

PUBLIC SCHOOL TEACHERS' PENSION
AND RETIREMENT FUND OF CHICAGO

ACTUARIAL VALUATION
AS OF JUNE 30, 2002

December 23, 2002

Board of Trustees
Public School Teachers' Pension
and Retirement Fund of Chicago
55 West Wacker Drive - 13th Floor
Chicago, Illinois 60601

Re: Actuarial Valuation as of June 30, 2002

Dear Board Members:

I am pleased to submit our actuarial report on the financial position and funding requirements of the Public School Teachers' Pension and Retirement Fund of Chicago based on the actuarial valuation as of June 30, 2002.

The report consists of 11 Sections and 3 Appendices as follows:

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I would be pleased to discuss any aspects of this report with you at your convenience.

Respectfully submitted,



Sandor Goldstein, F.S.A.
Consulting Actuary

A. PURPOSE AND SUMMARY

We have carried out an actuarial valuation of the Public School Teachers' Pension and Retirement Fund of Chicago (the Fund) as of June 30, 2002. The purpose of the valuation was to determine the financial position and funding requirements of the Fund. This report is intended to present the results of the valuation. The results of the valuation are summarized below:

1. Total Actuarial Liability	\$ 11,025,482,210
2. Actuarial Value of Assets	10,619,061,458
3. Unfunded Actuarial Liability	406,420,752
4. Funded Ratio	96.3%
5. Employer's Normal Cost for FY 03 as a percent of payroll	8.16%
6. Annual Required Contribution for FY 03 Based on GASB Statement No. 25	160,195,509
7. Board of Education Contribution Requirement For FY 04 Based on Public Act 89-15 and Public Act 90-548	33,000,000

B. DATA USED FOR THE VALUATION

Participant Data. The participant data required to carry out the valuation was supplied by the Fund. The membership of the Fund as of June 30, 2002, on which the valuation was based, is summarized in Exhibit 1. It can be seen that there were 37,374 active contributors, 17,867 pensioners, and 1,552 vested terminated members included in the valuation. The total active payroll as of June 30, 2002 was \$1,759,045,853.

Exhibit 1

Summary of Membership Data

1. Number of Members	
(a) Active Members	
(i) Vested Board of Education Employees	23,199
(ii) Non-vested Board of Education Employees	13,490
(iii) Vested Charter School Employees	97
(iv) Non-vested Charter School Employees	<u>588</u>
(v) Total Active Members	37,374
(b) Members Receiving	
(i) Retirement Pensions	15,313
(ii) Disability Pensions	364
(iii) Survivor Pensions	2,117
(iv) Reversionary Pensions	<u>73</u>
(v) Total Pensioners	17,867
(c) Vested Terminated Members	<u>1,552</u>
(d) Total	<u>56,793</u>
2. Annual Salaries	
(a) Salary for Board of Education Employees	\$ 1,734,216,412
(b) Salary for Charter School Employees	<u>24,829,441</u>
(c) Total Salary	<u>\$ 1,759,045,853</u>
(d) Average Salary	47,066
3. Total Accumulated Contributions of Active Members	\$ 1,227,035,375
4. Annual Benefit Payments Currently Being Made	
(a) Retirement Pensions	\$ 470,430,426
(b) Disability Pensions	7,571,076
(c) Survivor Pensions	22,958,292
(d) Reversionary Pensions	<u>559,706</u>
(e) Total Pensions	<u>\$ 501,519,500</u>

Assets. In November of 1994, the Governmental Accounting Standards Board (GASB) issued GASB Statement No. 25, which establishes standards of financial reporting for governmental pension plans. The statement is effective for periods beginning after June 15, 1996. Under GASB Statement No. 25, the actuarial value of assets to be used for determining a plan's funded status and

annual required contribution needs to be market related. In determining the actuarial value of assets, smoothing changes in the market value of assets over a period of three to five years is considered to be appropriate.

The asset values used for the valuation were based on the asset information contained in the audited financial statements for the year ending June 30, 2002 prepared by the Fund. The actuarial value of assets was determined by smoothing unexpected gains or losses over a period of 4 years.

The resulting actuarial value of assets is \$10,619,061,458. The development of this actuarial value of assets is outlined in Exhibit 2.

Exhibit 2

Actuarial Value of Assets

A. Development of Investment Gain/(Loss) For Year Ending June 30, 2002

1. Actuarial Value of Assets as of 6/30/01	\$ 10,387,568,945
2. Employer Contributions	12,634,368
3. Employee Contributions	145,498,027
4. Expenses	577,903,938
5. Expected Investment Income	814,537,675
6. Actual Investment Income	(371,820,584)
7. Investment Gain/(Loss) (6 – 5)	\$ (1,186,358,259)

B. Development of Actuarial Value of Assets

8. Expected Actuarial Value of Assets as of June 30, 2002 (1 + 2 + 3 – 4 + 5)	\$ 10,782,335,077
9. One-fourth of Investment Gain/(Loss) For Year Ending August 31, 1999	305,328,710
10. One-fourth of Investment Gain/(Loss) For Year Ending June 30, 2000	65,310,416
11. One-fourth of Investment Gain/(Loss) For Year Ending June 30, 2001	(237,323,180)
12. One-fourth of Investment Gain/(Loss) For Year Ending June 30, 2002	<u>(296,589,565)</u>
13. Actuarial Value of Assets as of June 30, 2002 (8 + 9 + 10 + 11 + 12)	<u>\$ 10,619,061,458</u>

C. FUND PROVISIONS

Our valuation was based on the provisions of the Fund in effect as of June 30, 2002 as provided in Article 17 of the Illinois Pension Code. Since the effective date of our last actuarial valuation, Public Act 92-0416, effective August 17, 2001, and Public Act 92-0599, effective June 28, 2002, made certain changes in the benefit provisions of the fund. The major benefit changes which had an impact on the results of our actuarial valuation were as follows: (1) For teachers who retired

under the 1993 Early Retirement Incentive Program, an additional year of service credit and an additional year of age enhancement was provided; (2) the requirement that a surviving spouse be married for 1 ½ years prior to a member's death or retirement to be eligible for survivor benefits was removed, and instead, the member is required to be married to the surviving spouse for 1 year prior to the member's death; and (3) provides that surviving spouses may marry at any age without forfeiting the survivor's annuity.

A summary of the principal provisions of the Fund on which the valuation was based is provided in Appendix 2.

D. ACTUARIAL ASSUMPTIONS AND COST METHOD

The principal actuarial assumptions used for the June 30, 2002 actuarial valuation are the same as those used for the June 30, 2001 valuation. The assumption regarding the percent married has been changed from 75% to 80%. This change was made to take into account recent changes in the law regarding eligibility for survivor benefits. The actuarial assumptions used for the June 30, 2002 valuation are outlined in Appendix 1. In our opinion, the actuarial assumptions used for the valuation are reasonable, in the aggregate, taking into account Fund experience and future expectations and represent our best estimate of anticipated experience.

The projected unit credit actuarial cost method was used for the June 30, 2002 actuarial valuation. This is the same actuarial cost method that was used for the June 30, 2001 valuation.

E. ACTUARIAL LIABILITY

The actuarial liability as determined under the valuation for the various classes of members is summarized in Exhibit 3. The total actuarial liability is then compared with the actuarial value of assets in order to arrive at the unfunded actuarial liability.

As of June 30, 2002, the total actuarial liability is \$11,025,482,210, the actuarial value of assets is \$10,619,061,458, and the unfunded liability is \$406,420,752. The ratio of the actuarial value of assets to the actuarial liability, or funded ratio, is 96.3%.

F. EMPLOYER'S NORMAL COST

The employer's share of the normal cost for the year beginning July 1, 2002 is developed in Exhibit 4. The total normal cost is \$301,833,184; employee contributions are estimated to be \$158,314,127, resulting in the employer's share of the normal cost of \$143,519,057.

Based on a payroll of \$1,759,045,853 as of June 30, 2002, the employer's share of the normal cost can be expressed as 8.16% of payroll.

Exhibit 4

Employer's Normal Cost For Year Beginning July 1, 2001

	<u>Dollar Amount</u>	<u>Percent Of Payroll</u>
1. Basic Retirement Pension	\$ 196,137,677	11.15%
2. Post Retirement Increases	51,624,967	2.94
3. Lump Sum Death Benefits	961,835	.05
4. Survivor's Pension	23,232,427	1.32
5. Disability Benefits	4,249,498	.24
6. Withdrawal Benefits	19,999,699	1.14
7. Administrative Expenses	<u>5,627,081</u>	<u>.32</u>
8. Total Normal Cost	\$ 301,833,184	17.16%
9. Employee Contributions	<u>158,314,127</u>	<u>9.00</u>
10. Employer's Share of Normal Cost	<u>\$ 143,519,057</u>	<u>8.16%</u>

Note. The above figures are based on a total active payroll of \$1,759,045,853 as of June 30, 2002.

G. BOARD OF EDUCATION CONTRIBUTION REQUIREMENT FOR FISCAL YEAR 2004

Under the funding plan established by Public Act 89-15, the minimum contribution to the Fund by the Board of Education shall be an amount determined by the Fund to be sufficient to bring the total assets of the Fund up to 90% of the total actuarial liabilities by the end of fiscal year 2045. The required Board of Education contribution is to be calculated as a level percent of payroll over the years through 2045. For fiscal years 2000 through 2010, the Board of Education's contribution, as a percentage of the applicable payroll, is to be increased in equal annual increments so that by Fiscal Year 2011, the Board of Education is contributing at the required rate.

Public Act 90-548, signed into law on December 4, 1997 revised the above funding plan to provide that the Board of Education contribution shall not be in excess of the amount needed to maintain the ratio of assets to total actuarial liability at the 90% level.

As of June 30, 2002, the ratio of the actuarial value of assets to the total actuarial liability is 96.3%. Using the results of the June 30, 2002 valuation as a starting point and assuming no Board of Education contribution in Fiscal Year 2003, we have projected the ratio of the actuarial value of assets to the total actuarial liability as of June 30, 2004 to be 86.3%. Thus, on the basis of the funding plan established by Public Act 89-15 as revised by Public Act 90-548, we have calculated the Board of Education contribution requirement for Fiscal Year 2004 to be \$28,400,000.

H. ANNUAL REQUIRED CONTRIBUTION FOR GASB STATEMENT NO. 25

GASB Statement No. 25 requires the disclosure of the annual required employer contribution (ARC), calculated in accordance with certain parameters. Based on the results of the June 30, 2002 actuarial valuation, we have therefore calculated the annual required contribution for Fiscal Year 2003. In accordance with the parameters prescribed in GASB Statement No. 25, in calculating the annual required contribution, we have used a 40-year level-percent-of-payroll amortization of the unfunded liability. On this basis, the annual required contribution for Fiscal Year 2002 has been determined to be as follows:

	<u>Fiscal Year 2003</u>
1. Employer's normal cost	\$ 143,519,057
2. Annual amount to amortize the unfunded liability (surplus) over 40 years as a level percent of payroll	<u>16,676,452</u>
3. Annual required contribution (1 + 2)	<u>\$ 160,195,509</u>

I. RECONCILIATION OF CHANGE IN UNFUNDED ACTUARIAL LIABILITY

The net actuarial experience during the period July 1, 2001 to June 30, 2002 resulted in an increase in the Fund's unfunded actuarial liability of \$401,285,038. This increase in unfunded actuarial liability is a result of several kinds of gains and losses. The financial effect of the most significant gains and losses is illustrated in Exhibit 5.

The employer contribution requirement for the year of normal cost plus interest on the unfunded actuarial liability amounted to \$179,139,440, whereas the total actual employer contribution for the year, including the amount allocated to the Health Insurance Fund, amounted to \$77,679,068. Thus, the employer contribution for the year fell short of the funding requirement of normal cost plus interest on the unfunded liability by \$101,460,372. Had all other aspects of the Fund's experience been in line with the actuarial assumptions, the unfunded liability would have increased by this amount.

Starting with the financial statements for the year ended June 30, 2002, the fund is segregating assets that are being accumulated to pay retiree health insurance premiums in a separate Health Insurance Fund. As of June 30, 2002, the assets in this separate fund amounted to \$54,446,520. Such assets would have previously been included in the assets of the pension fund. Thus, the segregation of certain assets in a Health Insurance Fund had the impact of increasing the unfunded liability by \$54,446,520.

The net rate of investment return earned by the Fund during the year, based on the actuarial value of assets, was approximately 6.4%, in comparison to the assumed rate of 8.0%. This resulted in an increase in the unfunded liability of \$163,273,619. Salary increases lower than expected resulted in a decrease in the unfunded liability of \$137,391,641.

We have estimated that the changes in benefits enacted under Public Act 92-0416 and Public Act 92-0599 had the impact of increasing the unfunded liability by \$71,343,528.

The various other aspects of the Fund's experience resulted in a net increase in the unfunded liability of \$148,152,640. The aggregate financial experience of the Fund resulted in an increase in the unfunded liability of \$401,285,038.

Exhibit 5

Reconciliation of Change in Unfunded Actuarial Liability
Over the Period July 1, 2001 to June 30, 2002

1. Unfunded Actuarial Liability as of 7/1/01	\$ 5,135,714
2. Employer Contribution Requirement of Normal Cost Plus Interest on Unfunded Liability for Period 7/1/01 to 6/30/02	179,139,440
3. Actual Employer Contribution for the Year	<u>77,679,068</u>
4. Increase in Unfunded Liability Due to Employer Contribution Being Less Than Normal Cost Plus Interest on Unfunded Liability (2 - 3)	\$ 101,460,372
5. Increase in Unfunded Liability Due to Separate Accounting For Health Insurance Fund	54,446,520
6. Increase in Unfunded Liability Due to Investment Return Lower Than Assumed	163,273,619
7. Decrease in Unfunded Liability Due to Salary Increases Lower Than Assumed	137,391,641
8. Increase in Unfunded Liability Due to Changes in Benefits	71,343,528
9. Increase in Unfunded Liability Due to Other Sources	<u>148,152,640</u>
10. Net Increase in Unfunded Liability for the Year (4 + 5 + 6 - 7 + 8 + 9)	<u>\$ 401,285,038</u>
11. Unfunded Actuarial Liability as of June 30, 2002 (1 + 10)	<u>\$ 406,420,752</u>

J. PROJECTION OF CONTRIBUTIONS, LIABILITIES, AND ASSETS

Based on the results of the June 30, 2002 actuarial valuation, we have projected valuation results for a 43-year period commencing with Fiscal Year 2003. We have based Board of Education contributions on the contribution requirements in the funding plan established under Public Act 89-15, as revised by Public Act 90-548.

For purposes of the projections, all assets, contributions, and benefit payments, including amounts attributable to the retiree health insurance program, have been included.

Our projections of contributions, liabilities, and assets are based on the actuarial assumptions, membership data and benefit provisions that were used for the regular actuarial valuation.

In order to determine projected contributions, liabilities, and assets, certain calculations needed to be made that are not normally required in a regular actuarial valuation. Benefit payout requirements, actuarial liabilities, and payroll were estimated over the 43-year period from 2003 through 2045 by projecting the membership of the Fund over the 43-year period, taking into account the impact of new entrants into the Fund over the 43-year period.

To make the required projections, assumptions needed to be made regarding the age and salary distribution of new entrants as well as the size of the active membership of the Fund. The

assumptions regarding the profile of new entrants to the Fund were based on the recent experience of the Fund with regard to new entrants. The size of the active membership of the Fund was assumed to remain constant over the 43-year projection period. The results of our projections are shown in Exhibit 6.

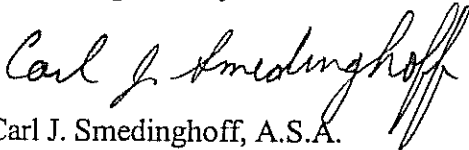
K. CERTIFICATION

This actuarial report has been prepared in accordance with generally accepted actuarial principles and practices and to the best of our knowledge, fairly represents the financial condition of the Public Teachers' Pension and Retirement Fund of Chicago as of June 30, 2002.

Respectfully submitted,



Sandor Goldstein, F.S.A.
Consulting Actuary



Carl J. Smedinghoff, A.S.A.
Associate Actuary

Exhibit 6
Public School Teachers' Pension and Retirement Fund of Chicago
Projection of Contributions, Liabilities and Assets

(Board of Education contributions are based on Public Act 89-15, as revised by Public Act 90-548.)

(All other employer contributions are assumed to remain level.)

(All dollar amounts are in millions. Actuarial Liability and asset figures as of end of year.)

Fiscal Year	Employee Contributions	Total Employer Contributions	State Appropriations	Other Employer Contributions	Board of Education Contributions	Total Actuarial Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Funded Ratio
2003	158.3	73.0	65.0	8.0	0.0	11,649.1	10,659.0	990.1	91.5%
2004	165.4	101.4	65.0	8.0	28.4	12,304.5	10,617.9	1,686.6	86.3%
2005	172.7	132.0	65.0	8.0	59.0	12,990.1	10,814.6	2,175.5	83.3%
2006	180.0	164.9	65.0	8.0	91.9	13,705.4	11,326.8	2,378.6	82.6%
2007	187.3	200.0	65.0	8.0	127.0	14,449.1	11,882.2	2,566.9	82.2%
2008	194.7	237.5	65.0	8.0	164.5	15,220.0	12,483.2	2,736.8	82.0%
2009	202.2	277.3	65.0	8.0	204.3	16,016.6	13,132.5	2,884.1	82.0%
2010	209.9	319.6	65.0	8.0	246.6	16,837.6	13,833.3	3,004.3	82.2%
2011	217.7	331.6	65.0	8.0	258.6	17,682.1	14,555.5	3,126.6	82.3%
2012	225.7	343.7	65.0	8.0	270.7	18,548.9	15,298.0	3,250.9	82.5%
2013	234.0	356.4	65.0	8.0	283.4	19,438.1	16,061.0	3,377.1	82.6%
2014	242.5	369.3	65.0	8.0	296.3	20,349.4	16,844.2	3,505.2	82.8%
2015	251.4	382.9	65.0	8.0	309.9	21,283.4	17,648.3	3,635.1	82.9%
2016	260.7	396.9	65.0	8.0	323.9	22,241.4	18,474.4	3,767.0	83.1%
2017	270.3	411.6	65.0	8.0	338.6	23,225.4	19,324.4	3,901.0	83.2%
2018	280.4	427.0	65.0	8.0	354.0	24,238.1	20,200.6	4,037.5	83.3%
2019	291.0	443.2	65.0	8.0	370.2	25,282.9	21,106.0	4,176.9	83.5%
2020	302.4	460.5	65.0	8.0	387.5	26,364.9	22,045.7	4,319.2	83.6%
2021	314.4	478.7	65.0	8.0	405.7	27,488.8	23,024.1	4,464.7	83.8%
2022	326.8	497.6	65.0	8.0	424.6	28,656.6	24,043.6	4,613.0	83.9%
2023	339.8	517.5	65.0	8.0	444.5	29,873.4	25,108.6	4,764.8	84.1%
2024	353.7	538.6	65.0	8.0	465.6	31,143.9	26,224.2	4,919.7	84.2%

GOLDSTEIN & ASSOCIATES

Exhibit 6
Public School Teachers' Pension and Retirement Fund of Chicago
Projection of Contributions, Liabilities and Assets

(Board of Education contributions are based on Public Act 89-15, as revised by Public Act 90-548.)
 (All other employer contributions are assumed to remain level.)

(All dollar amounts are in millions. Actuarial Liability and asset figures as of end of year.)

Fiscal Year	Employee Contributions	Total Employer Contributions	State Appropriations	Other Employer Contributions	Board of Education Contributions	Total Actuarial Liability	Actuarial Value of Assets	Unfunded Actuarial Liability	Funded Ratio
2025	368.2	560.6	65.0	8.0	487.6	32,471.8	27,394.3	5,077.5	84.4%
2026	383.2	583.5	65.0	8.0	510.5	33,860.5	28,622.7	5,237.8	84.5%
2027	398.9	607.5	65.0	8.0	534.5	35,313.7	29,913.8	5,399.9	84.7%
2028	415.2	632.3	65.0	8.0	559.3	36,834.1	31,271.0	5,563.1	84.9%
2029	432.2	658.1	65.0	8.0	585.1	38,423.7	32,696.9	5,726.8	85.1%
2030	449.5	684.5	65.0	8.0	611.5	40,083.6	34,193.8	5,889.8	85.3%
2031	467.4	711.8	65.0	8.0	638.8	41,815.2	35,763.7	6,051.5	85.5%
2032	485.8	739.8	65.0	8.0	666.8	43,614.0	37,404.2	6,209.8	85.8%
2033	504.7	768.5	65.0	8.0	695.5	45,480.4	39,116.9	6,363.5	86.0%
2034	524.0	797.9	65.0	8.0	724.9	47,413.1	40,902.1	6,511.0	86.3%
2035	543.9	828.2	65.0	8.0	755.2	49,412.3	42,761.2	6,651.1	86.5%
2036	564.5	859.7	65.0	8.0	786.7	51,482.6	44,699.3	6,783.3	86.8%
2037	586.0	892.3	65.0	8.0	819.3	53,626.0	46,720.0	6,906.0	87.1%
2038	608.3	926.3	65.0	8.0	853.3	55,847.6	48,829.3	7,018.3	87.4%
2039	631.6	961.8	65.0	8.0	888.8	58,149.9	51,030.8	7,119.1	87.8%
2040	655.8	998.7	65.0	8.0	925.7	60,536.5	53,329.6	7,206.9	88.1%
2041	681.1	1,037.1	65.0	8.0	964.1	63,013.0	55,732.9	7,280.1	88.4%
2042	707.2	1,076.9	65.0	8.0	1,003.9	65,584.1	58,247.0	7,337.1	88.8%
2043	734.4	1,118.4	65.0	8.0	1,045.4	68,258.6	60,882.3	7,376.3	89.2%
2044	762.8	1,161.5	65.0	8.0	1,088.5	71,038.2	63,642.7	7,395.5	89.6%
2045	792.3	1,206.5	65.0	8.0	1,133.5	73,927.9	66,535.1	7,392.8	90.0%

Appendix 1

Summary of Actuarial Assumptions and Actuarial Cost Method

Actuarial Assumptions

The actuarial assumptions used for the June 30, 2002 valuation are summarized below. The assumptions were adopted as of June 30, 2000.

Mortality Rates. The UP-94 Table, rated down six years, for active members and pensioners.

Termination Rates. Termination rates based on the recent experience of the Fund. The following is a sample of the termination rates that were used:

<u>Age</u>	<u>Rate of Termination Per 1,000 Members</u>
20	56
25	56
30	45
35	32
40	21
45	13
50	9
55	7
60	7
62 and later	0

Disability Rates. Disability rates based on the recent experience of the Fund. The following is a sample of the disability rates that were used:

<u>Age</u>	<u>Disabilities Per 1,000 Members</u>
20	.4
30	.4
40	.6
50	1.3
60	1.6
62 and over	.0

Retirement Rates. Rates of retirement for each age from 55 to 75 based on the recent experience of the Fund were used. The following are samples of the rates of retirement that were used:

<u>Age</u>	<u>Rate of Retirement Per 1,000 Members</u>
55	71
60	103
65	155
70	186
75	1,000

Salary Progression. Rates of salary increase, which vary by age. The following is a sample of the assumed rates of salary increase.

<u>Age</u>	<u>Assumed Rate of Increase</u>
25	12.2%
30	9.9%
35	8.3%
40	7.2%
45	6.4%
50	5.7%
55	5.0%
60 and later	4.5%

Interest Rate. 8.0% per year, compounded annually.

Marital Status. 80% of participants were assumed to be married.

Spouse's Age. The age of the spouse was assumed to be 1 year older than the age of the employee.

Assumption Regarding Total Service Credit At Retirement. It was assumed that a teacher's total service credit at retirement would be 103.3% of the teacher's regular period of service at retirement.

Actuarial Cost Method.

The projected unit credit actuarial cost method was used. Actuarial gains and losses are reflected in the unfunded actuarial liability. This actuarial cost method was adopted as of August 31, 1991.

Appendix 2

Summary of Principal Provisions

1. Eligibility for Pension. The right to a retirement pension vests (1) after 20 years of validated service, with the pension payable at age 55 or over; or (2) after 5 years validated service, with the pension payable at age 62 or over.
2. Amount of Retirement Pension. For service earned before July 1, 1998, the retirement pension is 1.67% of "final average salary" for each of the first 10 years of validated service, 1.90% for each of the next 10 years, 2.10% for each of the next 10 years, and 2.30% for each year above 30. For service earned after June 30, 1998, the pension is 2.2% of "final average salary" for each year of service.

Service earned before July 1, 1998 can be upgraded to the 2.2% formula through the payment of additional employee contributions of 1% of the teacher's highest salary within the last four years for each year of prior service. Maximum payment is 20% of salary, but all years are upgraded. The number of years for which contributions are required is reduced by one for each three full years of service after June 30, 1998. No contribution is required if the employee has at least 30 years of service.

The maximum pension is 75% of final average salary or \$1,500 per month, whichever is greater.

3. Final Average Salary Defined. "Final average salary" for pension computation is the average of the highest rates of salary for any 4 consecutive years of validated service within the last 10 years of service.
4. Reduction in Pension for Early Retirement. Except for retirement after 34 years of service, the retirement pension in the case of retirement prior to age 60 is reduced 1/2 of 1% for each month that the teacher is under age 60.
5. Early Retirement Without Discount. Subject to authorization by the employer, an employee who retires on or before June 30, 2005 may elect to make a one-time contribution and thereby avoid the early retirement reduction. The exercise of this election by the employee also obligates the employer to make a one-time nonrefundable contribution.
6. Non-Duty Disability Retirement. A disability retirement pension is payable in the event of total or permanent disability for teaching service after 10 or more years of service, irrespective of age. The rate of pension is 1 2/3% of average salary for each year of service. Upon disability retirement after 20 years or more of contributing service, but under age 55, the accrued retirement pension is payable, discounted 1/2 of 1% for each month the disabled teacher is under age 55, down to a minimum of 50 years.

If total service is 20 years or more and the member has attained age 55, the accrued retirement pension is payable without reduction. After 25 years of service, regardless of age, the accrued retirement pension is payable without reduction.

7. Duty Disability Benefit. A duty-connected disability benefit is provided equal to 75% of final average salary upon total incapacity for teaching service as a result of an injury sustained while in the performance of teaching service. The benefit is reduced by "Workers' Compensation" payments.

8. Post-Retirement Increases. Automatic annual increases in pension equal to 3% of the current amount of pension are provided. The increases accrued from the anniversary date of retirement or the 61st birthday, whichever is later.

9. Survivor's Pensions. Pensions are payable to survivors of teachers and pensioners under the following conditions:

Upon the death of a teacher or pensioner occurring on or after July 1, 1981, the maximum benefit is \$400 per month to a spouse alone and \$600 per month if there are other dependents. Payment of a survivor's pension is conditioned upon marriage having been in effect at least 1 year prior to death. On death after retirement, the total survivor's pension may not exceed retirement or disability pension paid to the deceased pensioner.

Upon the death of a teacher or pensioner occurring after December 31, 1986, the minimum total survivor's pension payable shall be 50% of the earned retirement pension of such teacher or pensioner.

If the surviving spouse is under age 50, and no unmarried minor children under age 18 survive, payment of the survivor's pension is deferred until age 50.

Survivor's pensions are subject to annual automatic increases of 3% of the current amount of pension.

10. Reversionary Pension. By accepting a reduced retirement pension, a member can provide a reversionary pension for a surviving beneficiary. If the reversionary pension was elected on or after January 1, 1984, and the beneficiary survives the date of the teacher's retirement, but does not survive the retired teacher, the teacher's pension shall be restored to the full amount of pension.

11. Refund of Contributions. Upon separation of service, a teacher is entitled to receive a refund of his total contributions and those contributions made on his behalf, without interest.

12. Death Benefits. Upon death while in service, a refund equal to the total contributions less contributions for survivor's pensions is payable without interest to a designed beneficiary or the estate of the teacher. Upon death after retirement, the death benefit consists of the excess, if any, of the total contributions over the total pension payments paid to the member or his beneficiary. In addition, the following death benefit is payable:

Death in service. The amount of the benefit is equal to the last month's salary for each year of validated service up to 6 month's salary but not exceeding \$10,000.

Death while on pension. The death benefit is equal to 6 month's salary but not to exceed \$10,000 less 1/5 of the death benefit for each year or part of a year that the member has been on pension, down to a minimum of \$5,000.

13. Health Insurance Reimbursement. The board may pay each recipient of a retirement, disability, or survivor's pension an amount to be determined by the board, which shall represent partial reimbursement for the cost of the recipient's health insurance coverage, with the total amount of payment not to exceed \$40,000,000 in any year.

14. Financing. Teachers are required to contribute a total of 9% of salary consisting of 7 1/2% towards the retirement pensions, 1% towards the survivor pension, and 1/2% towards the post-retirement increment. As of September 1981, the Board of Education has been paying 7% of the required teacher contributions.

The remainder of the cost of benefits is financed by (1) contributions by the Chicago Board of Education; (2) allocations by the State of Illinois from the State Distributive Fund; and (3) investment income.

15. Retirement Systems Reciprocal Act. The Fund complies with the Retirement Systems Reciprocal Act (Chapter 40 Act 5 Article 20 of the Illinois Compiled Statutes) to provide reciprocal benefits if a member has service credit for other public employment in Illinois.

Appendix 3

Glossary of Terms used in Report

1. Actuarial Present Value. The value of an amount or series of amounts payable at various times, determined as of a given date by the application of a particular set of actuarial assumptions.
2. Actuarial Cost Method or Funding Method. A procedure for determining the actuarial present value of pension plan benefits and for determining an actuarially equivalent allocation of such value to time periods, usually in the form of a normal cost and an actuarial accrued liability.
3. Normal Cost. That portion of the present value of pension plan benefits, which is allocated to a valuation year by the actuarial cost method.
4. Actuarial Accrued Liability or Accrued Liability. That portion, as determined by a particular actuarial cost method, of the actuarial present value of pension benefits which is not provided for by future normal costs.
5. Actuarial Value of Assets. The value assigned by the actuary to the assets of the pension plan for purposes of an actuarial valuation.
6. Unfunded Actuarial Liability. The excess of the actuarial liability over the actuarial value of assets.
7. Projected Unit Credit Actuarial Cost Method. A cost method under which the projected benefits of each individual included in an actuarial valuation are allocated by a consistent formula to valuation years. The actuarial present value of benefits allocated to a valuation year is called the normal cost. The actuarial present value of benefits allocated to all periods prior to a valuation year is called the actuarial liability.

Under this method, the actuarial gains (losses), as they occur, generally reduce (increase) the unfunded actuarial liability.
8. Actuarial Assumptions. Assumptions as to future events affecting pension costs.
9. Actuarial Valuation. The determination, as of the valuation date, of the normal cost, actuarial liability, actuarial value of assets, and related actuarial present values for a pension plan.
10. Vested Benefits. Benefits that are not contingent on an employee's future service.