













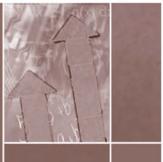
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM

# Comprehensive Annual Financial Report

A COMPONENT UNIT OF THE STATE OF CALIFORNIA, JUNE 30, 2005

"Time is the coin of your life. It is the only coin you have, and only you can determine how it will be spent."

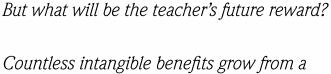
- Carl Sandburg



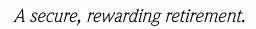
A California teacher invests the coin of life with children, inspiring them to grow and learn and contribute to society.



A future full of reward and promise awaits.



California State Teachers' Retirement System, we aim for a more tangible benefit, something





career spent in service to children, but at the that can be counted.





CalSTRS mission: Securing the financial future and sustaining the trust of California's educators.

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# **Award: GFOA Certificate**



# CALSTRS HOW WILL YOU SPEND YOUR FUTURE?

June 8, 2006

California State Teachers' Retirement System Post Office Box 15275 Sacramento, CA 95851-0275

I am pleased to present the Comprehensive Annual Financial Report of the California State Teachers' Retirement System for the fiscal year ended June 30, 2005.

CalSTRS is one of the nation's oldest teacher pension systems, beginning in the earliest days of employers' concern for the welfare of their employees and their retirement.

As we look back on the year, we are heartened by a chronicle of successes amid the undeniable challenges of a complex economic environment. This past year, as in every year to come, we remain committed to strengthening our role in securing the financial future of CalSTRS members, our state's educators. Their tireless efforts in California's classrooms will help our children reap a lifetime of rewards. In turn, we want our efforts in building and maintaining a core pension benefit for these educators to help them reap rewards in their retirement. Over and over in our publications and online materials, we ask teachers, "How will you spend your future?" The answer we want lies in a world of possibilities made real by sound investments and smart financial guidance. That's our commitment to rewarding time.

One measure of our success is seen in the reports and tables included here. These details capture the financial progress of our efforts to guide educators into a future life, not away from a past career. We are here to help members determine and achieve their vision of successful retirement, whether it is volunteer work, family, hobbies or just time to read all those books collected over the years.

We see ourselves as a trusted guide for those we trust to guide society's most precious members.

The 2005 CAFR contains the following sections:

The *introductory section*| includes this letter of transmittal, administrative organization details and a review of CalSTRS activities.

The *financial section* includes the report of the independent auditor, the Management's Discussion and Analysis, the system's financial statements and supplemental information for the State Teachers' Retirement Plan and CalSTRS Voluntary Investment Program.



The *investment section* contains a consultant's report summarizing investment activity. It also contains an explanation of investment policy, portfolio performance information and various investment schedules for the State Teachers' Retirement Plan, including investment of the Defined Benefit Supplement and Cash Balance Benefit programs contributions. Investment information is not included for the CalSTRS Voluntary Investment Program since all investments are member-directed into mutual funds.

The *actuarial section* includes the actuary's certification letters and summaries for the CalSTRS Defined Benefit, Defined Benefit Supplement and Cash Balance Benefit programs, in addition to the results of the latest actuarial valuations.

The *statistical section* includes information on the CalSTRS Defined Benefit Program, Defined Benefit Supplement Program, Cash Balance Benefit Program and CalSTRS Voluntary Investment Program.

#### **Profile**

CalSTRS provides retirement, disability and survivor benefits to California's 775,917 public school educators from kindergarten through community college. The California Education Code, known as the Teachers' Retirement Law, established these programs with CalSTRS as administrator. Required member and employer contribution rates are set by law. CalSTRS members as of June 30, 2005, included employees of approximately 1,300 school districts, community college districts, county offices of education and regional occupational programs (listed starting on Page 100).

# **Funding**

The determination of the funding status as of June 30, 2004, presented some challenges for this report. The covered payroll for the June 30, 2004, actuarial valuation was identified as overstated as this report was going to print. The June 30, 2004, actuarial valuation has not been revised. However, certain values contained in the financial and actuarial sections of this report were estimated to compensate for this overstated covered payroll. As of June 30, 2004, the Defined Benefit Program has an estimated unfunded actuarial obligation of \$20.6 billion, having an estimated 85 percent of the funds needed to fund the cost of the benefit plan in effect on June 30, 2004. Further discussion is provided within the financial section of this report.

# Introduction

Under California state law, the Defined Benefit Program receives contributions from members and employers set at a percentage of the member's earnings plus state General Fund contributions from the fiscal year ending in the prior calendar year (see Page 22). The cost of administering the State Teachers' Retirement Plan is financed through the investment earnings of the plan.

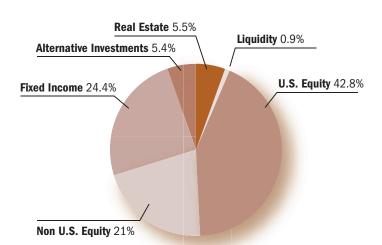
#### **Financial**

The basic financial statements have been prepared in accordance with generally accepted accounting principles applied on a consistent basis as promulgated by the Governmental Accounting Standards Board and its predecessor, the National Council on Governmental Accounting. The Management's Discussion and Analysis provides a narrative introduction, overview, and analysis to accompany the basic financial statements. This Letter of Transmittal is designed to complement the MD&A and should be read in conjunction with it. The MD&A can be found immediately following the report of the independent auditors.

#### **Investments**

The CalSTRS investment portfolio finished the fiscal year at an all-time high value. At \$129.6 billion, the portfolio is a full \$16 billion higher in value than it was at the height of the stock market rally of the 1990s. For the fiscal year 2004-2005, CalSTRS earned an 11.1 percent investment return. That ranked in the top 15th percentile of public pension plans. Over the past three years ending June 30, 2005, the fund has earned a 10.5 percent return and ranked in the top 20th percentile of

Asset Allocation as of June 30, 2005 Total investment portfolio of \$129.6 billion



all public pension plans in the United States. All but one asset class exceeded its policy benchmark over the period and the total fund exceeded the benchmark for the fourth straight year.

The Teachers' Retirement Board – Investment Committee and CalSTRS investment staff regularly review and update CalSTRS investment policies. Important enhancements were made to the External Equity policy to clarify the risk matrix and structure of non-US emerging markets and to allow active corporate governance investments. The Credit Enhancement Program policy was expanded to allow investments across the United States, and the Alternative Investment Policy was modified to adjust the sub-asset class structure.

#### **Award**

The Government Finance Officers Association of the United States and Canada awarded a Certificate of Achievement for Excellence in Financial Reporting to the California State Teachers' Retirement System for its comprehensive annual financial report for the year ended June 30, 2004. This was the 10th consecutive year that CalSTRS has achieved this prestigious award.

In order to be awarded the Certificate of Achievement, a government unit must publish an easily readable and efficiently organized comprehensive annual financial report. This report must satisfy both generally accepted accounting principles and applicable legal requirements. A Certificate of Achievement is valid for a period of one year only.

# Acknowledgments

The compilation of this comprehensive annual financial report reflects the combined effort of CalSTRS staff under the leadership of the Teachers' Retirement Board. I commend their efforts on creating another outstanding report. In addition, I take this opportunity to express my gratitude to the staff, advisors and the many other people and organizations who have worked so diligently to ensure the successful operation of the California State Teachers' Retirement System.

Responsibility for both the accuracy and completeness of the financial data and the fairness of the presentation rests with me and the management of CalSTRS.

ack Ehnes

Chief Executive Officer

# Teachers' Retirement Board

as of June 30, 2005



Carolyn A. Widener Community College Instructor Term: 1/1/04 - 12/31/07



Dana Dillon Vice Chair K-12 Classroom Teacher Term: 1/1/04 - 12/31/07



Phil Angelides State Treasurer Ex-Officio Member



Jack O'Connell Superintendent of Public Instruction Ex-Officio Member



**Steve Westly** State Controller Ex-Officio Member

(no photo available)

Tom Campbell State Finance Director Ex-Officio Member



Jerilyn Harris Retiree Representative Term: 4/29/05 - 12/31/07



Roger Kozberg Public Representative Term: 4/28/05 - 12/31/05



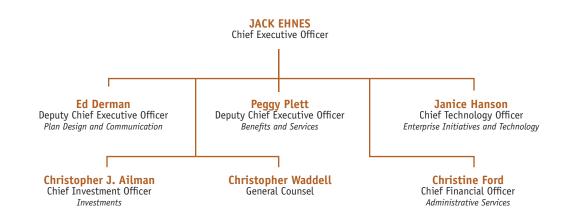
**Gary Lynes** K-12 Classroom Teacher Term: 1/1/04 - 12/31/07

# Introduction

# **Current Executive Staff**



pictured from left to right (back row): Christopher Waddell, Christopher J. Ailman, Jack Ehnes, Ed Derman; (front row) Christine Ford, Peggy Plett, Janice Hanson



# **Professional Services**

CalSTRS contracts for the services of various independent consultants essential to the effective and professional operation of the system. Milliman provides actuarial services and the independent auditor is Macias Gini & Company LLP. Lists of investment professionals for investment services and other consultants are provided on Schedules IV and V in the financial section of the report. A partial list of independent consultants is shown.

- The Ballard Group
- Jaykumar Maistry
- Nanran
- Visionary Integration

There is a time for some things, and a time for all things; a time for great things, and a time for small things.

Miguel de Cervantes Saavedra

# Introduction

# Year in Review

### Membership

Membership in the CalSTRS Defined Benefit Program includes California public school employees, kindergarten through community college, who teach, are involved in the selection and preparation of instructional materials, or are supervising persons engaged in those activities.

Membership is in effect as long as the contributions remain on deposit with the program.

Members are employed in approximately 1,300 public school districts, community college districts, county offices of education and state reporting entities in California. The CalSTRS Defined Benefit Program includes service retirement, benefits for survivors and disability benefits.



A beneficiary of a retired member who has elected a joint and survivor option receives a continuing lifetime allowance upon the retired member's death.

As of June 30, 2005, there were a total of 450,282 active, 124,394 inactive members and 201,241 retired members, disability and survivor benefit recipients. The combined total of members and benefit recipients equals 775,917, an increase of 21,864 from the previous fiscal year.

(The financial statements, presented in the financial section, contain Defined Benefit Program membership data as of June 30, 2004, due to the timing of the independent auditor's report.)

# Benefits to Members and **Benefit Recipients**

#### Service Retirement

CalSTRS is committed to providing exceptional service to its retiring members in keeping with the System's values. The staff provides timely and accurate payments and information about application and benefit payment processes.

In 2004–05, 11,848 members applied for retirement, which is a 3.7 percent decrease from the previous year.

#### **Survivor Benefits**

CalSTRS received 6,211 survivor benefits applications, which is an increase of 1.3 percent over last fiscal year. Of the applications received, 99 percent were processed within the 45-day legislative standard, and 98 percent were processed within 30 days from the receipt of the last required document.

#### Disability

CalSTRS received 905 applications for disability benefits, representing an increase of almost 8 percent over the previous fiscal year. Of the applications received, 86 percent were processed within 180 days of receipt.

# The whole life of man is but a point of time; let us enjoy it.

**Plutarch** 

The work of the Continuing Qualifications and Vocational Rehabilitation programs resulted in 50 members returning to full-time employment, discontinuing their need to receive disability benefits.

#### Services to Members and Beneficiaries

#### **Customer Service**

The Call Center Customer Service Representatives responded to the questions and concerns of 248,080 customers. Another 106,162 customers selected alternative services provided within the CalSTRS' automated interactive voice response system. The average wait time for callers who opted to speak with a customer service representative was 31 seconds; 83 percent of all calls were answered in less than one minute.

The Correspondence Center staff responded to 27,990 e-mails, online messages, and postal correspondence and provided services to 2,282 members who visited the Member Service counter at the CalSTRS' Sacramento office. Staff responded to 77 percent of e-mails within one business day, with an average response time of seven hours, 73 percent of all correspondence was completed within three business days.

#### **Member Communication**

CalSTRS communicates twice a year with members and beneficiaries through the *CalSTRS Connections* and the *Retired Educator* newsletters.

*CalSTRS Connections* is mailed in spring and fall to active and inactive members. Issues contain helpful information on financial education, retirement planning, legislative summaries and articles concerning educators.

The *Retired Educator* is mailed in summer and winter to inform retired members and benefit recipients of matters of special interest to them.

The *Member Handbook* explains all CalSTRS programs. The handbook and single-topic brochures are mailed upon request, given to members during personal interviews, viewed or ordered from our Web site and made available

to employers. CalSTRS also mails the *Welcome to CalSTRS* brochure to newly hired educators.

#### Web Site

The CalSTRS Web site, www.calstrs.com, provides information for members, employers and CalSTRS business partners. Our Web site includes many useful features such as online calculators, which allow members to estimate their retirement benefit and calculate the cost to purchase service credit and to redeposit funds; financial education and workshop information; and a secure site for employers to provide county and school district personnel with pertinent information.

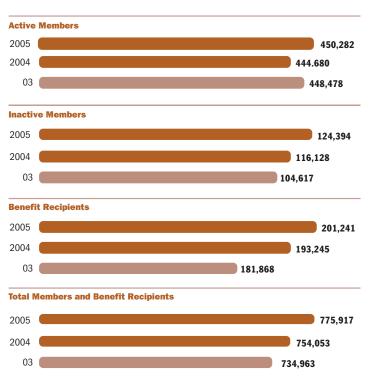
When visiting the CalSTRS Web site, CalSTRS members can register for a secure, online service called myCalSTRS. This tool provides a messaging function that allows members to send messages and receive e-mail through a secure site.

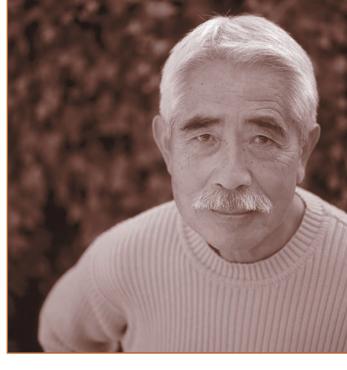
CalSTRS also administers a Web site entitled 403bCompare.com, which is a state-of-the-art personal investment tool. The site received the 2005 Leadership Recognition Award from the National Association of Government Defined Contribution Administrators for effective communication and for plan design and administration.

Users of the 403bCompare.com Web site can easily compare tax-deferred 403(b) retirement investment products such as annuities and mutual funds. Users of 403bCompare.com can search 403(b) products, place three of them side-by-side and compare their features, including fund descriptions, fees and returns.

#### **Benefits Counseling**

CalSTRS provides members with the opportunity to meet with a Benefits Counselor for personalized assistance in retirement planning. CalSTRS counseling sessions can be beneficial to a member at any time during their teaching career. Members have the choice of meeting with a CalSTRS benefits counselor either face-to-face or over the telephone. Personal retirement counseling was provided to 35,533 members at over 30 locations throughout California. In addition, 1,955 members received retirement counseling through a telephone appointment.





### Member Workshops

CalSTRS offers member workshops which are designed to meet the needs of members at their different career stages. Each workshop includes customized content designed specifically for members in the early or mid-career stages and covers basic details of CalSTRS benefits, retirement planning and personal financial planning. The latecareer workshop includes specific retirement information focusing on the CalSTRS retirement formula, lifetime benefits for another person, post-retirement employment, and information sources for prospective retirees. CalSTRS will provide customized workshops by request. CalSTRS presented 595 workshops to 19,234 members. The workshop atmosphere encourages members to actively participate and to obtain answers to questions.

# **Optional Member Programs**

### Cash Balance Benefit Program

The Cash Balance Benefit Program is a defined benefit plan that is optional to school districts, community college districts and county offices of education. Employees are eligible to participate when their employer offers the Cash Balance Benefit Program if they are hired to perform creditable service on an hourly, daily or temporary basis, unless the employee also performs creditable service fulltime in another position. Also, a person who performs trustee service for an employer who has elected to provide the Cash Balance Benefit Program may elect to participate for that service.

# Voluntary Investment Program

The VIP is CalSTRS' 403(b) program and is available to certificated or classified employees of any California school district, county office of education or community college district. The VIP is a 403(b)(7) plan, which allows employees to invest pre-tax earnings in mutual funds as optional retirement savings.

# Services to Employers, Member and **Client Organizations**

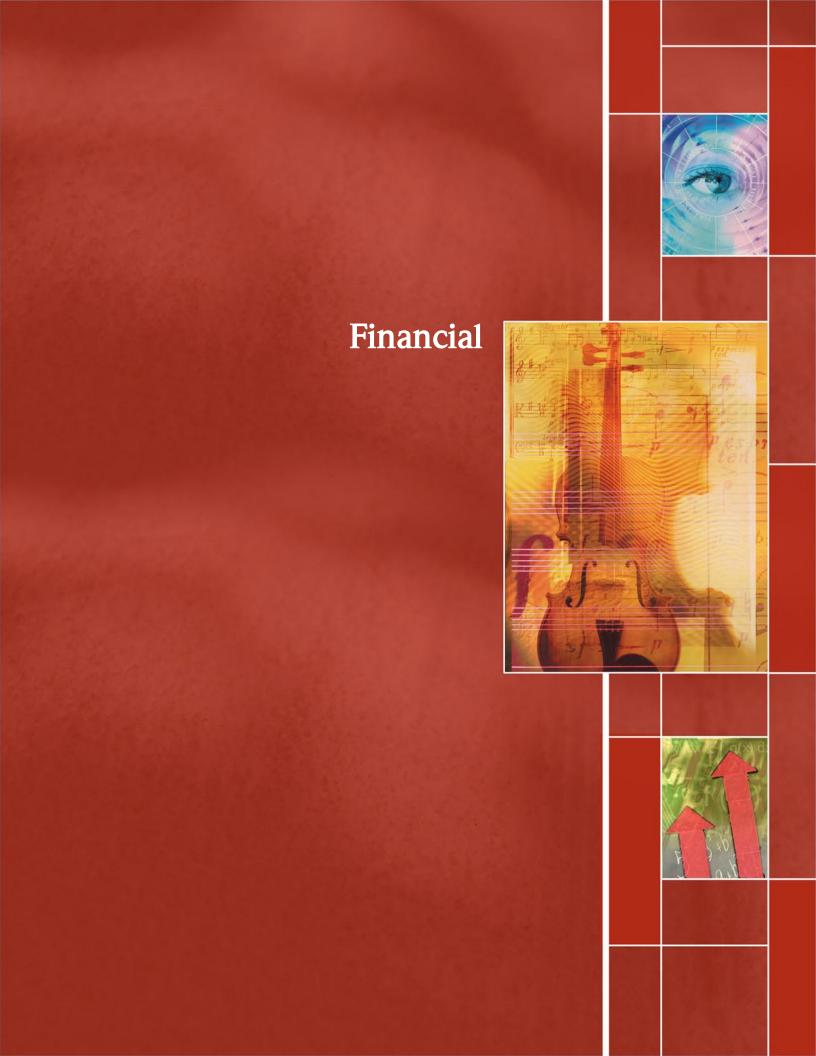
Two committees meet regularly to provide a forum for active participation in the formation of CalSTRS policies and procedures in areas of information dissemination, benefit plan administration, and service to members and beneficiaries. The Employer Advisory Committee is composed of county and district employer representatives and CalSTRS staff. The Client Advisory Committee includes CalSTRS staff and members of various organizations representing CalSTRS members and benefit recipients. Since reaching consensus with the two committees on legislative proposals and policy issues is important to the Teachers' Retirement Board, CalSTRS employees schedule special meetings with both committees to work closely on plan design and other crucial member and employer issues.

CalSTRS staff also conducts field visits to individual counties and school districts. These visits provide specific information to the employer regarding CalSTRS' data reporting process and staff discusses the use of the Remote Employer Access Program. This program allows the employer direct access to the CalSTRS database for verification and review of the member's service and contribution records, thereby improving the accuracy and timeliness of the reporting process.

In addition, CalSTRS outreach staff and benefits counselors attend meetings of school districts, academic associations and other constituent groups to conduct workshops and provide CalSTRS information. The venues include county fairs, annual conferences of academic organizations and meetings of union councils and school administrators.

In 2004–2005, staff and counselors attended 22 events and served more than 5,500 members.

Time as he grows old teaches many lessons. **Aeschylus** 



# California State Teachers' **Retirement System**

(A Component Unit of the State of California)

Independent Auditor's Report, Financial Statements, Required Supplementary Information, and Other Supplemental Information

For the Fiscal Year Ended June 30, 2005



3000 S Street, Ste. 300 Sacramento, California 95816 916.928.4600 PHONE 916 928 2755 FAX

#### INDEPENDENT AUDITOR'S REPORT

To the Teachers' Retirement Board of the California State Teachers' Retirement System Sacramento, California

We have audited the accompanying statement of fiduciary net assets of the California State Teachers' Retirement System (the System), a component unit of the State of California, as of June 30, 2005, and the related statement of changes in fiduciary net assets for the year then ended. These financial statements are the responsibility of the System's management. Our responsibility is to express an opinion on these financial statements based on our audit. The prior year summarized comparative information has been derived from the System's 2004 financial statements on which our report dated September 24, 2004, expressed an unqualified opinion.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the System's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net assets of the California State Teachers' Retirement System as of June 30, 2005, and the changes in fiduciary net assets for the year then ended in conformity with the accounting principles generally accepted in the United States of America.

As described in Note 6, effective July 1, 2004, the System adopted the provisions of Governmental Accounting Standards Board Statement No. 40, Deposit and Investment Risk Disclosures, an amendment of GASB Statement No. 3.

As described in Note 1, based on the most recent actuarial estimates as of June 30, 2004, the value of the Defined Benefit Program's actuarial accrued obligation exceeded the actuarial value of its assets by \$20.6 billion.

In accordance with Government Auditing Standards, we have issued our report dated September 23, 2005, on our consideration of the System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations and contracts and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards and should be considered in assessing the results of our audit.

The Management's Discussion and Analysis on pages 14 through 17, the Schedule of Funding Progress on page 35 and the Schedule of Contributions from Employers and Other Contributing Entities on pages 36 through 37 are not a required part of the basic financial statements, but are supplementary information required by accounting principles generally accepted in the United States of America. As described on pages 35 and 36, the System revised certain actuarially determined amounts presented in the Schedule of Funding Progress and the Schedule of Contributions from Employers and Other Contributing Entities subsequent to the issuance of the June 30, 2005 financial statements to reflect data corrections identified. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the required supplementary information. However, we did not audit the information and express no opinion on it.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements. The introductory section, other supplemental information in the financial section and the investments, actuarial and statistical sections are presented for purposes of additional analysis and are not a required part of the basic financial statements. The other supplemental information in the financial section has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole. The introductory, investments, actuarial and statistical sections have not been subjected to auditing procedures applied in the audit of the basic financials statements and, accordingly, we express no opinion on them.

Certified Public Accountants

Sacramento, California September 23, 2005, except for the paragraph above relating to required supplementary information, as to which the date is May 12, 2006

Macion Sini & Company UP

### **California State Teachers' Retirement System** Management's Discussion and Analysis (Unaudited) As of June 30, 2005

#### **MANAGEMENT'S DISCUSSION AND ANALYSIS**

This Management's Discussion and Analysis (MD&A) of the California State Teachers' Retirement System's (System) financial performance provides an overview of the System's financial activities for the fiscal year ended June 30, 2005. We designed the MD&A to focus on the current year's activities, resulting changes, and currently known facts, and we encourage you to read it in conjunction with the System's financial statements and notes to the financial statements.

The System is primarily responsible for administering retirement, disability, survivor and health benefits, as well as administering a supplemental retirement savings plan for California public school teachers and certain other employees of the state's public school system. The System is comprised of a total of four fiduciary funds:

- 1. Teachers' Retirement Fund (TRF)
- 2. Voluntary Investment Program (VIP)
- 3. Teachers' Health Benefits Fund (THBF)
- 4. Teachers' Replacement Benefits Program Fund (TRBPF)

#### FINANCIAL HIGHLIGHTS

- Net assets increased by \$13.5 billion or 12% to \$129.6 billion.
- Net investment income totaled \$14.1 billion, a decrease of \$2.5 billion or 15%.
- As of June 30, 2004, the System's Defined Benefit Program was estimated to be funded at 85% which was consistent with the funding level estimated as of June 30, 2003.
- Total contributions increased by \$846 million or 17% to \$5.7 billion.
- State Supplemental Benefit Maintenance Account contributions increased by \$526.0 million or 554% to \$620.9 million.
- Benefit payments increased by \$591 million or 11% to \$6.2 billion.
- Refund of members' contributions increased by \$5.2 million or 6% to \$94.1 million.
- In the THBF, the Medicare Premium Payment Program premiums paid for members totaled \$27.4 million.

#### **OVERVIEW OF FINANCIAL STATEMENTS**

This MD&A is an introduction to the System's basic financial statements. The System's financial statements include the following components: (1) fund financial statements, (2) notes to the financial statements, (3) required supplementary information, and (4) other supplemental information.

Fund financial statements. The statements of fiduciary net assets presents information on all of the System's assets and liabilities, with the difference between the two reported as net assets. Over time, the increase or decrease in net assets serves as a useful indicator of the health of the System's financial position. The statements of changes in fiduciary net assets show how the System's net assets changed during the fiscal year.

# California State Teachers' Retirement System Management's Discussion and Analysis (Unaudited) As of June 30, 2005

**Notes to the financial statements.** The financial statement notes provide additional information that is essential to a full understanding of the data provided in the fund financial statements. Below we describe the information available in the notes to the financial statements.

- Note 1 provides a general description of the System, as well as a concise description of each of the funds administered by the System.
- Note 2 provides a summary of significant accounting policies, including the basis of accounting
  for the System, management's use of estimates, cash and investment accounting policies, and
  other significant accounting policies.
- Note 3 describes investments, including disclosures required by the Governmental Accounting Standards Board (GASB) Statement Number 40, Deposit and Investment Risk Disclosures, which includes information about the System's investment risk related to credit risk (including custodial credit risk and concentrations of credit risk), interest rate risk, and foreign currency risk.
- Note 4 generally describes potential contingencies of the System.
- Note 5 provides a summary of significant commitments incurred by the System.
- Note 6 provides a summary of new accounting and financial reporting pronouncements.

**Required supplementary information.** The required supplementary information consists of two schedules and related notes on the defined benefit pension plans' funding progress and history of contributions from employers and other contributing entities. These schedules provide historical information that assists in understanding the funded status of the System over time.

**Other supplemental information.** Other supplemental information includes detailed information on administrative expenses, investment expenses, and consultant and professional services expenses.

#### FINANCIAL ANALYSIS

**Teachers' Retirement Fund (TRF).** The Teachers' Retirement Fund is an employee benefit trust fund created to administer the State Teachers' Retirement Plan (STRP). The STRP is a defined benefit pension plan which provides for retirement, disability, and survivor benefits. The STRP is comprised of three programs: Defined Benefit (DB) Program, Defined Benefit Supplement (DBS) Program, and the Cash Balance (CB) Benefit Program.

The STRP net assets increased 12% during the fiscal year, from \$116.1 billion in 2004 to \$129.5 billion as of June 30, 2005. Investments, excluding securities lending collateral, increased by \$13.5 billion or 11% to \$130.8 billion as of June 30, 2005. At June 30, 2005, STRP held \$33.0 billion in debt securities, an increase of \$4.6 billion or 16% from fiscal year 2003-04. At June 30, 2005, STRP also held \$80.9 billion in U.S. and international equity securities, an increase of \$5.3 billion or 7% from fiscal year 2003-04. Remaining holdings in short-term, alternative, and real estate investments totaled \$16.9 billion at June 30, 2005, an increase of \$3.5 billion or 26% from fiscal year 2003-04. Net appreciation on investments totaled \$10.4 billion in fiscal year 2005 compared to \$13.8 billion fiscal year 2003-04, a decrease of \$3.4 billion or 25%. Further, as of June 30, 2005, the receivables and investments settlement balances both increased by over \$5 billion dollars from the June 30, 2004

### **California State Teachers' Retirement System** Management's Discussion and Analysis (Unaudited) As of June 30, 2005

amounts. This increase is due to a change in market conditions that strengthened the U.S. dollar, which resulted in an increase in the hedging of foreign exchange contracts.

| (Dollars in Thousands)                  |               |               |                |
|---|---------------|---------------|----------------|
| ASSETS                                  | 2005          | 2004          | Percent Change |
| Investments <sup>1</sup>                | \$153,433,187 | \$134,373,050 | 14%            |
| Cash and Cash Equivalents               | 175,854       | 186,878       | (6)%           |
| Receivables                             | 7,303,410     | 1,837,139     | 298%           |
| Other                                   | 2,002         | 1,716         | 17%            |
| TOTAL ASSETS                            | 160,914,453   | 136,398,783   | 18%            |
| LIABILITIES                             |               |               |                |
| Benefits in Process of Payment          | 551,520       | 511,375       | 8%             |
| Investment Settlement                   | 6,689,052     | 1,399,443     | 378%           |
| Real Estate Leverage Program Obligation | 879,480       | 921,889       | (5)%           |
| Other Liabilities                       | 651,491       | 493,481       | 32%            |
| Securities Lending Obligation           | 22,619,277    | 17,011,306    | 33%            |
| TOTAL LIABILITIES                       | 31,390,820    | 20,337,494    | 54%            |
| TOTAL NET ASSETS                        | \$129,523,633 | \$116,061,289 | 12%            |

Includes securities lending collateral.

The System funds STRP benefits from employer, member and State contributions, and from investment earnings. During fiscal year 2004-05 member contributions increased by \$116.2 million or 5% while employer contributions increased by \$57.2 million or 3%. State contributions increased from \$548.7 million in fiscal year 2003-04 to \$1.2 billion in fiscal year 2004-05. This increase was the result of the State's general fund contributions for the Supplemental Benefit Maintenance Account resuming in fiscal year 2004-05 in the amount of \$620.9 million. In fiscal year 2003-04, the State's contributions for this account decreased as a result of special legislation in May 2003. The STRP experienced a net investment gain of \$14.1 billion in fiscal year 2004-05 compared with \$16.6 billion in fiscal year 2003-04.

#### **CHANGES IN NET ASSETS**

| TOTAL CHANGES IN NET ASSETS | \$13,462,344 | \$15,688,961 | (14)%          |
|-----------------------------|--------------|--------------|----------------|
| TOTAL DEDUCTIONS            | 6,316,504    | 5,722,754    | 10%            |
| Administrative Expenses     | 94,662       | 94,767       | 0%             |
| Refund of Contributions     | 87,969       | 82,456       | 7%             |
| Benefit Payments            | 6,133,873    | 5,545,531    | 11%            |
| DEDUCTIONS                  |              |              |                |
| TOTAL ADDITIONS             | 19,778,848   | 21,411,715   | (8)%           |
| Investment / Other Income   | 14,128,986   | 16,605,271   | (15)%          |
| State                       | 1,218,614    | 548,686      | 122%           |
| Employer                    | 2,104,712    | 2,047,448    | 3%             |
| Member / Participant        | \$2,326,536  | \$2,210,310  | 5%             |
| ADDITIONS                   | 2005         | 2004         | Percent Change |
| Dollars in Thousands)       |              |              |                |

### California State Teachers' Retirement System Management's Discussion and Analysis (Unaudited) As of June 30, 2005

Deductions, which include benefit payments, refund of contributions and administrative expenses, totaled \$6.3 billion for the year. Growth in the number of new retirees increased benefit payments to \$6.1 billion, an increase of \$588 million or 11% over the prior year. Refund of contributions in fiscal year 2004-05 increased \$5.5 million or 7% to \$88.0 million. Administrative expenses in fiscal year 2004-05 decreased \$105 thousand or less than 1% to \$94.7 million.

The most recent actuarial estimation for the fiscal year ended June 30, 2004, indicates that the DB Program is underfunded, with 85% of the funds needed to pay the actuarial cost of the benefits accrued as of June 30, 2004. This estimated funding status remains unchanged from the estimated funding status as of June 30, 2003. The DB Program's estimated actuarial obligation exceeds actuarial assets by \$20.6 billion at June 30, 2004 compared to \$19.4 billion estimated at June 30, 2003. The most recent actuarial estimation indicates that the DB Program's expected future revenue will be insufficient to finance its obligations including amortization of the unfunded status over the next 30 years.

Voluntary Investment Program (VIP). The VIP is a tax-deferred defined contribution plan and meets the requirements of the Internal Revenue Code, Section 403(b). CitiStreet, L.L.C provides Administrative services for VIP. This program's benefits are the accumulation of contributions and investment earnings credited to the member's account at the time of retirement, disability or termination of employment. Through the VIP, members have the opportunity to supplement their pension benefits. The VIP's June 30, 2005 investments increased by \$16.1 million or 17% and net assets increased by \$16.8 million or 18%. Contributions by members in fiscal year 2004-05 increased by \$844 thousand or 4% while investment income in fiscal year 2004-05 totaled \$6.1 million compared to \$9.8 million in fiscal year 2003-04, a decrease of \$3.6 million or 37%. Deductions from the VIP increased by \$829 thousand or 9% to \$9.7 million.

Teachers' Health Benefits Fund (THBF). The THBF is an employee benefit trust fund created to administer health benefit programs for members of the California State Teachers' Retirement System. The Medicare Premium Payment Program is the only program within the fund. This program pays Medicare Part A premiums and surcharges and Part B surcharges for members meeting certain eligibility criteria. The System funds this program on an as needed basis from current employer contributions, which increased by \$2.0 million or 7% to \$28.5 million during fiscal year 2004-05. The THBF paid benefits of \$27.4 million in fiscal year 2004-05 compared with \$25.6 million the prior year. The System invests the assets of the THBF in the State of California's Surplus Money Investment Fund and earned \$87 thousand in interest income for the fiscal year ended June 30, 2005.

Teachers' Replacement Benefit Program Fund (TRBPF). The TRBPF is a replacement pension benefit plan established to pay the portion of annual benefits that exceed the annual limitations under Section 415 of the Internal Revenue Code of 1986 (26 U.S.C. Section 415). Current employer contributions fund this benefit program on an as needed basis. The TRBPF received contributions of \$203 thousand to pay benefits during fiscal year 2004-05.

#### **REQUESTS FOR INFORMATION**

This Financial Report is designed to provide a general overview of the System's finances. For questions concerning any information in this report or for additional information contact the California State Teachers' Retirement System, P.O. Box 15275, Sacramento, CA 95851-0275.

# **California State Teachers' Retirement System Statement of Fiduciary Net Assets** As of June 30, 2005 (with Comparative Totals as of June 30, 2004) (Dollars in Thousands)

|  | Teachers'          | Voluntary             | Teachers'<br>Health                     | Teachers'<br>Replacement<br>Benefit | Comparativ    | ve Totals     |
|--|--------------------|-----------------------|---|-------------------------------------|---------------|---------------|
|  | Retirement<br>Fund | Investment<br>Program | Benefits<br>Fund                        | Program Fund                        | 2005          | 2004          |
| Assets   |                    | • <b>g</b> - ···      |   | <b>g</b>                            |               |               |
| Investments, at fair value:  |                    |                       |   |                                     |               |               |
| Short term   | \$ 1,395,275       | \$ 22,687             | \$ 1,626                                | \$ -                                | \$ 1,419,588  | \$ 1,319,476  |
| Debt securities  | 33,011,898         |                       |   |                                     | 33,011,898    | 28,394,898    |
| Equities:  |                    |                       |   |                                     |               |               |
| Directly held:   |                    |                       |   |                                     |               |               |
| Domestic   | 55,440,796         | -                     | -                                       | -                                   | 55,440,796    | 49,618,988    |
| International  | 25,496,315         | -                     | -                                       | -                                   | 25,496,315    | 26,006,277    |
| Mutual funds   | -                  | 88,497                | -                                       | -                                   | 88,497        | 70,675        |
| Alternative  | 6,921,778          | -                     | -                                       | -                                   | 6,921,778     | 5,405,862     |
| Real estate  | 8,547,848          | _                     | -                                       | -                                   | 8,547,848     | 6,641,895     |
| Securities lending collateral  | 22,619,277         | -                     | -                                       | -                                   | 22,619,277    | 17,011,306    |
| Total investments  | 153,433,187        | 111,184               | 1,626                                   | _                                   | 153,545,997   | 134,469,377   |
|  |                    | , -                   | , |                                     | , ,           | - , ,         |
| Cash and cash equivalents  | 175,854            | -                     | 1                                       | 14                                  | 175,869       | 186,888       |
| Receivables:   |                    |                       |   |                                     |               |               |
| Investments sold   | 598,442            | -                     | -                                       | -                                   | 598,442       | 369,721       |
| Foreign currency contracts   | 5,635,523          | _                     | -                                       | -                                   | 5,635,523     | 550,861       |
| Interest and dividends<br>Member, employer and   | 449,238            | 56                    | 29                                      | -                                   | 449,323       | 384,051       |
| other  | 620,207            | 783                   | 1,048                                   | -                                   | 622,038       | 534,032       |
| Total receivables  | 7,303,410          | 839                   | 1,077                                   |                                     | 7,305,326     | 1,838,665     |
| Other assets   | 2,002              | _                     | _                                       | _                                   | 2,002         | 1,716         |
|  | 7.1                |                       |   |                                     | ,,,,          | ,, -          |
| Total assets   | 160,914,453        | 112,023               | 2,704                                   | 14                                  | 161,029,194   | 136,496,646   |
| Liabilities  |                    |                       |   |                                     |               |               |
| Investments purchase payable Foreign currency contracts  | 1,228,253          | -                     | -                                       | -                                   | 1,228,253     | 842,445       |
| payable<br>Benefits in process of  | 5,460,799          | -                     | -                                       | -                                   | 5,460,799     | 556,998       |
| payment Real estate leverage program   | 551,520            | -                     | -                                       | 14                                  | 551,534       | 511,388       |
| obligation   | 879,480            | -                     | -                                       | -                                   | 879,480       | 921,889       |
| Other liabilities  | 651,491            | 115                   | 51                                      | -                                   | 651,657       | 494,166       |
| Securities lending obligation  | 22,619,277         | -                     | -                                       | -                                   | 22,619,277    | 17,011,306    |
| Total liabilities  | 31,390,820         | 115                   | 51                                      | 14                                  | 31,391,000    | 20,338,192    |
| Net assets held in trust for<br>pension benefits (a schedule<br>of funding progress is<br>presented in Schedule I) | \$ 129,523,633     | \$ 111,908            | \$ 2,653                                | \$ -                                | \$120,638,104 | \$116,158,454 |

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

**California State Teachers' Retirement System** Statement of Changes in Fiduciary Net Assets For the Fiscal Year Ended June 30, 2005 (with Comparative Totals as of June 30, 2004) (Dollars in Thousands)

|  | Teachers'<br>Retirement     |    | Voluntary<br>Investment |        | Teachers'<br>Health<br>Benefits |           | hers'<br>ement<br>efit<br>ram | Comparative Totals |               |  |  |
|--|-----------------------------|----|-------------------------|--------|---------------------------------|-----------|-------------------------------|--------------------|---------------|--|--|
|  | Fund                        | P  | rogram                  | F      | Fund                            |           | nd                            | 2005               | 2004          |  |  |
| Additions  |                             |    |                         |        |                                 |           |                               |                    |               |  |  |
| Contributions:   |                             |    |                         |        |                                 |           |                               |                    |               |  |  |
| Member   | \$2,326,536                 | \$ | 20,379                  | \$     | -                               | \$        | -                             | \$ 2,346,915       | \$ 2,229,845  |  |  |
| Employer   | 2,104,712                   |    | -                       |        | 28,483                          |           | 203                           | 2,133,398          | 2,074,070     |  |  |
| State of California  | 1,218,614                   |    | -                       |        | -                               |           | -                             | 1,218,614          | 548,686       |  |  |
| Total contributions  | 5,649,862                   |    | 20,379                  |        | 28,483                          |           | 203                           | 5,698,927          | 4,852,601     |  |  |
| Investment income:<br>Net appreciation in fair value<br>of investments | 10,358,928                  |    | 4,281                   |        | -                               |           | -                             | 10,363,209         | 13,799,562    |  |  |
| Interest, dividends and other  | 3,813,029                   |    | 1,862                   |        | 87                              |           | -                             | 3,814,978          | 2,831,465     |  |  |
| Securities lending income  | 502,398                     |    | -                       |        | -                               |           | -                             | 502,398            | 225,252       |  |  |
| Less investment expenses:  |                             |    |                         |        |                                 |           |                               |                    |               |  |  |
| Cost of lending securities   | (436,409)                   |    | -                       |        | -                               | -         |                               | (436,409)          | (156,443)     |  |  |
| Other investment expenses  | (100,232)                   |    | -                       |        | -                               |           |                               | (100,232)          | (82,761)      |  |  |
| Net investment income  | 14,137,714                  |    | 6,143                   |        | 87                              | -         |                               | 14,143,944         | 16,617,075    |  |  |
| Other (expense) income   | (8,728)                     |    | _                       |        | (158)                           |           | _                             | (8,886)            | (2,001)       |  |  |
| Total additions  | 19,778,848                  |    | 26,522                  | 28,412 |                                 |           | 203                           | 19,833,985         | 21,467,675    |  |  |
| Deductions Retirement, disability, death and survivor benefits         | 5,912,602                   |    | 2,645                   |        | 27,416                          |           | 203                           | 5,942,866          | 5,349,421     |  |  |
| Purchasing power benefits  | 221,271                     |    | 2,013                   |        | -                               | 203       |                               | 221,271            | 223,501       |  |  |
| Refunds of member  | 221,271                     |    |                         |        |                                 |           |                               | 221,271            | 223,301       |  |  |
| contributions  | 87,969                      |    | 6,131                   |        | -                               |           | -                             | 94,100             | 88,896        |  |  |
| Administrative expenses  | 94,662                      |    | 917                     |        | 429                             |           | _                             | 96,008             | 95,947        |  |  |
| Total deductions   | ions 6,316,504 9,693 27,845 |    | 27,845                  |        | 203                             | 6,354,245 | 5,757,765                     |                    |               |  |  |
| Net increase   | 13,462,344                  |    | 16,829                  |        | 567                             |           | -                             | 13,479,740         | 15,709,910    |  |  |
| Net assets held in trust for per                                       |                             |    |                         |        |                                 |           |                               |                    |               |  |  |
| Beginning of the year  | 116,061,289                 |    | 95,079                  |        | 2,086                           |           | -                             | 116,158,454        | 100,448,544   |  |  |
| End of the year  | \$129,523,633               | \$ | 111,908                 | \$     | \$ 2,653                        |           |                               | \$129,638,194      | \$116,158,454 |  |  |

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

### California State Teachers' Retirement System **Notes to the Basic Financial Statements**

#### 1. Description of the System and Contribution Information

The California State Teachers' Retirement System (System) is the administrator of cost-sharing multiple-employer pension plans, a tax-deferred defined contribution plan, the Medicare Premium Payment Program and the Replacement Benefits Program as described below. The State Education Code known as the Teachers' Retirement Law (Section 22000 et. seq.), as amended and enacted by the State of California (State) Legislature established these plans and programs and the System as the administrator. The System is a component unit of the State of California. These financial statements include only the accounts of the System. The State of California includes the System's basic financial statements as a fiduciary fund in its financial statements. The System provides pension benefits to California full-time and part-time public school teachers from preschool through grade fourteen and certain other employees of the public school system.

#### **State Teachers' Retirement Plan (STRP)**

The State Teachers' Retirement Plan (STRP) is comprised of three programs: the Defined Benefit Program (DB Program), the Defined Benefit Supplement Program (DBS Program) and the Cash Balance Benefit Program (CB Benefit Program). STRP holds these assets for the exclusive purpose of providing benefits to members and beneficiaries of the DB Program, the DBS Program and the CB Benefit Program. Also, the System uses these assets to defray reasonable expenses of administering the STRP and the System.

#### STRP Defined Benefit Program (DB Program)

The DB Program is a defined benefit pension program. At June 30, 2005, there were approximately 1,300 contributing employers (school districts, community college districts, county offices of education and regional occupational programs). The State is a non-employer contributor to the STRP. Membership is mandatory for all employees meeting certain statutory requirements, and optional for all other employees performing creditable service. At June 30, 2004, membership consisted of:

| Active Members |
|----------------|
|----------------|

| Vested                                    | 275,008 |
|---|---------|
| Nonvested                                 | 169,672 |
| Inactive members                          | 116,128 |
| Retirees and benefit recipients           | 193,245 |
| Total members, retirees and beneficiaries | 754,053 |
|   |         |

Information as of June 30, 2005 will not be available prior to December 2005.

# **California State Teachers' Retirement System** Notes to the Basic Financial Statements (continued)

The DB Program provides defined retirement benefits based on members' final compensation, age, and years of credited service. In addition, the retirement program provides benefits to members upon disability, and to survivors / beneficiaries upon the death of eligible members. Benefit provisions include:

- After five years of credited service, members become 100% vested in retirement benefits earned to date. Members are eligible for normal retirement at age 60. The normal retirement benefit is equal to 2% of final compensation for each year of credited service. Early retirement options are available at age 55 or as early as age 50 with 30 years of credited service. The age factor for retirements after age 60 increases with each quarter year of age to 2.4% at age 63 or older. Members who have 30 years or more of credited service shall receive an additional 0.2% of final compensation. In no event shall the total benefit factor exceed 2.4%.
- The System calculates retirement benefits based on a one-year final compensation for members who retire on or after January 1, 2001, with 25 or more years of credited service, or for classroom teachers with less than 25 years of credited service if the employer elects to pay the additional benefit cost. One-year final compensation means a member's highest average annual compensation earnable calculated by taking the creditable compensation that a member could earn in a school year while employed, if he or she were employed on a full-time basis, and if that person worked full time in that position during any period of 12 consecutive months. For all other members, final compensation is defined as the highest average annual compensation earned during any three consecutive years of credited service.
- Members who retire on or after January 1, 2001, and accumulate at least 30 years of credited service by January 1, 2011, will receive a longevity bonus.
- After five years of credited service, a member (prior to age 60 if under Coverage A, no age limit if under Coverage B, as defined in Education Code Sections 24001 and 24101, respectively) is eligible for disability benefits of up to 50% of final compensation plus 10% of final compensation for each eligible child, up to a maximum addition of 40%. The member must have a disability that will exceed a period of twelve or more months to qualify for a benefit.
- A family benefit is available if an active member died and had at least one year of credited service.
- Members' accumulated contributions are refundable with interest upon separation from the System. The board determines the credited interest rate each fiscal year. For the year ended June 30, 2005, the rate of interest credited to members' accounts is 1.75%.

Purchasing power protection is provided to members of the DB Program through the Purchasing Power Protection Program. Annual distributions (in quarterly payments) to retired and disabled members and beneficiaries restore purchasing power to a minimum of 80% of the initial monthly allowance. The annual contribution needed to meet the obligation of the purchasing power protection program on an actuarial basis has not been determined. Funding for the Purchasing Power Protection Program is from School Lands Revenue and the Supplemental Benefit Maintenance Account (SBMA). Public Resources Code Section 6217.5 appropriates School Lands Revenue. The State is required to contribute 2.5% of prior fiscal year teacher payroll to fund the SBMA. In addition, the proceeds from the sale of the Elk Hills Naval Petroleum Reserve are appropriated in annual installments by the federal government to be deposited to the SBMA. In fiscal year 2004-05, the

# **California State Teachers' Retirement System Notes to the Basic Financial Statements (continued)**

State resumed the statutory SBMA contribution of \$584.9 million. In fiscal year ended June 30, 2004, special legislation reduced the State's contribution by \$500 million to \$58.9 million. The System has taken legal action to compel State to contribute the remaining \$500 million.

#### **Required Contributions**

Required member and employer contribution rates are set by the Teachers' Retirement Law. Required contribution rates are expressed as a level percentage of payroll using the entry age normal actuarial cost method. The System also uses the level percentage of payroll method to calculate the amortization of any unfunded liability.

A summary of statutory contribution rates and other sources of contributions to the DB Program is as follows:

Members

- 6% of applicable member earnings through December 31, 2010, increasing to 8% thereafter.

**Employers** 

- 8.25% of applicable member earnings.

State of California - Beginning July 1, 1999, under Education Code Section 22955, the General Fund transferred annually to the DB Program an amount equal to 3.102% of total creditable earnings of the immediately preceding calendar year to fund certain benefit enhancements effective January 1, 1999. The enactment of Chapter 1021, Statutes of 2000 (AB 2700) provided for a reduction in such funding from the General Fund to a factor of 2.5385% beginning July 1, 2000. The funding was further reduced to 1.9750% beginning July 1, 2001, and effective through June 30, 2003. Beginning July 1, 2003, the rate increased to 2.017% of the member's creditable earnings from the fiscal year ending in the prior calendar year.

> Beginning October 1, 1998, a statutory contribution rate of 0.524%, adjustable annually in 0.25% increments up to a maximum of 1.505%, of the creditable earnings of the immediately preceding calendar year was established under Education Code Section 22955. This contribution is reduced to zero if there is no unfunded actuarial obligation and no normal cost deficit for benefit plans in place as of July 1, 1990. Based on the most recent actuarial estimation, as of June 30, 2004, there is no normal cost deficit or unfunded obligation for benefits in place as of July 1, 1990. As a result, the General Fund is not required to contribute quarterly payments starting October 1, 2005, at the contribution rate of .0524%.

### California State Teachers' Retirement System **Notes to the Basic Financial Statements (continued)**

In the most recent actuarial estimation as of June 30, 2004, the System's actuaries determined that, at June 30, 2004, the estimated value of the DB Program's actuarial accrued obligation exceeded the program's actuarial value of assets by \$20.6 billion. Based on this estimation, the current statutory contributions are equivalent to 17.499% of covered payroll and are sufficient to fund estimated normal cost (16.835% of covered payroll) but not expected to be sufficient to amortize the unfunded actuarial obligation. While certain risks related to the global financial markets may affect the fair value of the System's investment portfolio, the System's management is continually evaluating the impact of market fluctuations on the assets of the DB Program. However, future estimates of the actuarial unfunded obligation may change due to market performance, legislative actions and other experience that may differ from the actuarial assumptions.

#### STRP Defined Benefit Supplement Program (DBS Program)

The DBS Program, established pursuant to Chapter 74, Statutes of 2000 (AB 1509), is a defined benefit pension plan that operates within the STRP. All persons who were active members of the DB Program on or after January 1, 2001, are also members of the DBS Program.

Beginning January 1, 2001, and continuing through December 31, 2010, 2% of applicable member earnings for service less than or equal to one year of creditable service per fiscal year are credited to the members' nominal DBS Program accounts. In addition, beginning July 1, 2002, for service in excess of one year of services credit within one fiscal year, the member contributions of 8% and employer contributions of 8% are credited to the members' nominal DBS program account. Also, contributions for the compensation as a result of retirement incentives or limited term enhancements are credited to the members account. Interest is credited to the nominal DBS Program accounts at the minimum guaranteed annual rate established by the Teacher's Retirement Board (Board) prior to each plan year, which was 5.00% for the fiscal year ended June 30, 2005. The Board may credit additional earnings to members' nominal accounts if actual investment earnings exceed the expected rate of return.

In the actuarial valuation, of the DBS Program's assets and liabilities as of June 30, 2004, the System's independent actuaries determined that the actuarial value of assets of the DBS Program exceeded the actuarial obligation by \$168.6 million. While certain risks related to the global financial markets may affect the fair value of the System's investment portfolio, the System's management is continually evaluating the impact of market fluctuations on the assets of the DBS Program. However, future estimates of the actuarial obligation may change due to market performance, legislative actions and other experience that may differ from the actuarial assumptions.

#### STRP Cash Balance Benefit Program (CB Benefit Program)

The CB Benefit Program, established under Chapter 592, Statutes of 1995 and subsequently merged into the STRP by Chapter 1048, Statutes of 1998 (SB 2085), is a defined benefit pension plan. The CB Benefit Program is designed for employees of California's public schools who are hired to perform creditable service for less than 50% of the full-time equivalent for the position. Interest is credited to the nominal CB Benefit Program accounts at the minimum guaranteed annual rate established by the Board prior to each plan year, which was 5.00% for the year ended June 30, 2005. The Board may credit additional earnings to members' nominal accounts if actual investment earnings exceed the expected rate of return.

# California State Teachers' Retirement System Notes to the Basic Financial Statements (continued)

Participation in the CB Benefit Program is optional to school districts, community college districts, county offices of education, and regional occupational programs. A school district, community college district, county office of education, or regional occupational program may elect to offer the CB Benefit Program. Under such election, the program will automatically cover each eligible employee, unless the employee elects to participate in the DB Program or an alternative plan provided by the employer within 60 days of hire or the election period determined by the employer.

A summary of statutory contribution rates for the CB Benefit Program is as follows:

Participants - 4% of applicable participant earnings

Employers - 4% of applicable participant earnings

Employers may enter into a collective bargaining agreement to pay different rates if certain minimum conditions are met. At June 30, 2005, there were 28 contributing school districts and 21,445 contributing participants.

In their most recent actuarial valuation as of June 30, 2004, the System's independent actuaries determined that the actuarial value of assets of the CB Benefit Program exceeded the actuarial obligation by \$250 thousand. While certain risks related to the global financial markets may affect the fair value of the System's investment portfolio, the System's management is continually evaluating the impact of market fluctuations on the assets of the CB Benefit Program. However, future estimates of the actuarial obligation may change due to market performance, legislative actions and other experience that may differ from the actuarial assumptions.

#### **Voluntary Investment Program (VIP)**

The VIP (formerly STRS 403(b) Program) was established pursuant to Chapter 291, Statutes of 1994. Under the requirements of Internal Revenue Code (IRC) Section 403(b), the VIP is a tax-deferred defined contribution plan and is open to any employee from the state's school districts, community college districts, county offices of education and regional occupational programs. Contributions to the program are voluntary and are not subject to a minimum limitation; however, the IRC establishes a maximum amount that can be contributed annually. At June 30, 2005, there were 3,519 plan participants and 403 participating employers (school districts).

CitiStreet, L.L.C. provides administrative services to the VIP, including custody and record keeping services. The VIP's investments are comprised of the Share Accounted Mutual Funds, Mutual Fund Window Account and Citi Institutional Liquid Reserves Fund. The Share Accounted Manager invests in various mutual funds. The Mutual Fund Window Account allows plan participants to select and invest in various domestic and international stock and mutual funds. The Citi Institutional Liquid Reserves Fund invests in various money market instruments.

#### **Teachers' Health Benefits Fund (THBF)**

The THBF was established pursuant to Chapter 1032, Statutes of 2000 (SB 1435) to provide the Medicare Premium Payment Program to retired members of the DB Program. Funds from the THBF are used to pay Medicare Part A premiums for DB Program members who are retired or will retire prior to July 1, 2006, and who meet certain other eligibility criteria.

The THBF is funded as needed, from that portion of the monthly DB Program statutory employer contribution that exceeds the amount needed to finance the liabilities of the DB Program based on the June 30, 2000 actuarial valuation of the DB Program. Management believes the current source of

### **California State Teachers' Retirement System Notes to the Basic Financial Statements (continued)**

THBF funding will be adequate to provide for the statutory THBF benefits. At June 30, 2005, there were 6,004 retirees participating in the THBF Medicare Premium Payment Program.

#### **Teachers' Replacement Benefits Program Fund (TRBPF)**

IRC Section 415(b) imposes a dollar limit on the annual retirement benefits an individual may receive from a qualified defined benefit pension plan. The TRBPF was established pursuant to Chapter 465, Statutes of 1999 (AB 819) and initially funded during the year ended June 30, 2001, to provide benefits to the members of the System whose retirement benefit exceeds IRC limits.

The TRBPF is funded as needed. Monthly employer contributions are received by the TRBPF and paid to members in amounts "equivalent to" the benefits not paid as a result of IRC Section 415(b), subject to withholding for any applicable income or employment taxes. During fiscal year 2004-05, there were 16 retirees participating in the TRBPF.

#### 2. Summary of Significant Accounting Policies

#### **Basis of Accounting**

The System maintains its accounting records using the accrual basis of accounting. It recognizes member contributions in the period in which the contributions are due. Further, the System recognizes employer and State contributions when due and the employer or State has made a formal commitment to provide the contributions. Also, it recognizes benefits when due and payable in accordance with the System's retirement and benefits programs.

#### **Use of Estimates in the Preparation of Financial Statements**

The preparation of the System's financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain financial statement amounts and disclosures. Actual results could differ from those estimates.

#### **Cash and Cash Equivalents**

Cash and cash equivalents include cash on deposit and highly liquid financial instruments with original maturities of 90 days or less. Significant cash equivalents held by the System include repurchase agreements and foreign currency.

#### **Investments**

The majority of the securities held in the investment portfolio at June 30, 2005, are in the custody of or controlled by State Street Bank, the System's master custodian. State statutes and Board policies allow investments consisting of government, corporate and international bonds, domestic and international equities, mutual funds, limited partnership holdings, real estate, mortgages, and other investments.

Investments are reported at fair value. The fair values of investments are generally based on published market prices and quotations from major investment firms. In the case of debt securities acquired through private placements, management, based on market yields, computes fair value and average maturity dates of comparable quoted securities. Mortgages are valued based on future principal and interest payments, and are discounted at prevailing interest rates for similar instruments. Real estate equity investment fair values are based on either recent estimates provided by the System's contract real estate advisors or independent appraisers. Short-term investments are reported at cost or amortized cost, which approximates fair value. Alternative investments represent interests in private equity partnerships in which the System enters under a limited partnership agreement.

### California State Teachers' Retirement System **Notes to the Basic Financial Statements (continued)**

For alternative investments and other investments where no readily ascertainable market value exists, management, in consultation with their investment advisors, has determined the fair values for the individual investments.

The System presents, in the statement of changes in fiduciary net assets, the net appreciation in the fair value of its investments, which consists of the realized gains and losses and the unrealized appreciation and depreciation on those investments. Purchases and sales are recorded on the trade date. Real estate equity transactions are recorded on the settlement date. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

There are certain market risks, credit risks, foreign currency exchange risks, and event risks which may subject the System to economic changes occurring in certain industries, sectors, or geographies. See Note 3, for our disclosures related to these risks.

#### **Investment Risk Management**

The STRP enters into forward foreign currency exchange contracts for hedging purposes to minimize the short-term impact of foreign currency fluctuations on the asset positions of its foreign investments. The STRP also enters into futures contracts to minimize exposure to unfavorable fluctuations in the domestic equity markets. The futures contracts are financial instruments that derive their value from underlying indices. These hedging contracts are reported at fair value based on published market prices and quotations from major investment firms. The STRP could be exposed to risk if the counter-parties to the contracts are unable to meet the terms of their contracts. The STRP seeks to minimize risk from counter-parties by establishing minimum credit quality standards and maximum credit limits.

#### **Administrative Expenses**

The cost of administering the STRP is financed through the contributions and investment earnings. The VIP and the THBF reimburse the STRP for administrative services provided on their behalf.

#### **Income Taxes**

The STRP, THBF, and TRBPF are organized as tax-exempt retirement or benefit plans under the IRC. The VIP is organized as a tax-deferred supplemental program under the IRC. The System's management believes that it has operated these funds and programs within the constraints imposed by federal tax law.

#### **Investment Expenses**

Expenses directly associated with investment management have been included as other investment expenses. Indirect expenses have not been allocated.

#### **Securities Lending Transactions**

The System reports securities lent, the cash collateral held as assets, and the related liabilities resulting from securities lending transactions on the statement of fiduciary net assets. The System also reports the income earned and costs of lending securities as investment expenses on the statement of changes in fiduciary net assets.

#### Reclassification

Certain reclassifications have been made to the comparative totals as of and for the year ended June 30, 2004 to conform to the presentation as of June 30, 2005.

### **California State Teachers' Retirement System Notes to the Basic Financial Statements (continued)**

#### 3. Deposits and Investments

Cash and cash equivalents are comprised of cash and other deposits with the State Treasury. The deposits in investment pools, administered by the State, represent various investments with average days to maturity of approximately 165 days, and is reported at amortized cost, which approximates fair value. The State Treasury pools these monies with the monies of other State agencies for investing.

The investment in the Short-term Investment Fund, administered by State Street Bank, represents various investments with average days to maturity of approximately 29 days, and is reported at amortized cost which approximates fair value.

The repurchase agreement transactions as of June 30, 2005, have underlying collateral with fair values of approximately 102% of the cost of the repurchase agreement. The agreed-upon yields were 2.25% with maturity dates through July 1, 2005.

In fiscal year 2002-03, the System initiated an investment program to leverage its real estate investments by borrowing against select real estate holdings (Leverage Program). Under the Leverage Program, two debt strategies were executed: a commercial mortgage-backed security (CMBS) for \$750 million and a revolving line of credit for \$275.0 million, net (collectively, the Leverage Program Obligation). The System used the proceeds from the Leverage Program Obligation to purchase various investments. At June 30, 2005, the ratio of the Leverage Program Obligation to the fair value of the underlying collateral of real estate properties was 27.4%. At June 30, 2005, the outstanding amount on the revolving line of credit was \$275.0 million, which matures in January 2006. Approximately \$365.1 million and \$240.3 million of the CMBS are due November 2007 and November 2009, respectively. Interest on the Leverage Program Obligation is based on various factors and is payable monthly. As of June 30, 2005, the annual interest rates ranged from 3.1% to 4.9%.

State statutes and board policies permit the System to make short-term, collateralized loans of its securities to broker-dealers and other entities in order to earn incremental income. STRP has contracted with third party securities lending agents and its custodian to lend domestic and international equity and debt securities. The majority of security loans can be terminated on demand by either STRP or the borrower. Collateral in the form of cash or other securities is required for 102% and 105% of the fair value of domestic and international securities loaned, respectively. Since the majority of these loans are terminable at will, their duration does not generally match the duration of the investments made with the cash collateral. At June 30, 2005, the weighted duration difference between the investments and these loans was 10 days. As of June 30, 2005, the System has no credit risk exposure to borrowers because the amounts the STRP owes the borrowers exceed the amounts the borrowers owe the STRP. STRP is not permitted to pledge or sell collateral securities received unless the borrower defaults. The contracts with the security lending agents require them to indemnify STRP if the borrowers fail to return the securities (or if the collateral is not sufficient to replace the securities lent) or if the borrower fails to pay STRP for income distributions by the securities' issuers while the securities are on loan.

#### **Credit Risk**

Credit risk is the risk that an issuer or other counterparty to a debt instrument will not fulfill its obligations. This is measured by the assignment of ratings by nationally recognized statistical rating organizations.

# California State Teachers' Retirement System Notes to the Basic Financial Statements (continued)

The System's Investment Guidelines require that the lowest long-term credit rating of securities eligible for purchase by the internally managed fixed income assets be Baa3 by Moody's Investor Services or BBB- by Standard and Poor's Corporation (i.e., investment grade by at least one major rating agency). Furthermore, the total position of the outstanding debt of any one issuer shall be limited to ten-percent (10%) of the market value of the portfolio. The Investment Guidelines also include an allocation to high yield assets which are managed externally and allow for the purchase of bonds rated below investment grade. Limitations regarding the amount of debt of any one issuer a manager may hold is negotiated on a manager by manager basis.

Below is a table which depicts the fixed income and short-term assets as well as the securities lending collateral by credit rating as of June 30, 2005:

#### **Fixed Income and Short-Term**

(Dollars in Thousands)

|         |               |                    |               | Money      |             |              |               |
|---------|---------------|--------------------|---------------|------------|-------------|--------------|---------------|
|         | Securitized   | Credit             | International | Market     |             | U.S.         |               |
| Ratings | Obligations   | <b>Obligations</b> | Government    | Securities | <b>PMIA</b> | Government   | Total         |
| AAA     | \$ 12,608,304 | \$ 891,004         | \$ 20,769     | \$ -       | \$ -        | \$ -         | \$ 13,520,077 |
| A-1     | -             | -                  | -             | 874,765    | -           | -            | 874,765       |
| AA      | 50,762        | 830,191            | 202,120       | -          | -           | -            | 1,083,073     |
| A       | 63,160        | 3,446,364          | 130,130       | 120,000    | -           | -            | 3,759,654     |
| BBB     | 66,467        | 2,621,397          | 229,438       | -          | -           | -            | 2,917,302     |
| BB      | 7,367         | 1,092,314          | -             | -          | -           | -            | 1,099,681     |
| В       | 18,488        | 1,585,874          | -             | -          | -           | -            | 1,604,362     |
| CCC     | 5,865         | 214,498            | -             | -          | -           | -            | 220,363       |
| NR      | 49,750        | 5,463              | -             | -          | 247,574     | -            | 302,787       |
| NA      | -             | -                  | -             | -          | -           | 9,025,109    | 9,025,109     |
| Total   | \$ 12,870,163 | \$ 10,687,105      | \$ 582,457    | \$ 994,765 | \$ 247,574  | \$ 9,025,109 | \$ 34,407,173 |

Obligations of the U.S. government or obligations explicitly guaranteed by the U.S. government, are not considered to have credit risk and do not require disclosure of credit quality. NR represents those securities that are not rated and NA represents those securities that are not applicable to the rating disclosure requirements.

#### **Securities Lending Collateral**

(Dollars in Thousands)

|         | Mo | ney Market | Repurchase   | hort Term<br>nvestment | Coroprate oating Rate |    | Agency<br>Callable | Asset           |                  |
|---------|----|------------|--------------|------------------------|-----------------------|----|--------------------|-----------------|------------------|
| Ratings | S  | ecurities  | Agreements   | Fund                   | Notes                 | Ol | oligations         | Backed          | Total            |
| AAA     | \$ | -          | \$ -         | \$<br>-                | \$<br>885,919         | \$ | 600,950            | \$<br>6,133,651 | \$<br>7,620,520  |
| A-1     |    | 2,077,198  | 729,000      | -                      | -                     |    | -                  | 4,659           | 2,810,857        |
| AA      |    | 386,052    | 1,247,000    | -                      | 1,105,180             |    | -                  | -               | 2,738,232        |
| A       |    | 1,125,526  | 558,196      | -                      | 4,684,012             |    | -                  | 164,969         | 6,532,703        |
| BBB     |    | -          | -            | -                      | 36,999                |    | -                  | -               | 36,999           |
| NR      |    | 611,170    | 1,084,789    | 248,265                | 632,873               |    | -                  | 370,248         | 2,947,345        |
| Total   | \$ | 4,199,946  | \$ 3,618,985 | \$<br>248,265          | \$<br>7,344,983       | \$ | 600,950            | \$<br>6,673,527 | \$<br>22,686,656 |

Note: The total above excludes cash and accruals in the amount of negative \$67,379 (in thousands) which is included in the securities lending collateral line item in the statement of fiduciary net assets.

# **California State Teachers' Retirement System Notes to the Basic Financial Statements (continued)**

#### **Interest Rate Risk**

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment.

The Investment Guidelines allow the internally managed long-term investment grade portfolios the discretion to deviate within +/-.50 years from the effective duration of the relevant Lehman Brothers benchmark. The permissible range of deviation for the effective duration within the high yield portfolios is negotiated with each of the high yield managers and detailed within the Investment Guidelines.

The Investment Guidelines state that 50% of the portfolio shall reflect an expected maturity, 1<sup>st</sup> call date or 1st reset date to be within a 0-30 day range and/or in U.S. Government and Agency Obligations.

Investments may contain terms that increase the sensitivity of their fair values to increasing and decreasing interest rates. Although the System has investments in securitized obligations, which have an inherent prepayment risk, this is mitigated through the diversification of asset classes, security selection, and credit quality.

Below is a table depicting the duration of the long-term fixed income assets portfolio vs. the benchmark in years as of June 30, 2005:

#### **Long-Term Fixed Income Investments** Duration

(Dollars in Thousands)

|   | P  | ortfolio Net | Effective | Benchmark |            |
|---|----|--------------|-----------|-----------|------------|
| Investment Type (by portfolio)                        | A  | Asset Value  | Duration  | Duration  | Difference |
| US Government and Agency Obligations                  | \$ | 8,066,427    | 4.97      | 4.80      | 0.17       |
| Credit Obligations                                    |    |              |           |           |            |
| Corporate   |    | 8,078,651    | 5.83      | 5.90      | (0.07)     |
| High Yield  |    | 2,748,841    | 3.95      | 4.57      | (0.62)     |
| Securitized Obligations                               |    |              |           |           |            |
| Asset Backed Securities                               |    | 825,092      | 2.64      | 2.52      | 0.12       |
| Commercial Mortgage Backed Securities                 |    | 860,813      | 4.39      | 4.47      | (0.08)     |
| Mortgage Backed Securities                            |    | 11,062,286   | 2.22      | 2.17      | 0.05       |
| <b>Total Market Value with Weighted Avg. Duration</b> | \$ | 31,642,110   | 4.19      | 4.13      | 0.06       |

The above table represents the net asset value of the long-term fixed income portfolio, which includes cash and accruals that are excluded from the total investments line item of the statement of fiduciary net assets.

The investment objective for the short-term fixed income portfolio is to seek the preservation of capital and liquidity.

# **California State Teachers' Retirement System** Notes to the Basic Financial Statements (continued)

Below is a table depicting the segmented time distribution for the short-term fixed income assets based upon the expected maturity, 1<sup>st</sup> call date and/or 1<sup>st</sup> reset date, as of June 30, 2005:

#### **Short-Term Fixed Income Investments Segmented Time Distribution**

(Dollars in Thousands)

|                                |    |           |    |            |    | 91-     |    | 121-    |    | 181-    | 365+         |                 |
|--------------------------------|----|-----------|----|------------|----|---------|----|---------|----|---------|--------------|-----------------|
| Investment Type (by portfolio) | (  | 0-30 days | 3  | 31-90 days | 1  | 20 days | 1  | 80 days | 3  | 65 days | days         | Total           |
| Money Market Securities        | \$ | 872,765   | \$ | 112,838    | \$ | -       | \$ | -       | \$ | -       | \$<br>-      | \$<br>985,603   |
| PMIA                           |    | 247,574   |    | -          |    | -       |    | -       |    | -       | -            | 247,574         |
| Credit Obligations             |    |           |    |            |    |         |    |         |    |         |              |                 |
| Corporate Bonds                |    | -         |    | -          |    | -       |    | -       |    | 4,999   | 24,972       | 29,971          |
| Corporate Floating             |    |           |    |            |    |         |    |         |    |         |              |                 |
| Rate Notes                     |    | 466,713   |    | 418,220    |    | 27,997  |    | -       |    | -       | -            | 912,930         |
| US Government and              |    |           |    |            |    |         |    |         |    |         |              |                 |
| Agency Obligations             |    |           |    |            |    |         |    |         |    |         |              |                 |
| Bullets (Noncallables)         |    | -         |    | -          |    | -       |    | -       |    | 50,056  | 54,707       | 104,763         |
| Discount Notes                 |    | -         |    | 99,737     |    | -       |    | -       |    | -       | -            | 99,737          |
| Callable                       |    | 8,000     |    | 318,987    |    | 148,997 |    | 26,500  |    | -       | -            | 502,484         |
| US Treasury                    |    | -         |    | -          |    | -       |    | -       |    | 75,241  | -            | 75,241          |
| Asset Backed Securities        |    | 59,850    |    | 73,670     |    | 2,850   |    | -       |    | 19,999  | -            | 156,369         |
| Totals                         | \$ | 1,654,902 | \$ | 1,023,452  | \$ | 179,844 | \$ | 26,500  | \$ | 150,295 | \$<br>79,679 | \$<br>3,114,672 |
| Weightings                     |    | 53.13%    |    | 32.86%     |    | 5.77%   |    | 0.85%   |    | 4.83%   | 2.56%        | 100.00%         |

Securities lending cash collateral assets are diversified among different asset classes with the maximum remaining effective maturity of any instrument being five years. The portfolios must remain liquid to meet collateral returns. Below is a table depicting the segmented time distribution based upon the expected maturity, 1<sup>st</sup> call date and/or 1<sup>st</sup> reset date, as of June 30, 2005:

#### **Securities Lending Collateral - Segmented Time Distribution**

(Dollars in Thousands)

| Investment Type (by portfolio) | 0-1 days        | 2-6 days      | 7-29 days       | 3  | 30-59 days | (  | 60-89 days | 90+ days        | Total            |
|--------------------------------|-----------------|---------------|-----------------|----|------------|----|------------|-----------------|------------------|
| Money Market Securities        | \$<br>830,312   | \$<br>49,989  | \$<br>846,380   | \$ | 1,297,454  | \$ | 933,875    | \$<br>241,936   | \$<br>4,199,946  |
| Repurchase Agreements          | 3,418,985       | 200,000       | -               |    | -          |    | -          | -               | 3,618,985        |
| Short Term                     |                 |               |                 |    |            |    |            |                 |                  |
| Investment Fund                | 248,265         | -             | -               |    | -          |    | -          | -               | 248,265          |
| Corporate Floating             |                 |               |                 |    |            |    |            |                 |                  |
| Rate Notes                     | 1,959,696       | 67,000        | 1,806,511       |    | 1,706,819  |    | 1,489,957  | 315,000         | 7,344,983        |
| Agency Callable Obligations    | -               | -             | 159,980         |    | 159,987    |    | 149,983    | 131,000         | 600,950          |
| Asset Backed Securities        | 25,496          | 18,600        | 3,590,860       |    | 816,163    |    | 1,620,623  | 601,785         | 6,673,527        |
| Totals                         | \$<br>6,482,754 | \$<br>335,589 | \$<br>6,403,731 | \$ | 3,980,423  | \$ | 4,194,438  | \$<br>1,289,721 | \$<br>22,686,656 |
| Weightings                     | 28.58%          | 1.48%         | 28.23%          |    | 17.55%     |    | 18.49%     | 5.68%           | 100.00%          |

Note: The total above excludes cash and accruals in the amount of negative \$67,379 (in thousands) which is included in the securities lending collateral line item in the statement of fiduciary net assets.

#### **Concentration of Credit Risk**

Concentration of credit risk is the risk of loss attributed to the magnitude of a government's investment in a single issuer. As of June 30, 2005, the System has no single issuer that exceeds 5% of total investments. Investments issued or explicitly guaranteed by the U.S. government and investments in mutual funds, external investment pools, and other pooled investments are excluded. There are no general policies addressing the concentration of credit risk, however there are guidelines related to specific investment transactions.

# California State Teachers' Retirement System Notes to the Basic Financial Statements (continued)

#### **Custodial Credit Risk**

Custodial credit risk is the risk that in the event a financial institution or counterparty fails, the System would not be able to recover the value of its deposits, investments, or collateral securities. As of June 30, 2005, all of the System's investments are held in the System's name and are not exposed to custodial credit risk. There are no general policies relating to the custodial credit risk.

#### Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or a deposit. The System's foreign currencies and investments at June 30, 2005, as shown in the table below, were distributed among the following:

#### **Foreign Currency Risk**

(Dollars in Thousands) (In U.S. Dollar Equivalents)

| •                  |            |               | <b>Pending Foreign</b> | Total      |  |  |
|--------------------|------------|---------------|------------------------|------------|--|--|
| Currency Name      | Cash       | Equity        | Currency Exchanges     | Exposure   |  |  |
| Argentine Peso     | \$ -       | \$ 13         | \$ - \$                | 13         |  |  |
| Australian Dollar  | 9,291      | 1,059,691     | (4,265)                | 1,064,717  |  |  |
| Brazilian Real     | 6,329      | 435,494       | -                      | 441,823    |  |  |
| Canadian Dollar    | 5,793      | 140,616       | 4,835                  | 151,244    |  |  |
| Chilean Peso       | 601        | 14,791        | -                      | 15,392     |  |  |
| Czech Koruna       | 1          | 24,822        | -                      | 24,823     |  |  |
| Danish Krone       | 2,126      | 146,734       | (2,554)                | 146,306    |  |  |
| Euro Dollar        | 32,513     | 8,876,093     | (2,376,020)            | 6,532,586  |  |  |
| Hong Kong Dollar   | 3,651      | 585,980       | 2,031                  | 591,662    |  |  |
| Hungarian Forint   | 493        | 24,564        | -                      | 25,057     |  |  |
| Indonesian Rupiah  | 535        | 125,751       | -                      | 126,286    |  |  |
| Israeli Shekel     | 1,178      | 88,071        | -                      | 89,249     |  |  |
| Japanese Yen       | 46,389     | 4,894,237     | (21,140)               | 4,919,486  |  |  |
| Malaysian Ringgit  | 1,739      | 80,109        | -                      | 81,848     |  |  |
| Mexican Peso       | 3,279      | 324,016       | -                      | 327,295    |  |  |
| New Taiwan Dollar  | 871        | 319,405       | -                      | 320,276    |  |  |
| New Turkish Lira   | 1,827      | 80,171        | -                      | 81,998     |  |  |
| New Zealand Dollar | 94         | 43,419        | -                      | 43,513     |  |  |
| Norwegian Krone    | 259        | 160,098       | 1,286                  | 161,643    |  |  |
| Philippine Peso    | 3          | 51,121        | -                      | 51,124     |  |  |
| Polish Zloty       | 203        | 16,350        | -                      | 16,553     |  |  |
| Pound Sterling     | 24,168     | 5,482,603     | (71,441)               | 5,435,330  |  |  |
| Singapore Dollar   | 411        | 225,956       | 47                     | 226,414    |  |  |
| South African Rand | 10,397     | 371,396       | (1,918)                | 379,875    |  |  |
| South Korean Won   | 322        | 513,725       | -                      | 514,047    |  |  |
| Swedish Krona      | 701        | 492,738       | (4,059)                | 489,380    |  |  |
| Swiss Franc        | 496        | 1,647,244     | (536,793)              | 1,110,947  |  |  |
| Thailand Baht      | 2,617      | 124,363       | -                      | 126,980    |  |  |
| Yuan Renminbi      | -          | 4,345         | -                      | 4,345      |  |  |
| Total              | \$ 156,287 | \$ 26,353,916 | \$ (3,009,991) \$      | 23,500,212 |  |  |

### **California State Teachers' Retirement System** Notes to the Basic Financial Statements (continued)

The table on the previous page represents securities purchased in a foreign currency. The equity figures are comprised of numerous portfolios within the international equity, alternative, and real estate investment line items on the statement of fiduciary net assets.

Foreign currency is comprised of international investment proceeds and income to be repatriated into U.S. dollars and funds available to purchase international securities. Foreign currency is not held as a form of investment. Foreign currency is held temporarily in foreign accounts until it is able to be repatriated or expended.

The System believes that its Currency Management Program should emphasize the protection of the value of its non-dollar public and private (i.e. international debt and equity, alternative investments and real estate) equity assets against a strengthening U.S. dollar. The active non-dollar equity managers are permitted to hedge their assets, and do so in the process of implementing their investment strategies. The System's fixed income staff develops and implements the System's currency hedging strategy for the passively managed equity portion. The System's fixed income staff may reduce the risk by hedging up to 50% of the total market value of the passively managed segment of the non-dollar equity portfolio. In addition, no more than 100% of each individual currency may be hedged.

### 4. Contingencies

The System is involved in litigation relating to various matters. In the opinion of management, after consultation with legal counsel, the outcome of these matters is not expected to have a material adverse effect on the System's financial position.

### 5. Commitments

In connection with the purchase of various partnership interests under the alternative investment portfolio and the real estate portfolio, the STRP has remaining unfunded commitments of approximately \$5.9 billion and \$5.1 billion, respectively, at June 30, 2005.

The STRP has entered into agreements through its Credit Enhancement Program to guarantee payment of principal and interest on certain debt securities in the event of default. At June 30, 2005, the STRP had commitments of approximately \$1.9 billion expiring through November 2010. The STRP is paid a fee over the term of such agreements and earned approximately \$5.8 million for the year ended June 30, 2005.

### 6. New Accounting Pronouncements

During fiscal year 2004-05, the system implemented the requirements of GASB Statement 40, Deposit and Investment Risk Disclosures, an amendment of GASB Statements No. 3 into Note 3 of its financial statements. This new pronouncement establishes and modifies previous custodial credit risk disclosure requirements and establishes more comprehensive disclosure requirements related to investment risks: credit risk (including custodial credit risk and concentrations of credit risk), interest rate risk, and foreign currency risk.

### **California State Teachers' Retirement System** Notes to the Basic Financial Statements (continued)

GASB Statement No. 43, Financial Reporting for Postemployment Benefit Plans Other than Pension Plans, provides uniform financial reporting standards for plans that provide postemployment benefits such as healthcare benefits. The statement, will require the System to obtain actuarial valuations, and report in its financial statements the funded status and funding progress of the Teachers' Health Benefits Fund. Management is currently evaluating GASB Statement No. 43, and if applicable, it will be implemented in the financial statements for fiscal year 2006-07.

GASB Statement No. 44, Economic Condition Reporting: The Statistical Section an amendment of NCGA Statement 1, improves consistency and comparability in reporting and provides clearer guidance regarding the applicability of the standards for the statistical section to all types of governmental entities. Management is currently evaluating GASB Statement No. 44, and will implement it for fiscal year 2005-06.

Required Supplementary Information—Unaudited

### California State Teachers' Retirement System State Teachers' Retirement Plan Schedule of Funding Progress (Dollars in Millions)

Schedule I

The information presented in Supplementary Schedules I and II was determined as part of the actuarial valuations at June 30, 2004 except where noted. For the years ended June 30, 2001, and June 30, 2002, the DBS Program was funded by member contributions only.

| Actuarial<br>Valuation<br>Date as of<br>June 30 | Va<br>A | tuarial<br>lue of<br>ssets | A<br>L | ctuarial<br>ccrued<br>iability<br>AAL) | (Fu<br>A<br>(U | funded<br>inded)<br>AAL<br>AAL) | Ratio | Funded Covered Payroll |       | UAAL<br>as a % o<br>Covered<br>Payroll | I       |  |
|---|---------|----------------------------|--------|--|----------------|---------------------------------|-------|------------------------|-------|--|---------|--|
|   |         | (a)                        | a) (b) |  | <b>(b-a)</b>   |                                 | (a/b) |                        | (c)   | ((b-a)/c)                              | )       |  |
| Defined Benefit P                               | rogran  | 1                          |        |  |                |                                 |       |                        |       |  |         |  |
| 2005  |         | (1)                        | (1)    |  | (1)            |                                 | (1)   |                        |       | (1)                                    | (1)     |  |
| 2004 (4)  | \$ 1    | 14,094                     | \$     | 134,677                                | \$ 20,583      |                                 | 85    | %                      | \$ 2  | 2,591                                  | 91 %    |  |
| 2003 (4)  |         | 08,667                     |        | 128,104                                | 1              | 19,437                          | 85    | %                      |       | 2,649                                  | 86 %    |  |
| 2002  |         | (2)                        |        | (2)                                    |                | (2)                             | (2)   |                        |       | (2)                                    | (2)     |  |
| 2001  |         | 07,654                     |        | 09,881                                 |                | 2,227                           | 98    |                        |       | 0,585                                  | 11 %    |  |
| 2000  | 1       | 02,225                     |        | 93,124                                 | (9,101)        |                                 | 110   | %                      | 13    | 3,224                                  | (50)%   |  |
| Cash Balance Ben                                | efit Pr | ogram                      |        |  |                |                                 |       |                        |       |  |         |  |
| 2005  |         | (1)                        |        | (1)                                    |                | (1)                             | (1)   |                        |       | (1)                                    | (1)     |  |
| 2004  | \$      | 42                         | \$     | 42                                     | \$             | 0                               | 101   | %                      | \$    | 96                                     | 0 %     |  |
| 2003  |         | 30                         |        | 34                                     |                | 4                               | 89    | %                      |       | 81                                     | 5 %     |  |
| 2002  |         | 22                         |        | 25                                     |                | 3                               | 87    | %                      |       | 90                                     | 4 %     |  |
| 2001  |         | 16                         |        | 17                                     |                | 1                               | 93    | %                      |       | 98                                     | 1 %     |  |
| 2000  |         | 11                         |        | 10                                     |                | (1)                             | 105   | %                      |       | 71                                     | (1)%    |  |
| Defined Benefit S                               | upplen  | nent Prog                  | ram    | (3)                                    |                |                                 |       |                        |       |  |         |  |
| 2005  |         | (1)                        |        | (1)                                    |                | (1)                             | (1)   |                        |       | (1)                                    | (1)     |  |
| 2004  | \$      | 2,204                      | \$     | 2,035                                  | \$             | (169)                           | 108   | %                      | \$ 2. | 3,763                                  | (0.71)% |  |
| 2003  |         | 1,311                      |        | 1,358                                  |                | 47                              |       | %                      |       | 3,865                                  | 0.20 %  |  |
| 2002  |         | 660                        |        | 711                                    |                | 51                              | 93    | %                      |       | 1,732                                  | 0.20 %  |  |
| 2001  |         | 207                        |        | 213                                    |                | 6                               | 97    | %                      | 2     | 0,585                                  | 0.03 %  |  |

- Actuarial valuations as of June 30, 2005, are expected to be available by summer of 2006. (1)
- Except for years ended June 30, 2000 and 2004 actuarial valuations were not prepared in even numbered (2) years. No estimation using actuarial methodology is made in years between valuations.
- Effective January 1, 2001, the Defined Benefit Supplement Program (DBS Program) was established as (3) part of the STRP. The 2001 information presented for the DBS Program was subject to an actuarial study only, which is less in scope than a full actuarial valuation.
- (4) Actuarial accrued liability and covered payroll figures for 2003 and 2004 were revised on an estimated basis in 2006 to reflect data corrections.

Note: The benefits under the Purchasing Power Protection Program are not guaranteed by law; only the contributions for this are guaranteed. An actuarial valuation has not been completed for the Purchasing Power Protection Program. Contribution and funding under this program are not made on an actuarial basis and items required under this schedule have not been determined. Therefore a schedule of funding progress for the Purchasing Power Protection Program is not presented.

### California State Teachers' Retirement System State Teachers' Retirement Plan Schedule of Contributions from Employers And Other Contributing Entities

(Dollars in Millions)

Schedule II

| Year<br>Ended<br>June 30 | Annual<br>Required<br>Contributions | Contributed<br>By<br>Employers <sup>(1)</sup> | Contributed<br>By the<br>State (2) | Total<br>Contributed | Percentage<br>Contributed |
|--------------------------|-------------------------------------|---|------------------------------------|----------------------|---------------------------|
|                          | (a)                                 | <b>(b)</b>                                    | (c)                                | (b)+(c)              | (b+c)/a)                  |
| Defined Be               | enefit Program (3)(6)               |   |                                    |                      |                           |
| 2005                     | \$ 3,709                            | \$ 2,002                                      | \$ 595                             | \$ 2,597             | 70%                       |
| 2004                     | 3,410                               | 1,916   | 451                                | 2,367                | 69%                       |
| 2003                     | 2,545                               | 1,890   | 431                                | 2,321                | 91%                       |
| 2002                     | 2,498                               | 1,851   | 385                                | 2,236                | 90%                       |
| 2001                     | 1,794                               | 1,749   | 455                                | 2,204                | 123%                      |
| 2000                     | 1,150                               | 1,584   | 519                                | 2,103                | 183%                      |
| Cash Balan               | ce Benefit Program                  | (3)   |                                    |                      |                           |
| 2005                     | \$ 4.48                             | \$ 4.49                                       | 0                                  | \$ 4.49              | 100%                      |
| 2004                     | 4.05                                | 3.85  | 0                                  | 3.85                 | 95%                       |
| 2003                     | 3.59                                | 3.59  | 0                                  | 3.59                 | 100%                      |
| 2002                     | 3.58                                | 3.58  | 0                                  | 3.58                 | 100%                      |
| 2001                     | 3.04                                | 3.04  | 0                                  | 3.04                 | 100%                      |
| 2000                     | 2.37                                | 2.37  | 0                                  | 2.37                 | 100%                      |
| Defined Be               | nefit Supplement Pr                 | ogram <sup>(3)</sup>                          |                                    |                      |                           |
| 2005                     | \$ 86                               | \$ 96   | 0                                  | \$ 96                | 111%                      |
| 2004                     | 128                                 | 125   | 0                                  | 125                  | 98%                       |
| 2003                     | 72                                  | 72  | 0                                  | 72                   | 100%                      |
| Purchasing               | Power Protection Pr                 | rogram (4)(5)                                 |                                    |                      |                           |
| 2005                     | \$ 626                              | \$ 2  | \$ 624                             | \$ 626               | 100%                      |
| 2004                     | 601                                 | 3   | 98                                 | 101                  | 17%                       |

<sup>(1)</sup> For the DB Program for the years ended June 30, 2000 and thereafter, amounts include employer contributions under Education Code Sections 22135, 22714 (less amounts deposited in the SBMA) and 22718.

The DB and Purchasing Power Protection Programs include State contributions under Education Code Section 22954 and

<sup>(3)</sup> For the determination of the Annual Required Contribution, an amortization period of 30 years is used for the Unfunded Actuarial Accrued Liability.

Certain reclassifications of our previous presentations of the Purchasing Power Protection Program for fiscal year 2003-04 were made to be consistent with this year's presentation. The amount included in the "Contributed by State" column includes a \$36 million federal payment from the sale of the Elk Hills Petroleum Reserve.

<sup>(5)</sup> An ARC has not been determined for the Purchasing Power Protection Program. The amount given is the contractual amount for all entities.

The ARC's for 2005 and 2004 were revised on an estimated basis to reflect data corrections.

### **California State Teachers' Retirement System** State Teachers' Retirement Plan **Schedule of Contributions from Employers And Other Contributing Entities** (Dollars in Millions)

Schedule II (Continued)

Additional information as of the June 30, 2004 actuarial valuations are as follows:

### **DB Program**

Actuarial Cost Method Entry age normal Amortization Method Level percent of payroll

Amortization Period

Remaining Amortization Period Not amortizable based on current

> statutory contribution rates Expected value with 1/3 of the adjustment to market value

Actuarial Assumptions:

Asset Valuation Method

8.00% Investment rate of return 6.00% Interest on accounts Projected salary increases 4.25% Consumer price inflation 3.25% Post-retirement benefit increases 2.00% simple

|                                   | CB Benefit Program      | DBS Program             |
|-----------------------------------|-------------------------|-------------------------|
| Actuarial Cost Method             | Traditional unit credit | Traditional unit credit |
| Amortization Method               | Not applicable          | Not applicable          |
| Amortization Period               | Not applicable          | Not applicable          |
| Remaining Amortization Period     | Not applicable          | Not applicable          |
| Asset Valuation Method            | Fair market value of    | Fair market value of    |
|                                   | net assets              | net assets              |
| Actuarial Assumptions:            |                         |                         |
| Investment rate of return         | 8.00%                   | 8.00%                   |
| Interest on accounts              | 8.00%                   | 8.00%                   |
| Projected salary increases        | 4.25%                   | 4.25%                   |
| Consumer price inflation          | 3.25%                   | 3.25%                   |
| Post-retirement benefit increases | Not applicable          | Not applicable          |

Other Supplemental Information

# California State Teachers' Retirement System State Teachers' Retirement Plan

Schedule of Administrative Expenses (Dollars in Thousands)

Prior year expenses, net

**Total** 

| rs in Thousands)                       | Schedule III    |
|--|-----------------|
| n 1 '                                  |                 |
| Personnel services:                    | <b>*</b> 22.420 |
| Salaries and wages                     | \$ 33,438       |
| Staff benefits                         | 11,900          |
| Accrued vacation                       | 734             |
| Accrued workers' compensation expense  | 223             |
| Accrued personal leave expense         | (58)_           |
| Total personnel services               | 46,237          |
| Operating expenses and equipment:      |                 |
| General expense                        | 2,907           |
| Depreciation expense                   | 500             |
| Printing                               | 1,417           |
| Communications                         | 968             |
| Postage                                | 985             |
| Insurance                              | 138             |
| Travel                                 | 373             |
| Training                               | 279             |
| Facilities operations                  | 7,149           |
| Consultants and professional services  | 23,380          |
| Consolidated data center:              |                 |
| Consultants and professional services  | 6,306           |
| Data processing:                       |                 |
| Consultants and professional services  | 928             |
| Software and other                     | 781             |
| Indirect State central services        | 6,109           |
| Equipment                              | 27              |
| Other                                  | 3               |
| Total operating expenses and equipment | 52,250          |
| Total current year expenses            | 98,487          |

(3,825)

\$ 94,662

### **California State Teachers' Retirement System State Teachers' Retirement Plan Schedule of Investment Expenses from Continuous Appropriation** (Dollars in Thousands)

| Sc | he | du | le | IV |
|----|----|----|----|----|
|----|----|----|----|----|

| mestic:                                      |          |
|--|----------|
| Ariel Capital Management                     | \$ 4,492 |
| Barclays Global Investors                    | 1,708    |
| Brown Capital Management, Inc.               | 612      |
| Chicago Equity Partners                      | 1,631    |
| Delaware Investment Advisors                 | 302      |
| Delphi Management, Inc.                      | 1,577    |
| Denver Investment Advisor, Inc.              | 824      |
| DSI International Management, Inc.           | 294      |
| First Quadrant                               | 2,989    |
| FIS Funds Management, Inc.                   | 929      |
| Frank Russell Trust Co.                      | 933      |
| Mellon Capital Management                    | 596      |
| NCM Capital Management Group, Inc.           | 870      |
| Northern Trust Funds Mgmt                    | 950      |
| Sasco Capital, Inc.                          | 5,959    |
| Sterling Capital Management, LLC             | 124      |
| State Street Global Advisors                 | 1,123    |
| TCW Asset Management                         | 575      |
| UBS Global Asset Management                  | 899      |
| Total Domestic                               | 27,387   |
| ternational:                                 |          |
| Bank of Ireland                              | 1,766    |
| Barclays Global Investors                    | 1,105    |
| Battery March                                | 1,467    |
| Blackrock International Ltd.                 | 1,271    |
| Capital Guardian Trust                       | 4,909    |
| Fidelity Management Trust Co.                | 2,493    |
| Fiduciary Trust International                | 2,043    |
| Goldman Sachs                                | 1,620    |
| Lazard Freres Asset Management               | 2,840    |
| Marvin & Palmer Associates, Inc.             | 864      |
| Mondrian Investment Partners                 | 2,218    |
| Morgan Stanley                               | 1,978    |
| Nicholas Applegate                           | 1,938    |
| Oechsle International Advisors               | 3,895    |
| Schroder Capital Management Investment, Ltd. | 1,766    |
| State Street Global Advisors                 | 2,466    |
| UBS Global Asset Management                  | 2,398    |
| Total International                          | 37,037   |
|  |          |

### **California State Teachers' Retirement System State Teachers' Retirement Plan Schedule of Investment Expenses from Continuous Appropriation** (Dollars in Thousands) Schedule IV (Continued)

| External Fixed Income Managers:                 |    |          |
|---|----|----------|
| Capital Guardian Trust Company                  | \$ | 779      |
| Hartford Investment Management Company          |    | 893      |
| MW Post Advisory Group, LLC                     |    | 1,533    |
| Seix Investment Advisors                        |    | 1,289    |
| Shenkman Capital Management                     |    | 1,658    |
| Total Fixed Income Managers                     | -  | 6,152    |
| Deal Estate Managers/Advisous                   |    | <u> </u> |
| Real Estate Managers/Advisors: CB Richard Ellis |    | 8,627    |
| Clarion Partners                                |    | 1,131    |
| Heitman Capital Mgmt, LLC                       |    | 2,111    |
| Lowe Enterprises                                |    | 789      |
| Principal Global Investors                      |    | 2,199    |
| SSR/Blackrock Realty Advisors                   |    | 2,199    |
| Thomas Properties                               |    | 1,094    |
| Total Real Estate Managers/Advisors             |    | 18,886   |
| Total Real Estate Managers/Advisors             |    | 10,000   |
| Advisors and Consultants:                       |    |          |
| Angeles Investment Advisors                     |    | 38       |
| Altius Associates                               |    | 445      |
| Bard Consulting                                 |    | 320      |
| Bonuccelli & Associates, Inc                    |    | 57       |
| Callan Associates                               |    | 55       |
| Cambridge Associates, LLC                       |    | 2,272    |
| Courtland Partners, LTD                         |    | 175      |
| Ennis Knupp & Assiciates                        |    | 34       |
| Houlihan Loke Howard & Zukin                    |    | 376      |
| Independent Fiducuary Services, Inc.            |    | 25       |
| KPMG, LLP                                       |    | 405      |
| Marsh Risk & Insurance Service                  |    | 24       |
| McKinsey & Company, Inc. Uni                    |    | 518      |
| Pacific Corporate Group                         |    | 51       |
| Pension Consulting Alliance                     |    | 1,213    |
| Sarofim Realty                                  |    | 1        |
| Warren, McVeigh & Griffin, Inc.                 |    | 28       |
| Westwood Consulting Group                       |    | 125      |
| Total Advisors and Consultants                  |    | 6,162    |

### **California State Teachers' Retirement System** State Teachers' Retirement Plan **Schedule of Investment Expenses from Continuous Appropriation** Schedule IV (Continued) (Dollars in Thousands)

| Attorneys, Master Custodian and Insurers:      |      |       |
|--|------|-------|
| Cox, Castle & Nicholson                        | \$   | 111   |
| Grant & Eisenhofer, P.A.                       |      | 15    |
| Groom Law Group                                |      | 174   |
| Robert Driver Ins. Brokerage                   |      | (1)   |
| Sheppard, Mullin, Richter & Hampton, LLP       |      | 6     |
| State Street Bank & Trust Co.                  |      | 3,111 |
| Testa, Hurwitz & Thibeault, LLP                |      | 5     |
| Tuchow Associates                              |      | 4     |
| Valuation Research Corp.                       |      | 248   |
| Total Attorneys, Master Custodian and Insurers |      | 3,673 |
| Other Expenses:                                |      |       |
| CSUS Foundation                                |      | 206   |
| Man Power                                      |      | 71    |
| Miscellaneous                                  |      | 124   |
| State Controller's Office                      |      | 10    |
| State Personnel Board                          |      | 1     |
| Stephen Teale Data Center                      |      | 21    |
| Travel   |      | 502   |
| Total Other Expenses                           |      | 935   |
| Total  | \$10 | 0,232 |

### **California State Teachers' Retirement System State Teachers' Retirement Plan Schedule of Consultant and Professional Services Expenses** (Dollars in Thousands)

Schedule V

| Commission/   |    |           |                                |  |
|---|----|-----------|--------------------------------|--|
| Individual or Firm  |    | Fee       | Nature of Services             |  |
|   |    |           |                                |  |
| Consulting and professional services:                     | ¢. | 00        | Designal Commenting Commission |  |
| Alameda County Office of Education                        | \$ | 90        | Regional Counseling Services   |  |
| Aspen Computer Solutions                                  |    | 430       | Consulting Services            |  |
| The Ballard Group   |    | 1,054     | Consulting Services            |  |
| Business Advantage Consulting, Inc.                       |    | 162       | Consulting Services            |  |
| California State University Foundation                    |    | 636       | Consulting Services            |  |
| CitiStreet Advisors, LLC                                  |    | 89        | Consulting Services            |  |
| Coastline Technology                                      |    | 400       | Consulting Services            |  |
| Contra Costa County Office of Education                   |    | 114       | Regional Counseling Services   |  |
| Convansys Corporation                                     |    | 126       | Consulting Services            |  |
| Dee Hanford   |    | 14        | Consulting Services            |  |
| Department of General Services                            |    | 30        | Consulting Services            |  |
| Department of Justice                                     |    | 332       | Legal Services                 |  |
| Eclipse Solutions, Inc.                                   |    | 295       | Consulting Services            |  |
| EJC Consulting  |    | 89        | Consulting Services            |  |
| Elk Grove Unified School District                         |    | 55        | Regional Counseling Services   |  |
| Employment Development Department                         |    | 75        | Consulting Services            |  |
| Estrada Consulting, Inc.                                  |    | 99        | Consulting Services            |  |
| Filenet Corporation                                       |    | 186       | Consulting Services            |  |
| Forward Solutions   |    | 910       | Consulting Services            |  |
| Fresno County Office of Education                         |    | 75        | Regional Counseling Services   |  |
| Gabriel, Roeder, Smith and Company                        |    | 19        | Consulting Services            |  |
| Graphic Focus   |    | 29        | Consulting Services            |  |
| Hanson, Bridgett, Marcus, Vlahos                          |    | 54        | Consulting Services            |  |
| Hareline Graphics   |    | 27        | Consulting Services            |  |
| H. L. Yoh, Company, LLC                                   |    | 326       | Consulting Services            |  |
| The Highland Consulting                                   |    | 450       | Consulting Services            |  |
| Hogan and Hartson   |    | 194       | Consulting Services            |  |
| IME IVE   |    | 10        | Consulting Services            |  |
| Inforce, Inc.   |    | 887       | Consulting Services            |  |
| Information Technology                                    |    | 225       | Consulting Services            |  |
| International Network, LLC                                |    | 624       | Consulting Services            |  |
| Jaykumar Maistry  |    | 1,334     | Consulting Services            |  |
| Jeve Consulting, Inc.                                     |    | 159       | Consulting Services            |  |
| Kearnford Application Systems                             |    | 26        | Consulting Services            |  |
| Kern County Superintendent of Schools                     |    | 176       | Regional Counseling Services   |  |
| KPMG, LLP   |    | 41        | Consulting Services            |  |
| Liebman & Associates                                      |    | 38        | Consulting Services            |  |
| Los Angeles County Supt. of Schools                       |    | 534       | Consulting Services            |  |
| Macias, Gini and Company                                  |    | 101       | Audit Services                 |  |
| Madsen Rayner Consulting, LLC                             |    | 212       | Consulting Services            |  |
| Manpower  |    | 46        | Consulting Services            |  |
| Mara Consulting   |    | 431       | Consulting Services            |  |
|   |    | 54        | _                              |  |
| Marketware Technologies  Mercor Human Recourse Consulting |    | 34<br>36  | Consulting Services            |  |
| Mercer Human Recource Consulting                          |    |           | Consulting Services            |  |
| Milliman USA  |    | 214       | Consulting Services            |  |
| Monterey County Office of Education                       |    | 56<br>125 | Regional Counseling Services   |  |
| Montridge Consulting                                      |    | 125       | Consulting Services            |  |

### **California State Teachers' Retirement System State Teachers' Retirement Plan Schedule of Consultant and Professional Services Expenses** (Dollars in Thousands) Schedule V (Continued)

| Individual or Firm                            |       | mission/<br>Fee | Nature of Services           |
|---|-------|-----------------|------------------------------|
| Consulting and professional services (continu | ued): |                 |                              |
| MSX International                             | \$    | 142             | Consulting Services          |
| Nanran  |       | 1,497           | Consulting Services          |
| Network Design Associaties                    |       | 106             | Consulting Services          |
| Olsen, Hagel & Fishburn, LLP                  |       | 209             | Regional Counseling Services |
| Orange County Department of Education         |       | 212             | Regional Counseling Services |
| Personal Enterprises, Inc.                    |       | 210             | Consulting Services          |
| Placer County Office of Education             |       | 64              | Regional Counseling Services |
| Pleasanton Unified School District            |       | 98              | Regional Counseling Services |
| Princeton Solutions Group                     |       | 541             | Consulting Services          |
| Q Data Consulting                             |       | 199             | Consulting Services          |
| Quest Media & Supplies                        |       | 174             | Consulting Services          |
| Rapidigm                                      |       | 163             | Consulting Services          |
| Rene Ewing and Associates                     |       | 42              | Consulting Services          |
| RS Computer Associates, LLC                   |       | 331             | Consulting Services          |
| Russbo, Incorporated                          |       | 310             | Consulting Services          |
| San Bernardino County Office of Education     |       | 124             | Regional Counseling Services |
| San Diego County Office of Education          |       | 146             | Regional Counseling Services |
| San Francisco County Office of Education      |       | 45              | Regional Counseling Services |
| San Joaquin County Office of Education        |       | 84              | Regional Counseling Services |
| San Jose County Office of Education           |       | 167             | Regional Counseling Services |
| San Juan Unified School District              |       | 125             | Regional Counseling Services |
| San Mateo-Foster School District              |       | 65              | Regional Counseling Services |
| Santa Barbara County Office of Education      |       | 79              | Regional Counseling Services |
| Santa Cruz County Office of Education         |       | 71              | Regional Counseling Services |
| Shasta County Office of Education             |       | 111             | Regional Counseling Services |
| Shiva Systems                                 |       | 132             | Consulting Services          |
| Sierra Metrics, Inc.                          |       | 585             | Consulting Services          |
| Software AG, Inc.                             |       | 630             | Consulting Services          |
| Solano County Office of Education             |       | 51              | Regional Counseling Services |
| Sonoma County Office of Education             |       | 98              | Regional Counseling Services |
| Stanislaus County Office of Education         |       | 63              | Regional Counseling Services |
| State Controller's Office                     |       | 861             | Consulting Services          |
| Synergex                                      |       | 12              | Consulting Services          |
| Synergy Consulting, Inc.                      |       | 667             | Consulting Services          |
| Thomas V. Ennis Consulting                    |       | 162             | Consulting Services          |
| Thomas/Ferrous                                |       | 39              | Consulting Services          |
| TLM Communications                            |       | 38              | Consulting Services          |
| Tulare County Superintendent of Schools       |       | 58              | Regional Counseling Services |
| Ventura County Superintendent of Schools      |       | 52              | Regional Counseling Services |
| Venturi Technology Partners                   |       | 288             | Consulting Services          |
| Verizon Select Services, Inc.                 |       | 198             | Consulting Services          |
| Visionary Integration                         |       | 1,001           | Consulting Services          |
| Visual Communications                         |       | 32              | Consulting Services          |
| W.O.B. Management                             |       | 17              | Consulting Services          |
| Worldgroup Consulting, Inc.                   |       | 516             | Consulting Services          |
| Wozniak Consultancy                           |       | 64              | Consulting Services          |
| Wright On-Line Systems                        |       | 604             | Consulting Services          |
| Yuba County Office of Education               |       | 50              | Regional Counseling Services |
| Other   |       | 158             | Various Services under \$10  |
|   |       | 23,380          |                              |
|   |       |                 |                              |

### **California State Teachers' Retirement System State Teachers' Retirement Plan Schedule of Consultant and Professional Services Expenses** (Dollars in Thousands) Schedule V (Continued)

|                                   | Cor | nmission/ |                             |
|-----------------------------------|-----|-----------|-----------------------------|
| Individual or Firm                | Fee |           | Nature of Services          |
| Data Processing:                  |     |           |                             |
| Compucom Systems, Inc.            | \$  | 14        | Data Processing             |
| IBM Corporation - F05             |     | 34        | Data Processing             |
| Kearmford Application Systems     |     | 147       | Data Processing             |
| Linda Rogers and Associations     |     | 224       | Data Processing             |
| Quest Media and Supplies          |     | 21        | Data Processing             |
| Thomas/Ferrous                    |     | 296       | Data Processing             |
| Verizon Select Services, Inc.     |     | 118       | Data Processing             |
| Witness Systems                   |     | 22        | Data Processing             |
| Other                             |     | 52        | Various services under \$10 |
|                                   |     | 928       |                             |
| Consolidated Data Center:         |     |           |                             |
| Health and Welfare Data Center    |     | 17        | Data Processing             |
| Stephen P. Teale Data Center      |     | 6,289     | Data Processing             |
|                                   |     | 6,306     |                             |
| Total consultant and professional |     |           |                             |
| services expenses                 | \$  | 30,614    |                             |

California State Teachers' Retirement System Voluntary Investment Program Schedule of Administrative Expenses (Dollars in Thousands)

| lars in Thousands)               | Schedule VI |
|----------------------------------|-------------|
| CitiStreet administrative fee    | \$ 754      |
| STRS administrative/sponsor fees | 143         |
| Loan fees                        | 1           |
| Mutual fund fees                 | 18          |
| Redemption fees                  | 1           |
| Total                            | \$ 917      |
|                                  |             |

## **California State Teachers' Retirement System**

**Teachers' Health Benefits Fund Schedule of Administrative Expenses** (Dollars in Thousands)

Travel

Facilities operations

Total

Consultant and professional services

Total operating expenses and equipment

Indirect State central services

| Personnel services:               |        |
|-----------------------------------|--------|
| Salaries and wages                | \$ 132 |
| Staff benefits                    | 49     |
| Personal leave expense            | 3      |
| Accrued vacations                 | (15)   |
| Total personnel services          | 169    |
| Operating expenses and equipment: |        |
| General expense                   | 200    |
| Communications                    | 3      |

Schedule VII

2

22

28

260 429

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# **Investment Consultant's Report**



he CalSTRS investment portfolio increased by \$13.4 billion over the past twelve months ending with a value of \$129.6 billion on June 30, 2005. As highlighted below, the CalSTRS portfolio is broadly diversified; holding investments ranging from publicly traded short-term bonds to privately held partnerships. Clearly, the scale and breadth of investments make the management and oversight of these assets highly complex. In light of these factors, CalSTRS has been effective in using its resources in a cost-efficient manner to ensure that benefits continue to flow to CalSTRS participants.

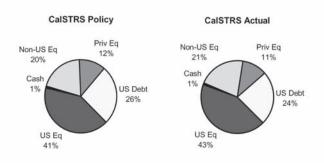
#### **Investment Allocation**

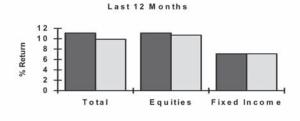
The most critical factor influencing overall investment performance is the allocation of the CalSTRS portfolio across major asset classes. The fiscal year-end report reflects asset allocation guidelines for the 2004-2005 fiscal year as a step towards long-term targets adopted in October of 2001 (see left pie chart). The portfolio's actual allocation is slightly different from policy. US Equity and Non-US Equity are slightly over weighted while Private Equity and US Debt are underweighted (see right pie chart). Gains in the domestic public equity markets over recent periods contributed to the overweighting of the US Equity asset class. In addition, the major asset classes may be strategically overweight versus their policy target(s) to compensate for the difficulty of rapidly funding the private equity asset

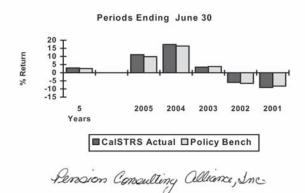
### Investment Results

Over the last year, the CalSTRS investment portfolio produced a strong absolute return of 11.1% ranking in the top quartile among its large public pension fund peers (top bar chart). During this period, portfolio results exceeded the policy benchmark return by 1.2%.2 Relative outperformance by the US Equity and Private Equity asset classes contributed significantly to this result.

During the last three years, CalSTRS' portfolio generated a 10.5% return outperforming the policy benchmark by 60 basis points per year and ranking in the top quartile vs. their peer funds. Over the last five years, the CalSTRS investment portfolio produced an average annual return of 2.9%, exceeding its policy benchmark by 30 basis points per year (bottom chart). However, these results are significantly below CalSTRS' actuarial rate of return. Successive one-year periods are shown as well. CalSTRS' portfolio has outperformed its policy benchmark in three of the last five years for periods ending June 30.3







Per TUCS Universe for Public Funds with assets in excess of \$1 billion.

The policy benchmark consists of passively managed asset class portfolios weighted by CalSTRS' policy allocations. The difference between actual results and the benchmark are due to two factors: i) deviations from policy and ii) active decisions on the part of CalSTRS and its investment managers.

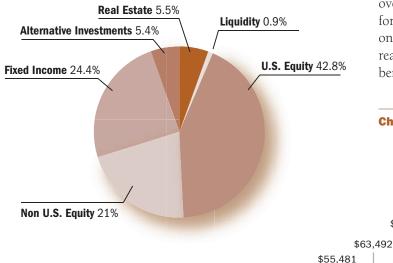
CalSTRS' investment performance is calculated using a monthly internal rate of return and day-weighted cash flows. Periods longer than one month are geometrically linked to calculate annualized "time-weighted" rates of return.

## **Investments**

The CalSTRS Investment portfolio finished the fiscal year at an all-time record high value. At \$129.6 billion, the portfolio is a full \$16 billion higher in value than at the height of the stock market rally of the 1990s, and more than \$40 billion above the low value during the '00–'02 Internet bubble recession. That is nearly a 50 percent rebound in value in just three years.

For the fiscal year 2004–2005, CalSTRS earned an 11.1 percent investment return. That ranked in the top 15th percentile of public pension plans. Over the past three years ending June 30, 2005, the fund has earned a 10.5 percent return and ranked in the top 20th percentile of all

**ASSET ALLOCATION AS OF JUNE 30, 2005**Total investment portfolio of \$129.6 billion



\$47.523

\$46.828

1993

\$40,772

1992

\$35,259

public pension plans in the United States. Not only has the investment portfolio rebounded from the '00–'02 bear market, it also has ranked among the strongest funds in the country during this time.

The past fiscal year started and ended with a slow, lower U.S. stock market, but the middle, from August '04 to March '05, produced strong returns. The top story of the year was the strong gains from non-U.S. stocks. CalSTRS maintained a higher than target allocation to international equities throughout the year. That decision added close to \$1 billion of value. Additionally, at the start of this decade, CalSTRS expanded the investment in international real estate and alternative investments. This decision improved the diversification of the fund and added higher returns in the past year.

All but one asset class exceeded its policy benchmark over the period and the total fund exceeded the benchmark for the fourth straight year. The strongest performance was once again delivered by our alternative investments and real estate investments. These long-term investments have benefited from the positive economic growth both here in

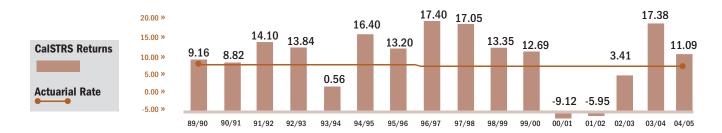
\$112,640 \$116,178 \$99,925 \$102,808 \$100,525 \$96,696 \$74,842

2000

2004 2005

### Investments

Chart B Growth in CalSTRS' returns (percent)



the United States and overseas. The external active managers in our U.S. equity portfolio outpaced the stock market and beat their composite benchmark for the third straight year. Fixed income matched its stated risk and return objective through a very difficult year where the Federal Reserve raised interest rates repeatedly. The one asset class to trail its benchmark was non-U.S. equity.

The Teachers Retirement Board - Investment Committee and CalSTRS investment staff regularly review and update CalSTRS investment policies. Important enhancements were made to the External Equity policy to clarify the risk matrix and structure of non-US emerging markets and to allow active corporate governance investments. The Credit

Chart C Time-weighted performance returns for major asset categories

| Portfolio Type / Associated Indices | 1 Yr  | 3 Yr  | 5 Yr  | 10 Yr |
|-------------------------------------|-------|-------|-------|-------|
| Total Fund                          | 11.09 | 10.48 | 2.88  | 8.64  |
| U.S. Equity                         | 8.28  | 9.79  | -1.26 | 9.81  |
| U.S. Equity Custom (1)              | 7.79  | 9.35  | -1.71 | 9.87  |
| Russell 3000 *                      | 7.79  | 9.35  | -1.55 | 9.94  |
| Non-U.S. Equity                     | 16.50 | 13.07 | 0.60  | 6.59  |
| MSCI All Country Free ex U.S. (G) * | 16.79 | 13.97 | 0.56  | 5.71  |
| MSCI Europe, Australia & Far East * | 13.48 | 11.96 | -0.66 | 5.16  |
| MSCI Emerging Market Free *         | 34.78 | 24.34 | 7.52  | 4.20  |
| Fixed Income                        | 7.14  | 6.88  | 8.09  | 7.37  |
| U.S. Debt Custom (2)                | 7.08  | 7.00  | 8.30  | 7.39  |
| Lehman Brothers U.S. Aggregate      | 6.80  | 5.76  | 7.41  | 6.82  |
| Lehman Brothers High Yield Cash Pay | 10.86 | 14.09 | 7.88  | 7.26  |
| Real Estate                         | 18.40 | 12.54 | 12.51 | 13.39 |
| Real Estate Custom (3)              | 15.52 | 10.76 | 10.02 | 10.71 |
| Alternative Investments             | 24.89 | 15.98 | 4.16  | 19.58 |
| Alternative Investments Custom (4)  | 6.63  | 7.54  | 6.22  | 9.93  |
| Liquidity                           | 3.47  | 8.29  | 7.12  | 6.59  |
| Salomon 3-Month Treasury Bill       | 2.04  | 1.47  | 2.49  | 3.83  |

CalSTRS' investment performance is calculated using a monthly internal rate of return and day-weighted cash flows. Periods longer than one month are geometrically linked to calculate annualized "time-weighted" rates of return.

<sup>\*</sup> CalSTRS adopted tobacco free indicies beginning 9/1/00

<sup>(1)</sup> Russell 3000 tobacco free after 9/1/00; Blend S&P500 and Russell Small Cap Completeness after 7/1/01; Russell 3000 from 7/1/96

<sup>&</sup>lt;sup>(2)</sup> Blend of Salomon LPF, LB US Aggregate and LB High Yield Cash Pay for the year ending 6/30/03 due to benchmark transition

<sup>&</sup>lt;sup>(3)</sup> NCRIEF after 7/1/97 and Institutional Property Consultants prior to 7/1/97; lagged 1 quarter

<sup>(4)</sup> Blend of the [Russell 3000 + 5% + 90 day T-Bill] after 4/1/99 and [CPI + 12%] prior to 4/1/99; lagged 1 quarter

Enhancement Program policy was expanded to allow investments across the United States, and the Alternative Investment Policy was modified to adjust the sub-asset class structure.

CalSTRS has become recognized as a world-class money manager and industry leader in the pension and institutional investment community. Pension plans from Japan, Australia, Thailand and Vietnam have visited our investment operations. In a recent trade publication report, the CalSTRS Alternative Investments program was recognized by the market as one of the top two industry leaders ranked above Harvard and CalPERS.

### Fixed Income

The fixed income assets within the CalSTRS investment portfolio include the \$28.9 billion of internally managed investment grade securities and \$2.7 billion of externally managed high yield securities, which collectively are expected to generate a risk-adjusted return that is representative of the broad market-weighted universe of U.S. bonds. For the fiscal year ended June 30, 2005, the Fixed Income Portfolio earned 7.14 percent, besting the performance benchmark by 6 basis points.

Three other programs are managed within the Fixed Income Unit: Currency Hedging, Home Loan, and Securities Lending.

### **Currency Hedging Program**

The Currency Hedging Program protects the value of the assets of the passively managed segment of the non-dollar equity portfolio by selling controlled amounts of foreign currency positions in approved currencies (i.e., hedging) when there is the risk that the U.S. dollar may strengthen, and removing them when there is widespread U.S. dollar weakness. A strengthening dollar lowers international equity returns. Over the past year, the performance of the U.S. dollar is approximately unchanged against a basket of currencies. However, there were extended periods of U.S. dollar strength which allowed hedges to be put in place in order to protect the translation value of the underlying equity assets. For the fiscal year ended June 30, 2005, the Currency Hedging Program earned \$56.4 million dollars and exceeded the unhedged performance benchmark by 172 basis points. Since inception, the program has earned an additional \$650.1 million, offsetting a corresponding decline, due to currency translation, in the non-dollar equity portfolio.

Chart D Largest fixed income holdings as of June 30, 2005 (CalSTRS maintains a complete list of portfolio holdings)

| Issue                 | Maturity<br>Date | Interest<br>Rate | Par           | Market<br>Value | Average<br>Cost | Unrealized<br>Gain/(Loss) |
|-----------------------|------------------|------------------|---------------|-----------------|-----------------|---------------------------|
| U.S. TREAS NTS        | 15-May-08        | 2.625%           | \$400,000,000 | \$388,712,004   | \$391,346,222   | \$(2,634,218)             |
| FEDERAL NATL MTG ASSN | 1-Dec-99         | 5.000%           | 343,600,000   | 343,573,165     | 343,149,250     | 423,915                   |
| U.S. TREAS BDS        | 15-Nov-16        | 7.500%           | 335,000,000   | 439,094,543     | 415,272,049     | 23,822,494                |
| U.S. TREAS NTS        | 15-0ct-06        | 6.500%           | 325,000,000   | 336,823,526     | 342,899,945     | (6,076,419)               |
| U.S. TREAS NTS        | 30-Nov-06        | 2.875%           | 260,000,000   | 257,348,008     | 259,824,345     | (2,476,337)               |
| U.S. TREAS NTS        | 15-Feb-08        | 3.000%           | 245,000,000   | 241,040,807     | 239,205,149     | 1,835,658                 |
| U.S. TREAS NTS        | 15-Sep-08        | 3.125%           | 230,000,000   | 226,147,493     | 229,034,498     | (2,887,004)               |
| U.S. TREAS NTS        | 31-Jul-06        | 2.750%           | 225,000,000   | 223,085,255     | 224,477,436     | (1,392,182)               |
| U.S. TRES BD STRP PRN | 15-Aug-17        |                  | 200,000,000   | 121,017,990     | 112,315,695     | 8,702,295                 |
| U.S. TREAS NTS        | 15-Jul-06        | 7.000%           | 200,000,000   | 206,947,998     | 209,304,454     | (2,356,456)               |
| U.S. TREAS NTS        | 30-Sep-06        | 2.500%           | 200,000,000   | 197,335,998     | 199,959,878     | (2,623,880)               |

### Investments

The whole life of man is but a point of time; let us enjoy it.

**Plutarch** 

### Home Loan Program

The CalSTRS Home Loan Program, established by legislation in 1984, provides the opportunity for home ownership to qualified participants while meeting CalSTRS' investment goals by generating a mortgage asset. The Home Loan Program offers borrowers a variety of mortgage programs that best meet their individual needs, while also providing "best in class" customer service to our borrowers—before, during, and after the mortgage loan process. The assets created by the Home Loan Program are purchased and managed as part of the mortgage allocation within the Fixed Income Portfolio, or sold in the financial markets.

Last year brought the addition of Countrywide Home Loans as a strategic partner to the program. With their assistance, the number of correspondent lenders has expanded from five to twenty-five. A dedicated 1-800 number has been installed for inquires from prospective borrowers, an improved structure to the down payment assistance programs was instituted, and the Home Loan Program Web site has been improved, making it more user friendly and providing more information to prospective borrowers. We anticipate better service to our borrowers and more improvements to our program and processes over the coming year.

### **Securities Lending Program**

The Securities Lending Program was designed to enable the Fund to generate incremental income by making collateralized, low-risk, short-term loans, using a portion of the equity and fixed income assets held within the investment portfolio. The performance objective for the program is to earn lending income commensurate with: 1) the market demand for the securities made available for lending, and 2) the return earned on the investment of cash collateral within the guidelines set forth by CalSTRS. For the fiscal year ended June 30, 2005, the Securities Lending Program earned approximately \$65.5 million in additional income for the Fund.

### **Internal Equity Management**

The Internal Equities team manages approximately one-third of CalSTRS' domestic equity allocation. This is accomplished primarily via two portfolios, a passively managed index fund and a cash equitization program. The indexed portfolio is benchmarked to the Russell 1000 ex-Tobacco Index. As of June 30, 2005, the portfolio was valued at \$18.7 billion. The portfolio has achieved annualized returns of 7.73, 13.48, and 9.15 percent, for the 1-, 2-, 3-year periods, respectively. For the three year period ending June 30, 2005, the portfolio outperformed the benchmark by 0.08%.

The cash equitization program pools the excess cash in CalSTRS' actively managed domestic accounts so that these monies can be invested and gain exposure to the equity market. This portfolio is benchmarked to the S&P 500 Index and, in partnership with fixed income, has a goal of exceeding the S&P500 Index by 25 to 50 bps per annum. The program has achieved annualized returns of 6.37, 12.74, and 8.82 percent, for the 1-, 2-, 3-year periods, respectively. For the three year period ending June 30, 2005, the portfolio outperformed the benchmark by 0.54%.

### Alternative Investments

The Alternative Investments group invests in the private equity market. The vast majority of its investments are made through limited partnerships, which consist of pools of capital raised from, among others, pension funds, endowments, and high net worth individuals. These funds invest primarily in private companies, providing financial and operational expertise in order to achieve a significant return on investment upon exit. The group also manages a co-investment portfolio of companies in which CalSTRS has invested alongside the partnership that made the direct investment. It also invests in secondary interests.

Chart E Largest equity holdings as of June 30, 2005 (CalSTRS maintains a complete list of portfolio holdings)

|                       | Chamas     | Market          | Average       | Unrealized    |
|-----------------------|------------|-----------------|---------------|---------------|
| Issue                 | Shares     | Value           | Cost          | Gain/(Loss)   |
| Exxon Mobil Corp      | 24,188,240 | \$1,390,098,153 | \$607,302,173 | \$782,795,980 |
| General Elec Co       | 39,123,142 | 1,355,616,870   | 724,127,510   | 631,489,360   |
| Citigroup Inc         | 21,305,713 | 984,963,112     | 517,099,706   | 467,863,406   |
| Microsoft Corp        | 36,461,295 | 905,698,568     | 608,469,599   | 297,228,969   |
| Pfizer Inc            | 29,839,679 | 822,978,347     | 618,261,992   | 204,716,355   |
| Johnson + Johnson     | 11,830,408 | 768,976,520     | 403,481,788   | 365,494,732   |
| Bank Amer Corp        | 16,537,454 | 754,273,277     | 377,355,773   | 376,917,504   |
| Intel Corp            | 26,471,374 | 689,844,006     | 377,778,401   | 312,065,605   |
| Procter and Gamble Co | 9,681,635  | 510,706,246     | 259,626,409   | 251,079,837   |
| JPMorgan Chase + Co   | 13,883,733 | 490,373,450     | 336,211,864   | 154,161,585   |

### **Credit Enhancement**

CalSTRS has long-term credit ratings of AA+/Aaa+/AAA by Standard and Poor's, Moody's Investors Service, and Fitch Inc., respectively. The ratings are utilized by issuers of municipal debt in California to assist in the issuance of variable rate municipal bonds. CalSTRS enters into agreements with a number of issuers of tax-exempt debt to provide the payment of principal and interest in the event of a non-payment and/or market support in the capital markets. In return, CalSTRS earns fee income for these commitments. Most of the transactions are supported by banks or bond insurers for repayment. As of June 30, 2005, the Credit Enhancement Program had commitments of approximately \$1.9 billion and fee income earned during the fiscal year was approximately \$5.8 million.

### Real Estate

CalSTRS portfolio of leveraged real estate assets is valued at \$7.2 billion The Real Estate Portfolio is comprised of 110 directly owned properties, 18 joint venture relationships, and investments in 50 opportunity funds. During the last fiscal year, 37 assets were acquired (either fully owned by CalSTRS or with a joint venture partner), and 25 assets were sold. Real estate assets are 5.5 percent

of the total fund with a 6.0 percent allocation. The direct property portfolio is diversified as to property type and geographic location. The largest component of the direct property sector is office buildings, with the largest weighting in the western region of the United States. During fiscal year 2002–03 a Leverage Program was implemented. Two debt strategies were executed: a \$750 million Commercial Mortgage Backed Security (CMBS) transaction and a \$275 million net revolving line of credit. The CalSTRS' Real Estate Portfolio has achieved gross annualized returns of 18.4, 12.5 and 12.5 percent for the one-, three- and five-year periods, respectively. CalSTRS' return exceeded the NCREIF benchmark by 2.9,1.8 and 2.5 percent for each of the one-, three- and five-year periods.

### Global Equities — External Management

The Global Equity Portfolio, comprised of both internally and externally managed portfolios, continued to be an important investment vehicle to the fund. At the end of fiscal year 2004–05, this segment of the portfolio accounted for 63.8 percent (or \$82.7 billion) of the total fund. U.S. Equity accounted for 67 percent of the total equity allocation, while Non-U.S. Equity accounted for the remaining 33 percent.

### Investments

The Global Equity portfolio is managed by one internal and 20 external US managers and 17 external non-U.S. managers. Both U.S. and non-U.S. active composites outperformed their benchmarks for the fiscal year, with U.S. active managers outperforming the Russell 3000 ex Tobacco Index by 169 basis points (9.48 percent vs. 7.79 percent) and non-U.S. active managers outperforming the MSCI EAFE ex Tobacco Index by 58 basis points (14.05 percent vs. 13.47 percent). Overall, global equity markets continued to advance through fiscal year 2004-05 earning doubledigit returns (10.7% - MSCI All Country World Index ex Tobacco).

### External U.S. and non-U.S. Equity Programs

During the 2004–05 fiscal year, CalSTRS developed two external equity programs. Both programs will be implemented during the first half of fiscal year 2005-06 and are in various stages of the "Request For Proposal" process.

- The first program shifts our International Emerging Markets equity exposure from passive to active management strategies, while also increasing its exposure to the MSCI ACWI ex U.S. ex Tobacco "benchmark weight."
- The second program continues our overall increase to low-risk active U.S. equity strategies by increasing exposure to Enhanced Index strategies from pure Passive Indexing.

### Corporate Governance

During the 2004–05 fiscal year, CalSTRS voted on a variety of proxy issues including financial, corporate governance, and social issues. Nearly 7,900 votes were cast on proxy issues for corporations whose shares were owned in the Investment Portfolio. Proxy issues were presented on 2,959 companies. The overall number of proxy issues decreased from 7,951 last year.

The major proxy issues voted on are summarized below.

1. Election of Directors: CalSTRS generally votes in favor of a director unless the proxy statement shows circumstances contrary to policy. Examples of such circumstances include:

potential conflict of interest due to other directorships or employment, providing legal or investment banking advice, and poor board meeting attendance (less than 75%).

Number Voted: 2,827 Voted For: 2,252 Voted Against: 575

**2.** *Selection of Auditors*: CalSTRS will vote in favor of the independent auditors recommended by management unless the auditor provides services that run contrary to what CalSTRS' policy allows for. Examples of such services are: consulting, information system design and implementation, investment banking support, and excessive non-audit fees (greater than 30% of the total fees billed).

Number Voted: 2,038 Voted For: 1,457 Voted Against: 581

3. Compensation Plans: (Stock Option Plans, Employee Stock Purchase Plans, etc.) Companies provide a variety of compensation plans for executives, employees, and nonemployee directors. Many of these plans provide for the issuance of long-term incentives to attract, reward, and retain key employees. Compensation plans are evaluated based on CalSTRS Financial Responsibility Criteria.

Number Voted: 1,556 Voted For: 409

Voted Against:1,147

4. Approve Merger/Acquisition—Management: CalSTRS generally votes in favor of the acquisition or merger of one company into another.

Number Voted: 138 Voted For: 135 Voted Against: 3

5. Shareholder Proposals: CalSTRS votes on a variety of shareholder proposals. Examples of the issues voted on include: removing classified boards of directors, requiring an independent board chairman, eliminating poison pills, tying compensation plans to company performance, and requiring shareholder approval for large severance packages.

Number Voted: 557 Voted For: 385 Voted Against: 158 Vote Abstained: 14

During the 2004–05 fiscal year, the Corporate Governance unit established three governance funds with this new segment, accounting for a combined \$1.0 billion in assets under management. One fund invests in governance-strong equities, while the other two funds invest in governance-poor companies and engage management in securing governance and shareholder value improvement. For the year ending June 30, 2005, the Corporate Governance funds returned 11.79 percent.

### Cash Balance Benefit Program

The Cash Balance Benefit Program contributions were invested into pooled funds from inception (February 1, 1997) through June 30, 2001. Sixty percent of the contributions were allocated to the S & P 500 Portfolio and forty percent to the Government Index Portfolio. Beginning July 1, 2002, Cash Balance Benefit Program contributions are invested in the Teachers' Retirement Fund, excluding private equity (Alternative and Real Estate investments). The investment value of contributions, as of June 30, 2005, is \$53.6 million. The rate of return for the Cash Balance Benefit Program for the fiscal year was 10.1 percent.

### Defined Benefit Supplement Program

The Defined Benefit Supplement Program contributions are invested in the Teachers' Retirement Fund excluding private equity (Alternative and Real Estate investments). Contributions were first received in the Defined Benefit Supplement Program in January 2001. The investment value of those contributions, as of June 30, 2005, is \$2.8 billion. Since the inception of the Defined Benefit Supplement Program, the annualized rate of return is 3.8 percent. The rate of return for the Defined Benefit Supplement Program for the fiscal year is 10.1 percent.

## Investments

### **CHART F** Investment summary for the current and previous fiscal year (dollars in millions)

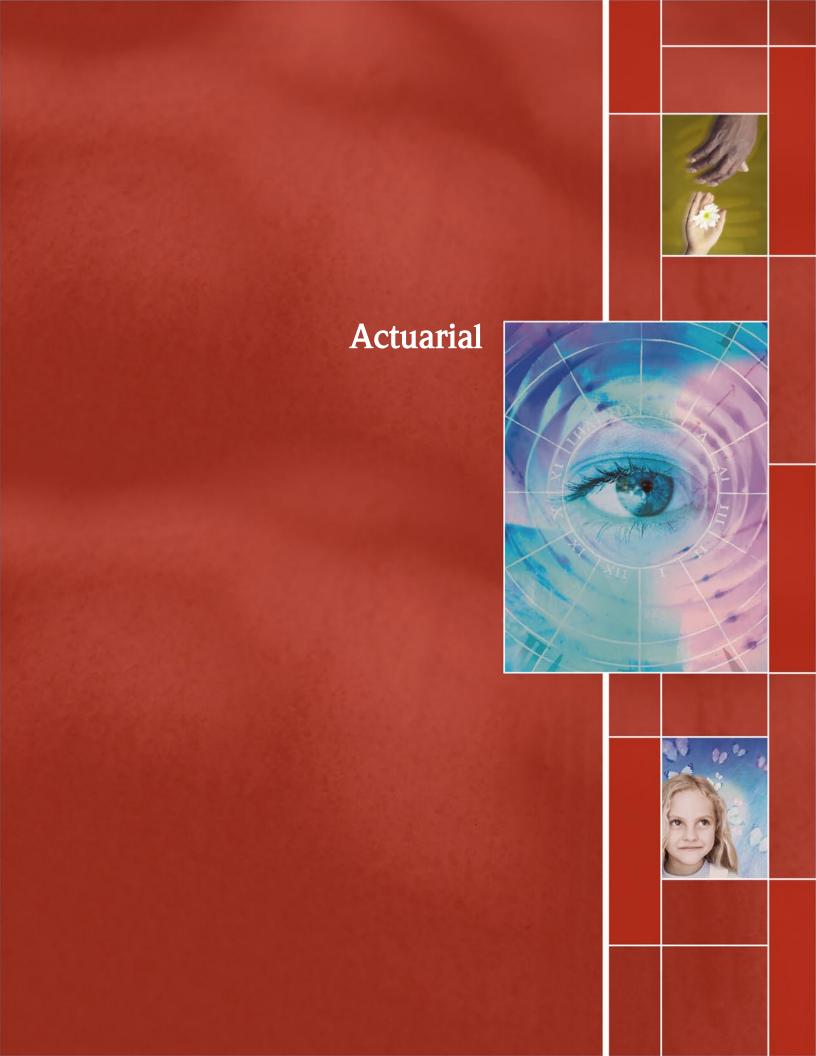
|                                     | 30-Jun-04     |                 | 30-Jun-05     |                 |                      |                      |
|-------------------------------------|---------------|-----------------|---------------|-----------------|----------------------|----------------------|
| Portfolio Type                      | Book<br>Value | Market<br>Value | Book<br>Value | Market<br>Value | % of<br>Market Value | Net<br>Market Change |
| U.S. Equity                         | \$33,780      | \$50,523        | \$36,982      | \$55,468        | 42.80%               | \$4,945              |
| Non-U.S. Equity                     | 22,697        | 26,427          | 21,941        | 27,228          | 21.01                | 801                  |
| Fixed Income                        | 27,020        | 27,113          | 31,094        | 31,642          | 24.42                | 4,529                |
| Alternative Investments             | 5,057         | 5,437           | 5,730         | 6,944           | 5.36                 | 1,506                |
| Real Estate                         | 5,338         | 5,436           | 6,074         | 7,183           | 5.54                 | 1,748                |
| Liquidity                           | 1,242         | 1,242           | 1,127         | 1,127           | 0.87                 | -115                 |
| Total Portfolio                     | \$95,133      | \$116,178       | \$102,948     | \$129,592       | 100.00%              | \$13,415             |
| Plus: Securities Lending Collateral |               | 17,011          |               | 22,619          |                      |                      |
| Less: Real Estate Accruals          |               | -1,365          |               | -1,367          |                      |                      |
| Less: SSB Accruals                  |               |                 |               | -24             |                      |                      |
| Less: Cash & Cash Equivalent        |               | 181             |               | 169             |                      |                      |
| Plan Net Assets-Investments         |               | \$134,373       |               | \$153,433       |                      |                      |

### **CHART G** Schedule of investment expenses from continuous appropriation from July 1, 2004, through June 30, 2005 (dollars in thousands)

|                                 | Assets Under               |          | Basis  |  |  |  |  |
|---------------------------------|----------------------------|----------|--------|--|--|--|--|
|                                 | Management                 | Fees     | Points |  |  |  |  |
| Investment Managers' Fees:      | Investment Managers' Fees: |          |        |  |  |  |  |
| U.S. Equity                     | \$35,010,382               | \$27,387 | 7.8    |  |  |  |  |
| Non-U.S. Equity                 | 26,706,638                 | 37,037   | 13.9   |  |  |  |  |
| Fixed Income                    | 2,748,841                  | 6,152    | 22.4   |  |  |  |  |
| Alternative Investments         | 6,242,199                  | 2,717    | 4.4    |  |  |  |  |
| Real Estate                     | 7,279,128                  | 18,886   | 25.9   |  |  |  |  |
| Total Investment Managers' Fees | \$77,987,187               | \$92,179 | 11.8   |  |  |  |  |

### **CHART H** Broker commissions July 1, 2004, through June 30, 2005

| Broker Name                              | Commission  | Shares        | Commission per Share |
|--|-------------|---------------|----------------------|
| U.S. Equity Transactions                 |             |               |                      |
| Deutsche Bank Securities Inc             | \$1,598,730 | 29,592,564    | \$0.054              |
| CitiGroupGlobal Markets Inc              | 1,585,908   | 31,062,691    | 0.051                |
| Lehman Bros Inc.                         | 1,122,868   | 28,836,645    | 0.039                |
| Merrill Lynch Pierce Fenner + Smith Inc. | 967,113     | 38,951,183    | 0.025                |
| Morgan Stanley And Co, Inc               | 738,805     | 17,898,435    | 0.041                |
| BNY Brokerage Inc.                       | 677,764     | 15,691,360    | 0.043                |
| Investment Technology Group Inc.         | 629,741     | 35,178,973    | 0.018                |
| Instinet                                 | 590,077     | 30,595,573    | 0.019                |
| Goldman Sachs                            | 573,735     | 33,566,683    | 0.017                |
| CS First Boston Corporation              | 503,825     | 17,306,359    | 0.029                |
| Other US Brokers                         | 9,802,644   | 287,343,660   | 0.034                |
| Total U.S. Commissions                   | 18,791,210  | 566,024,126   | 0.033                |
|  |             |               |                      |
| Non-U.S. Equity Transactions             |             |               |                      |
| Merrill Lynch                            | \$2,299,256 | 198,153,129   | \$0.012              |
| Credit Suisse Bank                       | 1,794,777   | 214,290,472   | 0.008                |
| Lehman Brothers Securities               | 1,308,346   | 128,100,696   | 0.010                |
| J.P. Morgan Securities Ltd               | 1,279,338   | 118,253,225   | 0.011                |
| Citigroup                                | 1,270,535   | 107,812,195   | 0.012                |
| Morgan Stanley + Co                      | 1,172,089   | 86,711,964    | 0.014                |
| UBS Ag                                   | 1,137,938   | 255,204,246   | 0.004                |
| Goldman Sachs                            | 995,221     | 117,498,593   | 0.008                |
| Deutsche Bank Securities Corp            | 904,397     | 57,607,595    | 0.016                |
| Warburg Securities                       | 852,052     | 96,189,526    | 0.009                |
| Other Non-US Brokers                     | 6,625,584   | 598,633,380   | 0.011                |
| Total Non-U.S. Commissions               | 19,639,533  | 1,978,455,021 | 0.010                |



### Actuarial

# Defined Benefit Program

### **Actuary's Certification Letter**



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May, 2006

Teachers' Retirement Board California State Teachers' Retirement System

Re: Valuation of the Defined Benefit Program

Dear Members of the Board:

We have performed an actuarial valuation of the Defined Benefit Program of the California State Teachers' Retirement System as of June 30, 2004. Our findings indicate the projected income stream from contributions mandated by the Education Code will not be sufficient to pay the Normal Costs and to amortize the Unfunded Actuarial Obligation. The DB Program was funded on a sound actuarial basis in the 2001 actuarial valuation. The decline in the funded status is due primarily to subsequent investment returns less than the long-term actuarial assumption of 8% per year.

Actuarial valuations are normally performed every two years, as of June 30 of each oddnumbered year. The previous valuation was performed as of June 30, 2003 and the 2004 valuation was performed at the request of the Board.

In preparing the 2004 valuation, we relied upon the financial information and membership data furnished by the System, and the Report of Independent Accountants prepared by PriceWaterhouseCoopers. Although we did not audit this data, we compared the data for this and the prior valuation and tested for reasonableness. Based on these tests, we believed the data to be sufficiently accurate for the purposes of our calculations. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

The covered payroll for both the June 30, 2004 actuarial valuation and the June 30, 2003 actuarial valuation has been identified by the System as being overstated. Neither the June 30, 2004 actuarial valuation, nor the June 30, 2003 actuarial valuation, has been revised. We have, however, estimated the impact of the revised salary data on the prior valuation results. The estimated actuarial obligation and the estimated funded status contained in the Financial Section of this report are based upon our estimated actuarial values and differ from the published actuarial valuations. In addition, the Schedule of Active Member Valuation Data, Table 10, the Solvency Test, Table 12 and the Analysis of Financial Experience, Table 13, in the Actuarial Section contain estimates for 2003 and 2004.

Milliman did not prepare Schedules I and II, nor the summary of actuarial methods and assumptions in Schedule II of the Financial Section, nor the information included in this Actuarial Section of the 2005 Comprehensive Annual Financial Report. However, the actuarial information contained in Schedule I of the Financial Section and in this



Teachers' Retirement Board May, 2006 Page 2

Actuarial Section was derived from our June 30, 2004 actuarial valuation report and subsequent estimates.

The Teachers' Retirement Board has sole authority to determine the actuarial assumptions and methods used for the DB Program. The Board adopted all of the actuarial methods and assumptions used in the 2004 valuation and the subsequent actuarial estimations.

The findings have been determined according to actuarial assumptions and methods that were chosen on the basis of recent experience of the DB Program and of current expectations concerning future economic conditions. In our opinion, the assumptions used in the actuarial valuation are appropriate for purposes of the valuation, are internally consistent, and reflect reasonable expectations. The assumptions represent our best estimate of future conditions affecting the DB Program. Nevertheless, the emerging costs of the DB Program will vary from those presented in this report to the extent that actual experience differs from that projected by the assumptions.

I certify that the information included in this report is complete and accurate to the best of my knowledge and belief. The actuarial valuation was prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the applicable Standards of Practice adopted by the Actuarial Standards Board of the American Academy of Actuaries. In addition, the assumptions and methods used meet the parameters set for disclosures by Statement No. 25 of the Governmental Accounting Standards Board.

Milliman has been engaged by CalSTRS as an independent actuary. The undersigned is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, an Enrolled Actuary, and experienced in performing valuations for large public employee retirement systems.

In conclusion, based on the current actuarial assumptions, the current projected income from member, employer, and State contributions will not finance the DB Program of the California State Teachers' Retirement System on an actuarially sound basis. That is, the expected contributions are not sufficient to fund the annual cost of the program and amortize the Unfunded Actuarial Obligation over a period of 30 years or less.

Respectfully submitted,

Mark 🕽. Johnson, F.S.A., M.A.A.A., E.A.

Principal and Consulting Actuary

### Actuarial

## Defined Benefit Program

### **Summary of Actuarial Assumptions** and Methods

CalSTRS, through its consulting actuary, performs an experience study every four years to determine appropriate demographic and economic assumptions. These assumptions are then applied when the consulting actuary performs an actuarial valuation to monitor the funding status of the Defined Benefit Program. The most recent experience study for the period 1999 through 2003 was completed as of June 30, 2003. The study was adopted by the Teachers' Retirement Board on March 4, 2004. The most recent actuarial valuation was completed as of June 30, 2004, and adopted by the Teachers' Retirement Board on June 2, 2005. The following summary and tables (pages 61-72) were prepared by the CalSTRS staff. All of the assumptions used in the actuarial valuation were adopted by the Teachers Retirement Board when the experience study was adopted on March 4, 2004. All information is considered in the June 30, 2004, actuarial valuation.

Following are the assumptions adopted by the Teachers' Retirement Board for this program.

- Investment return rate is 8.00 percent.
- Method used to value program assets for actuarial valuation purposes: Expected actuarial value adjusted for one-third of the difference between actual market value and expected actuarial value.
- Assumption for general wage increase is 4.25 percent of which 3.25 percent is due to inflation and 1.00 percent is due to expected gains in productivity.
- The actuarial cost method used by the program is the entry age normal actuarial cost method.
- The extent to which benefits are expected to increase as a result of cost-of-living type adjustments is an annual 2 percent increase to the initial allowance beginning on September 1 following the first anniversary of the effective date of the allowance. Since 1972, this increase is applied to all eligible continuing allowances.

### Discussion of recent changes in:

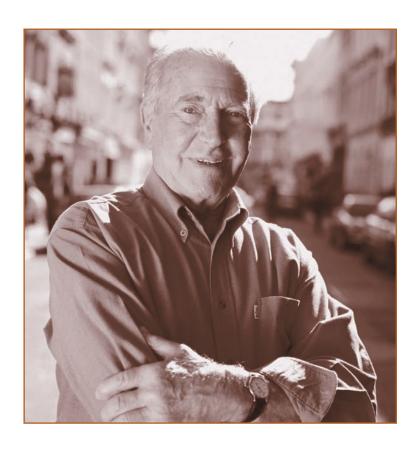
*The nature of the program*–Since the last experience study as of June 30, 2003, program amendments have been made that have affected the June 30, 2004 actuarial valuation.

These program amendments include:

### Effective January 1, 2004

### Death Before Retirement - Coverage B

• The definition of spouse for purposes of receiving a survivor benefit includes a person married to the member for less than 12 months prior to the accidental death of the member or for the period beginning prior to the occurrence of the injury or diagnosis of an illness that resulted in the member's death.



### **Funding**

• The General Fund contribution to the Supplemental Benefit Maintenance Account was reduced by \$500 million effective for the 2003/04 fiscal year.

Actuarial assumptions—The actuarial valuation utilizes various methods and two different types of assumptions: economic and demographic. Economic assumptions are related to the general economy and its impact on CalSTRS or to the operation of the membership. Demographic assumptions predict the future experience of the membership with respect to eligibility and benefits and are directly related to the specific experience of CalSTRS members.

Economic assumptions: The two major economic assumptions are investment return and wage growth and each is affected by the underlying assumed rate of inflation. Table 5 provides the economic actuarial assumptions for this program as reflected in the most recent actuarial valuation for the program (as of June 30, 2004)

Demographic assumptions: Tables 1–4 and 6–9 provide demographic assumption information for this program as reflected in the most recent actuarial valuation for the program (as of June 30, 2004).

### **Actuarial Methods**

Actuarial Cost Method Asset Valuation Method Entry Age Normal Expected Value with one-third adjustment to Market Value (3-Year Asset Smoothing)

The asset smoothing method projects an Expected Value of Assets using the assumed rate of investment return, then one-third of the difference between the Expected Value and the Market Value is recognized in the Actuarial Value of Assets. There were no revisions to either the Actuarial Cost Method or the Asset Valuation Method for this actuarial valuation.

### Valuation Results

CalSTRS contracts for many actuarial services. The current contractor, Milliman, has been the program's actuary since January 15, 2000.

Tables 10–13 provide summaries of the valuation results. The data displayed in Table 10 is as of June 30 of the specified year. Other information, specifically annual payroll amounts, reported in the financial section of this report will generally not be consistent. The reason for this is that the financial data reflects payroll for all individuals who were active during the year, while Table 10 only includes those individuals who are active as of June 30. It does not include those individuals who were active at some point during the year but not as of June 30.

Amounts provided in Table 11 represent the status of the population as of June 30 of the indicated year. The information provided in the Removed From Rolls and Rolls End of Year columns include the application of the annual post-retirement 2 percent not-compounded cost-of-living adjustment.

The data provided for each year end in Table 11 is a snapshot of the population taken following year-end closing for the indicated period. It is likely adjustments will be made subsequent to this closing. No attempt is made to update the data in Table 11 for these adjustments.

Because of the potential for post-closing adjustments that are not updated in Table 11, and for post-retirement adjustments that are included in the individual accounts rather than separately maintained, any update of a prior end-of-year total using additions and deletions from the next year most likely will not equal the total provided for the next year.

The following significant plan changes have taken place during the time depicted in Table 12. These program amendments include:

### Effective January 1, 1999

- Increased age factor for members who retire after
- Career factor for members who retire with more than 30 years of service
- · Service Credit for unused sick leave

### Actuarial

Nothing is a waste of time if you use the experience wisely. **Auguste Rodin** 

### Effective January 1, 2000

• Minimum Guarantee payable to certain benefit recipients with at least 20 years of creditable service, equal to \$15,000, increasing in \$500 increments for each additional year of service to \$20,000 at 30 or more years of credited service.

### Effective January 1, 2001

- Final Compensation based upon the highest average consecutive 12-month period with 25 years of credited
- 25 percent of the 8 percent member contributions allocated to the Defined Benefit Supplement Program.
- Longevity Bonus of an additional \$200, \$300, or \$400 per month in Defined Benefit Program benefits with 30, 31 or 32 or more years of credited service.
- An ad hoc minimum guarantee of up to 6 percent, based on the initial allowance plus the simple 2 percent benefit improvement, depending upon the year in which the benefit began. This ad hoc was not initially payable until July 1, 2001.

### Effective January 1, 2002

- Education requirements for dependent children receiving a disability or family allowance under Coverage A were eliminated.
- Defined Benefit Program members who were formerly Cash Balance Benefit Program participants are allowed to purchase their prior Cash Balance Benefit Program service credit.

### Effective January 1, 2003

- A temporary reduction in the member contribution rates of specified state members of the Defined Benefit Program.
- A change to the basis for calculation of the postretirement earnings limitation from the increase in the All Urban California Consumer Price Index to the increase in the average earnable salary of active members of the Defined Benefit Program.

The most recent actuarial valuation of the system (as of June 30, 2004) determined there is an unfunded actuarial obligation for this program. The prior actuarial valuation (as of June 30, 2003) also indicated there was an unfunded actuarial obligation.

With the exception of the actuarial valuations performed as of June 30, 1998, June 30, 2000 and June 30, 2004, actuarial valuations are normally performed every two years in odd-numbered years to analyze the sufficiency of the statutory contributions to meet the current and future obligations of the program. By using the actuarial methods and assumptions adopted by the Teachers' Retirement Board, the actuarial valuation provides the best estimate of the program's long-term financing.

Comparing the unfunded actuarial obligation as of two valuation dates does not provide enough information to determine if there were actuarial gains or losses. The correct comparison is between the unfunded actuarial obligation on the valuation date and the expected unfunded actuarial obligation projected from the prior valuation date using the actuarial assumptions in effect for the period of comparison.

Table 13 would normally show the actuarial obligation and the elements to project that figure forward: the normal cost less benefit payments, plus a charge for interest at the assumed rate. In addition, the table would show actuarial gains, in parentheses, and losses by individual component. This year, however, the actuarial obligation has been estimated and the normal cost and the gains and losses have not been determined.

Actuarial gains reduce the unfunded actuarial obligation as of the valuation date, and actuarial losses increase the unfunded actuarial obligation. Most actuarial gains and losses are a result of short-term fluctuations in experience or changes in actuarial assumptions. Because of the long-term nature of actuarial assumptions, future patterns of emerging experience may offset these short-term fluctuations.

### **Independent Actuarial Review**

Actuarial services for the California State Teachers' Retirement System are provided under contract by a qualified independent actuarial firm, with additional review provided by the staff actuary.

The work performed for CalSTRS by the independent actuarial firm may be reviewed by the Bureau of State Audits, at the discretion of the Teachers' Retirement Board. Also, through the competitive bid process, the work of a prior actuary will be verified in a subsequent actuarial valuation performed by a new contract actuary. Should the same actuarial firm continue for a period of 10 years, provision is made for an independent review of that firm's work through an actuarial audit completed by another firm. These audit services are acquired using the competitive bid process.

An audit of the 2003 Actuarial Experience Analysis of the Defined Benefit Program was performed by the firm Gabriel, Roeder, Smith and Company. The result of the audit was reported to the Board on May 4, 2005.

An audit of the 2003 Actuarial Valuation of the CalSTRS Defined Benefit Program was performed by the firm Cheiron. The result of the audit was reported to the Board on May 4, 2005.

The current actuarial consultant was retained on January 15, 2000, as a result of the competitive bid process.



## Summary of Defined Benefit Program Provisions

(The following summary and tables were prepared by the CalSTRS staff. All information is considered in the June 30, 2004, actuarial valuation.)

### **Normal Retirement**

### Eligibility Requirement

Age 60 with five years of credited service.

### Allowance

2 percent of final compensation for each year of credited service.

#### Allowance Factors

### Credited Service

For each year of membership, credited service is granted based on the ratio of salary earned to full-time salary earnable for one position.

The definition of creditable service has expanded to include activities that were previously considered noncreditable. No more than one full year of service credit is allowed during any school year; however, the contributions for any service in excess of one year are deposited to the member and employer contribution accounts within the Defined Benefit Supplement Program.

### Final Compensation

Average salary earnable for the highest three consecutive years of credited service for one position. For members with 25 years of service, the calculation is based on the highest average annual compensation earnable in a consecutive 12-month period.

### Sick Leave Service Credit

Credited service is granted for unused sick leave at the time of retirement. Sick Leave Service Credit cannot be used for eligibility for One-Year Final Compensation, the Career Bonus nor the Longevity Bonus.

### Career Factor

If a member has thirty years of credited service, the age factor is increased by 0.2 percent. However, the maximum age factor is 2.4 percent.

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### Longevity Bonus

For members attaining 30 years of service by January 1, 2011, a longevity bonus of \$200 per month is added to the unmodified allowance. The bonus is increased to \$300 per month with 31 years of service, and \$400 per month with 32 or more years of service.

### Post-Retirement Benefit Adjustment

### Benefit Improvement Factor

2 percent simple increase on September 1 following the first anniversary of the effective date of the allowance, applied to all continuing allowances.

### IRC Section 401(a)(17)

Compensation is limited under Internal Revenue Code Section 401(a)(17) and assumed to increase at the rate of inflation.

### **IRC Section 415**

Benefits are subject to limits imposed under Internal Revenue Code Section 415. However, no limits are imposed in the valuation of the Defined Benefit Program in order to address the potential pay-as-you-go funding needs of the Teachers' Replacement Benefits Program Fund.

### **Early Retirement**

### Eligibility Requirement

Age 55 with five years of credited service, or age 50 with 30 years of credited service.

### Benefit Reduction

A <sup>1</sup>/<sub>2</sub> percent reduction in the normal retirement allowance for each full month or partial month the member is younger than age 60, plus a reduction of 1/4 percent for each full month or partial month the member is younger than age 55.

### Late Retirement

### Allowance

Members continue to earn additional service credit after age 60. The 2 percent age factor increases by 0.033 percent for each quarter year of age that the member is over age 60, up to a maximum of 2.4 percent.

### **Deferred Retirement**

### Allowance

Any time after satisfying the minimum service requirement, a member may cease active service, leave the accumulated contributions on deposit, and later retire upon attaining the minimum age requirement.

### Disability Allowance – Coverage A

### Eligibility Requirement

Member has five years of credited California service and has not attained age 60.

### Allowance

50 percent of final compensation

5 percent of final compensation for each year of service credit if over age 45 with less than 10 years of service credit.

### Children's Benefit

10 percent for each eligible dependent child, up to a maximum of 40 percent of final compensation. The increment for each eligible child continues until the child marries or attains age 22.

#### Offsets

Allowance, including children's increment, is reduced by disability benefits payable under Social Security, Workers' Compensation and employer-paid income protection plan.

### Disability Allowance - Coverage B

### Eligibility Requirement

Member has five years of credited California service.

50 percent of final compensation, regardless of age and service credit.

### Children's Benefit

10 percent for each eligible child up to four children, for a maximum of 40 percent of final compensation. The increment for each child continues until the child attains age 21, regardless of student, marital or employment status.

#### Offsets

The member's allowance is reduced by disability benefits payable under Workers' Compensation.

### Death Before Retirement - Coverage A

#### Eligibility Requirement

One or more years of service credit for active members or members receiving a disability allowance.

#### **Lump-Sum Payment**

The one-time death benefit recipient receives a \$6,163 lump-sum payment. If there is no surviving spouse, registered domestic partner or eligible children, the contributions and interest are paid to the designated beneficiary.

#### Allowance

The surviving spouse or registered domestic partner with eligible children will receive a family benefit of 40 percent of final compensation for as long as there is at least one eligible child. An additional 10 percent of final compensation is payable for each eligible child up to a maximum benefit of 90 percent.

If there is no surviving spouse or registered domestic partner, an allowance of 10 percent of final compensation is payable to eligible children up to a maximum benefit of 50 percent.

When there are no eligible children, the spouse or registered domestic partner may elect to receive one half of a 50 percent joint and survivor allowance projected to age 60 or take a lump-sum payment of the remaining contributions and interest.

#### Death Before Retirement - Coverage B

### Eligibility

One or more years of service credit for active members.

#### Lump-Sum Payment

The one-time death benefit recipient receives a \$24,652 lump-sum payment. If there is no surviving spouse or registered domestic partner, the contributions and interest are paid to the designated beneficiary.

#### Allowance

A lump-sum payment of the contributions and interest.

One half of a 50 percent joint and survivor allowance, beginning on the member's 60th birthday or immediately with a reduction based on the member and spouse's age, or registered domestic partner's age at the time the benefit begins.

If the surviving spouse or registered domestic partner elects a monthly allowance, each eligible child would receive 10 percent of the member's final compensation, with a maximum benefit of 50 percent.

#### **Death After Retirement**

#### Lump-Sum Payment

The one-time death benefit recipient receives a \$6,163 lump-sum payment.

#### **Annuity Form**

If the retired member had elected one of the joint and survivor options, the retirement allowance would be modified in accordance with the option selected.

If no option had been elected, payment of the unpaid contributions and interest, if any, remaining in the member's account will be made to the beneficiary, if one is named, or to the deceased member's estate.

#### **Termination from CalSTRS**

#### Refund

Refund of the member's contributions with interest as credited to the member's account to date of withdrawal. A refund terminates membership and all rights to future benefits from the system.

#### Re-entry After Refund

Former members who re-enter the system may redeposit all amounts previously refunded plus regular interest. The member must earn one year of credited service after re-entry before becoming eligible for system benefits.

#### **Funding**

#### Member Contribution

Eight percent of creditable compensation. Two percent of creditable compensation is directed to the Defined Benefit Supplement Program through December 31, 2010, while

six percent of creditable compensation remains with the Defined Benefit Program.

#### **Employers Contribution**

Eight percent of the total creditable compensation on which member contributions are based. In addition, funding for the Teachers' Health Benefits Fund and Teachers' Replacement Benefit Fund is directed as needed from the employer contributions on a pay-as-you-go basis.

#### plus

0.25 percent of the total creditable compensation on which members' contributions are based to pay costs for unused sick leave service credit.

#### State Contribution

The state pays 2.017 percent of the total creditable compensation of the fiscal year ending in the immediately preceding calendar year upon which members' contributions are based, calculated annually on October 1 and paid in four equal quarterly payments.

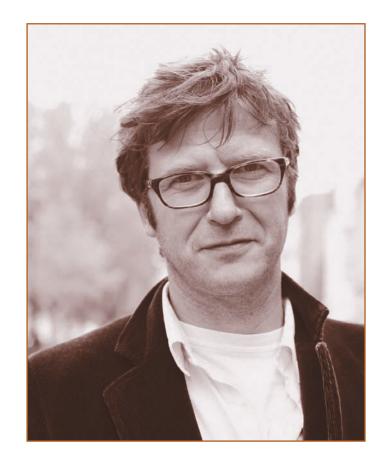
Up to 1.505 percent of the total creditable compensation of the fiscal year ending in the immediately preceding calendar year upon which members' contributions are based, calculated annually on October 1 and paid in four equal quarterly payments. This contribution is made if there is an unfunded obligation or normal cost deficit for benefits in effect on July 1, 1990. For 2004/05 this rate was 0.524 percent, however, only three-quarters of the payments were received. The balance was received in 2005/06.

## **Changes in Defined Benefit Program Provisions**

Since the last actuarial valuation, program amendments have been made that would affect the next actuarial valuation. The amendments described below were not considered for the June 30, 2004 actuarial valuation as they were effective after that date.

#### Effective January 1, 2005

• Recalculation of the benefits to part-time and adult education community college employees who were members prior to July 1, 1996.



- · Expands eligibility for partial lump-sum benefit
- Eliminates 1-year prohibition on employment in a California public school for members who receive a Retirement Incentive benefit
- Extends a 5 year prohibition on employment with a granting employer to Community College and County Office of Education members
- Extends for up to two years an existing post-retirement earnings exemption for retired members who fill a vacant administrative position in an emergency situation
- Extends required retirement date and sunset date for other existing post retirement earnings exemptions.
- Allows up to 2/10 of one year of unused sick leave to count towards qualifying for one-year final compensation, longevity bonus and other benefit enhancements.

All of the assumptions used in the actuarial valuation were adopted by the Teachers' Retirement Board when the experience study was adopted on March 4, 2004. Following are the assumptions adopted by the Teachers' Retirement Board for this program.

 TABLE 1
 Post-retirement mortality table for sample ages

|     | Male                   | Female                 |  |  |
|-----|------------------------|------------------------|--|--|
| Age | 1999 CalSTRS Retired-M | 1999 CalSTRS Retired-F |  |  |
| 50  | 0.19%                  | 0.12%                  |  |  |
| 55  | 0.32                   | 0.19                   |  |  |
| 60  | 0.56                   | 0.34                   |  |  |
| 65  | 1.02                   | 0.67                   |  |  |
| 70  | 1.80                   | 1.18                   |  |  |
| 75  | 2.85                   | 1.83                   |  |  |
| 80  | 5.02                   | 3.78                   |  |  |
| 85  | 9.42                   | 6.50                   |  |  |
| 90  | 14.75                  | 11.63                  |  |  |
| 95  | 23.36                  | 18.62                  |  |  |

**TABLE 2** Probabilities of retirement for sample ages

|     | Under :     | 30 Years | 30 or Mo | re Years |
|-----|-------------|----------|----------|----------|
| Age | Male Female |          | Male     | Female   |
| 55  | 3.0%        | 5.0%     | 6.0%     | 8.0%     |
| 60  | 7.0         | 10.0     | 25.0     | 30.0     |
| 65  | 14.0        | 16.0     | 27.0     | 27.0     |
| 70  | 100.0       | 100.0    | 100.0    | 100.0    |

 TABLE 3
 Probabilities of withdrawal from active srvice before age and service retirement for sample ages

|          |          | Entry Ages |       |       |       |       |  |
|----------|----------|------------|-------|-------|-------|-------|--|
| Duration | Under 25 | 25-29      | 30-34 | 35-39 | 40-44 | 45+   |  |
| MALE     |          |            |       |       |       |       |  |
| 1        | 12.5%    | 12.5%      | 12.5% | 12.5% | 12.5% | 13.5% |  |
| 2        | 7.7      | 7.7        | 7.7   | 7.7   | 7.7   | 8.6   |  |
| 3        | 6.3      | 5.4        | 5.4   | 5.4   | 5.4   | 6.3   |  |
| 4        | 4.4      | 4.4        | 4.4   | 4.4   | 4.4   | 4.4   |  |
| 5        | 3.9      | 3.0        | 3.0   | 3.0   | 3.0   | 3.6   |  |
| 10       | 2.0      | 2.0        | 2.0   | 2.0   | 2.4   |       |  |
| 15       | 1.1      | 1.1        | 1.1   | 1.2   |       |       |  |
| 20       | 0.6      | 0.6        | 0.6   |       |       |       |  |
| 25       | 0.5      | 0.5        |       |       |       |       |  |
|          |          |            |       |       |       |       |  |
| FEMALE   |          |            |       |       |       |       |  |
| 1        | 10.0%    | 10.0%      | 10.0% | 10.0% | 10.0% | 10.0% |  |
| 2        | 7.2      | 7.2        | 7.2   | 7.2   | 7.2   | 7.2   |  |
| 3        | 6.3      | 6.3        | 5.8   | 5.3   | 4.9   | 4.9   |  |
| 4        | 5.8      | 5.8        | 5.4   | 4.9   | 3.9   | 3.0   |  |
| 5        | 5.5      | 5.8        | 4.2   | 2.9   | 2.5   | 2.5   |  |
| 10       | 2.3      | 2.0        | 1.7   | 1.4   | 1.6   |       |  |
| 15       | 1.1      | 0.9        | 1.0   | 0.9   |       |       |  |
| 20       | 0.6      | 0.7        | 0.9   |       |       |       |  |
| 25       | 0.6      | 0.6        |       |       |       |       |  |

## **Defined Benefit Program**

#### **TABLE 3 continued** Probabilities of withdrawal from active service before age and service retirement for sample ages

Probability of refund by sample durations of membership and sample entry ages

| Tobability of forana by sample darations of membership and sample entry ages |          |                   |        |        |        |  |  |  |
|--|----------|-------------------|--------|--------|--------|--|--|--|
|  |          | Sample Entry Ages |        |        |        |  |  |  |
| Duration   | Under 25 | 25-29             | 30-34  | 35-39  | 40+    |  |  |  |
| MALE   |          |                   |        |        |        |  |  |  |
| Under 5  | 100.0%   | 100.0%            | 100.0% | 100.0% | 100.0% |  |  |  |
| 10   | 50.0     | 50.0              | 42.0   | 45.0   | 45.0   |  |  |  |
| 15   | 42.0     | 42.0              | 36.0   | 30.0   |        |  |  |  |
| 20   | 34.0     | 36.0              | 27.0   |        |        |  |  |  |
| 25   | 24.0     | 27.0              |        |        |        |  |  |  |
| FEMALE   |          |                   |        |        |        |  |  |  |
| Under 5  | 100.0%   | 100.0%            | 100.0% | 100.0% | 100.0% |  |  |  |
| 10   | 40.0     | 35.0              | 36.0   | 36.0   | 35.0   |  |  |  |
| 15   | 30.0     | 30.0              | 30.0   | 30.0   |        |  |  |  |
| 20   | 25.0     | 20.0              | 20.0   |        |        |  |  |  |
| 25   | 15.0     | 10.0              |        |        |        |  |  |  |

 
 TABLE 4
 Assumption for pay increases due to promotions and longevity
 for sample ages (exclusive of the assumed general wage increase, which includes inflation)

|          | Entry Ages |       |       |       |       |      |  |
|----------|------------|-------|-------|-------|-------|------|--|
| Duration | Under 25   | 25-29 | 30-34 | 35-39 | 40-44 | 45 + |  |
| 1        | 5.6%       | 5.3%  | 5.1%  | 4.8%  | 4.8%  | 3.5% |  |
| 5        | 5.5        | 4.8   | 4.5   | 3.8   | 3.8   | 2.6  |  |
| 10       | 3.2        | 3.0   | 2.7   | 2.3   | 2.2   | 1.6  |  |
| 20       | 1.3        | 1.1   | 1.1   | 0.8   | 0.8   | 0.6  |  |
| 30       | 0.9        | 0.7   | 0.6   | 0.5   |       |      |  |
| 40       | 0.8        | 0.6   |       |       |       |      |  |

#### TABLE 5 Economic assumptions

| Consumer Price Inflation    | 3.25% |
|-----------------------------|-------|
| Investment Yield            | 8.00  |
| Wage Inflation              | 4.25  |
| Interest on Member Accounts | 6.00  |
| Growth in Active Membership | 0.00  |
| Administrative Expenses     | 0.00* |

st Provided by gross investment return

#### **TABLE 6** Mortality assumptions

| Retired Members |                             |  |  |  |  |
|-----------------|-----------------------------|--|--|--|--|
| MALE            | 1999 CalSTRS Retired-M      |  |  |  |  |
| FEMALE          | 1999 CalSTRS Retired-F      |  |  |  |  |
| Active Members  |                             |  |  |  |  |
| MALE            | 1999 CalSTRS Retired-M (-2) |  |  |  |  |
| FEMALE          | 1999 CalSTRS Retired-F (-2) |  |  |  |  |
| Beneficiaries   |                             |  |  |  |  |
| MALE            | 1999 CalSTRS Beneficiary-M  |  |  |  |  |
| FEMALE          | 1999 CalSTRS Beneficiary-F  |  |  |  |  |

#### **TABLE 7** Termination from disability due to death

| MALE   | 1994 GAM-M (Min. 2.5% with select rates in first 3 years) |
|--------|---|
| FEMALE | 1994 GAM-F (Min. 2.2% with select rates in first 3 years) |

 TABLE 8
 Service retirement (sample ages)

|        |     |               | DB Progra                   | m Benefits |
|--------|-----|---------------|-----------------------------|------------|
|        | Age | 1990 Benefits | Under 30 years 30 or More \ |            |
| MALE   | 55  | 5.8%          | 3.0%                        | 6.0%       |
|        | 60  | 25.0          | 7.0                         | 25.0       |
|        | 65  | 20.0          | 14.0                        | 27.0       |
|        | 70  | 100.0         | 100.0                       | 100.0      |
|        |     |               |                             |            |
| FEMALE | 55  | 7.0%          | 5.0%                        | 8.0%       |
|        | 60  | 22.0          | 10.0                        | 30.0       |
|        | 65  | 18.0          | 16.0                        | 27.0       |
|        | 70  | 100.0         | 100.0                       | 100.0      |

 TABLE 9
 Disability rates (sample ages)

|        | Coverage A | 4      |        | Coverage B         |                     |
|--------|------------|--------|--------|--------------------|---------------------|
|        | Age        | Rate   |        |                    |                     |
| MALE   | 30         | 0.030% |        | Entry Age Under 40 | Entry Age 40 and Up |
|        | 40         | 0.081  | MALE   |                    |                     |
|        | 50         | 0.159  | 30     | 0.030%             |                     |
|        |            |        | 35     | 0.051              |                     |
| FEMALE | 30         | 0.030% | 40     | 0.120              |                     |
|        | 40         | 0.090  | 45     | 0.150              | 0.118%              |
|        | 50         | 0.220  | 50     | 0.195              | 0.202               |
|        |            |        | 55     | 0.270              | 0.312               |
|        |            |        | FEMALE |                    |                     |
|        |            |        | 30     | 0.030%             |                     |
|        |            |        | 35     | 0.051              |                     |
|        |            |        | 40     | 0.090              |                     |
|        |            |        | 45     | 0.141              | 0.139%              |
|        |            |        | 50     | 0.231              | 0.252               |
|        |            |        | 55     | 0.318              | 0.367               |

**TABLE 10** Schedule of active member valuation data

| Date (as of June 30) (1) | Number  | Annual Payroll   | Annual Average Pay | % Increase In Average Pay |
|--------------------------|---------|------------------|--------------------|---------------------------|
| 1998                     | 385,530 | \$15,725,658,541 | \$40,790           | 3.3%                      |
| 1999                     | 402,220 | 17,007,886,951   | 42,285             | 3.7                       |
| 2000                     | 420,530 | 18,224,271,726   | 43,336             | 2.5                       |
| 2001                     | 428,741 | 20,494,151,991   | 47,801             | 10.3                      |
| 2003(2)                  | 448,478 | 22,654,369,277   | 50,514             | 5.7                       |
| 2004(2)                  | 444,680 | 22,589,060,244   | 50,798             | 0.6                       |

<sup>(1)</sup> No actuarial report is prepared in even numbered years, except for June 30, 1998, June 30, 2000 and June 30, 2004 reports.

TABLE 11 Schedule of retired members and beneficiaries added to and removed from rolls

|                         | Added to Rolls |                                     | Removed from Rolls |                                     | Rolls–End of Year |                                     |                                    |                              |
|-------------------------|----------------|-------------------------------------|--------------------|-------------------------------------|-------------------|-------------------------------------|------------------------------------|------------------------------|
| Date<br>(as of June 30) | Number         | Annual<br>Allowances <sup>(1)</sup> | Number             | Annual<br>Allowances <sup>(1)</sup> | Number            | Annual<br>Allowances <sup>(1)</sup> | % Increase in<br>Annual Allowances | Average Annual<br>Allowances |
| 2000                    | 8,184          | \$261,607                           | 5,550              | \$78,483                            | 165,282           | \$3,473,208                         | 7.9%                               | \$21,014                     |
| 2001                    | 9,513          | 369,689                             | 5,694              | 92,039                              | 170,972           | 4,006,345                           | 15.3                               | 23,433                       |
| 2002(2)                 | 10,516         | 448,243                             | 5,629              | 97,482                              | 177,072           | 4,438,853                           | 10.8                               | 25,068                       |
| 2003                    | 12,024         | 514,545                             | 5,713              | 106,693                             | 181,868           | 4,876,488                           | 9.9                                | 26,813                       |
| 2004                    | 13,167         | 558,292                             | 5,944              | 113,075                             | 193,245           | 5,497,706                           | 12.7                               | 28,449                       |
| 2005                    | 12,489         | 519,053                             | 5,846              | 118,053                             | 201,141           | 6,018,468                           | 9.5                                | 29,907                       |

<sup>(1)</sup> Dollars in thousands.

**TABLE 12** Solvency test

|                                    | Aggregate Accrued Liabilities For                   |   |   |                              | Funding of Liabilities |        | lities |
|------------------------------------|---|---|---|------------------------------|------------------------|--------|--------|
| *Valuation Date<br>(as of June 30) | (1)<br>Active Member<br>Contributions on<br>Deposit | (2) Future Benefits to Benefit Recipients | (3)<br>Service Already<br>Rendered by Active<br>Members | Actuarial Value of<br>Assets | (1)                    | (2)    | (3)    |
| 1998                               | \$18,451  | \$31,158                                  | \$24,625  | \$77,290                     | 100.0%                 | 100.0% | 112.4% |
| 1999 <sup>(a)</sup>                | 19,940  | 33,019                                    | 33,390  | 90,001                       | 100.0                  | 100.0  | 110.9  |
| 2000                               | 21,337  | 36,238                                    | 35,549  | 102,225                      | 100.0                  | 100.0  | 125.6  |
| 2001 <sup>(b)</sup>                | 22,661  | 41,513                                    | 45,707  | 107,654                      | 100.0                  | 100.0  | 95.1   |
| 2003 <sup>(c) (d)</sup>            | 24,313  | 52,128                                    | 51,663  | 108,667                      | 100.0                  | 100.0  | 62.4   |
| 2004 <sup>(d)</sup>                | 24,442  | 58,225                                    | 52,010  | 114,094                      | 100.0                  | 100.0  | 60.4   |

<sup>\*</sup>No actuarial report is prepared in even-numbered years, except for the June 30, 1998, June 30, 2000, and June 30, 2004 reports. No estimation using actuarial methodology is made in years

<sup>(2)</sup> Annual Payroll and Annual Average Pay were revised on an estimated basis to reflect date corrections.

<sup>(2)</sup> Figures revised in 2003.

<sup>(</sup>a) Effective January 1, 1999, program changed to increase retirement multiplier and add career factor and service credit for unused sick leave.

<sup>(</sup>b) Effective January 1, 2001, program changed to provide one-year final compensation with 25 years of service, Longevity Bonus with 30 or more years of service, and an ad hoc improvement of up to 6 percent monthly, depending upon benefit effective date.

<sup>6</sup> Effective January 1, 2002, program changed to direct 25 percent of the 8 percent member contributions to the Defined Benefit Supplement Program.

<sup>(</sup>d) Service Already Rendered by Active Members was revised on an estimated basis to reflect data corrections.

## **Defined Benefit Program**

TABLE 13 Analysis of financial experience (gains and losses in unfunded actuarial obligation resulting from differences between assumed and actual experience) (dollars in millions)

Table 13 would normally show the actuarial obligation and the elements to project that figure forward: the normal cost less benefit payments, plus a charge for interest at the assumed rate. In addition, the table would show actuarial gains, in parentheses, and losses by individual component. This year, however, the actuarial obligation has been estimated and the normal cost and the gains and losses have not been determined.

|  | Actuarial Valuation as of June     |                     |  |
|--|------------------------------------|---------------------|--|
|  | 2004                               | 2003                |  |
| Actuarial Obligation at June 30:             | (2003) <sup>(1)</sup><br>\$128,104 | (2001)<br>\$109,881 |  |
| Unfunded Actuarial Obligation at June 30:(2) | 20,583                             | \$19,437            |  |
| Funded Ratio <sup>(3)</sup>                  | 85%                                | 85%                 |  |

<sup>(1)</sup> Estimated Actuarial Obligation at June 30, 2003

 $<sup>^{(2)}</sup>$  Estimated Unfunded Actuarial Obligation

<sup>(3)</sup> Estimated Funded Ratio

# Defined Benefit Supplement Program

## **Actuary's Certification Letter**



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December 22, 2005

Teachers' Retirement Board California State Teachers' Retirement System

Valuation of the Defined Benefit Supplement Program

Dear Members of the Board:

We have performed an actuarial valuation of the Defined Benefit Supplement Program of the California State Teachers' Retirement System as of June 30, 2004. Our findings indicate the projected income stream from contributions will be sufficient to pay the Normal Costs. The DBS Program had an Actuarial Surplus of \$168,630,000 as of June 30, 2004, which was retained as a reserve for potential future Additional Earnings Credits, Additional Annuity Credits, or adverse experience.

Actuarial valuations are performed as of June 30 of each year.

In preparing the 2004 valuation, we relied upon the financial information and membership data furnished by the System. Although we did not audit this data, we compared the data for this and the prior valuation and tested for reasonableness. Based on these tests, we believe the data to be sufficiently accurate for the purposes of our calculations. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

Milliman did not prepare Schedules I and II, nor the summary of actuarial methods and assumptions in Schedule II of the Financial Section, nor the information included in this Actuarial Section of the 2005 Comprehensive Annual Financial Report. However, the actuarial information contained in Schedule I of the Financial Section and in this Actuarial Section was derived from our June 30, 2004 actuarial valuation report.

The Teachers' Retirement Board has sole authority to determine the actuarial assumptions and methods used for the DBS Program. The Board adopted all of the actuarial methods and assumptions used in the 2004 valuation.

The findings have been determined according to actuarial assumptions and methods that were chosen on the basis of recent experience of the DBS Program and of current expectations concerning future economic conditions. In our opinion, the assumptions used in the actuarial valuation are appropriate for purposes of the valuation, are internally consistent, and reflect reasonable expectations. The assumptions represent our best estimate of future conditions affecting the DBS Program. Nevertheless, the emerging costs of the DBS Program will vary from those presented in this report to the extent that actual experience differs from that projected by the assumptions.



Teachers' Retirement Board December 22, 2005 Page 2

I certify that the information included in this report is complete and accurate to the best of my knowledge and belief. The actuarial valuation was prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the applicable Standards of Practice adopted by the Actuarial Standards Board of the American Academy of Actuaries. In addition, the assumptions and methods used meet the parameters set for disclosures by Statement No. 25 of the Governmental Accounting Standards Board.

Milliman has been engaged by CalSTRS as an independent actuary. The undersigned is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, an Enrolled Actuary, and experienced in performing valuations for large public employee retirement systems.

In conclusion, based on the current actuarial assumptions, the DBS Program of the California State Teachers' Retirement System is an actuarially sound program.

Respectfully submitted,

Mark O. Johnson, F.S.A., M.A.A.A., E.A.

Principal and Consulting Actuary

# Defined Benefit Supplement Program

## Summary of Actuarial Assumptions and Methods

CalSTRS, through its consulting actuary, will perform an experience study at least every four years to determine appropriate demographic and economic assumptions. These assumptions are then applied every year when the consulting actuary performs an actuarial valuation to monitor the funding status of the Defined Benefit Supplement Program. The most recent actuarial valuation was completed June 30, 2004, and adopted by the Teachers' Retirement Board June 2, 2005. The following summary and tables were prepared by CalSTRS staff. All information is considered in the June 30, 2004, actuarial valuation.

The Defined Benefit Supplement Program was established January 1, 2001 and, therefore, has not yet existed for a sufficient period of time to allow completion of the first experience study. The economic and demographic assumptions were based on those adopted for the Defined Benefit Program by the Board on March 4, 2004, and used to complete the latest actuarial valuation. Both the Defined Benefit Program and Defined Benefit Supplement Program share the same population, so it is reasonable to use most of the same assumptions for both programs. All of the assumptions used in the actuarial valuation were adopted by the Teachers' Retirement Board when the experience study was adopted on March 4, 2004. Following are the assumptions adopted by the Teachers' Retirement Board for this program.

- Investment return rate is 8.00 percent
- Method used to value plan assets for actuarial valuation purposes: Fair market value.
- Assumption for general wage increase is 4.25 percent, of which 3.25 percent is due to inflation and 1.00 percent is due to expected gains in productivity.
- The actuarial cost method used by the program is the traditional unit credit cost method.
- The Defined Benefit Supplement Program does not provide cost-of-living adjustments for benefit recipients.

### Discussion of recent changes in:

The nature of the program—The Defined Benefit Supplement Program is a relatively new program, established January 1, 2001. All provisions of the program were considered when completing the most recent actuarial valuation.

**Actuarial Assumptions**—The following assumptions were used to complete the valuation for this program.

Neither the economic nor the demographic assumptions for the actuarial valuation as of June 30, 2004, affected the unfunded actuarial obligation. Those assumptions for this program will have minimal impact under the traditional unit credit cost method or only have significance when participants elect to annuitize the account balance. Under the program, a member must have at least \$3,500 in his or her account to elect to annuitize the account balance.



### **Actuarial Methods**

Actuarial Cost Method Asset Valuation Method Traditional Unit Credit Fair Market Value

The actuarial methods used for the program's actuarial valuation as of June 30, 2004, result in an actuarial surplus of \$168,630,000.

CalSTRS contracts for many actuarial services. The current contractor, Milliman, has been CalSTRS' actuary since January 15, 2000.

There are no other specific assumptions that have a material impact on valuation results for this program.

### **Independent Actuarial Review**

Actuarial services for the California State Teachers' Retirement System are provided under contract by a qualified independent actuarial firm, with additional review provided by the staff actuary.

The work performed for CalSTRS by the independent actuarial firm may be reviewed by the Bureau of State Audits at the discretion of the Teachers' Retirement Board. Also. through the competitive bid process, the work of a prior actuary will be verified in a subsequent actuarial valuation performed by a new contract actuary. Should the same actuarial firm continue for a period of 10 years, provision is made for an independent review of that firm's work through an actuarial audit completed by another firm. These audit services are acquired using the competitive bid process.

The current actuarial consultant was retained on January 15, 2000, as a result of the competitive bid process.

## **Summary of Defined Benefit Supplement Program Provisions**

(The following tables and summary were prepared by CalSTRS staff. All information is considered in the June 30, 2004, actuarial valuation.)

#### Membership

#### Eligibility Requirement

All members of the Defined Benefit Program who perform creditable service and earn creditable compensation after December 31, 2000, have a Defined Benefit Supplement account.

#### Member

An eligible employee with creditable service subject to coverage, who has contributions credited in the Program or is receiving an annuity from the Program.

#### **Account Balance**

#### Account Balance

Nominal accounts are established for the purpose of determining DBS benefits payable to the member. Accounts are credited with contributions, interest at the minimum interest rate, and, if applicable, additional earnings credits.

#### Contributions

One-quarter of the 8 percent (2 percent) of member contributions on creditable compensation is allocated to the member's DBS account through December 31, 2010.

In addition, member and employer contributions will be credited to the member's DBS account for service greater that one year and compensation for limited term enhancements and retirement incentives.

#### Minimum Interest Rate

Annual rate determined for the plan year by the Teachers' Retirement Board in accordance with federal laws and regulations. The minimum interest rate is equal to the average of the yields on 30-year Treasury Notes for the twelve months ending in February preceding the beginning of the plan year, rounded to the next highest 0.25 percent. The minimum interest rate is not less than the rate at which interest is credited under the Defined Benefit Program.

#### Additional Earnings Credit

Annual rate determined for the plan year by the Teachers' Retirement Board based on the actual earnings during the plan year but only to the extent the earnings are sufficient to credit the minimum interest rate and provide any additions to the gain and loss reserve deemed warranted by the board.

#### Additional Annuity Credit

Annual rate determined for the plan year by the Teachers' Retirement Board based on the actual earnings during the plan year, but only to the extent the earnings are sufficient

to credit the minimum interest rate and provide any additions to the gain and loss reserve deemed warranted by the Board.

#### **Normal Retirement**

#### Eligibility Requirement

Receipt of a corresponding benefit under the Defined Benefit Program.

#### Benefit

The account balance at the benefit effective date subject to limits imposed under Internal Revenue Code Section 415.

#### Form of Payment

The normal form of payment is a lump-sum distribution. Annuity options are available if the account balance is at least \$3,500.

#### **Early Retirement**

#### Eligibility Requirement

Same as Normal Retirement.

#### Benefit and Form of Payment

Same as Normal Retirement.

#### Late Retirement

#### Benefit and Form of Payment

Same as Normal Retirement.

Contributions and earnings may continue to be credited to the account balance.

#### **Deferred Retirement**

#### Benefit

A member must receive a DBS benefit when the corresponding benefit is received under the Defined Benefit Program.

#### **Disability Benefit**

#### Eligibility Requirement

Receipt of a corresponding benefit under the DB Program.

#### Benefit

The account balance at the date the disability benefit becomes payable.

#### Form of Payment

Same as Normal Retirement. An annuity benefit is discontinued upon termination of the corresponding DB Program benefit.

#### **Death Before Retirement**

#### Eligibility Requirement

Deceased member has an account balance.

The account balance at the date of death payable to the designated beneficiary.

#### Form of Payment

Similar to Normal Retirement.

#### **Death After Retirement**

#### Eligibility Requirement

The deceased member was receiving an annuity.

According to the terms of the annuity elected by the member.

#### Termination from the Program

#### Eligibility Requirement

Termination of all CalSTRS-covered employment.

#### Benefit and Form of Payment

Lump-sum distribution of the account balance as of the date of distribution. The benefit is payable one year from the termination of creditable service.

## **Changes in Defined Benefit Supplement Program Provisions**

There have been no program amendments that would affect an actuarial valuation of the Defined Benefit Supplement Program since the last CalSTRS annual financial report was issued. All program provisions were considered in the completion of the June 30, 2004, actuarial valuation.

## **Defined Benefit Supplement Program**

All of the assumptions used in the actuarial valuation were adopted by the Teachers' Retirement Board when the experience study was adopted on March 4, 2004. Following are the assumptions adopted by the Teachers' Retirement Board for this program.

 TABLE 1
 Post-retirement mortality table for sample ages

|     | Male                   | Female                 |
|-----|------------------------|------------------------|
| Age | 1999 CalSTRS Retired-M | 1999 CalSTRS Retired-F |
| 50  | 0.19%                  | 0.12%                  |
| 55  | 0.32                   | 0.19                   |
| 60  | 0.56                   | 0.34                   |
| 65  | 1.02                   | 0.67                   |
| 70  | 1.80                   | 1.18                   |
| 75  | 2.85                   | 1.83                   |
| 80  | 5.02                   | 3.78                   |
| 85  | 9.42                   | 6.50                   |
| 90  | 14.75                  | 11.63                  |
| 95  | 23.36                  | 18.62                  |

 TABLE 2
 Probabilities of retirement for sample ages

|     | Under 3     | 0 years | 30 or mo | re years |
|-----|-------------|---------|----------|----------|
| Age | Male Female |         | Male     | Female   |
| 55  | 3.0%        | 5.0%    | 6.0%     | 8.0%     |
| 60  | 7.0         | 10.0    | 25.0     | 30.0     |
| 65  | 14.0        | 16.0    | 27.0     | 27.0     |
| 70  | 100.0       | 100.0   | 100.0    | 100.0    |

 
 TABLE 3
 Probabilities of withdrawal from active service before age and service
 retirement for sample ages

|          | Entry Ages |       |       |       |       |       |  |
|----------|------------|-------|-------|-------|-------|-------|--|
| Duration | Under 25   | 25-29 | 30-34 | 35-39 | 40-44 | 45+   |  |
| MALE     |            |       |       |       |       |       |  |
| 1        | 12.5%      | 12.5% | 12.5% | 12.5% | 12.5% | 13.5% |  |
| 2        | 7.7        | 7.7   | 7.7   | 7.7   | 7.7   | 8.6   |  |
| 3        | 6.3        | 5.4   | 5.4   | 5.4   | 5.4   | 6.3   |  |
| 4        | 4.4        | 4.4   | 4.4   | 4.4   | 4.4   | 4.4   |  |
| 5        | 3.9        | 3.0   | 3.0   | 3.0   | 3.0   | 3.6   |  |
| 10       | 2.0        | 2.0   | 2.0   | 2.0   | 2.4   |       |  |
| 15       | 1.1        | 1.1   | 1.1   | 1.2   |       |       |  |
| 20       | 0.6        | 0.6   | 0.6   |       |       |       |  |
| 25       | 0.5        | 0.5   |       |       |       |       |  |
| 30       | 0.0        |       |       |       |       |       |  |
| FEMALE   |            |       |       |       |       |       |  |
| 1        | 10.0%      | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% |  |
| 2        | 7.2        | 7.2   | 7.2   | 7.2   | 7.2   | 7.2   |  |
| 3        | 6.3        | 6.3   | 5.8   | 5.3   | 4.9   | 4.9   |  |
| 4        | 5.8        | 5.8   | 5.4   | 4.9   | 3.9   | 3.0   |  |
| 5        | 5.5        | 5.8   | 4.2   | 2.9   | 2.5   | 2.5   |  |
| 10       | 2.3        | 2.0   | 1.7   | 1.4   | 1.6   |       |  |
| 15       | 1.1        | 0.9   | 1.0   | 0.9   |       |       |  |
| 20       | 0.6        | 0.7   | 0.9   |       |       |       |  |
| 25       | 0.6        | 0.6   |       |       |       |       |  |
| 30       | 0.0        |       |       |       |       |       |  |

 
 TABLE 4
 Assumption for pay increases due to promotions and longevity for
 sample ages (exclusive of the assumed general wage increase, which includes inflation)

|          | Entry Ages |       |       |       |       |      |  |
|----------|------------|-------|-------|-------|-------|------|--|
| Duration | Under 25   | 25-29 | 30-34 | 35-39 | 40-44 | 45 + |  |
| 1        | 5.6%       | 5.3%  | 5.1%  | 4.8%  | 4.8%  | 3.5% |  |
| 10       | 3.2        | 3.0   | 2.7   | 2.3   | 2.2   | 1.6  |  |
| 20       | 1.3        | 1.1   | 1.1   | 0.8   | 0.8   | 0.6  |  |
| 30       | 0.9        | 0.7   | 0.6   | 0.5   |       |      |  |

#### Table 5 Economic assumptions

| Consumer Price Inflation    | 3.25% |
|-----------------------------|-------|
| Investment Yield            | 8.00  |
| Wage Inflation              | 4.25  |
| Interest on Member Accounts | 8.00  |

#### **TABLE 6** Mortality assumptions

| Retired Members* | Retired Members*            |  |  |  |  |  |
|------------------|-----------------------------|--|--|--|--|--|
| MALE             | 1999 CalSTRS Retired-M      |  |  |  |  |  |
| FEMALE           | 1999 CalSTRS Retired-F      |  |  |  |  |  |
| Active Members   |                             |  |  |  |  |  |
| MALE             | 1999 CalSTRS Retired-M (-2) |  |  |  |  |  |
| FEMALE           | 1999 CalSTRS Retired-F (-2) |  |  |  |  |  |
| Beneficiaries*   | Beneficiaries*              |  |  |  |  |  |
| MALE             | 1999 CalSTRS Beneficiary-M  |  |  |  |  |  |
| FEMALE           | 1999 CalSTRS Beneficiary-F  |  |  |  |  |  |

<sup>\*</sup>Future retirees and beneficiaries are valued with a 2-year age setback.

#### **TABLE 7** Termination from disability due to death

| MALE   | 1994 GAM-M (Min. 2.5% with select rates in first 3 years) |
|--------|---|
| FEMALE | 1994 GAM-F (Min. 2.2% with select rates in first 3 years) |

 TABLE 8
 Service Retirement (sample ages)

|        | Age | Under 30 years | 30 or More Years |
|--------|-----|----------------|------------------|
| MALE   | 55  | 3.0%           | 6.0%             |
|        | 60  | 7.0            | 25.0             |
|        | 65  | 14.0           | 27.0             |
|        | 70  | 100.0          | 100.0            |
|        |     |                |                  |
| FEMALE | 55  | 5.0%           | 8.0%             |
|        | 60  | 10.0           | 30.0             |
|        | 65  | 16.0           | 27.0             |
|        | 70  | 100.0          | 100.0            |

## **Defined Benefit Supplement Program**

#### **TABLE 9** Disability rates (sample ages)

|        | Age | Entry Age Under 40 | Entry Age 40 and Up |
|--------|-----|--------------------|---------------------|
| MALE   | 25  | 0.021%             |                     |
|        | 30  | 0.030              |                     |
|        | 35  | 0.051              |                     |
|        | 40  | 0.120              |                     |
|        | 45  | 0.150              | 0.118%              |
|        | 50  | 0.195              | 0.202               |
|        | 55  | 0.270              | 0.312               |
|        | 60  | 0.195              | 0.477               |
|        | 65  | 0.120              | 0.853               |
| FEMALE | 25  | 0.030%             |                     |
|        | 30  | 0.030              |                     |
|        | 35  | 0.051              |                     |
|        | 40  | 0.090              |                     |
|        | 45  | 0.141              | 0.139%              |
|        | 50  | 0.231              | 0.252               |
|        | 55  | 0.318              | 0.367               |
|        | 60  | 0.243              | 0.530               |
|        | 65  | 0.168              | 0.916               |

 TABLE 10
 Schedule of active member valuation data

| Date<br>(as of June 30) | Number   | Annual Payroll   | Annual Average Pay | % Increase in<br>Average Pay |
|-------------------------|----------|------------------|--------------------|------------------------------|
| 2001                    | 428,741* | \$20,494,152,000 | \$47,801           | na                           |
| 2002                    | 442,208  | 21,731,775,000   | 49,144             | 2.810%                       |
| 2003                    | 447,620  | 23,867,428,000   | 53,316             | 8.489                        |
| 2004                    | 444,316  | 23,764,350,000   | 53,485             | 0.317%                       |

<sup>\*</sup> The Defined Benefit Supplement Program was established January 1, 2001. The first actuarial valuation was conducted for the program as of June 30, 2002; however, an actuarial study was performed as of June 30, 2001.

## **Defined Benefit Supplement Program**

Schedule of retired members and beneficiaries added to and removed from rolls

|                         | Add    | ed to Rolls*     | Remo   | ved from Rolls   |        | Ro               | lls–End of Year                    |                              |
|-------------------------|--------|------------------|--------|------------------|--------|------------------|------------------------------------|------------------------------|
| Date<br>(as of June 30) | Number | Annual Allowance | Number | Annual Allowance | Number | Annual Allowance | % Increase in Annual<br>Allowances | Average Annual<br>Allowances |
| 2001                    | 0      | \$0              | 0      | \$0              | 0      | \$0              | 0%                                 | \$0                          |
| 2002                    | 0      | 0                | 0      | 0                | 0      | 0                | 0                                  | 0                            |
| 2003                    | 0      | 0                | 0      | 0                | 0      | 0                | 0                                  | 0                            |
| 2004                    | 1,929  | 2,143,745        | 2      | 3,450            | 1,927  | 2,140,295        | 100                                | 1,110                        |
| 2005                    |        |                  |        |                  |        |                  |                                    |                              |

<sup>\*</sup> The Defined Benefit Supplement Program was established January 1, 2001. As of June 30, 2003 all members who had retired or become disabled had elected a lump-sum distribution. No annuities had been paid.

#### TABLE 12 Solvency Test

| Aggregate Accrued Liabilitites for |  |   |  |                           |       |                       |     |
|------------------------------------|--|---|--|---------------------------|-------|-----------------------|-----|
|                                    | (1)                                    | (2)   | (3)  |                           |       | Funding of Liabilitie | es  |
| Valuation Date<br>(as of June 30)  | Active Member Contributions on Deposit | Future Benefits<br>to Benefit<br>Recipients | Service Already<br>Rendered by Active<br>Members | Actuarial Value of Assets | (1)   | (2)                   | (3) |
| 2001*                              | \$213,169,000                          | \$0   | \$0  | \$206,916,000             | 97.0% | na                    | na  |
| 2002                               | 711,440,000                            | 0   | 0  | 660,148,000               | 93.0  | na                    | na  |
| 2003                               | 1,358,635,000                          | 0   | 0  | 1,311,269,000             | 97.0  | na                    | na  |
| 2004                               | 2,025,400,000                          | 0   | 0  | 2,203,682,000             | 108.8 | na                    | na  |

<sup>\*</sup>The Defined Benefit Supplement Program was established January 1, 2001. The first actuarial valuation was conducted for the program as of June 30, 2002; however an actuarial study was performed as of June 30, 2001.

#### TABLE 13 Analysis of financial experience

|   | Actuarial Valuation as of June 30 |                 |  |
|---|-----------------------------------|-----------------|--|
|   | 2004                              | 2003            |  |
| Actuarial Accrued Liability                 | \$2,035,052,000                   | \$1,358,635,000 |  |
| Actuarial Value of Assets                   | 2,203,682,000                     | 1,311,269,000   |  |
| Unfunded Actuarial Accrued Liability (UAAL) | (168,630,000)                     | 47,366,000      |  |
| Funded Ratio                                | 108%                              | 97%             |  |

# Cash Balance Benefit Program

**Actuary's Certification Letter** 



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December 22, 2005

Teachers' Retirement Board California State Teachers' Retirement System

Valuation of the Cash Balance Benefit Program

Dear Members of the Board:

We have performed an actuarial valuation of the Cash Balance Benefit Program of the California State Teachers' Retirement System as of June 30, 2004. Our findings indicate the projected income stream from contributions will be sufficient to pay the Normal Costs. The CBB Program had an Actuarial Surplus of \$250,000 as of June 30. 2004, which was retained as a reserve for potential future Additional Earnings Credits, Additional Annuity Credits, or adverse experience.

Actuarial valuations are performed as of June 30 of each year.

In preparing the 2004 valuation, we relied upon the financial information and membership data furnished by the System. Although we did not audit this data, we compared the data for this and the prior valuation and tested for reasonableness. Based on these tests, we believe the data to be sufficiently accurate for the purposes of our calculations. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

Milliman did not prepare Schedules I and II, nor the summary of actuarial methods and assumptions in Schedule II of the Financial Section, nor the information included in this Actuarial Section of the 2005 Comprehensive Annual Financial Report. However, the actuarial information contained in Schedule I of the Financial Section and in this Actuarial Section was derived from our June 30, 2004 actuarial valuation report.

The Teachers' Retirement Board has sole authority to determine the actuarial assumptions and methods used for the CBB Program. The Board adopted all of the actuarial methods and assumptions used in the 2004 valuation.

The findings have been determined according to actuarial assumptions and methods that were chosen on the basis of recent experience of the CBB Program and of current expectations concerning future economic conditions. In our opinion, the assumptions used in the actuarial valuation are appropriate for purposes of the valuation, are internally consistent, and reflect reasonable expectations. The assumptions represent our best estimate of future conditions affecting the CBB Program. Nevertheless, the emerging costs of the CBB Program will vary from those presented in this report to the extent that actual experience differs from that projected by the assumptions.



Teachers' Retirement Board December 22, 2005 Page 2

I certify that the information included in this report is complete and accurate to the best of my knowledge and belief. The actuarial valuation was prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the applicable Standards of Practice adopted by the Actuarial Standards Board of the American Academy of Actuaries. In addition, the assumptions and methods used meet the parameters set for disclosures by Statement No. 25 of the Governmental Accounting Standards Board.

Milliman has been engaged by CalSTRS as an independent actuary. The undersigned is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, an Enrolled Actuary, and experienced in performing valuations for large public employee retirement systems.

In conclusion, based on the current actuarial assumptions, the CBB Program of the California State Teachers' Retirement System is an actuarially sound program.

Respectfully submitted,

Mark O. Johnson, F.S.A., M.A.A.A., E.A.

Principal and Consulting Actuary

# Cash Balance Benefit Program

## Summary of Actuarial Assumptions and Methods

CalSTRS, through its consulting actuary, will perform an experience study at least every four years to determine appropriate demographic and economic assumptions. These assumptions are then applied every year when the consulting actuary performs an actuarial valuation to monitor the funding status of the Cash Balance Benefit Program. The most recent actuarial valuation was completed as of June 30, 2004, and adopted by the Teachers' Retirement Board June 2, 2005. The following summary and tables were prepared by CalSTRS staff. All information is considered in the June 30, 2004, actuarial valuation.

The Cash Balance Benefit Program was established July 1, 1996. The most recent experience study of the program was completed June 30, 2003. The experience study was adopted by the Teachers' Retirement Board on March 4, 2004, and used to complete the latest actuarial valuation. All of the assumptions used in the actuarial valuation were adopted by the Teachers' Retirement Board when the experience study was adopted on March 4, 2004. Where an assumption was revised with this experience study, the assumption used with the past actuarial valuation is also displayed in the tables. Following are the assumptions adopted by the Teachers' Retirement Board for this program.

- Investment return rate is 8.00 percent.
- Method used to value plan assets for actuarial valuation purposes: Fair market value.
- Assumption for general wage increase is 4.25 percent, of which 3.25 percent is due to inflation and 1.00 percent is due to expected gains in productivity.
- The actuarial cost method used by the program is the traditional unit credit cost method.
- The Cash Balance Benefit Program does not provide cost-of-living adjustments for benefit recipients.

#### Discussion of recent changes in:

*The nature of the program*—The Cash Balance Benefit Program is a relatively new program, established July 1, 1996. All provisions of the program were considered when completing the most recent actuarial valuation.

*Actuarial assumptions*—The following assumptions were used to complete the valuation for this program.

Neither the economic nor the demographic assumptions for the actuarial valuation as of June 30, 2004, affected the unfunded actuarial obligation. Those assumptions for this program will have minimal impact under the traditional unit credit cost method or only have significance when participants elect to annuitize the account balance. Under the program, a participant must have at least \$3,500 in his or her account to elect to annuitize the account balance.

#### **Actuarial Methods**

Actuarial Cost Method Asset Valuation Method Traditional Unit Credit Fair Market Value

The actuarial methods used for the program's actuarial valuation as of June 30, 2004, result in an actuarial surplus of \$250,000.

CalSTRS contracts for many actuarial services. The current contractor, Milliman, has been CalSTRS' actuary since January 15, 2000.

There are no other specific assumptions that have a material impact on valuation results for this program.

## **Independent Actuarial Review**

Actuarial services for the California State Teachers' Retirement System are provided under contract by a qualified independent actuarial firm, with additional review provided by the staff actuary.

The work performed for CalSTRS by the independent actuarial firm may be reviewed by the Bureau of State Audits at the discretion of the Teachers' Retirement Board. Also, through the competitive bid process, the work of a prior actuary will be verified in a subsequent actuarial valuation performed by a new contract actuary. Should the same actuarial firm continue for a period of 10 years, provision is made for an independent review of that firm's work through an actuarial audit completed by another firm. These audit services are acquired using the competitive bid process.

The current actuarial consultant was retained on January 15, 2000, as a result of the competitive bid process.

## **Summary of Cash Balance Benefit Program Provisions**

(The following tables and summary were prepared by CalSTRS staff. All information is considered in the June 30, 2004, actuarial valuation.)

#### Membership

#### Eligibility Requirement

Membership if employed at less than 50 percent of a fulltime position for a California school district, community college district or county office of education that has elected to offer the Cash Balance Benefit Program.

#### **Participant**

An eligible employee with creditable service subject to coverage who has contributions credited in the program or is receiving an annuity from the program.

#### **Account Balance**

#### Account Balance

Nominal accounts established for the purpose of determining benefits payable to the participant. Accounts are credited with contributions, minimum interest rate and additional earnings credits.

#### Contributions

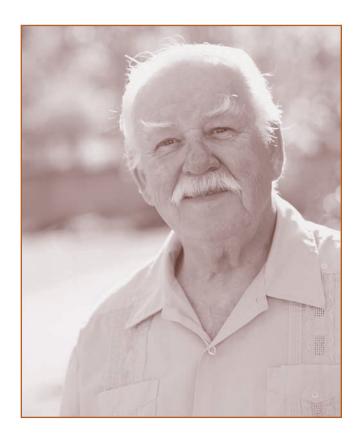
Generally, participant contributions are 4 percent of salary and employer contributions are 4 percent of salary.

Rules for contribution rates may differ for participants covered by a collective bargaining agreement, but the sum of the participant and employer contributions must equal or exceed 8 percent of salary, and in no event can the employer contribution rate be less than 4 percent of salary.

The Teachers' Retirement Board may adjust employer contributions for a fixed number of years, but the adjustment shall not exceed 0.25 percent of salaries in any plan year.

#### Minimum Interest Rate

Annual rate determined for the plan year by the Teachers' Retirement Board in accordance with federal laws and regulations. The minimum interest rate is equal to the



average of the yields on 30-year Treasury Notes for the twelve months ending in February preceding the beginning of the plan year, rounded to the next highest 0.25 percent.

#### Additional Earnings Credit

Annual rate determined for the plan year by the Teachers' Retirement Board based on the actual earnings during the plan year, but only to the extent the earnings are sufficient to credit the minimum interest rate and provide any additions to the gain and loss reserve deemed warranted by the board.

#### Additional Annuity Credit

Annual rate determined for the plan year by the Teachers' Retirement Board based on the actual earnings during the plan year, but only to the extent the earnings are sufficient to credit the Minimum Interest Rate and provide any additions to the Gain and Loss Reserve deemed warranted by the Board.

#### **Normal Retirement**

#### Eligibility Requirement

Age 60.

#### Benefit

The account balance at the retirement date subject to limits imposed under Internal Revenue Code Section 415.

#### Form of Payment

The normal form of payment is a lump-sum distribution. Annuity options are available if the sum of the employer and employee accounts equals or exceeds \$3,500.

#### **Early Retirement**

#### Eligibility Requirement

Age 55.

#### Benefit and Form of Payment

Same as Normal Retirement.

#### Late Retirement

#### Benefit and Form of Payment

Same as Normal Retirement. Contibutions and interest continue to be credited to the account balances until distributed.

#### **Deferred Retirement**

#### Benefit

A participant may cease active service, leave the accumulated account balance on deposit and later retire upon attaining the minimum age requirement.

#### **Disability Benefit**

#### Eligibility Requirement

Determination by the Teachers' Retirement Board that the participant has a total and permanent disability.

#### Benefit

The account balance at the date of disability. An annuity benefit is discontinued if the participant is re-employed before age 60 and performs service creditable under the program.

#### Form of Payment

Same as Normal Retirement.

#### **Death Before Retirement**

#### Eligibility Requirement

Deceased participant has an account balance.

#### Benefit

The account balance at the date of death payable to the designated beneficiary.

#### Form of Payment

Normal distribution is a lump-sum benefit. A participant's beneficiary may elect to receive the benefit in the form of either a single life annuity without a cash refund feature or a period-certain annuity if the sum of the balance of credits to the participant's employee and employer accounts equals or exceeds \$3,500.

#### **Death After Retirement**

#### Eligibility Requirement

The deceased participant was receiving an annuity.

#### Benefit

According to the terms of the annuity elected by the participant.

#### Termination from the Program

#### Eligibility Requirement

More than five years has elapsed since the most recent termination benefit, if any, has been paid.

#### Benefit and Form of Payment

Lump-sum distribution of the account balance as of the date of distribution. The benefit is payable one year from the termination of creditable service.

## Changes in Cash Balance Benefit **Program Provisions**

There have been no program amendments that would affect an actuarial valuation of the Cash Balance Benefit Program since the last CalSTRS annual financial report was issued. All program provisions were considered in the completion of the June 30, 2004, actuarial valuation.

## Cash Balance Benefit Program

All of the assumptions used in the actuarial valuation were adopted by the Teachers' Retirement Board when the experience study was adopted on March 4, 2004. Where an assumption was revised with this experience study, the assumption used with the past actuarial valuation is also displayed in the tables. Following are the assumptions adopted by the Teachers' Retirement Board for this program.

 TABLE 1
 Post-retirement mortality table for sample ages

|     | Male                   | Female                 |
|-----|------------------------|------------------------|
| Age | 1999 CalSTRS Retired-M | 1999 CalSTRS Retired-F |
| 50  | 0.19%                  | 0.12%                  |
| 55  | 0.32                   | 0.19                   |
| 60  | 0.56                   | 0.34                   |
| 65  | 1.02                   | 0.67                   |
| 70  | 1.80                   | 1.18                   |
| 75  | 2.85                   | 1.83                   |
| 80  | 5.02                   | 3.78                   |
| 85  | 9.42                   | 6.50                   |
| 90  | 14.75                  | 11.63                  |
| 95  | 23.36                  | 18.62                  |

 TABLE 2
 Probabilities of retirement for sample ages

|     | Under 3 | 0 Years | 30 or more Years |        |  |
|-----|---------|---------|------------------|--------|--|
| Age | Male    | Female  | Male             | Female |  |
| 55  | 3.0%    | 5.0%    | 6.0%             | 8.0%   |  |
| 60  | 7.0     | 10.0    | 25.0             | 30.0   |  |
| 65  | 14.0    | 16.0    | 27.0             | 27.0   |  |
| 70  | 100.0   | 100.0   | 100.0            | 100.0  |  |

 TABLE 3
 Probabilities of withdrawal from active service before age and service retirement for sample ages

|          |          | Entry Ages |       |       |       |       |  |
|----------|----------|------------|-------|-------|-------|-------|--|
| Duration | Under 25 | 25-29      | 30-34 | 35-39 | 40-44 | 45+   |  |
| MALE     |          |            |       |       |       |       |  |
| 1        | 12.5%    | 12.5%      | 12.5% | 12.5% | 12.5% | 13.5% |  |
| 2        | 7.7      | 7.7        | 7.7   | 7.7   | 7.7   | 8.6   |  |
| 3        | 6.3      | 5.4        | 5.4   | 5.4   | 5.4   | 6.3   |  |
| 4        | 4.4      | 4.4        | 4.4   | 4.4   | 4.4   | 4.4   |  |
| 5        | 3.9      | 3.0        | 3.0   | 3.0   | 3.0   | 3.6   |  |
| 10       | 2.0      | 2.0        | 2.0   | 2.0   | 2.4   |       |  |
| 15       | 1.1      | 1.1        | 1.1   | 1.2   |       |       |  |
| 20       | 0.6      | 0.6        | 0.6   |       |       |       |  |
| 25       | 0.5      | 0.5        |       |       |       |       |  |
| 30       | 0.0      |            |       |       |       |       |  |
| 35       |          |            |       |       |       |       |  |
| 40       |          |            |       |       |       |       |  |
| FEMALE   |          |            |       |       |       |       |  |
| 1        | 10.0%    | 10.0%      | 10.0% | 10.0% | 10.0% | 10.0% |  |
| 2        | 7.2      | 7.2        | 7.2   | 7.2   | 7.2   | 7.2   |  |
| 3        | 6.3      | 6.3        | 5.8   | 5.3   | 4.9   | 4.9   |  |
| 4        | 5.8      | 5.8        | 5.4   | 4.9   | 3.9   | 3.0   |  |
| 5        | 5.5      | 5.8        | 4.2   | 2.9   | 2.5   | 2.5   |  |
| 10       | 2.3      | 2.0        | 1.7   | 1.4   | 1.6   |       |  |
| 15       | 1.1      | 0.9        | 1.0   | 0.9   |       |       |  |
| 20       | 0.6      | 0.7        | 0.9   |       |       |       |  |
| 25       | 0.6      | 0.6        |       |       |       |       |  |
| 30       | 0.0      |            |       |       |       |       |  |

 
 TABLE 4
 Assumption for pay increases due to promotions and longevity for
 sample ages (exclusive of the assumed general wage increase, which includes inflation)

|          | Entry Ages |       |       |       |       |      |
|----------|------------|-------|-------|-------|-------|------|
| Duration | Under 25   | 25-29 | 30-34 | 35-39 | 40-44 | 45 + |
| 1        | 5.6%       | 5.3%  | 5.1%  | 4.8%  | 4.8%  | 3.5% |
| 2        | 5.6        | 5.1   | 4.9   | 4.7   | 4.7   | 3.3  |
| 3        | 5.6        | 5.0   | 4.8   | 4.6   | 4.6   | 3.0  |
| 4        | 5.5        | 4.8   | 4.6   | 4.4   | 4.4   | 2.9  |
| 5        | 5.5        | 4.8   | 4.5   | 3.8   | 3.8   | 2.6  |
| 10       | 3.2        | 3.0   | 2.7   | 2.3   | 2.2   | 1.6  |
| 15       | 1.5        | 1.5   | 1.4   | 1.1   | 1.1   | 0.8  |
| 20       | 1.3        | 1.1   | 1.1   | 0.8   | 0.8   | 0.6  |
| 25       | 1.1        | 0.9   | 0.8   | 0.5   | 0.5   |      |
| 30       | 0.9        | 0.7   | 0.6   | 0.5   |       |      |
| 35       | 0.8        | 0.7   | 0.6   |       |       |      |
| 40       | 0.8        | 0.6   |       |       |       |      |
| 45       | 0.8        |       |       |       |       |      |

#### **TABLE 5** Economic assumptions

| Consumer Price Inflation    | 3.25% |
|-----------------------------|-------|
| Investment Yield            | 8.00  |
| Wage Inflation              | 4.25  |
| Interest on Member Accounts | 8.00  |

#### **TABLE 6** Mortality assumptions

| Retired Members |                             |  |  |  |
|-----------------|-----------------------------|--|--|--|
| MALE            | 1999 CalSTRS Retired-M      |  |  |  |
| FEMALE          | 1999 CalSTRS Retired-F      |  |  |  |
| Active Members  |                             |  |  |  |
| MALE            | 1999 CalSTRS Retired-M (-2) |  |  |  |
| FEMALE          | 1999 CalSTRS Retired-F (-2) |  |  |  |
| Beneficiaries   |                             |  |  |  |
| MALE            | 1999 CalSTRS Beneficiary-M  |  |  |  |
| FEMALE          | 1999 CalSTRS Beneficiary-F  |  |  |  |

#### TABLE 7 Termination from disability due to death

| MALE   | 1994 GAM-M (Min. 2.5% with select rates in first 3 years) |
|--------|---|
| FEMALE | 1994 GAM-F (Min. 2.2% with select rates in first 3 years) |

#### TABLE 8 Service Retirement (sample ages)

|        | Age | Under 30 years | 30 or More Years |
|--------|-----|----------------|------------------|
| MALE   | 55  | 3.0%           | 6.0%             |
|        | 60  | 7.0            | 25.0             |
|        | 65  | 14.0           | 27.0             |
|        | 70  | 100.0          | 100.0            |
|        |     |                |                  |
| FEMALE | 55  | 5.0%           | 8.0%             |
|        | 60  | 10.0           | 30.0             |
|        | 65  | 16.0           | 27.0             |
|        | 70  | 100.0          | 100.0            |

## **Cash Balance Benefit Program**

 TABLE 9
 Disability rates (sample ages)

|        | Age | Entry Age Under 40 | Entry Age 40 and Up |
|--------|-----|--------------------|---------------------|
| MALE   | 25  | 0.021%             |                     |
|        | 30  | 0.030              |                     |
|        | 35  | 0.051              |                     |
|        | 40  | 0.120              |                     |
|        | 45  | 0.150              | 0.118%              |
|        | 50  | 0.195              | 0.202               |
|        | 55  | 0.270              | 0.312               |
|        |     |                    |                     |
| FEMALE | 25  | 0.030%             |                     |
|        | 30  | 0.030              |                     |
|        | 35  | 0.051              |                     |
|        | 40  | 0.090              |                     |
|        | 45  | 0.141              | 0.139%              |
|        | 50  | 0.231              | 0.252               |
|        | 55  | 0.318              | 0.367               |

TABLE 10 Schedule of active participant valuation data

| Date<br>(as of June 30) | Number | Annual<br>Payroll | Annual<br>Average Pay | % Increase<br>In Average Pay |
|-------------------------|--------|-------------------|-----------------------|------------------------------|
| 1999                    | 6,412* | \$50,426,000      | \$7,864               | 46.3%                        |
| 2000                    | 7,966  | 70,605,000        | 8,863                 | 12.7                         |
| 2001                    | 11,274 | 97,921,000        | 8,686                 | (2.0)                        |
| 2002                    | 9,261  | 89,871,000        | 9,704                 | 11.7                         |
| 2003                    | 8,980  | 81,080,000        | 9,029                 | (7.0)                        |
| 2004                    | 9,114  | 96,199,000        | 10,555                | 16.9                         |

 $<sup>^{*}</sup>$  Active participants with account balances.

**TABLE 11** Schedule of retired participants and beneficiaries added to and removed from rolls

|                         | Added  | l to Rolls*          | Removed from Rolls |                      | Rolls-End of Year |                      |  |                              |
|-------------------------|--------|----------------------|--------------------|----------------------|-------------------|----------------------|--|------------------------------|
| Date<br>(as of June 30) | Number | Annual<br>Allowances | Number             | Annual<br>Allowances | Number            | Annual<br>Allowances | % Increase in<br>Annuual<br>Allowances | Average Annual<br>Allowances |
| 2000                    | 0      | 0                    | 0                  | 0                    | 0                 | 0                    | na                                     | na                           |
| 2001                    | 0      | 0                    | 0                  | 0                    | 0                 | 0                    | na                                     | na                           |
| 2002                    | 0      | 0                    | 0                  | 0                    | 0                 | 0                    | na                                     | na                           |
| 2003                    | 0      | 0                    | 0                  | 0                    | 0                 | 0                    | na                                     | na                           |
| 2004                    | 3      | \$4,819              | 0                  | 0                    | 3                 | \$4,819              | 100%                                   | \$1,606                      |

<sup>\*</sup>The Cash Balance Benefit Program was established July 1, 1996. As of June 30, 2003, all participants who had retired or become disabled had elected a lump-sum distribution. No annuities had been paid.

## **Cash Balance Benefit Program**

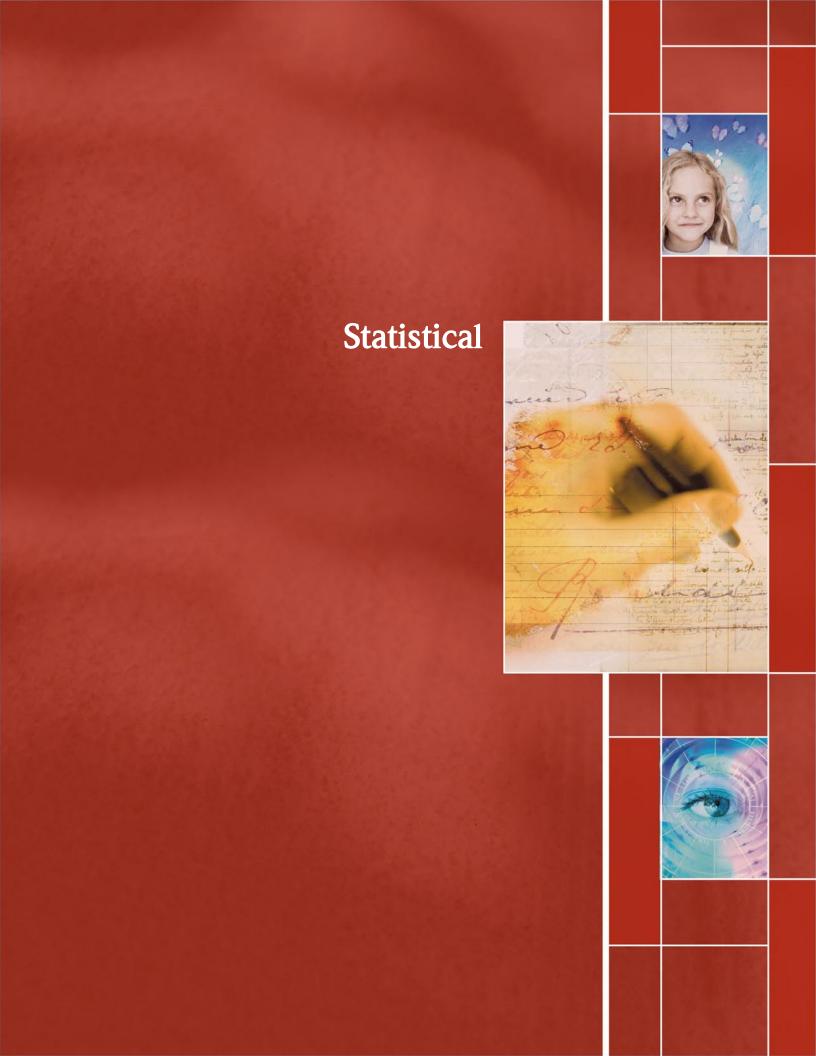
#### **TABLE 12** Solvency test

|                                   | Aggregate Accrued Liabilitites for           |   |  |                              |                        |     |     |  |
|-----------------------------------|--|---|--|------------------------------|------------------------|-----|-----|--|
|                                   | (1)  | (2)   | (3)  |                              | Funding of Liabilities |     |     |  |
| Valuation Date<br>(as of June 30) | Active Member<br>Contributions<br>on Deposit | Future Benefits<br>to Benefit<br>Recipients | Service Already<br>Rendered by Active<br>Members | Actuarial Value<br>of Assets | (1)                    | (2) | (3) |  |
| 1999                              | \$5,000,613                                  | 0   | 0  | \$5,224,000                  | 104.4%                 | na  | na  |  |
| 2000                              | 10,350,720                                   | 0   | 0  | 10,868,000                   | 104.9                  | na  | na  |  |
| 2001                              | 16,938,474                                   | 0   | 0  | 15,768,000                   | 93.0                   | na  | na  |  |
| 2002                              | 25,080,056                                   | 0   | 0  | 21,748,000                   | 87.0                   | na  | na  |  |
| 2003                              | 33,836,853                                   | 0   | 0  | 29,963,000                   | 89.0                   | na  | na  |  |
| 2004                              | 41,972,042                                   | 0   | 0  | 42,003,000                   | 100.0                  | na  | na  |  |

#### **TABLE 13** Analysis of financial experience

|   | Actuarial Valuati | ion as of June 30 |
|---|-------------------|-------------------|
|   | 2004              | 2003              |
| Actuarial Accrued Liability                 | \$42,003,000      | \$33,837,000      |
| Actuarial Value of Assets                   | 42,253,000        | 29,963,000        |
| Unfunded Actuarial Accrued Liability (UAAL) | (250,000)         | 3,874,000         |
| Funded Ratio                                | 101%              | 89%               |

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# **Defined Benefit Program**

Note: Supplemental statistical tables are available upon request to CalSTRS Customer Service at 1-800-228-5453.

TABLE 1 Schedule of revenues by source (dollars in millions)

| Fiscal Year<br>Ending June 30 | Member<br>Contributions | Employer<br>Contributions | Percentage<br>of Annual<br>Covered Payroll | Investment<br>Income | State of California (1) | Other<br>Income | Total      |
|-------------------------------|-------------------------|---------------------------|--|----------------------|-------------------------|-----------------|------------|
| 2005                          | \$1,748.3               | \$2,004.6                 | 8.25%                                      | \$13,897.6           | \$1,218.6               | \$1.3           | \$18,870.4 |
| 2004                          | 1,640.7                 | 1,918.3                   | 8.25                                       | 16,354.3             | 548.7                   | (2.0)           | 20,460.0   |
| 2003                          | 1,557.9                 | 1,892.1                   | 8.25                                       | 3,622.9              | 1,015.0                 | (0.1)           | 8,087.8    |
| 2002                          | 1,381.9                 | 1,721.4                   | 8.25                                       | (6,268.5)            | 915.8                   | (1.5)           | (2,250.9)  |
| 2001                          | 1,630.4                 | 1,880.9                   | 8.25                                       | (10,230.9)           | 946.2                   | 0.40            | (5,773.0)  |
| 2000                          | 1,529.8                 | 1,587.7                   | 8.25                                       | 12,689.8             | 939.2                   | 0.20            | 16,746.7   |
| 1999                          | 1,423.1                 | 1,474.6                   | 8.25                                       | 11,796.0             | 350.1                   | 1.30 (2)        | 15,045.1   |
| 1998                          | 1,302.8                 | 1,371.4                   | 8.25                                       | 12,949.5             | 1,004.6                 | 0.70            | 16,629.0   |
| 1997                          | 1,195.8                 | 1,250.0                   | 8.25                                       | 11,018.8             | 872.4                   | 0.70            | 14,337.7   |
| 1996                          | 1,089.0                 | 1,140.8                   | 8.25                                       | 7,463.7              | 754.8                   | 0.10            | 10,448.4   |

 $<sup>^{(1)}</sup>$  Includes Elder Full Funding, SBMA contributions and school lands revenue.

**TABLE 2** Expenses by type (dollars in millions)

| Fiscal Year<br>Ending June 30 | Benefit<br>Payments | Administrative<br>Expenses | Refunds | Misc  | Total     |
|-------------------------------|---------------------|----------------------------|---------|-------|-----------|
| 2005                          | \$6,057.2           | \$92.9                     | \$79.1  | \$0.0 | \$6,229.2 |
| 2004                          | 5,503.0             | 93.5                       | 79.2    | 0.0   | 5,675.7   |
| 2003                          | 4,933.5             | 72.1                       | 78.7    | 0.1   | 5,084.3   |
| 2002                          | 4,496.0             | 63.5                       | 73.9    | 0.2   | 4,633.6   |
| 2001                          | 3,954.0             | 54.5                       | 77.5    | 0.0   | 4,086.0   |
| 2000                          | 3,625.7             | 50.5                       | 80.0    | 0.0   | 3,756.2   |
| 1999                          | 3,343.1             | 44.7                       | 74.6    | 0.0   | 3,462.4   |
| 1998                          | 3,103.2             | 36.3                       | 69.0    | 0.0   | 3,208.5   |
| 1997                          | 2,912.3             | 37.1                       | 65.9    | 0.0   | 3,015.3   |
| 1996                          | 2,749.7             | 36.2                       | 69.2    | 0.0   | 2,855.1   |

<sup>&</sup>lt;sup>(2)</sup> Includes a \$1,285,093 equity transfer from the Cash Balance Plan Fund to the Teachers' Retirement Fund due to the closure of the fund.

 TABLE 3
 Schedule of benefit expenses by type (dollars in millions)

|                               | Age             | & Service Bene | fits                         | Disability B    | Disability Benefits |       | Refunds    |           |  |
|-------------------------------|-----------------|----------------|------------------------------|-----------------|---------------------|-------|------------|-----------|--|
| Fiscal Year<br>Ending June 30 | Retired Members | Survivors      | Death in<br>Service Benefits | Retired Members | Survivors           | Death | Separation | Total     |  |
| 2005                          | \$5,568.2       | \$329.8        | \$34.2                       | \$125.1         | \$0.0               | \$0.0 | \$79.1     | \$6,136.4 |  |
| 2004                          | 5,080.3         | 233.8          | 74.0                         | 115.0           | 0.0                 | 0.0   | 79.2       | 5,582.2   |  |
| 2003                          | 4,518.5         | 247.6          | 78.1                         | 105.4           | 0.0                 | 0.0   | 62.5       | 5,012.1   |  |
| 2002                          | 4,103.2         | 233.5          | 69.6                         | 94.7            | 0.0                 | 0.0   | 68.9       | 4,569.9   |  |
| 2001                          | 3,785.8         | 36.7           | 21.0                         | 88.4            | 1.0                 | 21.6  | 77.0       | 4,031.5   |  |
| 2000                          | 3,458.7         | 33.7           | 26.8                         | 79.0            | 1.1                 | 26.4  | 80.0       | 3,705.7   |  |
| 1999                          | 3,180.5         | 31.8           | 32.8                         | 73.2            | 1.2                 | 23.6  | 74.6       | 3,417.7   |  |
| 1998                          | 2,953.7         | 30.3           | 29.6                         | 66.5            | 1.0                 | 22.1  | 69.0       | 3,172.2   |  |
| 1997                          | 2,769.7         | 28.9           | 32.2                         | 59.4            | 0.8                 | 21.3  | 65.9       | 2,978.2   |  |
| 1996                          | 2,616.4         | 26.2           | 31.4                         | 53.0            | 0.6                 | 22.1  | 69.2       | 2,818.9   |  |

**TABLE 4** Members retired for service during fiscal year 2004–2005 classified by unmodified benefit (1)

| Monthly Unmodified<br>Benefit (2) | Count  | Average Age at<br>Retirement | Average Service<br>Credit | Average Final<br>Compensation | Average Benefit<br>Payable |
|-----------------------------------|--------|------------------------------|---------------------------|-------------------------------|----------------------------|
| Less than \$500                   | 609    | 62.2                         | 6.300                     | \$3,074                       | \$314                      |
| 500 - 1000                        | 852    | 61.5                         | 10.022                    | 4,071                         | 698                        |
| 1000 - 1500                       | 786    | 60.5                         | 14.550                    | 4,822                         | 1,194                      |
| 1500 - 2000                       | 754    | 60.8                         | 17.949                    | 5,267                         | 1,669                      |
| 2000 - 2500                       | 893    | 61.2                         | 20.940                    | 5,614                         | 2,140                      |
| 2500 - 3000                       | 755    | 61.9                         | 23.062                    | 5,836                         | 2,604                      |
| 3000 - 3500                       | 725    | 61.5                         | 26.480                    | 5,904                         | 3,096                      |
| 3500 - 4000                       | 771    | 61.2                         | 29.367                    | 6,088                         | 3,575                      |
| 4000 - 4500                       | 907    | 60.9                         | 31.539                    | 6,100                         | 4,029                      |
| 4500 - 5000                       | 961    | 61.3                         | 32.855                    | 6,272                         | 4,494                      |
| 5000 - 6000                       | 1,834  | 62.1                         | 34.854                    | 6,563                         | 5,166                      |
| 6000 & Greater                    | 1,747  | 62.9                         | 37.439                    | 7,947                         | 6,716                      |
| Totals                            | 11,624 | 61.7 <sup>(3)</sup>          | 26.266 <sup>(3)</sup>     | \$5,944 <sup>(3)</sup>        | \$3,535 <sup>(3)</sup>     |

<sup>(1)</sup> Does not include formerly disabled members

<sup>(2)</sup> As of the June 30, 2004 population report the longevity bonus is included in the unmodified allowance

<sup>(3)</sup> Overall averages

## Statistical

## **Defined Benefit Program**

 TABLE 5
 Members retired for service during fiscal year 2003–2004 (1) classified by age and joint and survivor annuity option elected (2)

|             |        |            |     |     |    | Options |       |       |     |
|-------------|--------|------------|-----|-----|----|---------|-------|-------|-----|
| Age         | Total  | Unmodified | 2   | 3   | 4  | 5       | 6     | 7     | 8   |
| Under 55    | 27     | 15         | 3   | 0   | 0  | 0       | 5     | 4     | 0   |
| 55          | 285    | 159        | 12  | 3   | 0  | 2       | 63    | 43    | 3   |
| 56          | 749    | 423        | 52  | 14  | 3  | 1       | 153   | 100   | 3   |
| 57          | 640    | 305        | 46  | 18  | 3  | 2       | 150   | 109   | 7   |
| 58          | 907    | 427        | 69  | 16  | 1  | 2       | 213   | 171   | 8   |
| 59          | 987    | 432        | 78  | 33  | 1  | 3       | 229   | 204   | 7   |
| 60          | 1,068  | 478        | 92  | 28  | 6  | 4       | 282   | 173   | 5   |
| 61          | 1,337  | 619        | 104 | 25  | 3  | 4       | 331   | 244   | 7   |
| 62          | 1,610  | 728        | 123 | 41  | 14 | 5       | 401   | 283   | 15  |
| 63          | 1,111  | 559        | 72  | 21  | 3  | 6       | 261   | 176   | 13  |
| 64          | 729    | 363        | 55  | 14  | 1  | 7       | 164   | 118   | 7   |
| 65          | 545    | 300        | 39  | 15  | 1  | 1       | 101   | 86    | 2   |
| 66          | 391    | 219        | 29  | 8   | 2  | 3       | 72    | 52    | 6   |
| 67          | 313    | 182        | 16  | 7   | 0  | 1       | 55    | 50    | 2   |
| 68          | 194    | 107        | 13  | 3   | 2  | 1       | 41    | 24    | 3   |
| 69          | 156    | 101        | 5   | 1   | 2  | 1       | 21    | 24    | 1   |
| 70          | 132    | 90         | 7   | 3   | 0  | 0       | 18    | 10    | 4   |
| 71          | 116    | 77         | 7   | 4   | 0  | 0       | 18    | 9     | 1   |
| 72          | 72     | 51         | 5   | 1   | 0  | 0       | 5     | 9     | 1   |
| 73          | 67     | 36         | 3   | 1   | 1  | 1       | 13    | 11    | 1   |
| 74          | 44     | 26         | 2   | 0   | 0  | 0       | 8     | 5     | 3   |
| 75          | 32     | 22         | 2   | 0   | 0  | 0       | 3     | 4     | 1   |
| Over 75     | 112    | 68         | 13  | 3   | 1  | 0       | 18    | 8     | 1   |
| Age Unknown | 0      | 0          | 0   | 0   | 0  | 0       | 0     | 0     | 0   |
| Total       | 11,624 | 5,787      | 847 | 259 | 44 | 44      | 2,625 | 1,917 | 101 |

<sup>(1)</sup> Does not include formerly disabled members

<sup>(2)</sup> See Plan Summary for description of Joint and Survivor Options

**TABLE 6** Characteristics of members going on disability

| Fiscal Year<br>Ending June 30 | Count | Average Disability Allowance Payable | Average Service<br>Credit | Average Final<br>Compensation | Average Age at<br>Disability |
|-------------------------------|-------|--------------------------------------|---------------------------|-------------------------------|------------------------------|
| 1996                          | 496   | 1,859                                | 15.952                    | 3,641                         | 51.9                         |
| 1997                          | 464   | 1,923                                | 15.660                    | 3,883                         | 52.0                         |
| 1998                          | 451   | 1,989                                | 14.446                    | 3,906                         | 52.3                         |
| 1999                          | 414   | 2,114                                | 15.630                    | 4,027                         | 52.2                         |
| 2000                          | 454   | 2,124                                | 15.224                    | 4,190                         | 52.6                         |
| 2001                          | 486   | 2,270                                | 15.802                    | 4,476                         | 53.9                         |
| 2002                          | 554   | 2,272                                | 14.840                    | 4,580                         | 53.6                         |
| 2003                          | 614   | 2,385                                | 14.894                    | 4,849                         | 53.0                         |
| 2004                          | 580   | 2,409                                | 14.453                    | 4,899                         | 53.3                         |
| 2005                          | 538   | 2,488                                | 14.016                    | 5,103                         | 53.3                         |

 TABLE 7
 Number of benefit recipients by type of benefit

| Fiscal Year<br>Ending June 30 | Service<br>Retirement | Disability<br>Benefits | Benefits for<br>Survivors | Total Benefit<br>Recipients |
|-------------------------------|-----------------------|------------------------|---------------------------|-----------------------------|
| 1996                          | 133,764               | 5,540                  | 11,501                    | 150,805                     |
| 1997                          | 135,809               | 5,676                  | 12,154                    | 153,639                     |
| 1998                          | 139,193               | 5,758                  | 12,796                    | 157,747                     |
| 1999                          | 142,309               | 5,822                  | 13,326                    | 161,457                     |
| 2000                          | 145,415               | 5,885                  | 13,982                    | 165,282                     |
| 2001                          | 149,727               | 6,477                  | 14,768                    | 170,972                     |
| 2002                          | 154,884               | 6,723                  | 15,465                    | 177,072 (1)                 |
| 2003                          | 159,172               | 6,949                  | 15,747                    | 181,868                     |
| 2004                          | 169,022               | 7,311                  | 16,912                    | 193,245                     |
| 2005                          | 176,008               | 7,571                  | 17,662                    | 201,241                     |

<sup>(1)</sup> Disability and survivor counts revised in 2003

## Statistical

## **Defined Benefit Program**

 TABLE 8
 Members retired for service characteristics by year of retirement (Does not include formerly disabled members)

| Effective Date of Retirement by Service Credit | Number of<br>Retirements | Average<br>Service Credit | Average<br>Unmodified Benefit | Average Final<br>Compensation | Age At<br>Retirement |
|--|--------------------------|---------------------------|-------------------------------|-------------------------------|----------------------|
| 7/1/1995 thru 6/30/1996                        | 6,985                    | 26.6                      | \$2,171                       | \$4,110                       | 61.3                 |
| 7/1/1996 thru 6/30/1997                        | 6,011                    | 26.6                      | \$2,210                       | \$4,206                       | 60.9                 |
| 7/1/1997 thru 6/30/1998                        | 7,332                    | 26.8                      | \$2,310                       | \$4,345                       | 60.8                 |
| 7/1/1998 thru 6/30/1999                        | 7,248                    | 27.2                      | \$2,706                       | \$4,541                       | 61.2                 |
| 7/1/1999 thru 6/30/2000                        | 7,556                    | 26.8                      | \$2,872                       | \$4,6888                      | 61.3                 |
| 7/1/2000 thru 6/30/2001 <sup>(1)</sup>         |                          |                           |                               |                               |                      |
| 0 - 5  | 86                       | 2.3                       | \$ 226                        | _                             | _                    |
| 5 - 10   | 505                      | 7.3                       | 513                           | _                             | _                    |
| 10 - 15  | 661                      | 12.6                      | 1,067                         | _                             | _                    |
| 15 - 20  | 707                      | 17.4                      | 1,594                         | _                             | _                    |
| 20 - 25  | 821                      | 22.4                      | 2,165                         | _                             | _                    |
| 25 - 30  | 988                      | 27.3                      | 3,076                         | -                             | -                    |
| 30 - 35  | 2,446                    | 32.6                      | 4,138                         | _                             | _                    |
| 35 - 40  | 2,041                    | 37.2                      | 5,267                         | _                             | _                    |
| 40 & over                                      | 446                      | 42.1                      | 6,417                         | _                             | _                    |
| Total  | 8,701                    | 28.1                      | \$3,524                       | \$5,312                       | 61.2                 |
| 7/1/2001 thru 6/30/2002 <sup>(1)</sup>         |                          |                           |                               |                               |                      |
| 0 - 5  | 86                       | 2.4                       | \$ 228                        | _                             | _                    |
| 5 - 10   | 499                      | 7.3                       | 512                           | _                             | _                    |
| 10 - 15  | 679                      | 12.6                      | 1,093                         | _                             | _                    |
| 15 - 20  | 860                      | 17.4                      | 1,714                         | _                             | _                    |
| 20 - 25  | 886                      | 22.3                      | 2,387                         | _                             | _                    |
| 25 - 30  | 1,081                    | 27.1                      | 3,288                         | _                             | _                    |
| 30 - 35  | 2,912                    | 32.7                      | 4,536                         | _                             | _                    |
| 35 - 40  | 2,277                    | 37.2                      | 5,738                         | _                             | _                    |
| 40 & over                                      | 482                      | 42.1                      | 6,907                         | _                             | _                    |
| Total  | 9,762                    | 28.3                      | \$3,869                       | \$5,686                       | 61.1                 |
| 7/1/2002 thru 6/30/2003 (1)                    |                          |                           |                               |                               |                      |
| 0 - 5  | 103                      | 2.4                       | \$ 206                        | _                             | _                    |
| 5 - 10   | 674                      | 7.2                       | 525                           | -                             | _                    |
| 10 - 15  | 749                      | 12.6                      | 1,149                         | _                             | _                    |
| 15 - 20  | 1,074                    | 17.5                      | 1,821                         | -                             | _                    |
| 20 - 25  | 1,063                    | 22.6                      | 2,494                         | _                             | _                    |
| 25 - 30  | 1,212                    | 27.1                      | 3,372                         | -                             | _                    |
| 30 - 35  | 3,384                    | 32.7                      | 4,640                         | _                             | _                    |
| 35 - 40  | 2,444                    | 37.2                      | 5,855                         | -                             | _                    |
| 40 & over                                      | 486                      | 42.3                      | 7,114                         | _                             | _                    |
| Total  | 11,189                   | 27.9                      | \$3,879                       | \$5,807                       | 61.2                 |

 $<sup>^{(1)}</sup>$  The average unmodified benefit for this fiscal year includes the longevity bonus

 TABLE 8 CONTINUED
 Members retired for service characteristics by year of retirement (Does not include formerly disabled members)

| Effective Date of<br>Retirement by Service Credit | Number of<br>Retirements | Average<br>Service Credit | Average<br>Unmodified Benefit | Average Final Compensation | Age At<br>Retirement |
|---|--------------------------|---------------------------|-------------------------------|----------------------------|----------------------|
| 7/1/2003 thru 6/30/2004 (1)                       |                          |                           |                               |                            |                      |
| 0 - 5   | 116                      | 2.4                       | \$ 242                        | _                          | -                    |
| 5 - 10  | 883                      | 7.2                       | 559                           | -                          | _                    |
| 10 - 15   | 944                      | 12.6                      | 1,178                         | -                          | -                    |
| 15 - 20   | 1,277                    | 17.6                      | 1,864                         | _                          | _                    |
| 20 - 25   | 1,200                    | 22.5                      | 2,614                         | -                          | -                    |
| 25 - 30   | 1,393                    | 27.1                      | 3,416                         | -                          | _                    |
| 30 - 35   | 3,495                    | 32.6                      | 4,761                         | _                          | _                    |
| 35 - 40   | 2,477                    | 37.2                      | 5,919                         | _                          | _                    |
| 40 & over   | 516                      | 42.1                      | 7,255                         | _                          | -                    |
| Total   | 12,301                   | 27.1                      | \$3,817                       | \$5,891                    | 61.2                 |
| 7/1/2004 thru 6/30/2005 (1)                       |                          |                           |                               |                            |                      |
| 0 - 5   | 122                      | 2.5                       | \$ 268                        | _                          | _                    |
| 5 - 10  | 1,008                    | 7.2                       | 591                           | _                          | -                    |
| 10 - 15   | 897                      | 12.6                      | 1,170                         | _                          | _                    |
| 15 - 20   | 1,311                    | 17.5                      | 1,906                         | _                          | _                    |
| 20 - 25   | 1,286                    | 22.3                      | 2,579                         | _                          | _                    |
| 25 - 30   | 1,217                    | 27.0                      | 3,475                         | -                          | -                    |
| 30 - 35   | 3,208                    | 32.5                      | 4,847                         | _                          | _                    |
| 35 - 40   | 2,162                    | 37.2                      | 6,100                         | -                          | -                    |
| 40 & over   | 413                      | 42.0                      | 7,422                         | _                          | _                    |
| Total   | 11,624                   | 26.3                      | \$3,744                       | \$5,944                    | 61.7                 |

 $<sup>^{(1)}</sup>$  The average unmodified benefit for this fiscal year includes the longevity bonus

# Defined Benefit Supplement Program

**TABLE 1** Schedule of revenues by source (dollars in millions)

| Fiscal Year<br>Ending June 30 | Member<br>Contributions | Employer<br>Contributions | Investment<br>Income | State of<br>California | Other<br>Income | Total   |
|-------------------------------|-------------------------|---------------------------|----------------------|------------------------|-----------------|---------|
| 2005                          | \$574.1                 | \$95.6                    | \$235.6              | \$0.0                  | \$0.0           | \$905.3 |
| 2004                          | 565.8                   | 125.3                     | 247.6                | 0.0                    | 0.0             | 938.7   |
| 2003                          | 532.6                   | 72.2                      | 63.9                 | 0.0                    | 0.0             | 668.7   |
| 2002                          | 487.2                   | 0.0                       | (27.7)               | 0.0                    | (3.9)           | 455.6   |
| 2001                          | 210.2                   | 0.0                       | (0.2)                | 0.0                    | 0.0             | 210.0   |

#### TABLE 2 Expenses by type (dollars in millions)

| Fiscal Year<br>Ending June 30 | Benefit<br>Payments | Administrative<br>Expenses | Refunds | Misc  | Total  |
|-------------------------------|---------------------|----------------------------|---------|-------|--------|
| 2005                          | \$75.4              | \$1.7                      | \$8.6   | \$0.0 | \$85.7 |
| 2004                          | 42.0                | 1.2                        | 3.1     | 0.0   | 46.3   |
| 2003                          | 16.4                | 0.6                        | 0.7     | 0.0   | 17.7   |
| 2002                          | 5.0                 | 0.3                        | 0.0     | 0.0   | 5.3    |
| 2001                          | 0.0                 | 0.1                        | 0.0     | 0.0   | 0.1    |

#### **TABLE 3** Schedule of benefit expenses by type (dollars in millions)

|                               | Age & Service Benefits |           |                              | Disability Benefits |           | Refunds |            |        |
|-------------------------------|------------------------|-----------|------------------------------|---------------------|-----------|---------|------------|--------|
| Fiscal Year<br>Ending June 30 | Retired<br>Members     | Survivors | Death in<br>Service Benefits | Retired<br>Members  | Survivors | Death   | Separation | Total  |
| 2005                          | \$71.4                 | \$0.0     | \$0.0                        | \$2.0               | \$0.0     | \$2.0   | \$8.6      | \$84.0 |
| 2004                          | 39.0                   | 0.2       | 0.0                          | 1.6                 | 0.0       | 1.1     | 3.1        | 45.0   |
| 2003                          | 15.8                   | 0.0       | 0.0                          | 0.5                 | 0.0       | 0.1     | 0.7        | 17.1   |
| 2002                          | 4.9                    | 0.0       | 0.0                          | 0.0                 | 0.0       | 0.1     | 0.0        | 5.0    |
| 2001                          | 0.0                    | 0.0       | 0.0                          | 0.0                 | 0.0       | 0.0     | 0.0        | 0.0    |

# Defined Benefit and Defined Benefit **Supplement Programs**

### **Participating Employers**

### **Alameda County**

County Superintendent Alameda City Unified Albany Unified Berkeley Unified Castro Valley Unified Dublin Unified **Emery Unified** Fremont Unified Hayward Unified Livermore Valley Joint Unified Mountain House Elementary New Haven Unified Newark Unified Oakland Unified Piedmont City Unified Pleasanton Unified San Leandro Unified San Lorenzo Unified

#### Community Colleges

Chabot Las Positas Fremont-Newark Ohlone Peralta Community

Sunol Glen Unified

Alpine County

County Superintendent Alpine County Unified

## **Amador County**

County Superintendent Amador County Unified

## **Butte County**

County Superintendent Bangor Union Elementary Biggs Unified Chico Unified Durham Unified Feather Falls Union Elementary Golden Feather Union Gridley Unified Manzanita Elementary Oroville City Elementary Oroville Union High

Palermo Union Paradise Unified Pioneer Union Elementary Thermalito Union

### Community Colleges

Butte

## **Calaveras County**

County Superintendent Bret Harte Union High Calaveras Unified Mark Twain Union Elementary Vallecito Union Elementary

### **Colusa County**

County Superintendent Colusa Unified Maxwell Unified Pierce Joint Unified Williams Unified

#### **Contra Costa County**

County Superintendent Acalanes Union High Antioch Unified Brentwood Union Byron Union Elementary Canyon Elementary John Swett Unified Knightsen Elementary Lafayette Elementary Liberty Union High Martinez Unified Moraga Elementary Mt. Diablo Unified Oakley Union Elementary Orinda Union Elementary Pittsburg Unified San Ramon Valley Unified Walnut Creek Elementary West Contra Costa Unified

#### Community Colleges Contra Costa

## **Del Norte County**

County Superintendent Del Norte County Unified

## **El Dorado County**

County Superintendent Black Oak Mine Unified Buckeye Union Elementary Camino Union Elementary El Dorado Union High Gold Oak Union Gold Trail Union Indian Diggings Elementary Lake Tahoe Unified Latrobe Mother Lode Union Elementary Pioneer Union Elementary Placerville Union Elementary Pollock Pines Elementary Rescue Union Elementary Silver Fork Elementary

#### Community Colleges Lake Tahoe

## Fresno County

County Superintendent Alvina Elementary American Union Elementary Big Creek Elementary Burrel Union Elementary Caruthers Unified Central Unified Clay Joint Elementary Clovis Unified Coalinga/Huron Joint Unified Firebaugh-Las Deltas Unified Fowler Unified Fresno Unified Golden Plains Unified Kerman Unified Kings Canyon Joint Unified Kingsburg Joint Union Elementary Kingsburg Joint Union High Laton Joint Unified Mendota Unified Monroe Elementary

Orange Center Pacific Union Elementary Parlier Unified Pine Ridge Elementary Raisin City Elementary Riverdale Joint Unified Sanger Unified Selma Unified Sierra Unified Washington Colony Elementary Washington Union High West Fresno Elementary West Park Elementary Westside Elementary

#### Community Colleges

State Center West Hills

## **Glenn County**

County Superintendent Capay Joint Union Elementary Hamilton Union Elementary Hamilton Union High Lake Elementary Orland Joint Unified Plaza Elementary Princeton Joint Unified Stony Creek Joint Unified Willows Unified

## **Humboldt County**

County Superintendent Arcata Elementary Big Lagoon Union Elementary Blue Lake Union Elementary Bridgeville Elementary Cuddeback Union Elementary Cutten Elementary Eureka City Ferndale Unified Fieldbrook Elementary Fortuna Union Elementary Fortuna Union High Freshwater Elementary Garfield Elementary Green Point Elementary Hydesville Elementary Jacoby Creek Elementary Klamath-Trinity Joint Unified

Kneeland Elementary Loleta Union Elementary Maple Creek Elementary Mattole Unified McKinleyville Union Elementary Northern Humboldt Union High Orick Elementary Pacific Union Elementary Peninsula Union Elementary Rio Dell Elementary Rohnerville Elementary Scotia Union Elementary South Bay Union Elementary Southern Humboldt Joint Unified Trinidad Union Elementary

#### Community Colleges Redwoods

# **Imperial County**

County Superintendent Brawley Elementary Brawley Union High Calexico Unified Calipatria Unified Central Union High El Centro Elementary Heber Elementary Holtville Unified Imperial Unified Magnolia Union Elementary McCabe Union Elementary Meadows Union Elementary Mulberry Elementary San Pasqual Valley Unified Seeley Union Elementary Westmorland Union Elementary

#### Community Colleges Imperial

# **Inyo County**

County Superintendent Big Pine Unified Bishop Joint Union High Bishop Union Elementary Death Valley Unified Lone Pine Unified Owens Valley Unified Round Valley Joint Elementary

### Kern County K-12

County Superintendent Arvin Union Elementary Bakersfield City

Beardsley Elementary Belridge Elementary Blake Elementary Buttonwillow Union Elementary Caliente Union Elementary Delano Joint Union High Delano Union Elementary Di Giorgio Elementary Edison Elementary El Tejon Unified Elk Hills Elementary Fairfax Elementary Fruitvale Elementary General Shafter Elementary Greenfield Union Kern Union High Kernville Union Elementary Lakeside Union Elementary Lamont Elementary Linns Valley-Poso Élat Union Elementary Lost Hills Union Maple Elementary Maricopa Unified McFarland Unified McKittrick Elementary Midway Elementary Mojave Unified Muroc Joint Unified Norris Panama-Buena Vista Union Pond Union Elementary

Richland Rio Bravo-Greeley Union Elementary Rosedale Union Elementary Semitropic Elementary Sierra Sands Unified South Fork Union Southern Kern Unified Standard Elementary Taft City Elementary Taft Union High Tehachapi Unified Vineland Elementary Wasco Union Elementary Wasco Union High

#### Community Colleges Kern

West Kern

# Kings County

County Superintendent Armona Union Elementary Central Union Elementary Corcoran Joint Unified Delta View Joint Union Elementary

Hanford Elementary Hanford Joint Union High Island Union Elementary Kings River-Hardwick Únion Elementary Kit Carson Únion Elementary Lakeside Union Elementary Lemoore Union Elementary Lemoore Union High Pioneer Union Elementary

### Lake County

Reef-Sunset Unified

County Superintendent Kelseyville Unified Konocti Unified Lakeport Unified Lucerne Elementary Middletown Unified Upper Lake Union Elementary Upper Lake Union High

### **Lassen County**

County Superintendent Big Valley Joint Unified Fort Sage Unified Janesville Union Elementary Johnstonville Elementary Lassen Union High Ravendale-Termo Elementary Richmond Elementary Shaffer Union Susanville Westwood Unified

### Community Colleges

Lassen

# Los Angeles County

Los Angeles County Office of Education ABC Unified Acton-Agua Dulce Unifed Alhambra City Elementary Alhambra City High Antelope Valley Union High Arcadia Unified Azusa Unified Baldwin Park Unified Bassett Unified Bellflower Unified Beverly Hills Unified Bonita Unified Burbank Unified Castaic Union Centinela Valley Union High Charter Oak Unified

Claremont Unified Compton Unified Covina-Valley Unified Culver City Unified Downey Unified Duarte Unified East Whittier City Elementary Eastside Union El Monte City El Monte Union High El Rancho Unified El Segundo Unified Garvey Elementary Glendale Unified Glendora Unified Gorman Elementary Hacienda La Puente Unified Hawthorne Hermosa Beach City Elementary Hughes-Elizabeth Lakes Union Elementary Inglewood Únified Keppel Union Elementary La Canada Unified Lancaster Elementary Las Virgenes Unified Lawndale Elementary Lennox Elementary Little Lake City Elementary Long Beach Unified Los Angeles Unified Los Nietos Elementary Lowell Joint Elementary Lynwood Unified Manhattan Beach Unified Monrovia Unified Montebello Unified Mountain View Elementary Newhall Elementary Norwalk-La Mirada Unified Palmdale Elementary Palos Verdes Peninsúla Unified Paramount Unified Pasadena Unified Pomona Unified Redondo Beach Unified Rosemead Elementary Rowland Unified San Gabriel Unified San Marino Unified Santa Monica-Malibu Unified Saugus Union Elementary South Pasadena Unified South Whittier Elementary Sulphur Springs Union Elementary Temple City Unified Torrance Unified

Valle Lindo Elementary

Walnut Valley Unified

West Covina Unified Westside Union Elementary Whittier City Whittier Union High William S. Hart Union High Wiseburn Elementary

#### Community Colleges

Antelope Valley Cerritos Citrus Compton El Camino Glendale Long Beach Los Angeles Mt San Antonio Pasadena Area Rio Hondo Santa Clarita Santa Monica

# **Madera County**

County Superintendent Alview-Dairyland Union Elementary Bass Lake Joint Union Elementary Chawanakee Joint Unified Chowchilla Elementary Chowchilla Union High Coarsegold Union Golden Valley Unified Madera Unified Raymond-Knowles Union Elementary Yosemite Union High

# **Marin County**

County Superintendent Bolinas-Stinson Union Elementary Dixie Elementary Kentfield Elementary Laguna Joint Elementary Lagunitas Elementary Larkspur Elementary Lincoln Elementary Mill Valley Elementary Nicasio Elementary Novato Unified Reed Union Elementary Ross Elementary Ross Valley San Rafael City Elementary San Rafael City High

Sausalito Elementary Shoreline Unified Tamalpais Union High Union Joint Elementary

#### Community Colleges Marin

# **Mariposa County**

County Office of Education Mariposa County Unified

### Mendocino County

County Superintendent Anderson Valley Unified Arena Union Elementary Fort Bragg Unified Laytonville Unified Leggett Valley Unified Manchester Union Elementary Mendocino Unified Point Arena Joint Union High Potter Valley Community Unified Round Valley Unified Ukiah Unified Willits Unified

#### Community Colleges Mendocino Lake

# Merced County

County Superintendent Atwater Elementary Ballico-Cressey Elementary Delhi Unified Dos Palos Oro-Lima Joint Unified El Nido Elementary Gustine Unified Hilmar Unified Le Grand Union Elementary Le Grand Union High Livingston Union Los Banos Unified McSwain Union Elementary Merced City Elementary Merced River Union Elementary Merced Union High Plainsburg Union Elementary Planada Elementary Snelling-Merced Falls Union Elementary Weaver Union Winton Elementary

### Community Colleges

Merced

### **Modoc County**

K-12

County Superintendent Modoc Joint Unified Surprise Valley Joint Unified Tulelake Basin Joint Unified

### **Mono County**

K-12

Mono County Office of Education Eastern Sierra Unified Mammoth Unified

### **Monterey County**

K-12

County Superintendent Alisal Union Elementary Bradley Union Elementary Carmel Unified Chualar Union Elementary Gonzales Unified Graves Elementary Greenfield Union King City Joint Union High King City Union Elementary Lagunita Mission Union Elementary Monterey Peninsula Unified North Monterey County Unified Pacific Grove Unified Pacific Unified Salinas City Elementary Salinas Union High San Antonio Union Elementary San Ardo Union Elementary San Lucas Union Elementary Santa Rita Union Elementary Soledad Unified Spreckels Union Washington Union Elementary

### Community Colleges

Hartnell Monterey Peninsula

### Napa County

County Superintendent Calistoga Joint Unified Howell Mountain Elementary Napa Valley Unified Pope Valley Union St. Helena Unified

#### Community Colleges Napa Valley

### **Nevada County**

County Superintendent Chicago Park Elementary Clear Creek Elementary Grass Valley Elementary Nevada City Nevada Joint Union High Pleasant Ridge Union Elementary Pleasant Valley Elementary Ready Springs Union Twin Ridges Elementary Union Hill Elementary

### Orange County

County Superintendent Anaheim City Anaheim Union High Brea-Olinda Unified Buena Park Elementary Capistrano Unified Centralia Elementary Cypress Elementary Fountain Valley Elementary Fullerton Elementary Fullerton Joint Union High Garden Grove Unified Huntington Beach City Elementary Huntington Beach Union High Irvine Unified La Habra City Elementary Laguna Beach Unified Los Alamitos Unified Magnolia Elementary Newport-Mesa Unified Ocean View Elementary Orange Unified Placentia-Yorba Linda Unified Saddleback Valley Unified Santa Ana Unified Savanna Elementary Tustin Unified Westminster Elementary

### Community Colleges

Coast North Orange County Rancho Santiago South Orange

### Defined Benefit and Defined Benefit Supplement Programs

### **Placer County**

County Superintendent Ackerman Elementary Alta-Dutch Flat Union Elementary Auburn Union Elementary Colfax Elementary Dry Creek Joint Élementary Eureka Union Elementary Foresthill Union Elementary Loomis Union Elementary Newcastle Elementary Ophir Elementary Penryn Elementary Placer Hills Union Elementary Placer Union High Rocklin Unified Roseville City Elementary Roseville Joint Union High Tahoe-Truckee Unified Western Placer Unified

#### Community Colleges Sierra Joint

# **Plumas County**

County Superintendent Plumas Unified

### Community Colleges

Feather River

# **Riverside County**

County Superintendent Alvord Unified Banning Unified Beaumont Unified Coachella Valley Unified Corona-Norco Unified Desert Center Unified Desert Sands Unified Hemet Unified Jurupa Unified Lake Elsinore Unified Menifee Union Elementary Moreno Valley Unified Murrieta Valley Unified Nuview Union Palm Springs Unified Palo Verde Unified Perris Elementary Perris Union High Riverside Unified Romoland Elementary San Jacinto Unified Temecula Valley Unified Val Verde Unified

#### Community Colleges

Desert Mt San Jacinto Palo Verde Riverside

# Sacramento County

County Superintendent Arcohe Union Elementary Center Unified Del Paso Heights Elementary Elk Grove Unified Elverta Joint Elementary Folsom-Cordova Unified Galt Joint Union Elementary Galt Joint Union High Grant Joint Union High Natomas Unified North Sacramento Elementary Rio Linda Union Elementary River Delta Unified Robla Elementary Sacramento City Unified San Juan Unified

#### Community Colleges Los Rios

# San Benito County

County Superintendent Aromas/San Juan Unified Bitterwater-Tully Union Elementary Cienega Union Elementary Hollister Elementary Jefferson Elementary North County Joint Union Elementary Panoche Elementary San Benito High Southside Elementary Tres Pinos Union Elementary Willow Grove Union Elementary

# San Bernardino County

County Office of San Bernardino Adelanto Elementary Alta Loma Elementary Apple Valley Unified Baker Valley Unified Barstow Unified Bear Valley Unified Central Elementary Chaffey Joint Union High Chino Valley Unified Colton Joint Unified Cucamonga Elementary

Etiwanda Elementary Fontana Unified Helendale Hesperia Unified Lucerne Valley Unified Morongo Unified Mountain View Elementary Mt. Baldy Joint Elementary Needles Unified Ontario-Montclair Oro Grande Elementary Redlands Unified Rialto Unified Rim of the World Unified San Bernardino City Unified Silver Valley Unified Snowline Joint Unified Trona Joint Unified Upland Unified Victor Elementary Victor Valley Union High Yucaipa-Calimesa Joint Unified

### Community Colleges

Barstow Chaffey San Bernardino Victor Valley

# San Diego County

County Superintendent Alpine Union Bonsall Union Elementary Borrego Springs Unified Cajon Valley Union Elementary Cardiff Elementary Carlsbad Unified Chula Vista Elementary Coronado Unified Dehesa Del Mar Union Encinitas Union Elementary Escondido Union Elementary Escondido Union High Fallbrook Union Elementary Fallbrook Union High Grossmont Union High Jamul-Dulzura Union Elementary Julian Union Elementary Julian Union High La Mesa-Spring Valley Lakeside Union Elementary Lemon Grove Elementary Mountain Empire Unified National Oceanside Unified Poway Unified Ramona Unified

Rancho Santa Fe Elementary San Diego Unified San Dieguito Union High San Marcos Unified San Pasqual Union San Ysidro Elementary Santee Elementary Solana Beach Elementary South Bay Union Elementary Spencer Valley Elementary Sweetwater Union High Vallecitos Valley Center-Pauma Unified Vista Unified Warner Unified

#### Community Colleges

Grossmont-Cuyamaca MiraCosta Palomar San Diego Southwestern

# San Francisco County

San Francisco County Office of Education San Francisco Unified

#### Community Colleges San Francisco

# San Joaquin County

County Superintendent Banta Elementary Escalon Unified Holt Union Elementary Jefferson Elementary Lammersville Elementary Lincoln Unified Linden Unified Lodi Unified Manteca Unified New Hope Elementary New Jerusalem Elementary Oak View Union Elementary Ripon Unified Stockton City Unified Tracy Joint Unified

### Community Colleges

San Joaquin Delta

# San Luis Obispo County

County Superintendent Atascadero Unified Cayucos Elementary

Coast Unified Lucia Mar Unified Paso Robles Joint Unified Pleasant Valley Joint Union Elementary San Luis Coastal Unified San Miguel Joint Union Elementary Shandon Joint Unified Templeton Unified

### Community Colleges

San Luis Obispo County

# San Mateo County

County Superintendent Bayshore Elementary Belmont Redwood Shores Elementary Brisbane Elementary Burlingame Elementary Cabrillo Unified Hillsborough City Jefferson Elementary Jefferson Union High La Honda-Pescadero Unified Laguna Salada Union Elementary Las Lomitas Elementary Menlo Park City Elementary Millbrae Elementary Portola Valley Elementary Ravenswood City Elementary Redwood City Elementary San Bruno Park San Carlos Elementary San Mateo-Foster City San Mateo Union High Sequoia Union High South San Francisco Unified Woodside Elementary

#### Community Colleges San Mateo

# Santa Barbara County

County Superintendent Ballard Elementary Blochman Union Elementary **Buellton Union Elementary** Carpinteria Unified Casmalia Elementary Cold Spring Elementary College Elementary Cuyama Joint Unified Goleta Union Elementary Guadalupe Union Elementary Hope Elementary

Lompoc Unified Los Álamos Elementary Los Olivos Elementary Montecito Union Elementary Orcutt Union Elementary Santa Barbara Elementary Santa Barbara High Santa Maria-Bonita Santa Maria Joint Union High Santa Ynez Valley Union High Solvang Elementary Vista Del Mar Union

### Community Colleges

Allan Hancock Joint Santa Barbara

### Santa Clara County K-12

County Superintendent Alum Řock Union Elementary Berryessa Union Cambrian Elementary Campbell Union Elementary Campbell Union High Cupertino Union East Side Union High Evergreen Elementary Franklin-Mckinley Elementary Fremont Union High Gilroy Unified Lakeside Joint Loma Prieta Joint Union Elementary Los Altos Elementary Los Gatos Union Elementary Los Gatos-Saratoga Joint Union High Luther Burbank Milpitas Unified Montebello Elementary Moreland Elementary Morgan Hill Unified Mountain View-Whisman Elementary Mountain View-Los Altos Union Mt. Pleasant Elementary Oak Grove Elementary Orchard Palo Alto Unified San Jose Unified Santa Clara Unified Saratoga Union Elementary

Sunnyvale Elementary

Union Elementary

### Community Colleges

Foothill-DeAnza Gavilan San Jose/Evergreen West Valley Mission

# Santa Cruz County

County Superintendent Bonny Doon Union Elementary Happy Valley Elementary Live Oak Elementary Mountain Elementary Pacific Elementary Pajaro Valley Unified San Lorenzo Valley Unified Santa Cruz City Élementary Santa Cruz City High Scotts Valley Unified Soquel Union Elementary

#### Community Colleges Cabrillo

### **Shasta County** K-12

County Superintendent Anderson Union High Bella Vista Elementary Black Butte Union Elementary Cascade Union Elementary Castle Rock Union Elementary Columbia Elementary Cottonwood Union Élementary Enterprise Fall River Joint Unified French Gulch-Whiskeytown Elementary Gateway Unified Grant Élementary Happy Valley Union Elementary Igo, Óno, Platina Union Elementary Indian Springs Elementary Iunction Elementary Millville Elementary Mountain Union Elementary North Cow Creek Elementary Oak Run Elementary Pacheco Union Elementary Redding Elementary Shasta Union Elementary Shasta Union High Whitmore Union Elementary

#### Community Colleges Shasta-Tehama-Trinity Joint

### Sierra County

County Superintendent Sierra-Plumas Joint Unified

#### Community Colleges Sierra Joint

# Siskiyou County

County Superintendent Big Springs Union Elementary Bogus Elementary Butte Valley Unified Butteville Únion Elementary Delphic Elementary Dunsmuir Elementary Dunsmuir Joint Union High Etna Union Elementary Etna Union High Forks of Salmon Elementary Fort Jones Union Elementary Gazelle Union Elementary Grenada Elementary Happy Camp Union Elementary Hornbrook Elementary Junction Elementary Klamath River Union Elementary Little Shasta Elementary McCloud Union Elementary Montague Elementary Mt Shasta Union Quartz Valley Elementary Seiad Elementary Siskiyou Union High Weed Union Elementary Willow Creek Elementary Yreka Union Elementary Yreka Union High

#### Community Colleges Siskiyou Joint

## **Solano County**

County Superintendent Benicia Unified Dixon Unified Fairfield-Suisun Unified Travis Unified Vacaville Unified Vallejo City Unified

#### Community Colleges Solano County

### Defined Benefit and Defined Benefit Supplement Programs

### **Sonoma County**

County Superintendent Alexander Valley Union Elementary Bellevue Union Elementary Bennett Valley Union Elementary Cinnabar Elementary Cloverdale Unified Cotati-Rohnert Park Unified Dunham Forestville Union Elementary Fort Ross Elementary Geyserville Unified Gravenstein Union Elementary Guerneville Elementary Harmony Union Elementary Healdsburg Unified Horicon Elementary Kashia Elementary Kenwood Elementary Liberty Elementary Mark West Union Monte Rio Union Elementary Montgomery Elementary Oak Grove Union Elementary Old Adobe Union Elementary Petaluma City Elementary Petaluma Joint Union High Piner-Olivet Union Elementary Rincon Valley Union Elementary Roseland Elementary Santa Rosa Elementary Santa Rosa High Sebastopol Union Elementary Sonoma Valley Unified Twin Hills Union Elementary Two Rock Union Elementary Waugh Elementary West Side Union Elementary West Sonoma County Union High Wilmar Union Elementary Windsor Unified Wright Elementary

### Community Colleges

Sonoma County

# **Stanislaus County**

County Superintendent Ceres Únified Chatom Union Elementary Denair Unified **Empire Union** Gratton Elementary Hart-Ransom Union Elementary Hickman Elementary

Hughson Unified Hughson Union High Keyes Union Elementary Knights Ferry Elementary La Grange Elementary Modesto City Elementary Newman-Crows Landing Unified Oakdale Joint Unified Paradise Elementary Patterson Joint Unified Riverbank Unified Roberts Ferry Union Elementary Salida Union Shiloh Elementary Stanislaus Union Elementary Sylvan Union Elementary Turlock Joint Elementary Turlock Joint Union High Valley Home Joint Elementary Waterford Unified

#### Community Colleges Yosemite

**Sutter County** K-12

County Superintendent Brittan Elementary Browns Elementary East Nicolaus Joint Union High Franklin Elementary Live Oak Unified Marcum-Illinois Union Meridian Elementary Nuestro Elementary Pleasant Grove Joint Union Elementary Sutter Union High Winship Elementary Yuba City Unified

### Tehama County

County Superintendent Antelope Elementary Bend Élementary Corning Union Elementary Corning Union High Elkins Elementary Evergreen Union Elementary Flournoy Union Elementary Gerber Union Elementary Kirkwood Elementary Lassen View Union Elementary Los Molinos Unified Manton Joint Union Elementary Mineral Elementary Plum Valley Elementary Red Bluff Joint Union High Red Bluff Union Elementary

Reeds Creek Elementary Richfield Elementary

### **Trinity County**

County Superintendent Burnt Ranch Elementary Coffee Creek Elementary Cox Bar Elementary Douglas City Elementary Junction City Elementary Lewiston Elementary Mountain Valley Unified Southern Trinity Joint Unified Trinity Center Elementary Trinity Union High Weaverville Elementary

### **Tulare County**

Alpaugh Unified Alta Vista Elementary

Buena Vista Elementary

Columbine Elementary

Burton Elementary Citrus South Tule Elementary

County Superintendent Allensworth Elementary

Cutler-Orosi Unified Dinuba Unified **Ducor Union Elementary** Earlimart Elementary Exeter Union Elementary Exeter Union High Farmersville Unified Hope Elementary Hot Springs Elementary Kings River Union Elementary Liberty Elementary Lindsay Unified Monson-Sultana Joint Union Elementary Oak Valley Union Elementary Outside Ćreek Elementary Palo Verde Union Elementary Pixley Union Elementary Pleasant View Elementary Porterville Unified Richgrove Elementary Rockford Elementary Saucelito Elementary Sequoia Union Elementary Springville Union Elementary Stone Corral Elementary Strathmore Union Elementary Strathmore Union High Sundale Union Elementary Sunnyside Union Elementary Terra Bella Union Elementary Three Rivers Union Elementary Tipton Elementary Traver Joint Elementary Tulare City Elementary Tulare Co. DOE Child Care Div. Tulare Co. Org for Voc. Ed. Tulare Joint Union High Visalia Unified Waukena Joint Union Elementary Woodlake Union Elementary Woodlake Union High Woodville Elementary

#### Community Colleges College of the Sequoias

# **Tuolumne County**

County Superintendent Belleview Elementary Big Oak Flat-Groveland Unified Chinese Camp Elementary Columbia Union Curtis Creek Elementary Jamestown Elementary Sonora Elementary Sonora Union High Soulsbyville Elementary Summerville Elementary Summerville Union High Twain Harte-Long Barn Union

### Ventura County K-12

County Superintendent Briggs Elementary Conejo Valley Unified Fillmore Unified Hueneme Elementary Mesa Union Elementary Moorpark Unified Mupu Elementary Oak Park Unified Ocean View Elementary Ojai Unified Oxnard Elementary Oxnard Union High Pleasant Valley Elementary Rio Elementary Santa Clara Elementary Santa Paula Elementary Santa Paula Union High Simi Valley Unified Somis Union Elementary Ventura Unified

### Community Colleges Ventura County

### **Yolo County**

K-12

County Superintendent Davis Joint Unified Esparto Unified Washington Unified Winters Joint Unified Woodland Joint Unified

### **Yuba County**

County Superintendent Camptonville Union Elementary Marysville Joint Unified Plumas Elementary Wheatland Elementary Wheatland Union High

### Community Colleges

### **Regional Occupational Programs**

Amador County Antelope Valley Baldy View Butte County Calaveras County Capistrano Laguna Beach Central County Occupational

Ctr Central County Central Sierra Coastline

Colton-Redlands-Yucaipa Compton Unified Contra Costa County Del Norte County East San Gabriel Valley Eden Area Forty-Niner Fresno

Glenn County Hart Humboldt County Imperial Valley Inyo County

Kern County Kern High School District

Kings County La Puente Valley Lake County

Lassen County

Long Beach Unified School

District

Los Angeles County

Los Angeles Unified School

District Marin County Mendocino County Merced County Mission Trails Mission Valley ROC/P Modoc County Napa County Regional

North Kern Vocational Training

North Orange County Oakland-Alameda Plumas and Sierra County Riverside County Sacramento County San Antonio San Bernardino County San Diego County

San Francisco County San Joaquin County San Mateo County Santa Barbara County-North Santa Barbara County-South Santa Clara County–North

Santa Clara County–South Santa Cruz County Santa Lucia Shasta-Trinity Siskiyou County Siskiyou (9-12) Solano County Sonoma County

Southeast Los Ángeles County

Southern California Tehama County Tri-Cities Tri-County Tri-Valley

Tulare Co. Org. for Vocational

Education Valley Ventura County West Side Yolo County Yosemite

### State of California

# Cash Balance Benefit Program

TABLE 1 Schedule of revenues by source (dollars in thousands)

| Fiscal Year<br>Ending June 30 | Participant<br>Contributions | Employer<br>Contributions | Percentage of Annual<br>Covered Payroll | Investment<br>Income | Other<br>Income | Total      |
|-------------------------------|------------------------------|---------------------------|---|----------------------|-----------------|------------|
| 2005                          | \$4,149.1                    | \$4,490.1                 | \$8.05%                                 | \$4,540.2            | \$0.0           | \$13,179.4 |
| 2004                          | 3,866.6                      | 3,844.9                   | 8.05                                    | 5,384.4              | 0.0             | 13,095.9   |
| 2003                          | 3,580.9                      | 3,589.6                   | 8.05                                    | 1,381.9              | 0.0             | 8,552.3    |
| 2002                          | 3,535.1                      | 3,586.0                   | 8.05                                    | (943.8)              | 0.0             | 6,177.3    |
| 2001                          | 2,936.1                      | 3,035.0                   | 8.05                                    | (942.2)              | 0.0             | 5,028.9    |
| 2000                          | 2,589.8                      | 2,364.8                   | 8.05                                    | 812.0                | 0.0             | 5,766.6    |
| 1999                          | 1,520.5                      | 1,562.3                   | 8.05                                    | 1,796.1              | 0.0             | 4,878.9    |
| 1998                          | 772.0                        | 772.0                     | 8.00                                    | 105.0                | 0.0             | 1,649.0    |
| 1997                          | 74.0                         | 74.0                      | 8.00                                    | 20.3                 | 0.0             | 168.3      |
| 1996                          | 0.0                          | 0.0                       | 8.00                                    | 15.2                 | 0.0             | 15.2       |

**TABLE 2** Expenses by type (dollars in thousands)

| Fiscal Year<br>Ending June 30 | Benefit<br>Payments      | Administrative<br>Expenses | Refunds  | Misc        | Total     |
|-------------------------------|--------------------------|----------------------------|----------|-------------|-----------|
| 2005                          | \$1,235.2 <sup>(1)</sup> | \$34.0                     | \$244.8  | \$0.0       | \$1,514.0 |
| 2004                          | 580.3                    | 27.7                       | 196.7    | \$0.0       | 804.7     |
| 2003                          | 188.0                    | 16.8                       | 132.5    | 0.0         | 337.3     |
| 2002                          | 105.5 <sup>(2)</sup>     | 10.8                       | 89.8 (2) | 0.0         | 206.1     |
| 2001                          | 0.0                      | 8.2                        | 118.7    | 0.0         | 126.9     |
| 2000 (3)                      | 0.0                      | 4.8                        | 58.5     | 0.0         | 63.3      |
| 1999                          | 0.0                      | 711.6                      | 15.0     | 1,326.0 (4) | 2,052.6   |
| 1998                          | 0.0                      | 397.0                      | 0.0      | 69.0        | 466.0     |
| 1997                          | 0.0                      | 393.0                      | 0.0      | 34.9        | 427.9     |
| 1996                          | 0.0                      | 128.0                      | 0.0      | 19.8        | 147.8     |

<sup>(1)</sup> The benefit payments for fiscal years 2003/04 and 2004/05 include member elected Administrative Transfers to purchase service credit in the Defined Benefit program. The amounts were \$220,255 and \$603,499, respectively.

<sup>(2)</sup> In prior years, all payments were categorized as refunds however in fiscal year 2001/02 benefit payments and refunds were identified separately.

<sup>(3)</sup> Due to the merger of the Cash Balance Plan with the Teachers' Retirement Plan in fiscal year 1999/00, there was a decrease in Administrative expenses. These expenses were absorbed by the Teachers' Retirement Plan (California Education Code 22001.5 and 26000)

<sup>(4)</sup> Comprised of \$41,648 in interfund interest expense on a loan payable to Teachers' Retirement Fund at December 31, 1998 and a \$1,285,093 equity transfer from the Cash Balance Plan Fund to the Teachers' Retirement Fund due to the closure of the fund.

**TABLE 3** Schedule of benefit expenses by type (dollars in thousands)

|                | Age & Service Benefits |           |                  | Disability Benefits |           | Refunds |            |           |
|----------------|------------------------|-----------|------------------|---------------------|-----------|---------|------------|-----------|
| Fiscal Year    |                        |           | Death in Service | Retired             |           |         |            |           |
| Ending June 30 | Retired Members        | Survivors | Benefits         | Members             | Survivors | Death   | Separation | Total     |
| 2005           | \$1,143.1 (1)          | \$0.0     | \$92.0           | \$0.0               | \$0.0     | \$0.0   | \$244.8    | \$1,479.9 |
| 2004           | 535.4                  | 0.0       | 44.9             | 0.0                 | 0.0       | 0.0     | 196.7      | 777.0     |
| 2003           | 132.2                  | 0.0       | 48.3             | 7.5                 | 0.0       | 0.0     | 132.5      | 320.5     |
| 2002           | 82.7                   | 0.0       | 22.8             | 0.0                 | 0.0       | 0.0     | 89.8       | 195.3     |
| 2001           | 0.0                    | 0.0       | 0.0              | 0.0                 | 0.0       | 0.0     | 118.7      | 118.7     |
| 2000           | 0.0                    | 0.0       | 0.0              | 0.0                 | 0.0       | 0.0     | 58.5       | 58.5      |
| 1999           | 0.0                    | 0.0       | 0.0              | 0.0                 | 0.0       | 0.0     | 15.0       | 15.0      |
| 1998           | 0.0                    | 0.0       | 0.0              | 0.0                 | 0.0       | 0.0     | 0.0        | 0.0       |
| 1997           | 0.0                    | 0.0       | 0.0              | 0.0                 | 0.0       | 0.0     | 0.0        | 0.0       |
| 1996           | 0.0                    | 0.0       | 0.0              | 0.0                 | 0.0       | 0.0     | 0.0        | 0.0       |

<sup>(1)</sup> The benefit payments for fiscal years 2003/04 and 2004/05 include member elected Administrative Transfers to purchase service credit in the Defined Benefit program. The amounts were \$220,255 and \$603,499, respectively.

### **Participating Employers**

### Alameda County

Berkeley Unified School District Chabot-Las Positas Community College District

Fremont Unified School District Ohlone Community College District Peralta Community College District

#### **Butte County**

Butte County Community College District

### **Contra Costa County**

Contra Costa Community College District West Contra Costa Unified School District

### Los Angeles County

Antelope Valley Community College District El Camino Community College District Glendale Community College District Los Angeles Community College District Mountain View Elementary

### **Merced County**

Atwater Elementary

### **Placer County**

Sierra Community College District

#### Sacramento County

Robla Unified School District

#### San Diego County

Grossmont Union High School District Mira Costa Community College District

#### San Francisco County

City College of San Francisco

### San Mateo County

San Bruno Park Elementary School District San Mateo Community College District

### Santa Barbara County

Allan Hancock Joint Community College

### Santa Clara County

Foothill-DeAnza Community College District San Jose/Evergreen Community College District

### Solano County

Solano County Community College District

#### Sonoma County

Sonoma County Junior College

#### Ventura County

Ventura Community College District

### Yuba County

Yuba Community College District

# **Programs Administered or** Overseen by the Retirement System

# **Voluntary Investment Program**

**TABLE 1** Schedule of revenues by source (dollars in thousands)

| Fiscal Year<br>Ending June 30 | Participant<br>Contributions | Interest, Dividends and<br>Other Investment Income | Other      | Total    |
|-------------------------------|------------------------------|--|------------|----------|
| 2005                          | \$20,379                     | \$6,143  | \$0        | \$26,522 |
| 2004                          | 19,535                       | 9,754  | 0          | 29,289   |
| 2003                          | 17,481                       | 1,054  | 0          | 18,535   |
| 2002                          | 14,472                       | (6,158)  | 0          | 8,314    |
| 2001                          | 14,732                       | (5,099)  | 0          | 9,633    |
| 2000                          | 13,792                       | 3,116  | 0          | 16,908   |
| 1999                          | 8,675                        | 4,121  | 0          | 12,796   |
| 1998                          | 5,079                        | 2,911  | 0          | 7,990    |
| 1997                          | 3,235                        | 1,833  | 0          | 5,068    |
| 1996                          | 1,168                        | 978  | 15,978 (1) | 18,124   |

<sup>(1)</sup> Transfer of Tax Shelter Annuity Fund

**TABLE 2** Schedule of expenses by type (dollars in thousands)

| Fiscal Year<br>Ending June 30 | Annuity<br>Payments | Adminstrative<br>Expenses | Refunds | Total   |
|-------------------------------|---------------------|---------------------------|---------|---------|
| 2005                          | \$2,645             | \$917                     | \$6,131 | \$9,693 |
| 2004                          | 1,617               | 807                       | 6,440   | 8,864   |
| 2003                          | 1,965               | 504                       | 3,478   | 5,947   |
| 2002                          | 453                 | 372                       | 2,553   | 3,378   |
| 2001                          | 250                 | 344                       | 2,288   | 2,882   |
| 2000                          | 250                 | 275                       | 2,201   | 2,726   |
| 1999                          | 237                 | 205                       | 1,610   | 2,052   |
| 1998                          | 165                 | 155                       | 1,662   | 1,982   |
| 1997                          | 710                 | 124                       | 888     | 1,722   |
| 1996                          | 1,907               | 111                       | 0       | 2,018   |

### **Participating Employers**

### **Alameda County**

Alameda Unified Albany Berkeley Unified Castro Valley Unified Dublin Unified **Emery Unified** Fremont Unified Hayward Unified Livermore Valley Joint Unified Newark Unified Piedmont Unified Pleasanton Unified San Leandro Unified San Lorenzo Unified Sunol Glen Unified

#### Community Colleges

Chabot Las Positas Fremont Newark Peralta

# **Alpine County**

Alpine County Unified

### Amador County

Amador County Unified

# **Butte County**

County Superintendent Bangor Union Elementary Chico Unified Manzanita Elementary Oroville City Elementary Palermo Union Pioneer Union Elementary

### Community Colleges

### Calaveras County

Calaveras Unified County Superintendent Mark Twain

### **Colusa County**

Colusa Unified

# **Contra Costa County**

County Superintendent Acalanes Union High Brentwood Union

John Swett Lafavette Elementary Mt Diablo Unified Oakley Union Elementary Orinda Union Elementary Walnut Creek Elementary West Contra Costa Unified

#### Community Colleges Contra Costa

# **Del Norte County**

County Superintendent Del Norte County Unified

#### **El Dorado County** K-12

El Dorado Union High Lake Tahoe Unified Pioneer Union Elementary Placerville Union Elementary Rescue Union Elementary

### Community Colleges

Lake Tahoe

### Fresno County

American Union Elementary Caruthers Union Elementary Central Unified Clovis Unified Coalinga/Huron Unified Fresno Unified Kerman Unified Kings Canyon Joint Unified Mendota Unified Pine Ridge Elementary Sanger Unified Washington Union High

#### Community Colleges State Center

### Glenn County

County Superintendent Capay Joint Union Elementary Hamilton Union Elementary Hamilton Union High Lake Elementary Orland Joint Union Elementary Orland Joint Union High Plaza Elementary Princeton Joint Unified Stony Creek Joint Unified Willows Unified

### **Humboldt County**

Arcata Elementary Big Lagoon Union Elementary Blue Lake Union Elementary Bridgeville Elementary Cuddeback Union Elementary Cutten Elementary Eureka City Ferndale Unified Fortuna Union High Freshwater Elementary Garfield Elementary Green Point Elementary Humboldt County Office of Education Hydesville Elementary Jacoby Creek Elementary Klamath-Trinity Joint Unified Kneeland Elementary Loleta Union Elementary Maple Creek Elementary Mattole Unified Mckinleyville Union Elementary Northern Humboldt Union High Orick Elementary Pacific Union Elementary Peninsula Union Elementary Rio Dell Elementary Rohnerville Elementary Scotia Union Elementary South Bay Union Elementary Southern Humboldt Joint Unified Trinidad Union Elementary

#### Community Colleges

College of The Redwoods

# **Imperial County**

Brawley Elementary Calexico Unified Central Union High El Centro Elementary Imperial Unified

### **Inyo County**

Bishop Joint Union High Bishop Union Elementary

### **Kern County**

County Superintendent Bakersfield City Elementary Beardsley Elementary Belridge Elementary

Delano Union Elementary Edison Elementary El Tejon Unified Fruitvale Elementary Greenfield Union Kernville Union Elementary Lamont School District Mojave Unified Muroc Joint Unified Richland-Lerdo Elementary Rosedale Union Elementary Sierra Sands Unified Taft Union High

### Community Colleges

West Kern

### **Kings County**

County Superintendent Corcoran Joint Unified Hanford Elementary

# Lake County

Konocti Unified Lake County Office of Education Lakeport Unified Lucerne Elementary Middletown Unified Upper Lake Elementary

### Lassen County

Susanville Elementary

# Los Angeles County

ABC Unified Acton-Agua Dulce Unified Antelope Valley Union High Arcadia Unified Basset Unified Bellflower Unified Belvedere Middle School Burbank Unified Centinela Valley Union High Claremont Unified Compton Unified Covina Valley Unified Culver City Unified Downey East San Gabriel ROP East Whittier Elementary Eastside Union El Monte Union High El Rancho Unified El Segundo Unified

Garvey Elementary Glendale Unified Glendora Unified Hacienda La Puente Unified Hawthorne Elementary Inglewood Unified La Canada Unified Lancaster Elementary Las Virgenes Unified Lennox Elementary Long Beach Unified Los Angeles Unified Los Angeles County Office of Education Los Nietos Elementary Lynwood Unified Manhattan Beach Intermediate Manhattan Elementary Monrovia Unified Montebello Unified Mountain View Elementary Newhall Elementary Norwalk-La Mirada Unified Palmdale Elementary Palos Verdes Peninsula Unified Palos Verdes Unified Pasadena Unified Pomona Unified Redondo Beach Unfied Rosemead Elementary Rowland Unified San Gabriel Elementary San Marino Unified Santa Monica-Malibu Unified Santa Ynez Valley Union High Saugus Unified Soledad-Agua Dulce Union Elementary Synergy Charter Academy Torrance Unified Valle Lindo Elementary Walnut Valley Unified Westside Union Whittier Union High William S Hart Union High Wiseburn Elementary

### Community Colleges

Antelope Valley Cerritos Citrus El Camino Long Beach Los Angeles Rio Honda Santa Clarita Santa Monica

### **Madera County**

Madera Unified Yosemite Union High

### **Marin County**

K-12

County Superintendent Lincoln Elementary Novato Unified Ross Valley Unified San Rafael City High San Rafael Elementary

#### Community Colleges College of Marin

# Mendocino County

Fort Bragg Unified Mendocino Unified Round Valley Unified Ukiah Unifiéd Willits Unified

### Community Colleges

Mendocino-Lake

### **Merced County**

K-12

County Superintendent Atwater Elementary Ballico Cressey Elementary Delhi Elementary Dos Palos-Oro Loma Joint Unified El Nido Elementary Gustine Unified Hilmar Unified Le Grand Union Elementary Le Grand Union High Livingston Union Los Banos Unified McSwain Elementary Merced City Elementary Merced River Union Elementary Merced Union High Plainsburg Elementary Planada Elementary Snelling Merced Falls Union Elementary Weaver Union Elementary Winton Elementary

# **Monterey County**

Alisol Union Bradley Union Elementary Carmel Unified

Greenfield Union Elementary Monterey County Office of Education Monterey Peninsula Unified North Monterey County Unified Pacific Grove Unified Salinas City Elementary Santa Rita Union Elementary Soledad Union Elementary

### Community Colleges Monterey Peninsula

# Napa County

County Superintendent Napa Valley Unified Pleasant Ridge Unified Pope Valley Union Elementary St Helena Unified

#### Community Colleges Napa Valley College

### **Nevada County**

Grass Valley Elementary Pleasant Ridge Union Elementary Ready Springs Union Twin Ridges Elementary Union Hill Elementary

### **Orange County**

K-12 Anaheim City

Anaheim Union High Brea-Olinda Unified Capistrano Unified Fullerton Joint Union High Garden Grove Unified Huntington Beach City Elementary Irvine Unified La Habra City Elementary Laguna Beach Unified Magnolia Elementary Newport-Mesa Unified North Orange ROP Ocean View Elementary Orange Unified Placentia-Yorba Linda Unified Saddleback Valley Unified Santa Ana Unified Savanna School District Tustin Unified

### Community Colleges

Coast North Orange Rancho Santiago South Orange County

# Placer County

Alta-Dutch Flat Union Elementary Auburn Union Elementary Eureka Union Elementary Penryn Elementary Placer Hills Union Placer Hills Union Elementary Placer Union High Prosser Creek Charter Rocklin Unified Roseville City Elementary Roseville Joint Union High

### Community Colleges Sierra College

### **Plumas County**

Community Colleges Feather River

# **Riverside County**

Banning Unified Coachella Valley Unified Corona-Norco Unified Desert Sands Unified Hemet Unified Jurupa Unified Lake Elsinore Unified Moreno Valley Unified Murrieta Valley Unified Palm Springs Unified Palo Verde Unified Riverside Office of Education Riverside Unified Romoland Elementary San Jacinto Unified Temecula Valley Unified

### Community Colleges

Desert

# Sacramento County

County Superintendent Center Unified Elk Grove Unified Folsom Cordova Unified Galt Joint Union High Grant Joint Union High Natomas Union Elementary Rio Linda Union Elementary River Delta Joint Unified San Juan Unified Sacramento City Unified

Community Colleges Los Rios

# San Benito County

Aromas San Juan Elementary County Superintendent San Benito County Office of Education

# San Bernardino County

San Bernardino COE Adelanto Elementary Alta Loma Elementary Apple Valley Baldy View ROP Barstow Unified Bear Valley Unified Chaffey Union High Chino Unified Colton Joint Unified Etiwanda Elementary Fontana Unified Helendale Morgan Hill Morongo Unified Needles Unified Ontario Montclair Elementary Redlands Unified Rialto Unified Rim of the World Unified Silver Valley Unified Upland Unified Victor Elementary Victor Valley Union High Yucaipa Calimesa Unified

#### Community Colleges

Chaffey San Bernardino Victor Valley

### San Diego County

Alpine Union Borrego Springs Unified County Superintendent Cajon Valley Union Elementary Carlsbad Unified Chula Vista City Del Mar Union Escondido Union Elementary Escondido Union High

Fallbrook Union Elementary Grossmont Union High Julian Union Elementary La Mesa Spring Valley Lakeside Union Elementary Mountain Empire Unified Oceanside City Unified Poway Unified Ramona Unified San Diego City Unified San Marcos Unified San Ysidro Elementary Santee Elementary Solana Beach Elementary South Bay Union Elementary Sweetwater Union High Vista Unified Warner Unified

#### Community Colleges

Grossmont Cuyamaca Mira Costa San Diego

#### San Francisco County K-12

San Francisco County Office of Education San Francisco Unified

### Community Colleges

San Francisco

# San Joaquin County

County Superintendent Banta Élementary Delta Island Union Elementary Escalon Unified Holt Union Elementary Lammersville Elementary Lincoln Unified Lodi Unified Manteca Unified New Hope Elementary Oak View Union Elementary Stockton City Unified Tracy Elementary

#### Community Colleges San Joaquin Delta

### San Luis Obispo County K-12

Atascadero Unified Cambria Union Elementary Cayucos Elementary Lucia Mar Unified Paso Robles Union Elementary Phillips Elementary Pleasant Valley Joint Union Elementary San Luis Coastal Unified

#### Community Colleges

Cuesta San Luis Obispo County

# San Mateo County

Bayshore Belmont-Redwood Shores Elementary Brisbane Elementary Cabrillo Unified School District Hillsborough City Jefferson Elementary Las Lomitas Elementary Menlo Park City Elementary Portola Valley Élementary Redwood City Elementary San Bruno Park San Mateo City South San Francisco Unified

#### Community Colleges San Mateo

# Santa Barbara County

**Ballard Elementary** College Elementary Cuyama Joint Unified Goleta Union Guadalupe Union Elementary Hope Elementary Los Alamos Elementary Montecito Union Elementary Santa Barbara County Office of Education Santa Barbara Solvang Elementary Santa Maria Bonita Santa Maria Joint Union High Santa Ynez Valley Union High Solvang Elementary

### Community Colleges

Allan Hancock Santa Barbara

### Santa Clara County K-12

County Superintendent Alum Řock Union Elementary Berryessa Union Elementary Central County Regional Program

Cupertino Union East Side Union High Evergreen Elementary Franklin McKinley Elementary Gilroy Unified Los Gatos-Saratoga Joint Union High Milpitas Unified Moreland Elementary Mountain View-Los Altos Union High San Jose Unified Solvang

### Community Colleges

De Anza College Foothill-De Anza San Jose/Evergreen West Valley

# Santa Cruz County

County Superintendent Happy Valley Elementary Live Oak Elementary Mountain Elementary Pacific Elementary Pajaro Valley Unified San Lorenzo Valley Unified Santa Cruz City Élementary Scotts Valley Unified

#### Community Colleges Cabrillo

### **Shasta County** K-12

Anderson Union High Black Butte Union Elementary Enterprise School District Gateway Unified School District Grant Élementary Millville Elementary Shasta Union Elementary Shasta Union High

#### Community Colleges Shasta Tehema Trinity

### Sierra County

K-12

Sierra-Plumas Joint Unified

## Siskiyou County

County Superintendent Dunsmuir Joint Union High Etna Union High Klamath River Union Elementary Mt Shasta Union

### **Voluntary Investment Program**

#### Community Colleges Siskiyou Joint

# **Solano County**

K-12

Benicia Unified Dixon Unified Fairfield-Suisun Unified Vacaville Unified Vallejo City Unified

### Sonoma County

Analy Union High Cloverdale Unified Cotati-Rohnert Park Unified Fort Ross Elementary Geyserville Unified Śchool District Guerneville Elementary Old Adobe Union Elementary Petaluma City Sebastopol Únion Elementary Two Rock Union Elementary Waugh Elementary Westside Union Elementary Wright Elementary

### Community Colleges

Sonoma County Junior College

#### **Stanislaus County** K-12

Ceres Unified Hart Ransom Union Elementary Hickman Elementary Hughson Union Elementary Keyes Union Elementary Knights Ferry Elementary Oakdale Joint Union High Paradise Elementary Patterson Joint Unified Riverbank Elementary Roberts Ferry Union Elementary Salida Union Elementary Shiloh Elementary Stanislaus County Office of Education Stanislaus Union Elementary Sylvan Union Elementary Turlock Joint Union High Valley Home Joint Elementary Waterford Elementary

### Community Colleges

Yosemite

### **Sutter County**

K-12

**Browns Elementary** County Superintendent Live Oak Unified Yuba City Unified

### **Tehama County**

K-12

Los Molinos Unified Red Bluff Union Elementary

# **Trinity County**

County Superintendent Southern Trinity Joint Unified

### **Tulare County**

Allensworth Elementary Alpaugh Unified Alta Vista Elementary Buena Vista Elementary Burton Elementary Citrus South Tule Elementary Columbine Elementary Cutler Orosi Joint Unified Dinuba Elementary Ducar Union Elementary Earlimart Elementary Exeter Union Elementary Farmersville Unified Hope Elementary Hot Spring Elementary Kings River Union Elementary Liberty Elementary Lindsay Unified Oak Valley Union Elementary Palo Verde Union Elementary Pixley Union Elementary Portérville Union High Tulare County Organization for Vocations Tulare County Superintendent Visalia Unified

### **Tuolumne County**

Columbia Union Curtis Creek Elementary Jamestown Elementary Sonora Union High

### Ventura County

Conejo Valley Unified Moorpark Unified Oak Park Unified Oceanview Elementary Oxnard Elementary Rio Elementary

### Yolo County

County Superintendent Davis Joint Unified Winters Joint Unified School District

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