3,007,804	3,606,672	10,625,314	10,625,314	10,625,314	10,625,314	10,625,314	10,625,314	
Madison County Board of Education	TLMC	106,628,386	87,747,749	18,880,637	18,880,637	24,748,332	31,452,332	27,448,332	30,648,332	27,448,332	30,648,332	30,648,332	30,648,332	30,648,332	30,648,332	30,648,332	
Madison County Board of Education	TLMC	943,346	747,249	196,097	196,097	274,832	615,884	973,540	204,644	204,644	367,355	367,355	367,355	367,355	367,355	367,355	
Madison County Board of Education	TLMC	1,266,849	1,048,965	217,884	217,884	451,048	1,559,246	2,033,490	390,906	390,906	490,902	490,902	490,902	490,902	490,902	490,902	
Madison County Board of Education	TLMC	7,688,214	6,081,546	1,486,668	1,486,668	2,151,884	2,471,438	2,115,781	1,897,705	2,357,259	788,697	788,697	788,697	788,697	788,697	788,697	
Madison County Board of Education	TLMC	17,735,816	14,487,125	3,248,691	3,248,691	5,159,450	6,000,847	4,983,631	5,040,998	4,515,904	5,615,334	5,615,334	5,615,334	5,615,334	5,615,334	5,615,334	
Madison County Board of Education	TLMC	5,058,974	4,030,218	953,335	953,335	1,435,323	1,744,573	1,402,130	1,251,177	1,502,147	3,928,496	3,928,496	3,928,496	3,928,496	3,928,496	3,928,496	
Madison County Board of Education	TLMC	33,859,486	27,046,925	6,891,931	6,891,931	10,672,541	11,979,186	9,443,688	8,483,620	10,483,620	3,967,838	3,967,838	3,967,838	3,967,838	3,967,838	3,967,838	
Madison County Board of Education	TLMC	7,430,433	5,750,910	1,683,523	1,683,523	1,984,026	3,341,383	2,457,217	1,938,130	1,737,766	2,139,332	2,139,332	2,139,332	2,139,332	2,139,332	2,139,332	
Madison County Board of Education	TLMC	325,912,829	255,091,045	6,035,461	6,035,461	9,048,194	6,329,955	10,213,610	7,957,585	9,887,459	46,448,336	46,448,336	46,448,336	46,448,336	46,448,336	46,448,336	
Madison County Board of Education	TLMC	20,339,743	16,070,046	3,802,230	3,802,230	5,723,370	740,044	6,844,004	5,590,975	5,017,297	6,229,082	6,229,082	6,229,082				

Alabama Retired Education Employees' Health Care Trust  
 Schedule of Other Postemployment Benefit (OPEB) Amounts by Employer  
 For the Fiscal Year Ended September 30, 2021, with Net OPEB Liability as of September 30, 2020  
 (Dollar Amounts Not in Thousands)

Employer	Employer Code	2020 Net OPEB Liability	2021 Net OPEB Liability	Deferred Outflows				Deferred Inflows				Deferred Expenses							
				Difference Between Expected & Actual Experience	Total Deferred Outflows of Resources	Difference Between Expected & Actual Experience	Total Deferred Outflows of Resources	Difference Between Projected & Actual Investment Earnings on OPEB Plan	Change of Assumptions	Change in Proportion Between Employer Contributions & Proportionate Share	Change in Proportion Between Employer Contributions & Proportionate Share	Difference Between Projected & Actual Investment Earnings on OPEB Plan	Change of Assumptions	Change in Proportion Between Employer Contributions & Proportionate Share	Change in Proportion Between Employer Contributions & Proportionate Share	Difference Between Projected & Actual Investment Earnings on OPEB Plan	Change of Assumptions	Change in Proportion Between Employer Contributions & Proportionate Share	Change in Proportion Between Employer Contributions & Proportionate Share
Stead State Community College	TSCC	4,911,397	3,666,474	867,849	1,385,779	1,955,920	114,370	1,421,157	1,450,310	1,339,210	1,450,310	1,339,210	1,450,310	1,339,210	1,450,310	1,339,210	1,450,310	1,339,210	1,450,310
Southern Union State Community College	TSCC	8,226,320	8,226,320	0	2,367,732	8,226,320	2,367,732	8,226,320	2,367,732	8,226,320	2,367,732	8,226,320	2,367,732	8,226,320	2,367,732	8,226,320	2,367,732	8,226,320	2,367,732
St. Clair County Board of Education	TSCC	4,883,996	4,883,996	0	1,483,108	4,883,996	1,483,108	4,883,996	1,483,108	4,883,996	1,483,108	4,883,996	1,483,108	4,883,996	1,483,108	4,883,996	1,483,108	4,883,996	1,483,108
State of Alabama - High School of Math & Science	TSCC	48,926,996	38,813,567	9,113,429	13,823,077	17,553,400	12,102,313	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174	15,044,174
Starter County Board of Education	THMS	2,714,774	2,438,684	276,090	868,514	839,582	868,514	839,582	868,514	839,582	868,514	839,582	868,514	839,582	868,514	839,582	868,514	839,582	868,514
Sylacauga City Board of Education	TSVL	8,299,688	6,285,429	2,014,259	2,238,495	5,897,795	1,667,011	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286	2,436,286
Talladega City Board of Education	TTAL	12,180,041	9,473,817	2,706,224	3,374,009	3,733,330	3,075,222	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133	3,672,133
Tallapoosa County Board of Education	TTDG	43,661,058	34,443,779	9,217,279	12,444,890	14,779,637	11,090,019	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308	13,544,308
Tallapoosa County Board of Education	TTPS	16,484,895	13,380,135	3,104,760	4,765,206	4,609,229	4,172,733	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255	5,186,255
Tarrant Board of Education	TTAS	8,658,188	6,975,250	1,682,938	2,484,168	1,821,002	2,172,882	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667	2,703,667
Thomville City Schools	TTDM	6,930,587	5,670,681	1,259,906	2,019,558	4,283,588	2,862,314	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005	2,198,005
Troy University	TTTR	6,178,607	5,261,159	917,448	1,873,211	4,283,426	2,426,616	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397	1,830,397
Troy University	TTTR	2,929,688	2,929,688	0	2,146,359	2,929,688	2,146,359	2,929,688	2,146,359	2,929,688	2,146,359	2,929,688	2,146,359	2,929,688	2,146,359	2,929,688	2,146,359	2,929,688	2,146,359
Troy University	TTTR	7,548,312	6,431,471	1,116,841	2,126,852	2,400,000	1,840,000	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271	2,089,271
Tuscaloosa City Schools	TTTB	25,718,994	20,383,256	5,335,738	7,233,686	9,111,508	6,322,906	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964	7,861,964
Tuscaloosa County Schools	TTTL	105,499,436	84,448,052	21,051,384	18,342,721	23,376,608	17,918,404	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582	19,968,582
Tuscaloosa County Board of Education	TTSC	8,684,991	6,604,169	2,080,822	2,352,011	3,075,359	3,442,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665	3,648,665
University Chancellor's Office	TUCO	6,971,993	5,637,399	1,334,594	1,936,477	2,155,395	4,220,521	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681	1,891,681
University Charter School	TUVC	1,853,634	2,177,192	(323,558)	775,386	1,815,035	67,914	843,898	843,898	843,898	843,898	843,898	843,898	843,898	843,898	843,898	843,898	843,898	843,898
University of Alabama	TUVA	276,972,007	220,215,281	56,756,726	78,427,654	82,102,209	168,848,170	76,613,409	6,869,295	6,869,295	6,869,295	6,869,295	6,869,295	6,869,295	6,869,295	6,869,295	6,869,295	6,869,295	6,869,295
University of Alabama - Birmingham	TUNC	680,431,790	546,566,499	133,865,291	194,654,383	219,964,781	170,489,322	190,151,498	170,489,322	170,489,322	170,489,322	170,489,322	170,489,322	170,489,322	170,489,322	170,489,322	170,489,322	170,489,322	170,489,322
University of Alabama - Huntsville	TUAH	61,424,456	52,882,284	8,542,172	18,833,313	25,044,653	45,126,364	18,397,844	16,649,833	16,649,833	16,649,833	16,649,833	16,649,833	16,649,833	16,649,833	16,649,833	16,649,833	16,649,833	16,649,833
University of Alabama	TUAL	32,012,147	26,938,265	5,073,882	9,280,306	10,169,438	20,066,490	9,068,323	8,128,838	8,128,838	8,128,838	8,128,838	8,128,838	8,128,838	8,128,838	8,128,838	8,128,838	8,128,838	8,128,838
University of Alabama	TUSA	46,079,634	40,337,703	5,741,931	14,401,498	16,839,411	32,197,666	14,068,352	12,601,933	12,601,933	12,601,933	12,601,933	12,601,933	12,601,933	12,601,933	12,601,933	12,601,933	12,601,933	12,601,933
University of Alabama	TUSA	36,676,338	20,537,225	16,139,113	4,382,225	13,755,000	6,465,463	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111	7,668,111
University of Alabama	TUSA	33,909,211	33,909,211	0	5,102,711	6,028,520	5,102,711	6,028,520	5,102,711	6,028,520	5,102,711	6,028,520	5,102,711	6,028,520	5,102,711	6,028,520	5,102,711	6,028,520	5,102,711
University of Alabama	TUSA	41,678,016	33,902,362	7,775,654	11,586,753	3,170,392	15,823,843	11,582,475	10,388,905	10,388,905	10,388,905	10,388,905	10,388,905	10,388,905	10,388,905	10,388,905	10,388,905	10,388,905	10,388,905
University of Alabama	TUSA	44,674,839	34,382,308	10,292,531	12,244,998	2,469,610	15,528,099	11,961,738	10,721,511	10,721,511	10,721,511	10,721,511	10,721,511	10,721,511	10,721,511	10,721,511	10,721,511	10,721,511	10,721,511
University of Alabama	TUSA	12,222,590	9,638,432	2,584,158	3,432,635	3,894,168	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539	3,353,539
University of Alabama	TUSA	13,534,929	10,394,182	3,140,747	3,701,788	272,244	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874	4,028,874
University of Alabama	TUSA	15,229,302	12,438,432	2,790,870	4,429,827	417,258	8,421,243	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998	3,871,998
University of Alabama	TUSA	11,221,164	8,764,827	2,456,337	3,121,509	763,733	3,405,258	3,049,300	273,406	273,406	273,406	273,406	273,406	273,406	273,406	273,406	273,406	273,406	273,406
University of Alabama	TUSA	7,252,744	5,944,780	1,307,964	2,117,176	2,792,099	2,068,200	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439	1,854,439
University of Alabama	TUSA	16,399,748	11,887,369	4,512,379	4,019,887	2,464,448	4,533,394	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897	3,926,897
University of Alabama	TUSA	464,479	2,530,078	(1,065,599)	829,835	3,716,074	72,683	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658
Woodlawn Community Charter School (S Academy)	TWDL	464,479	2,530,078	(1,065,599)	829,835	3,716,074	72,683	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658	810,658

Total for All Employers \$ 6,489,860,782 \$ 5,166,913,400 \$ 1,322,947,382 \$ 1,840,110,724 \$ 847,514,904 \$ 2,809,872,574 \$ 1,797,545,902 \$ 2,809,872,574 \$ 1,797,545,902 \$ 161,170,889 \$ 2,002,701,179 \$ 847,514,904 \$ 4,808,931,034 \$ 1,258,633,913 \$

The accompanying notes are an integral part of the Schedules of Employer Allocations and OPEB Amounts by Employer. See Independent Auditors' Report.

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**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.

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**1) Plan Description, Continued**

As of September 30, 2021, there were 189 participating employers and 11 participating universities. The following table summarizes the membership of the plan as of September 30, 2020, the date of the most recent actuarial valuation:

	<b>TRS Membership</b>	<b>Number Not Eligible for or Waiving PEEHIP</b>	<b>PEEHIP Membership</b>
Retired Members or Surviving Spouses			
Currently Receiving Benefits	100,866	(6,468)	94,398
Inactive Members Entitled to			
But Not Yet Receiving Benefits	24,655	(18,187)	6,468
Non-vested Inactive Members Who			
Have Not Contributed More than 5 years	30,490	(30,490)	-
Active Members	132,707	(2,479)	130,228
<b>Total</b>	<b>288,718</b>	<b>(57,624)</b>	<b>231,094</b>

	<b>Male</b>	<b>Female</b>	<b>Total</b>
Retired Members Currently			
Receiving Benefits	22,977	69,375	92,352
Surviving Spouses Currently			
Receiving Benefits	831	1,215	2,046
<b>Total</b>	<b>23,808</b>	<b>70,590</b>	<b>94,398</b>

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.

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**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, or the State or Local Governmental Plans administered by the State Employees' Insurance Board (SEIB).

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, Medicare will become the primary payer and PEEHIP will be the secondary payer effective 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. Prior to January 1, 2017, all Medicare eligible members and Medicare eligible covered dependents were automatically enrolled in the Medicare GenerationRx Medicare Part D Employer Group Waiver Program (EGWP) offered by PEEHIP unless already enrolled in a separate standard Medicare Part D plan or chose not to participate/opt out.

Beginning January 1, 2017, until December 31, 2019, Medicare eligible members and Medicare eligible dependents who were covered on a retired member contract were enrolled in the United HealthCare (UHC) Group Medicare Advantage plan for PEEHIP retired members. The MAPDP plan was fully insured by UHC and members were able to have all of their Medicare Part A, Part B, and Part D (prescription drug coverage) in one convenient plan. With the UHC plan for PEEHIP, retired members continued to see their same providers with no interruption and see any doctor who accepts Medicare on a national basis. Retired members had the same benefits in and out-of-network and there was no additional retired member cost share if a retired member used an out-of-network provider and no balance billing from the provider.

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**1) Plan Description, Continued**

Effective January 1, 2020, Medicare eligible members and Medicare eligible dependents who are covered on a retired member contract were enrolled in the Humana Group Medicare Advantage plan for PEEHIP. The MAPDP plan is fully insured by Humana 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 Humana plan for PEEHIP, retired members can continue to see their same providers with no interruption and see any doctor who accepts Medicare on a national basis. Retired members have the same benefits in and out-of-network and there is no additional cost share for the retired member with 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.

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 2021 was \$800 per active employee. Approximately, 12.990% of the employer contributions were used to assist in funding retired member benefit payments in fiscal year 2021. 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 2021 was \$295 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 2021 are as follows:

*Retired Member Premiums*

- Individual Coverage: Non-Medicare Eligible Retired Member – \$170
- Family Coverage: Non-Medicare Eligible Retired Member with one or more non-spousal Medicare Eligible Dependent(s) or only one non-spousal Non-Medicare Eligible Dependent – \$425
- Family Coverage: Non-Medicare Eligible Retired Member with Medicare Eligible Spouse & one or more non-spousal Medicare Eligible Dependent(s) or only one non-spousal Non-Medicare Eligible Dependent – \$455
- Family Coverage: Non-Medicare Eligible Retired Member with Non-Medicare Eligible Spouse & one or more non-spousal Medicare Eligible Dependent(s) or only one non-spousal Non-Medicare Eligible Dependent – \$525
- Family Coverage: Non-Medicare Eligible Retired Member with Medicare Eligible Spouse – \$309
- Family Coverage: Non-Medicare Eligible Retired Member with Non-Medicare Eligible Spouse - \$500
- Family Coverage: Non-Medicare Eligible Retired Member with only one non-spousal Medicare Eligible Dependent – \$284
- Individual Coverage: Medicare Eligible Retired Member – \$25
- Family Coverage: Medicare Eligible Retired Member with one or more non-spousal Medicare Eligible Dependent(s) or only one non-spousal Non-Medicare Eligible Dependent – \$280



**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**2) Contributions, Continued**

- Family Coverage: Medicare Eligible Retired Member with Medicare Eligible Spouse & one or more non-spousal Medicare Eligible Dependent(s) or only one non-spousal Non-Medicare Eligible Dependent – \$310
- Family Coverage: Medicare Eligible Retired Member with Non-Medicare Eligible Spouse & one or more non-spousal Medicare Eligible Dependent(s) or only one non-spousal Non-Medicare Eligible Dependent – \$380
- Family Coverage: Medicare Eligible Retired Member with Medicare Eligible Spouse – \$164
- Family Coverage: Medicare Eligible Retired Member with Non-Medicare Eligible Spouse - \$355
- Family Coverage: Medicare Eligible Retired Member with only one non-spousal Medicare Eligible Dependent – \$139
- Tobacco Surcharge - \$50 per month
- Wellness Premium - \$50 per month
- 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*

- Individual: Non-Medicare Eligible Surviving Spouse – \$920
- Family Coverage: Non-Medicare Eligible Surviving Spouse with one or more Medicare Eligible Dependent(s) or only one Non-Medicare Eligible Dependent– \$1,192
- Family Coverage: Non-Medicare Eligible Surviving Spouse with only one Medicare Eligible Dependent – \$985
- Individual: Medicare Eligible Surviving Spouse – \$244
- Family Coverage: Medicare Eligible Surviving Spouse with one or more Medicare Eligible Dependent(s) or only one Non-Medicare Eligible Dependent – \$613
- Family Coverage: Medicare Eligible Surviving Spouse with only one Medicare Eligible Dependent – \$387

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

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**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, 2021, were as follows:

Total OPEB Liability	\$ 7,088,911,404
Less: Fiduciary Net Position	<u>1,922,098,000</u>
<b>Net OPEB Liability</b>	<b><u>\$ 5,166,813,404</u></b>

<b>Fiduciary Net Position as a</b>	
<b>Percentage of the Total OPEB Liability</b>	<b>27.11%</b>

The total OPEB liability (TOL) is based on the actuarial valuation as of September 30, 2020. 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, 2020, through September 30, 2021, 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, 2021:

TOL as of September 30, 2020* (a)	\$ 8,091,610,784
Actual Benefit Payments and Refunds for the Period	
October 1, 2020, through September 30, 2021 (b)	\$ (176,933,000)
Interest on TOL (c)	
[(a) x (Prior SEIR)] + [(b) x (Prior SEIR x 0.5)]	\$ 244,095,901
Service Cost for the Period October 1, 2020, through	
September 30, 2021, at the End of the Period (d)	\$ 314,904,634
Change Due to Change in Experience (e)**	\$ (27,975,210)
Change Due to Change in Assumptions (f)***	\$ (1,356,791,705)
TOL as of September 30, 2021 (g)	
(g) = (a) + (b) + (c) + (d) + (e) + (f)	\$ 7,088,911,404

\*The TOL as of September 30, 2020, 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.

\*\*\*Change due to Assumptions was primarily due to the new experience study.

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**4) Actuarial Assumptions**

The total OPEB liability was determined by an actuarial valuation as of September 30, 2020, and rolled forward to the measurement date of September 30, 2021, using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.50%
Projected Salary Increases <sup>1</sup>	3.25% - 5.00%
Long-Term Investment Rate of Return <sup>2</sup>	7.00%
Municipal Bond Index Rate at the Measurement Date	2.29%
Municipal Bond Index Rate at the Prior Measurement Date	2.25%
Projected Year for Fiduciary Net Position (FNP) to be Depleted	2051
Single Equivalent Interest Rate at the Measurement Date	3.97%
Single Equivalent Interest Rate at the Prior Measurement Date	3.05%
Healthcare Cost Trend Rate	
Pre-Medicare Eligible	6.50%
Medicare Eligible	**
Ultimate Trend Rate	
Pre-Medicare Eligible	4.50% in 2028
Medicare Eligible	4.50% in 2025

<sup>1</sup>Includes 2.75% wage inflation.

<sup>2</sup>Compounded annually, net of investment expense, including inflation.

\*\*Initial Medicare claims are set based on scheduled increases through Plan Year 2022.

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%
Service Retirees	Teacher Below Median	Male: +2 Female: +2	Male: 108% ages < 63, 96% ages > 67; Phasing down 63 - 67 Female: 112% < 69, 98% ages > 74; Phasing down 69 - 74
Disabled Retirees	Teacher Disability	Male: +8 Female: +3 Male: +2	None
Beneficiaries	Teacher Contingent Survivor Below Median	Female: None	None

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**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, 2020.

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:

<b>Asset Class</b>	<b>Target Allocation</b>	<b>Long-Term Expected Real Rate of Return*</b>
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%
<b>Total</b>	<b>100.00%</b>	

\* Geometric mean, includes 2.50% inflation.

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**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 3.97%. 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. Approximately, 12.990% of the employer contributions were used to assist in funding retired member benefit payments in 2021 and it is assumed that the amount will increase at the same rate as benefit payments for the closed group until reaching an employer rate of 20.00%. The discount rate determination will use a municipal bond rate to the extent the Trust is projected to run out of money before all benefits are paid. Therefore, the projected future benefit payments for all current plan members are projected through 2119.

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:

<b>1% Decrease (5.50% decreasing to 3.50% for pre-Medicare and Known decreasing to 3.50% for Medicare Eligible)</b>	<b>Current Healthcare Trend Rate (6.50% decreasing to 4.50% for pre-Medicare and Known decreasing to 4.50% for Medicare Eligible)</b>	<b>1% Increase (7.50% decreasing to 5.50% for pre-Medicare and Known decreasing to 5.50% for Medicare Eligible)</b>
\$ 4,054,257,218	\$ 5,166,813,404	\$ 6,600,234,273

The following table presents the net OPEB liability of the Trust calculated using the discount rate of 3.97%, 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:

<b>1% Decrease (2.97%)</b>	<b>Current Discount Rate (3.97%)</b>	<b>1% Increase (4.97%)</b>
\$ 6,355,408,982	\$ 5,166,813,404	\$ 4,213,428,503

**Alabama Retired Education Employees' Health Care Trust**  
**Notes to the Schedules of Employer Allocations & Other Postemployment Benefit Amounts by**  
**Employer**  
**As of and for the Fiscal Year Ended September 30, 2021**

**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, 2021. The supporting actuarial information is included in the GASB Statement No. 74 Report for PEEHIP prepared as of September 30, 2021. The additional financial and actuarial information is available at [www.rsa-al.gov](http://www.rsa-al.gov).

# Supplementary Schedule





**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, 2021

**Projected Deferred Outflows/Inflows to be Recognized in OPEB Expense for the Fiscal Year Ended**

Employer Code	Employer	Net OPEB Liability @ 1% Trend		Net OPEB Liability @ Plus 1% (2.97%)		Net OPEB Liability @ Minus 1% (4.97%)		Net OPEB Liability @ Plus 1% (4.97%)		Net OPEB Liability @ Minus 1% (4.97%)		2023		2024		2025		2026		2027		Thereafter		2021 Actual Employer Contributions			
		1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%	1% Trend	Plus 1%
TESC	Escambia County Board of Education	17,916,128	29,167,029	28,085,124	18,619,520	(4,009,656)	(3,211,917)	(3,349,595)	(7,041,150)	(3,349,595)	(680,505)	(763,074)	(4,009,656)	(3,211,917)	(3,349,595)	(7,041,150)	(3,349,595)	(680,505)	(763,074)	(4,009,656)	(3,211,917)	(3,349,595)	(7,041,150)	(3,349,595)	(680,505)	(763,074)	763,074
TEIH	Etowah County Board of Education	31,235,214	50,850,185	48,963,977	32,461,517	(6,117,750)	(4,720,485)	(5,180,571)	(6,117,750)	(4,720,485)	(691,795)	(6,117,750)	(4,720,485)	(5,180,571)	(6,117,750)	(6,117,750)	(5,180,571)	(6,117,750)	(6,117,750)	(5,180,571)	(6,117,750)	(6,117,750)	(5,180,571)	(6,117,750)	(6,117,750)	(5,180,571)	1,330,353
TEPL	Etowah County Board of Education	10,041,706	16,347,658	15,741,268	10,435,946	(1,970,354)	(1,673,994)	(1,673,994)	(1,970,354)	(1,673,994)	(311,570)	(1,970,354)	(1,673,994)	(1,673,994)	(1,673,994)	(1,970,354)	(1,673,994)	(1,673,994)	(1,970,354)	(1,673,994)	(1,673,994)	(1,970,354)	(1,673,994)	(1,673,994)	(1,673,994)	(1,673,994)	427,600
TFP	Fairfield Board of Education	5,694,975	9,271,283	8,927,379	5,918,561	(1,500,706)	(1,062,751)	(1,060,522)	(1,500,706)	(1,062,751)	(130,966)	(1,500,706)	(1,062,751)	(1,060,522)	(1,060,522)	(1,500,706)	(1,060,522)	(1,060,522)	(1,500,706)	(1,060,522)	(1,060,522)	(1,500,706)	(1,060,522)	(1,060,522)	(1,060,522)	(1,060,522)	242,558
TFAY	Fayette County Board of Education	8,834,591	14,382,505	13,849,008	9,181,440	(1,781,562)	(1,397,738)	(1,397,738)	(1,781,562)	(1,397,738)	(255,481)	(1,781,562)	(1,397,738)	(1,397,738)	(1,397,738)	(1,781,562)	(1,397,738)	(1,397,738)	(1,781,562)	(1,397,738)	(1,397,738)	(1,781,562)	(1,397,738)	(1,397,738)	(1,397,738)	(1,397,738)	376,278
TELO	Florence City Board of Education	15,642,176	25,465,090	24,520,502	16,256,292	(3,087,873)	(2,381,826)	(2,381,826)	(3,087,873)	(2,381,826)	(442,953)	(3,087,873)	(2,381,826)	(2,381,826)	(2,381,826)	(3,087,873)	(2,381,826)	(2,381,826)	(3,087,873)	(2,381,826)	(2,381,826)	(3,087,873)	(2,381,826)	(2,381,826)	(2,381,826)	(2,381,826)	666,223
TFPT	Fort Payne City Board of Education	9,987,257	16,259,017	15,655,519	10,379,360	(2,085,876)	(1,789,381)	(1,789,381)	(2,085,876)	(1,789,381)	(442,953)	(2,085,876)	(1,789,381)	(1,789,381)	(1,789,381)	(2,085,876)	(1,789,381)	(1,789,381)	(2,085,876)	(1,789,381)	(1,789,381)	(2,085,876)	(1,789,381)	(1,789,381)	(1,789,381)	(1,789,381)	625,372
TFRK	Franklin County Board of Education	15,012,185	24,439,479	23,532,935	15,601,567	(2,364,053)	(1,921,396)	(1,921,396)	(2,364,053)	(1,921,396)	(454,037)	(2,364,053)	(1,921,396)	(1,921,396)	(1,921,396)	(2,364,053)	(1,921,396)	(1,921,396)	(2,364,053)	(1,921,396)	(1,921,396)	(2,364,053)	(1,921,396)	(1,921,396)	(1,921,396)	(1,921,396)	639,370
TGDS	Gadsden City Board of Education	18,504,157	30,124,327	29,006,913	19,230,635	(3,866,548)	(3,005,036)	(3,005,036)	(3,866,548)	(3,005,036)	(649,099)	(3,866,548)	(3,005,036)	(3,005,036)	(3,005,036)	(3,866,548)	(3,005,036)	(3,005,036)	(3,866,548)	(3,005,036)	(3,005,036)	(3,866,548)	(3,005,036)	(3,005,036)	(3,005,036)	(3,005,036)	788,119
TGDC	Gadsden State Community College	9,785,517	15,930,589	15,339,669	10,169,700	(2,477,703)	(1,930,044)	(1,930,044)	(2,477,703)	(1,930,044)	(448,717)	(2,477,703)	(1,930,044)	(1,930,044)	(1,930,044)	(2,477,703)	(1,930,044)	(1,930,044)	(2,477,703)	(1,930,044)	(1,930,044)	(2,477,703)	(1,930,044)	(1,930,044)	(1,930,044)	(1,930,044)	416,719
TGCB	Geneva City Board of Education	4,296,580	6,994,730	6,735,272	4,465,265	(930,695)	(736,599)	(736,599)	(930,695)	(736,599)	(187,387)	(930,695)	(736,599)	(736,599)	(736,599)	(930,695)	(736,599)	(736,599)	(930,695)	(736,599)	(736,599)	(930,695)	(736,599)	(736,599)	(736,599)	(736,599)	182,998
TGEN	Geneva County Board of Education	10,124,737	16,483,831	15,871,426	10,522,237	(1,990,412)	(1,575,976)	(1,575,976)	(1,990,412)	(1,575,976)	(468,618)	(1,990,412)	(1,575,976)	(1,575,976)	(1,575,976)	(1,990,412)	(1,575,976)	(1,575,976)	(1,990,412)	(1,575,976)	(1,575,976)	(1,990,412)	(1,575,976)	(1,575,976)	(1,575,976)	(1,575,976)	431,227
TGWS	George Corley Wallace State Community College	3,909,642	6,364,804	6,128,712	4,063,136	(1,290,338)	(741,005)	(741,005)	(1,290,338)	(741,005)	(176,727)	(1,290,338)	(741,005)	(741,005)	(741,005)	(1,290,338)	(741,005)	(741,005)	(1,290,338)	(741,005)	(741,005)	(1,290,338)	(741,005)	(741,005)	(741,005)	(741,005)	166,517
TGRN	Greene County Board of Education	4,531,362	7,376,590	7,103,314	4,709,265	(1,116,651)	(896,418)	(896,418)	(1,116,651)	(896,418)	(231,342)	(1,116,651)	(896,418)	(896,418)	(896,418)	(1,116,651)	(896,418)	(896,418)	(1,116,651)	(896,418)	(896,418)	(1,116,651)	(896,418)	(896,418)	(896,418)	(896,418)	192,998
TGSC	Greene County Board of Education	6,717,783	10,936,390	10,530,722	6,981,525	(1,453,602)	(1,102,760)	(1,102,760)	(1,453,602)	(1,102,760)	(203,766)	(1,453,602)	(1,102,760)	(1,102,760)	(1,102,760)	(1,453,602)	(1,102,760)	(1,102,760)	(1,453,602)	(1,102,760)	(1,102,760)	(1,453,602)	(1,102,760)	(1,102,760)	(1,102,760)	(1,102,760)	286,120
TGUN	Gunterville City Board of Education	3,900,195	6,349,425	6,113,903	4,053,318	(1,039,588)	(815,910)	(815,910)	(1,039,588)	(815,910)	(203,766)	(1,039,588)	(815,910)	(815,910)	(815,910)	(1,039,588)	(815,910)	(815,910)	(1,039,588)	(815,910)	(815,910)	(1,039,588)	(815,910)	(815,910)	(815,910)	(815,910)	186,115
TGMT	H. Connell Tremblin State Technical College	6,700,943	11,381,967	10,956,144	7,263,653	(1,565,631)	(1,208,974)	(1,208,974)	(1,565,631)	(1,208,974)	(270,000)	(1,565,631)	(1,208,974)	(1,208,974)	(1,208,974)	(1,565,631)	(1,208,974)	(1,208,974)	(1,565,631)	(1,208,974)	(1,208,974)	(1,565,631)	(1,208,974)	(1,208,974)	(1,208,974)	(1,208,974)	936,431
THAL	Hale County Board of Education	8,602,080	14,005,124	13,484,525	8,939,800	(2,204,850)	(1,738,170)	(1,738,170)	(2,204,850)	(1,738,170)	(338,733)	(2,204,850)	(1,738,170)	(1,738,170)	(1,738,170)	(2,204,850)	(1,738,170)	(1,738,170)	(2,204,850)	(1,738,170)	(1,738,170)	(2,204,850)	(1,738,170)	(1,738,170)	(1,738,170)	(1,738,170)	366,375
THAV	Haleyville City Board of Education	6,201,027	10,093,982	9,720,662	6,444,481	(1,600,771)	(1,016,280)	(1,016,280)	(1,600,771)	(1,016,280)	(149,940)	(1,600,771)	(1,016,280)	(1,016,280)	(1,016,280)	(1,600,771)	(1,016,280)	(1,016,280)	(1,600,771)	(1,016,280)	(1,016,280)	(1,600,771)	(1,016,280)	(1,016,280)	(1,016,280)	(1,016,280)	264,110
THCS	Hartselle City Board of Education	12,568,238	20,460,792	19,701,831	13,061,670	(1,919,870)	(1,362,922)	(1,362,922)	(1,919,870)	(1,362,922)	(586,344)	(1,919,870)	(1,362,922)	(1,362,922)	(1,362,922)	(1,919,870)	(1,362,922)	(1,362,922)	(1,919,870)	(1,362,922)	(1,362,922)	(1,919,870)	(1,362,922)	(1,362,922)	(1,362,922)	(1,362,922)	535,300
THNY	Henry County Board of Education	9,255,221	15,067,279	14,508,382	9,618,583	(1,841,174)	(1,441,871)	(1,441,871)	(1,841,174)	(1,441,871)	(462,515)	(1,841,174)	(1,441,871)	(1,441,871)	(1,441,871)	(1,841,174)	(1,441,871)	(1,441,871)	(1,841,174)	(1,441,871)	(1,441,871)	(1,841,174)	(1,441,871)	(1,441,871)	(1,441,871)	(1,441,871)	394,194
THOM	Homewood City Board of Education	16,773,354	27,306,621	26,293,725	17,431,881	(2,776,214)	(2,121,156)	(2,121,156)	(2,776,214)	(2,121,156)	(698,052)	(2,776,214)	(2,121,156)	(2,121,156)	(2,121,156)	(2,776,214)	(2,121,156)	(2,121,156)	(2,776,214)	(2,121,156)	(2,121,156)	(2,776,214)	(2,121,156)	(2,121,156)	(2,121,156)	(2,121,156)	714,401
THOV	Hoover City Board of Education	54,607,682	88,900,007	85,602,402	56,751,595	(10,839,101)	(8,127,201)	(8,127,201)	(10,839,101)	(8,127,201)	(756,388)	(10,839,101)	(8,127,201)	(8,127,201)	(8,127,201)	(10,839,101)	(8,127,201)	(8,127,201)	(10,839,101)	(8,127,201)	(8,127,201)	(10,839,101)	(8,127,201)	(8,127,201)	(8,127,201)	(8,127,201)	2,325,821
THST	Houston County Board of Education	21,986,359	35,793,268	34,465,574	22,849,549	(4,290,170)	(3,403,258)	(3,403,258)	(4,290,170)	(3,403,258)	(620,906)	(4,290,170)	(3,403,258)	(3,403,258)	(3,403,258)	(4,290,170)	(3,403,258)	(3,403,258)	(4,290,170)	(3,403,258)	(3,403,258)	(4,290,170)	(3,403,258)	(3,403,258)	(3,403,258)	(3,403,258)	936,431
THTS	Huntsville City Schools	69,891,665	113,871,967	109,561,404	72,635,631	(15,665,167)	(12,708,974)	(12,708,974)	(15,665,167)	(12,708,974)	(2,700,382)	(15,665,167)	(12,708,974)	(12,708,974)	(12,708,974)	(15,665,167)	(12,708,974)	(12,708,974)	(15,665,167)	(12,708,974)	(12,708,974)	(15,665,167)	(12,708,974)	(12,708,974)	(12,708,974)	(12,708,974)	2,976,787
THVS	J. F. Drake State Technical College	2,022,304	3,292,263	3,170,142	2,101,700	(586,342)	(442,411)	(442,411)	(586,342)	(442,411)	(38,782)	(586,342)	(442,411)	(442,411)	(442,411)	(586,342)	(442,411)	(442,411)	(586,342)	(442,411)	(442,411)	(586,342)	(442,411)	(442,411)	(442,411)	(442,411)	86,133
TDRT	J. F. Ingram State Technical College	3,141,806	5,114,786	4,925,061	3,265,154	(704,500)	(513,686)	(513,686)	(704,500)	(513,686)	(64,215)	(704,500)	(513,686)	(513,686)	(513,686)	(704,500)	(513,686)	(513,686)	(704,500)	(513,686)	(513,686)	(704,500)	(513,686)	(513,686)	(513,686)	(513,686)	133,814
TJCS	Jackson County Board of Education	20,610,690	33,540,543	32,296,409	21,411,464	(4,694,970)	(3,703,086)	(3,703,086)	(4,694,970)	(3,703,086)	(858,318)	(4,694,970)	(3,703,086)	(3,703,086)	(3,703,086)	(4,694,970)	(3,703,086)	(3,703,086)	(4,694,970)	(3,703,086)	(3,703,086)	(4,694,970)	(3,703,086)	(3,703,086)	(3,703,086)	(3,703,086)	877,494
TJCS	Jacksonville City Board of Education	8,320,255	13,540,543	13,029,609	8,531,448	(2,311,448)	(1,830,890)	(1,830,890)	(2,311,448)	(1,830,890)	(262,594)	(2,311,448)	(1,830,890)	(1,830,890)	(1,830,890)	(2,											

**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, 2021

(Dollar Amounts Not in Thousands)

**Projected Deferred Outflows/Inflows to be Recognized in OPEB Expense for the Fiscal Year Ended**

Employer Code	Employer Liability	Net OPEB Liability @ 1% Trend		Net OPEB Liability @ Plus 1% (4.97%)		Net OPEB Liability @ Minus 1% (2.97%)		Net OPEB Liability @ Plus 1% (4.97%)		2023		2024		2025		2026		2027		Thereafter		2021 Actual Employer Contributions	
		1% Trend	Plus	1% Trend	Plus	1% Trend	Plus	1% Trend	Plus	2023	2024	2025	2026	2027	Thereafter	2021 Actual Employer Contributions							
PELL City School System	PELL	13,730,865	22,886,081	21,555,704	14,290,728	(2,780,456)	(2,171,417)	(2,299,620)	(3,135,908)	(2,299,620)	(3,135,908)	(2,299,620)	(3,135,908)	(2,299,620)	(3,135,908)	(2,299,620)	(3,135,908)	(2,299,620)	(3,135,908)	(2,299,620)	(3,135,908)	565,670	
Perry County Board of Education	TPRY	4,530,551	7,375,630	7,102,042	4,708,422	(1,342,919)	(1,080,743)	(1,062,995)	(1,342,919)	(1,062,995)	(1,342,919)	(1,062,995)	(1,342,919)	(1,062,995)	(1,342,919)	(1,062,995)	(1,342,919)	(1,062,995)	(1,342,919)	(1,062,995)	(1,342,919)	192,963	
Phenix City Board of Education	THPC	24,355,342	39,649,917	38,179,166	25,311,540	(6,994,300)	(3,729,869)	(3,959,213)	(6,994,300)	(3,959,213)	(6,994,300)	(3,959,213)	(6,994,300)	(3,959,213)	(6,994,300)	(3,959,213)	(6,994,300)	(3,959,213)	(6,994,300)	(3,959,213)	(6,994,300)	1,037,329	
Pickens County Board of Education	TPKS	9,583,534	15,601,766	15,023,043	9,959,587	(2,150,121)	(1,687,818)	(1,777,872)	(2,150,121)	(1,687,818)	(1,777,872)	(2,150,121)	(1,687,818)	(1,777,872)	(2,150,121)	(1,687,818)	(1,777,872)	(2,150,121)	(1,687,818)	(1,777,872)	(2,150,121)	408,177	
Piedmont City Schools	TPMT	3,518,365	5,727,815	5,515,351	3,656,498	(5,727,815)	(6,003,875)	(6,003,875)	(5,727,815)	(6,003,875)	(6,003,875)	(5,727,815)	(6,003,875)	(6,003,875)	(5,727,815)	(6,003,875)	(6,003,875)	(5,727,815)	(6,003,875)	(6,003,875)	(5,727,815)	149,853	
Pike County Board of Education	TPIK	8,637,473	14,061,601	13,540,008	8,976,658	(1,761,274)	(1,375,562)	(1,394,732)	(1,761,274)	(1,375,562)	(1,394,732)	(1,761,274)	(1,375,562)	(1,394,732)	(1,761,274)	(1,375,562)	(1,394,732)	(1,761,274)	(1,375,562)	(1,394,732)	(1,761,274)	367,883	
Pike Road City Schools	TPRB	7,048,326	11,474,507	11,048,879	7,325,045	(2,111,990)	(1,646,161)	(1,668,818)	(2,111,990)	(1,646,161)	(1,668,818)	(2,111,990)	(1,646,161)	(1,668,818)	(2,111,990)	(1,646,161)	(1,668,818)	(2,111,990)	(1,646,161)	(1,668,818)	(2,111,990)	300,199	
Randolph County Board of Education	TRAN	8,429,328	13,722,745	13,213,721	8,760,266	(1,833,932)	(1,441,746)	(1,468,818)	(1,833,932)	(1,441,746)	(1,468,818)	(1,833,932)	(1,441,746)	(1,468,818)	(1,833,932)	(1,441,746)	(1,468,818)	(1,833,932)	(1,441,746)	(1,468,818)	(1,833,932)	359,017	
Reid State Technical College	TEVN	1,448,424	2,358,000	2,270,533	1,505,289	(2,270,533)	(2,358,000)	(2,358,000)	(2,270,533)	(2,358,000)	(2,358,000)	(2,270,533)	(2,358,000)	(2,358,000)	(2,270,533)	(2,358,000)	(2,358,000)	(2,270,533)	(2,358,000)	(2,358,000)	(2,270,533)	61,691	
Romeo City Schools	TRON	5,074,673	8,261,447	7,955,002	5,273,906	(899,953)	(761,022)	(761,022)	(899,953)	(761,022)	(761,022)	(899,953)	(761,022)	(761,022)	(899,953)	(761,022)	(761,022)	(899,953)	(761,022)	(761,022)	(899,953)	216,138	
Russell County Board of Education	TRUS	13,793,880	22,456,109	21,623,135	14,335,432	(2,590,985)	(2,055,865)	(2,235,538)	(2,590,985)	(2,055,865)	(2,235,538)	(2,590,985)	(2,055,865)	(2,235,538)	(2,590,985)	(2,055,865)	(2,235,538)	(2,590,985)	(2,055,865)	(2,235,538)	(2,590,985)	587,502	
Russellville Board of Education	TRSV	9,328,562	15,186,677	14,623,351	9,694,804	(1,769,258)	(1,397,904)	(1,423,666)	(1,769,258)	(1,397,904)	(1,423,666)	(1,769,258)	(1,397,904)	(1,423,666)	(1,769,258)	(1,397,904)	(1,423,666)	(1,769,258)	(1,397,904)	(1,423,666)	(1,769,258)	397,317	
Saratuland Board of Education	TRSR	9,968,608	16,228,656	15,626,680	10,359,978	(1,821,997)	(1,116,975)	(1,116,975)	(1,821,997)	(1,116,975)	(1,116,975)	(1,821,997)	(1,116,975)	(1,116,975)	(1,821,997)	(1,116,975)	(1,116,975)	(1,821,997)	(1,116,975)	(1,116,975)	(1,821,997)	424,577	
Sausima City Schools	TSIM	4,655,747	7,579,445	7,298,297	4,838,533	(700,139)	(545,190)	(667,197)	(700,139)	(545,190)	(667,197)	(700,139)	(545,190)	(667,197)	(700,139)	(545,190)	(667,197)	(700,139)	(545,190)	(667,197)	(700,139)	198,295	
School Superintendents of Alabama	TSAL	145,832	237,410	228,604	151,557	(19,240)	(13,301)	(19,005)	(19,240)	(13,301)	(19,005)	(19,240)	(13,301)	(19,005)	(19,240)	(13,301)	(19,005)	(19,240)	(13,301)	(19,005)	(19,240)	6,211	
Scottsboro Board of Education	TSOC	9,508,125	15,479,001	14,904,832	9,881,417	(2,048,433)	(1,578,328)	(1,651,482)	(2,048,433)	(1,578,328)	(1,651,482)	(2,048,433)	(1,578,328)	(1,651,482)	(2,048,433)	(1,578,328)	(1,651,482)	(2,048,433)	(1,578,328)	(1,651,482)	(2,048,433)	404,964	
Selma Public Schools	TSMA	10,368,925	16,880,363	16,254,213	10,776,012	(3,152,615)	(2,598,269)	(2,651,477)	(3,152,615)	(2,598,269)	(2,651,477)	(3,152,615)	(2,598,269)	(2,651,477)	(3,152,615)	(2,598,269)	(2,651,477)	(3,152,615)	(2,598,269)	(2,651,477)	(3,152,615)	441,628	
Sheffield City Board of Education	TSHF	4,141,910	6,742,931	6,492,813	4,304,523	(947,624)	(721,737)	(748,214)	(947,624)	(721,737)	(748,214)	(947,624)	(721,737)	(748,214)	(947,624)	(721,737)	(748,214)	(947,624)	(721,737)	(748,214)	(947,624)	176,410	
Shelby County Board of Education	TSBY	71,949,796	122,016,485	117,490,476	77,892,347	(15,557,713)	(12,500,665)	(13,890,127)	(15,557,713)	(12,500,665)	(13,890,127)	(15,557,713)	(12,500,665)	(13,890,127)	(15,557,713)	(12,500,665)	(13,890,127)	(15,557,713)	(12,500,665)	(13,890,127)	(15,557,713)	3,192,221	
Shelton State Community College	TTVS	8,167,990	13,297,294	12,804,052	8,488,668	(1,814,467)	(1,372,895)	(1,418,266)	(1,814,467)	(1,372,895)	(1,418,266)	(1,814,467)	(1,372,895)	(1,418,266)	(1,814,467)	(1,372,895)	(1,418,266)	(1,814,467)	(1,372,895)	(1,418,266)	(1,814,467)	347,886	
Sheldon State Community College	TSJC	2,876,982	4,665,658	4,509,923	2,989,933	(614,477)	(500,202)	(540,248)	(614,477)	(500,202)	(540,248)	(614,477)	(500,202)	(540,248)	(614,477)	(500,202)	(540,248)	(614,477)	(500,202)	(540,248)	(614,477)	222,555	
Southern Union State Community College	TSUC	6,488,960	10,665,873	10,172,023	6,743,719	(1,184,952)	(943,597)	(1,054,843)	(1,184,952)	(943,597)	(1,054,843)	(1,184,952)	(943,597)	(1,054,843)	(1,184,952)	(943,597)	(1,054,843)	(1,184,952)	(943,597)	(1,054,843)	(1,184,952)	276,375	
Special Programming for Achievement Network	TSBC	1,176,383	1,915,124	1,844,085	1,222,568	(326,305)	(260,583)	(272,252)	(326,305)	(260,583)	(272,252)	(326,305)	(260,583)	(272,252)	(326,305)	(260,583)	(272,252)	(326,305)	(260,583)	(272,252)	(326,305)	50,104	
St. Clair County Board of Education	TSCT	30,455,945	49,581,554	47,742,404	31,651,654	(5,550,058)	(4,444,853)	(4,942,926)	(5,550,058)	(4,444,853)	(4,942,926)	(5,550,058)	(4,444,853)	(4,942,926)	(5,550,058)	(4,444,853)	(4,942,926)	(5,550,058)	(4,444,853)	(4,942,926)	(5,550,058)	1,297,163	
State of Alabama--High School of Math & Science	THMS	1,913,569	3,115,245	2,999,689	1,988,696	(317,041)	(235,724)	(281,851)	(317,041)	(235,724)	(281,851)	(317,041)	(235,724)	(281,851)	(317,041)	(235,724)	(281,851)	(317,041)	(235,724)	(281,851)	(317,041)	81,502	
Sumter County Board of Education	TSUM	4,932,004	8,029,185	7,731,355	5,125,636	(809,219)	(615,372)	(647,029)	(809,219)	(615,372)	(647,029)	(809,219)	(615,372)	(647,029)	(809,219)	(615,372)	(647,029)	(809,219)	(615,372)	(647,029)	(809,219)	210,061	
Sylvanuga City Board of Education	TSYL	7,734,915	12,992,257	12,125,167	8,038,590	(1,739,149)	(1,373,299)	(1,456,372)	(1,739,149)	(1,373,299)	(1,456,372)	(1,739,149)	(1,373,299)	(1,456,372)	(1,739,149)	(1,373,299)	(1,456,372)	(1,739,149)	(1,373,299)	(1,456,372)	(1,739,149)	329,442	
Taladega City Board of Education	TTAL	7,433,845	12,102,124	11,653,214	7,725,700	(1,788,990)	(1,412,046)	(1,488,550)	(1,788,990)	(1,412,046)	(1,488,550)	(1,788,990)	(1,412,046)	(1,488,550)	(1,788,990)	(1,412,046)	(1,488,550)	(1,788,990)	(1,412,046)	(1,488,550)	(1,788,990)	316,619	
Tallahatchee County Board of Education	TTDG	27,419,428	44,638,176	42,982,394	28,495,923	(6,006,088)	(4,696,158)	(4,886,721)	(6,006,088)	(4,696,158)	(4,886,721)	(6,006,088)	(4,696,158)	(4,886,721)	(6,006,088)	(4,696,158)	(4,886,721)	(6,006,088)	(4,696,158)	(4,886,721)	(6,006,088)	1,167,354	
Tallahassee County Board of Education	TTDS	10,499,026	17,092,165	16,458,158	10,911,221	(1,970,331)	(1,592,679)	(1,720,958)	(1,970,331)	(1,592,679)	(1,720,958)	(1,970,331)	(1,592,679)	(1,720,958)	(1,970,331)	(1,592,679)	(1,720,958)	(1,970,331)	(1,592,679)	(1,720,958)	(1,970,331)	447,169	
Tallassee City Board of Education	TTAS	5,473,288	8,910,382	8,579,866	5,688,171	(1,370,331)	(1,095,817)	(1,165,627)	(1,370,331)	(1,095,817)	(1,165,627)	(1,370,331)	(1,095,817)	(1,165,627)	(1,370,331)	(1,095,817)	(1,165,627)	(1,370,331)	(1,095,817)	(1,165,627)	(1,370,331)	233,115	
Tarrant Board of Education	TTAR	4,449,628	7,243,889	6,975,188	4,624,322	(879,153)	(676,676)	(720,556)	(879,153)	(676,676)	(720,556)	(879,153)	(676,676)	(720,556)	(879,153)	(676,676)	(720,556)	(879,153)	(676,676)	(720,556)	(879,153)	50,104	
Thomasville City Schools	TTOM	4,128,288	6,720,755	6,471,459	4,290,366	(1,035,679)	(841,909)	(905,778)	(1,035,679)	(841,909)	(905,778)	(1,035,679)	(841,909)	(905,778)	(1,035,679)	(841,909)	(905,778)	(1,035,679)	(841,909)	(905,778)	(1,035,679)	175,830	
Troy City Board of Education	TTRY	6,117,063	9,958,433	9,589,041	6,357,221	(1,575,225)	(1,253,834)	(1,302,778)	(1,575,225)	(1,253,834)	(1,302,778)	(1,575,225)	(1,253,834)	(1,302,778)	(1,575,225)	(1,253,834)	(1,302,778)	(1,575,225)	(1,253,834)	(1,302,778)	(1,575,225)	260,535	
Troy University	TTST	48,069,057	78,255,282	75,352,525	49,956,262	(4,837,315)	(6,110,235)	(5,477,194)	(4,837,315)	(6,110,235)	(5,477,194)	(4,837,315)	(6,110,235)	(5,477,194)	(4,837,315)	(6,110,235)	(5,477,194)	(4,837,315)	(6,110,235)	(5,477,194)	(4,837,315)	2,047,331	
Trussville City Board of Education	TTCB	15,915,716	25,910,408	24,949,302	16,540,572	(2,860,272)	(2,369,076)	(2,686,754)	(2,860,272)	(2,369,076)	(2,686,754)	(2,860,272)	(2,369,076)	(2,686,754)	(2,860,272)	(2,369,076)	(2,686,754)	(2,860,272)	(2,369,076)	(2,686,754)	(2,860,272)	677,874	
Tuscaloosa City Schools	TTUS	40,413,931	65,792,917	63,352,433	42,000,595	(8,089,595)	(6,654,387)	(7,239,716)	(8,089,595)	(6,654,387)	(7,239,716)	(8,089,595)	(6,654,387)	(7,239,716)	(8,089,595)	(6,654,387)	(7,239,716)	(8,089,595)	(6,654,387)	(7,239,716)	(8,089,595)	316,619	
Tuscaloosa County Schools	TTLS	66,264,077	107,876,341	103,874,838	68,805,624	(12,747,163)	(10,094,596)	(11,122,043)	(12,747,163)	(10,094,596)	(11,122,043)	(12,747,163)	(10,094,596)	(11,122,043)	(12,747,163)	(10,094,596)	(11,122,043)	(12,747,163)	(10,094,596)	(11,122,043)	(12,747,163)	2,822,283	
Tusculum City Board of Education	TTSC	5,182,111	8,																				