



GASB 75 Actuarial Valuation Report

The State of Tennessee

Local Education Employee Group Plan

For the Fiscal Year Ending June 30, 2024

Measurement Date June 30, 2023

Introduction

This report documents the results of the OPEB actuarial valuation for the fiscal year ending June 30, 2024 of the Local Education Employee Group Plan. These results are based on a Measurement Date of June 30, 2023 and include medical benefits provided to the retirees and covered spouses by the State and certain Local Employers. All reporting requirements are included in the employer's financial statement. The information provided in this report is intended strictly for documenting plan disclosure information and reporting requirements for the State and Local Employers.

Determinations for purposes other than the financial accounting requirements may be significantly different from the results in this report. Thus, the use of this report for purposes other than those expressed here may not be appropriate.

This valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board. In addition, the valuation results are based on our understanding of the financial accounting and reporting requirements under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 75 (GASB 75) including any guidance or interpretations provided by the Company and/or its audit partners prior to the issuance of this report. The information in this report is not intended to supersede or supplant the advice and interpretations of the Local Employer's auditors. Additional disclosures may be required under GASB 74.

Models are used to estimate underlying per capita medical and prescription drug claims costs and plan design actuarial values, subsequently utilized as assumption inputs for valuation models used to develop the liabilities for June 30, 2023 and future valuations. The model used for the development of plan design actuarial value components was developed by experts outside of Aon, specifically Optum. The models used to estimate the Incurred But Not Paid (IBNP) Claims and COVID-19 claims impact were developed internally by Aon. All these models used for development of the per capita claims costs and future trend rates are centralized, monitored, and maintained by a dedicated expert team.

A valuation model was used to develop the liabilities for the June 30, 2023 valuation. The valuation model relies on ProVal software, which was developed by Winklevoss Technologies, LLC. Experts within Aon selected this software and determined it is appropriate for performing valuations. We coded and reviewed the software for the provisions, assumptions, methods, and data of The Local Education Employer Group Plan.

The valuation model outputs various cost scenarios. The "1% increase" and "1% decrease" interest rate scenarios vary only the discount rate assumption, in order to illustrate the impact of a change in that assumption in isolation. In practice, certain other assumptions would also be expected to vary when the discount rate changes. Therefore, the output from these scenarios should be used solely for assessing the impact of the discount rate in isolation and may not represent a realistic set of results for other purposes.

The "1% increase" and "1% decrease" healthcare cost trend scenarios vary only the healthcare cost trend assumption, in order to illustrate the impact of a change in that assumption in isolation. Therefore, the output from these scenarios should be used solely for assessing the impact of the healthcare cost trend in isolation and may not represent a realistic set of results for other purposes.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to (but not limited to) such factors as the following:

- Plan experience differing from that anticipated by the economic or demographic assumptions;
- Changes in actuarial methods or in economic or demographic assumptions;
- Increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and
- Changes in plan provisions or applicable law.

Due to the limited scope of our assignment, we did not perform an analysis of the potential range of such future measurements.

Funded status measurements shown in this report are determined based on various measures of plan assets and liabilities. For entity and plan disclosure and reporting purposes, funded status is determined using plan assets measured at market value. Plan liabilities are measured based on the interest rates and other assumptions summarized in the Actuarial Assumptions and Methods section of this report.

These funded status measurements may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations, and funded status measurements for the Local Employers and plan disclosure and reporting purposes may not be appropriate for assessing the need for or the amount of future contributions. In conducting the valuation, we have relied on personnel, plan design, health care claim cost, and asset information supplied by the State of Tennessee and the Local Employers as of the valuation date. While we cannot verify the accuracy of all the information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy or completeness of the information and believe that it has produced appropriate results.

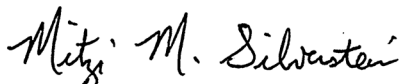
The actuarial assumptions and methods used in this valuation are described in the Actuarial Assumptions and Methods section of this report. The State of Tennessee selected the economic and demographic assumptions and prescribed them for use for purposes of compliance with GASB 75. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

The undersigned are familiar with the near-term and long-term aspects of OPEB valuations and collectively meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. The information provided in this report is dependent upon various factors as documented throughout this report, which may be subject to change. Each section of this report is considered to be an integral part of the actuarial opinions.

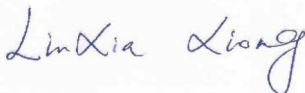
To our knowledge, no colleague of Aon providing services to the State of Tennessee or the Local Employers has any material direct or indirect financial interest in the State of Tennessee or the Local Employers. Thus, we believe there is no relationship existing that might affect our capacity to prepare and certify this actuarial report for the State of Tennessee or the Local Employers.



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Accounting Requirements

Development of GASB 75 Net OPEB Expense

Calculation Details

The following table illustrates the Net OPEB Liability under GASB 75.

Collective	Fiscal Year Ending June 30, 2023	Fiscal Year Ending June 30, 2024
(1) Collective OPEB Liability	\$ 1,009,293,847	\$ 1,125,133,512
(2) Plan Fiduciary Net Position	<u>0</u>	<u>0</u>
(3) Net OPEB Liability	\$ 1,009,293,847	\$ 1,125,133,512
(4) Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	0%	0%
(5) Deferred Outflow of Resources for Contributions Made After Measurement Date	\$ 47,438,294	\$ 44,548,555
	Fiscal Year Ending June 30, 2023	Fiscal Year Ending June 30, 2024
State Share		
(1) State Share of OPEB Liability	\$ 314,184,094	\$ 370,395,225
(2) Plan Fiduciary Net Position	<u>0</u>	<u>0</u>
(3) Net OPEB Liability	\$ 314,184,094	\$ 370,395,225
(4) Plan Fiduciary Net Position as a Percentage of the State Share of OPEB Liability	0%	0%
(5) Deferred Outflow of Resources for Contributions Made After Measurement Date	\$ 14,553,650	\$ 15,023,533
	Fiscal Year Ending June 30, 2023	Fiscal Year Ending June 30, 2024
Employer Share		
(1) Employer Share of OPEB Liability	\$ 695,109,753	\$ 754,738,287
(2) Plan Fiduciary Net Position	<u>0</u>	<u>0</u>
(3) Net OPEB Liability	\$ 695,109,753	\$ 754,738,287
(4) Plan Fiduciary Net Position as a Percentage of the Employer Share of OPEB Liability	0%	0%
(5) Deferred Outflow of Resources for Contributions Made After Measurement Date	\$ 32,884,644	\$ 29,525,022

Expense

The following table illustrates the OPEB expense under GASB 75.

	Fiscal Year Ending June 30, 2023	Fiscal Year Ending June 30, 2024
(1) Service Cost	\$ 57,190,167	\$ 45,523,269
(2) Interest Cost	22,739,295	36,508,170
(3) Expected Investment Return	0	0
(4) Employee Contributions	0	0
(5) Administrative Expense	0	0
(6) Plan Changes	30,990,632	14,894,803
(7) Amortization of Unrecognized		
(a) Liability (Gain)/Loss	(2,532,225)	(4,570,997)
(b) Asset (Gain)/Loss	0	0
(c) Assumption Change (Gain)/Loss	<u>(3,760,441)</u>	<u>6,900,695</u>
(8) Total Expense	\$ 104,627,428	\$ 99,255,940
(a) State Share of Expense	\$ 34,445,290	\$ 38,545,538
(b) Employer Share of Expense	\$ 70,182,138	\$ 60,710,402

Collective Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows as of June 30, 2024 under GASB 75.

	Net Deferred Outflows/(Inflows)
(1) Difference Between Actual and Expected Experience	\$ (19,987,769)
(2) Net Difference Between Expected and Actual Earnings on OPEB Plan Investments	0
(3) Assumption Changes	<u>55,838,718</u>
(4) Sub Total	\$ 35,850,949
(5) Contributions Made in Fiscal Year Ending June 30,2024 After Measurement Date	<u>44,548,555</u>
(6) Total	\$ 80,399,504

Amortization of Collective Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2024.

Date Established	Type of Base	Period		Balance		Annual Payment
		Original	Remaining	Original	Remaining	
6/30/2024	Liability (Gain)/Loss	Varies	Varies	\$ (16,049,234)	\$ (14,010,462)	\$ (2,038,772)
6/30/2024	Assumptions	Varies	Varies	\$ 82,400,951	\$ 71,739,893	\$ 10,661,058
6/30/2023	Liability (Gain)/Loss	Varies	Varies	\$ 19,527,822	\$ 14,651,976	\$ 2,437,923
6/30/2023	Assumptions	Varies	Varies	\$ (95,506,372)	\$ (71,754,384)	\$ (11,875,994)
6/30/2022	Liability (Gain)/Loss	Varies	Varies	\$ 12,689,648	\$ 8,220,900	\$ 1,585,515
6/30/2022	Assumptions	Varies	Varies	\$ 51,527,025	\$ 34,400,322	\$ 5,708,901
6/30/2021	Liability (Gain)/Loss	Varies	Varies	\$ (19,220,362)	\$ (9,537,255)	\$ (2,415,675)
6/30/2021	Assumptions	Varies	Varies	\$ 93,051,222	\$ 50,254,943	\$ 10,690,373
6/30/2020	Liability (Gain)/Loss	Varies	Varies	\$ 34,963,652	\$ 16,956,350	\$ 3,571,920
6/30/2020	Assumptions	Varies	Varies	\$ (61,820,956)	\$ (27,531,119)	\$ (6,854,922)
6/30/2019	Liability (Gain)/Loss	Varies	Varies	\$ (82,666,634)	\$ (36,269,278)	\$ (7,711,908)
6/30/2019	Assumptions	Varies	Varies	\$ 27,097,711	\$ 10,892,866	\$ 2,700,786
6/30/2018	Assumptions	Varies	Varies	\$ (41,083,202)	\$ (12,163,803)	\$ (4,129,507)
	Total Charges				\$ 35,850,949	\$ 2,329,698

Amounts Recognized in the deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the OPEB expense as follows:

Year End June 30:

2025	\$ 2,329,749
2026	\$ 2,458,462
2027	\$ 3,330,177
2028	\$ 6,667,929
2029	\$ 9,007,230
Total Thereafter	\$ 12,057,402

State Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows as of June 30, 2024 under GASB 75.

	Net Deferred Outflows/(Inflows)
(1) Difference Between Actual and Expected Experience	\$ (6,727,355)
(2) Net Difference Between Expected and Actual Earnings on OPEB Plan Investments	0
(3) Proportion Changes	33,443,915
(4) Assumption Changes	<u>20,297,555</u>
(5) Sub Total	\$ 47,014,115
(6) Contributions Made in Fiscal Year Ending June 30,2024 After Measurement Date	<u>15,023,533</u>
(7) Total	\$ 62,037,648

Amortization of State Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2024.

Date Established	Type of Base	Period		Balance		Annual Payment
		Original	Remaining	Original	Remaining	
6/30/2024	Change in Proportion	Varies	Varies	\$ 17,758,982	\$ 15,469,796	\$ 2,289,186
6/30/2024	Liability (Gain)/Loss	Varies	Varies	\$ (5,508,415)	\$ (4,812,735)	\$ (695,680)
6/30/2024	Assumptions	Varies	Varies	\$ 27,015,545	\$ 23,538,569	\$ 3,476,976
6/30/2023	Change in Proportion	Varies	Varies	\$ 11,687,650	\$ 8,766,100	\$ 1,460,775
6/30/2023	Liability (Gain)/Loss	Varies	Varies	\$ 6,373,654	\$ 4,788,872	\$ 792,389
6/30/2023	Assumptions	Varies	Varies	\$ (31,836,543)	\$ (23,958,457)	\$ (3,939,046)
6/30/2022	Change in Proportion	Varies	Varies	\$ 15,745,560	\$ 10,216,278	\$ 1,868,203
6/30/2022	Liability (Gain)/Loss	Varies	Varies	\$ 4,003,986	\$ 2,537,819	\$ 488,727
6/30/2022	Assumptions	Varies	Varies	\$ 20,456,908	\$ 13,631,370	\$ 2,275,175
6/30/2021	Change in Proportion	Varies	Varies	\$ (2,109,177)	\$ (1,348,105)	\$ (189,366)
6/30/2021	Liability (Gain)/Loss	Varies	Varies	\$ (4,717,673)	\$ (2,280,829)	\$ (609,210)
6/30/2021	Assumptions	Varies	Varies	\$ 30,678,946	\$ 16,640,993	\$ 3,509,485
6/30/2020	Change in Proportion	Varies	Varies	\$ 14,824,222	\$ 6,465,467	\$ 1,667,825
6/30/2020	Liability (Gain)/Loss	Varies	Varies	\$ 12,433,260	\$ 6,050,633	\$ 1,276,528
6/30/2020	Assumptions	Varies	Varies	\$ (20,151,954)	\$ (9,027,372)	\$ (2,224,914)
6/30/2019	Change in Proportion	Varies	Varies	\$ (16,017,255)	\$ (6,125,621)	\$ (1,646,988)
6/30/2019	Liability (Gain)/Loss	Varies	Varies	\$ (29,724,137)	\$ (13,011,115)	\$ (2,785,499)
6/30/2019	Assumptions	Varies	Varies	\$ 8,665,562	\$ 3,506,867	\$ 859,781
6/30/2018	Assumptions	Varies	Varies	\$ (13,498,676)	\$ (4,034,415)	\$ (1,352,018)
	Total Charges				\$ 47,014,115	\$ 6,522,329

Amounts Recognized in the deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the OPEB expense as follows:

Year End June 30:

2025	\$ 6,522,342
2026	\$ 6,561,956
2027	\$ 6,867,996
2028	\$ 8,009,165
2029	\$ 8,453,013
Total Thereafter	\$ 10,599,643

Employer Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows as of June 30, 2024 under GASB 75.

	Net Deferred Outflows/(Inflows)
(1) Difference Between Actual and Expected Experience	\$ (13,260,414)
(2) Net Difference Between Expected and Actual Earnings on OPEB Plan Investments	0
(3) Proportion Changes	(33,443,915)
(4) Assumption Changes	<u>35,541,163</u>
(5) Sub Total	\$ (11,163,166)
(6) Contributions Made in Fiscal Year Ending June 30,2024 After Measurement Date	<u>29,525,022</u>
(7) Total	\$ 18,361,856

Amortization of Employer Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2024.

Date Established	Type of Base	Period		Balance		Annual Payment
		Original	Remaining	Original	Remaining	
6/30/2024	Liability (Gain)/Loss	Varies	Varies	\$ (17,758,982)	\$ (15,469,796)	\$ (2,289,186)
6/30/2024	Assumptions	Varies	Varies	\$ (10,540,819)	\$ (9,197,727)	\$ (1,343,092)
6/30/2023	Change in Proportion	Varies	Varies	\$ (11,687,650)	\$ (8,766,100)	\$ (1,460,775)
6/30/2023	Liability (Gain)/Loss	Varies	Varies	\$ 13,154,168	\$ 9,863,104	\$ 1,645,534
6/30/2023	Assumptions	Varies	Varies	\$ (63,669,829)	\$ (47,795,927)	\$ (7,936,948)
6/30/2022	Change in Proportion	Varies	Varies	\$ (15,745,560)	\$ (10,216,278)	\$ (1,868,203)
6/30/2022	Liability (Gain)/Loss	Varies	Varies	\$ 8,685,662	\$ 5,683,081	\$ 1,096,788
6/30/2022	Assumptions	Varies	Varies	\$ 31,070,117	\$ 20,768,952	\$ 3,433,726
6/30/2021	Change in Proportion	Varies	Varies	\$ 2,109,177	\$ 1,348,105	\$ 189,366
6/30/2021	Liability (Gain)/Loss	Varies	Varies	\$ (14,502,689)	\$ (7,256,426)	\$ (1,806,465)
6/30/2021	Assumptions	Varies	Varies	\$ 62,372,276	\$ 33,613,950	\$ 7,180,888
6/30/2020	Change in Proportion	Varies	Varies	\$ (14,824,222)	\$ (6,465,467)	\$ (1,667,825)
6/30/2020	Liability (Gain)/Loss	Varies	Varies	\$ 22,530,392	\$ 10,905,717	\$ 2,295,392
6/30/2020	Assumptions	Varies	Varies	\$ (41,669,002)	\$ (18,503,747)	\$ (4,630,008)
6/30/2019	Change in Proportion	Varies	Varies	\$ 16,017,255	\$ 6,125,621	\$ 1,646,988
6/30/2019	Liability (Gain)/Loss	Varies	Varies	\$ (52,942,497)	\$ (23,258,163)	\$ (4,926,409)
6/30/2019	Assumptions	Varies	Varies	\$ 18,432,149	\$ 7,385,999	\$ 1,841,005
6/30/2018	Assumptions	Varies	Varies	\$ (27,584,526)	\$ (8,129,388)	\$ (2,777,489)
	Total Charges				\$ (11,163,166)	\$ (4,192,631)

Amounts Recognized in the deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the OPEB expense as follows:

Year End June 30:

2025	\$ (4,192,593)
2026	\$ (4,103,494)
2027	\$ (3,537,819)
2028	\$ (1,341,236)
2029	\$ 554,217
Total Thereafter	\$ 1,457,759

Interest Rate Sensitivity (Collective)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2023:

	1% Decrease (2.54%)	Current Rate (3.54%)	1% Increase (4.54%)
Collective Share of OPEB Liability	\$ 1,083,124,479	\$ 1,009,293,847	\$ 939,135,135

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2024:

	1% Decrease (2.65%)	Current Rate (3.65%)	1% Increase (4.65%)
Collective Share of OPEB Liability	\$ 1,208,427,778	\$ 1,125,133,512	\$ 1,045,882,725

Healthcare Cost Trend Sensitivity (Collective)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2023:

	1% Decrease	Trend Rate	1% Increase
Collective Share of OPEB Liability	\$ 905,913,058	\$ 1,009,293,847	\$ 1,129,579,945

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2024:

	1% Decrease	Trend Rate	1% Increase
Collective Share of OPEB Liability	\$ 1,009,994,064	\$ 1,125,133,512	\$ 1,258,585,640

Interest Rate Sensitivity (State Share)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2023:

	1% Decrease (2.54%)	Current Rate (3.54%)	1% Increase (4.54%)
State Share of OPEB Liability	\$ 337,259,495	\$ 314,184,094	\$ 292,260,524

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2024:

	1% Decrease (2.65%)	Current Rate (3.65%)	1% Increase (4.65%)
State Share of OPEB Liability	\$ 397,904,927	\$ 370,395,225	\$ 344,215,045

Healthcare Cost Trend Sensitivity (State Share)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2023:

	1% Decrease	Trend Rate	1% Increase
State Share of OPEB Liability	\$ 281,872,304	\$ 314,184,094	\$ 351,792,501

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2024:

	1% Decrease	Trend Rate	1% Increase
State Share of OPEB Liability	\$ 332,353,422	\$ 370,395,225	\$ 414,489,303

Interest Rate Sensitivity (Employer Share)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2023:

	1% Decrease (2.54%)	Current Rate (3.54%)	1% Increase (4.54%)
Employer Share of OPEB Liability	\$ 745,864,984	\$ 695,109,753	\$ 646,874,611

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2024:

	1% Decrease (2.65%)	Current Rate (3.65%)	1% Increase (4.65%)
Employer Share of OPEB Liability	\$ 810,522,851	\$ 754,738,287	\$ 701,667,680

Healthcare Cost Trend Sensitivity (Employer Share)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2023:

	1% Decrease	Trend Rate	1% Increase
Employer Share of OPEB Liability	\$ 624,040,754	\$ 695,109,753	\$ 777,787,444

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2024:

	1% Decrease	Trend Rate	1% Increase
Employer Share of OPEB Liability	\$ 677,640,642	\$ 754,738,287	\$ 844,096,337

Disclosure—Changes in the Net OPEB Liability and Related Ratios

Changes in the Net OPEB Liability and Related Ratios¹

	June 30, 2018	June 30, 2019	June 30, 2020
Total OPEB Liability			
Service Cost	\$ 52,675,939	\$ 48,917,141	\$ 45,975,847
Interest Cost	27,223,649	32,741,406	30,387,384
Changes of Benefit Terms	0	(54,732,038)	820,611
Differences Between Expected and Actual Experiences	0	(83,500,489)	34,935,799
Changes of Assumptions	(41,110,030)	27,097,373	(61,820,956)
Benefit Payments	(45,518,325)	(49,772,240)	(46,347,190)
Net Change in Total OPEB Liability	\$ (6,728,767)	\$ (79,248,847)	\$ 3,951,495
Total OPEB Liability (Beginning)	<u>902,399,891</u>	<u>895,671,124</u>	<u>816,422,277</u>
Total OPEB Liability (Ending)	\$ 895,671,124	\$ 816,422,277	\$ 820,373,772
Proportion Determination			
Collective Actuarial Accrued Liability	\$ 895,671,124	\$ 816,422,277	\$ 820,373,772
Employer Proportion	71.31%	73.51%	71.68%
Employer Actuarial Accrued Liability	\$ 638,746,894	\$ 600,175,993	\$ 588,077,486
Employer Share of Total OPEB Liability (Beginning)	\$ 643,359,313	\$ 638,746,894	\$ 600,175,993
Employer Share of Total OPEB Liability (End)	\$ 638,746,894	\$ 600,175,993	\$ 588,077,486
State Proportion	28.66%	26.49%	28.32%
State Actuarial Accrued Liability	\$ 256,924,230	\$ 216,246,284	\$ 232,296,286
State Share of Total OPEB Liability (Beginning)	\$ 259,040,578	\$ 256,924,230	\$ 216,246,284
State Share of Total OPEB Liability (End)	\$ 256,924,230	\$ 216,246,284	\$ 232,296,286
Covered-Employee Payroll	N/A	N/A	N/A
Total OPEB Liability as a Percentage of Payroll	N/A	N/A	N/A

¹ GASB 75 was effective first for fiscal years beginning after June 15, 2017.

Disclosure—Changes in the Net OPEB Liability and Related Ratios

Changes in the Net OPEB Liability and Related Ratios¹

	June 30, 2021	June 30, 2022	June 30, 2023	June 30, 2024
Total OPEB Liability				
Service Cost	\$ 40,337,910	\$ 48,927,491	\$ 57,190,167	\$ 45,523,269
Interest Cost	29,471,046	20,998,813	22,739,295	36,508,170
Changes of Benefit Terms	1,074,794	2,694,061	30,990,632	14,894,803
Differences Between Expected and Actual Experiences	(19,220,362)	12,689,648	19,527,822	(16,049,234)
Changes of Assumptions	93,051,222	51,527,025	(95,506,372)	82,400,951
Benefit Payments	(42,527,915)	(42,865,197)	(42,180,005)	(47,438,294)
Net Change in Total OPEB Liability	\$ 102,186,695	\$ 93,971,841	\$ (7,238,461)	\$ 115,839,665
Total OPEB Liability (Beginning)	<u>820,373,772</u>	<u>922,560,467</u>	<u>1,016,532,308</u>	<u>1,009,293,847</u>
Total OPEB Liability (Ending)	\$ 922,560,467	\$ 1,016,532,308	\$ 1,009,293,847	\$ 1,125,133,512
Proportion Determination				
Collective Actuarial Accrued Liability	\$ 922,560,467	\$ 1,016,532,308	\$ 1,009,293,847	\$ 1,125,133,512
Employer Proportion	71.81%	69.91%	68.87%	67.08%
Employer Actuarial Accrued Liability	\$ 662,502,271	\$ 710,704,877	\$ 695,109,753	\$ 754,738,287
Employer Share of Total OPEB Liability (Beginning)	\$ 588,077,486	\$ 662,502,271	\$ 710,704,877	\$ 695,109,753
Employer Share of Total OPEB Liability (End)	\$ 662,502,271	\$ 710,704,877	\$ 695,109,753	\$ 754,738,287
State Proportion	28.19%	30.09%	31.13%	32.92%
State Actuarial Accrued Liability	\$ 260,058,196	\$ 305,827,431	\$ 314,184,094	\$ 370,395,225
State Share of Total OPEB Liability (Beginning)	\$ 232,296,286	\$ 260,058,196	\$ 305,827,431	\$ 314,184,094
State Share of Total OPEB Liability (End)	\$ 260,058,196	\$ 305,827,431	\$ 314,184,094	\$ 370,395,225
Covered-Employee Payroll	N/A	N/A	N/A	N/A
Total OPEB Liability as a Percentage of Payroll	N/A	N/A	N/A	N/A

¹ GASB 75 was effective first for fiscal years beginning after June 15, 2017.

Appendix

Participant Data

The actuarial valuation was based on personnel information as of July 1, 2023. Following are some of the pertinent characteristics from the personnel data as of that date, and as of the prior year.

	July 1, 2022	July 1, 2023
<hr/>		
Active Participants		
Number	43,384	44,810
Average Age	49.5	50.0
Average Service	17.7	17.5
Inactive Participants (Retirees, Covered Spouses, Surviving Spouses, Disableds, and Deferred Vesteds)		
Number	4,585	4,181
Average Age	60.4	60.5
Total Participants		
Number	47,969	48,991

Health Care Claims Development

The sample per capita claims cost assumptions shown below by age, benefit, and plan represent the true underlying baseline experience estimated for Local Education Employee Group Plan's sponsored postretirement benefits and costs. These rates are used in the expense calculation for the period 7/1/2023–06/30/2024 and disclosures as of June 30, 2024.

Age	Medical/Rx/Admin
55	\$10,178
60	\$12,546
65	\$ 6,833
70	\$ 8,061
75	\$ 9,004
80	\$ 9,462
85	\$ 9,784
90+	\$ 9,957

For pre-65 claims, claims were developed using a combination of active and pre-65 retiree claims experience for both the Local Education and Local Government Employee Group Plan. For post-65 claims, claims were developed using post-65 retiree claims experience for both the Local Education and Local Government Employee Group Plan.

Historical Claims and Enrollment Basis

The average medical or Rx per capita claims costs were developed from actual claims experience and enrollment for the period from January 1, 2021 through December 31, 2023. Claims and enrollment information was provided by the State of Tennessee's health care vendors. The annualized paid claims experience for each respective historical base period was adjusted to an incurred basis by adding the change the estimated change in reserve. Claims experience was adjusted for differences in plan design between the historical periods and the projection period using plan design relative values from Aon's actuarial models. Additionally, there was an adjustment for large claims. The average medical or Rx per capita claims costs from each respective historical base period were trended to, already centered at the mid-point of the annual period following the valuation date.

In order to improve the credibility of a single projection estimate, a combination of estimates from the distinct historical periods was used, placing higher credibility on the most recent period and lower creditability on the older periods.

Finally, average medical or Rx per capita claims costs were then age-adjusted based on the demographics of the population, and the assumed health care aging factors shown in the table below.

Per capita administration and other fixed costs were developed and added onto the per capita claims cost assumptions using information supplied by the State of Tennessee. These per capita assumed administrative costs were based on actual 2024 per employee rates, which were converted from a per employee basis to a per member basis using the most recent election file provided by the by the State of Tennessee's. For 2024, \$478 annually per person was added for pre-65 retirees, post-65 retirees and spouses.

Health Care Aging (Morbidity) Factors

Since health care costs increase with age, and an OPEB valuation is by its nature an analysis of a closed group that will age throughout the measurement, the effect that this aging of the population will have on claims costs must be reflected in the valuation. The claim costs for medical and prescription drugs and Rx were assumed to increase with age according to the table below.

Age Band	Medical	Rx	Composite
40-44	3.00%	4.80%	3.3%
45-49	3.70%	4.70%	3.8%
50-54	4.20%	4.70%	4.3%
55-59	4.40%	4.60%	4.4%
60-64	3.70%	4.60%	3.8%
65-69	2.70%	3.80%	3.1%
70-74	1.80%	2.50%	2.1%
75-79	2.20%	0.80%	1.4%
80-84	2.80%	0.20%	1.3%
85-89	1.40%	0.10%	0.6%
90+	0.00%	0.00%	0.0%

The aging factor assumptions shown above were based on normative data analyses, along with consideration of the results from the 2013 Society of Actuaries sponsored study “Health Care Costs—From Birth to Death” prepared by Dale H. Yamamoto, reporting on the effect of age on claims costs. In addition to age, this study shows the effect of service type (medical vs. pharmacy) and gender on claims costs.

Health Care Cost Trend Rates

The health care cost trend assumptions shown below were based on national average information from a variety of sources, including S&P Healthcare Economic Index, NHCE data, plan renewal data, and vendor Rx reports, with adjustments based on the provisions of the benefits sponsored by the State of Tennessee.

Year	Pre-65	Post-65
2024	10.3%	12.4%
2025	9.7%	11.6%
2026	9.0%	10.8%
2027	8.4%	10.0%
2028	7.8%	9.2%
2029	7.1%	8.3%
2030	6.5%	7.6%
2031	5.8%	6.9%
2032	5.4%	6.1%
2033	5.0%	5.4%
2034	4.7%	4.7%
2035+	4.5%	4.5%

Actuarial Assumptions and Methods

The following outlines the assumptions and method Aon will use in determining the GASB expense calculations for the Local Education Employee Group Plan for the fiscal year ending June 30, 2024.

Actuarial Method	Entry Age Normal Cost Method
Normal Cost	Determined for each active employee as the Actuarial Present Value of benefits allocated to the valuation year. The benefit attributed to the valuation year is that incremental portion of the total projected benefit earned during the year in accordance with the plan provisions. This allocation is based on each individual's service between date of hire and date the individual becomes fully eligible for benefits.
Asset Valuation Method	Market Value of Assets as of the Measurement Date
Discount Rate	3.65% based on Bond Buyer GO 20-Bond Municipal Bond Index as of the Measurement Date.
Mortality Rates	<p>Pre-retirement: PUB-2010 Headcount-weighted Employee mortality table for Teacher Employees projected generationally with MP-2021 from 2010.</p> <p>Post-retirement: Headcount-weighted Teacher Below Median Healthy Annuitant and adjusted with a 19% load for males and an 18% load for females, projected generationally from 2010 with MP-2021.</p> <p>Disabled: Reflects those used by TCRS and are taken from the gender distinct table published in the IRS Revenue Ruling 96-7 for disabled lives with a 10% load, projected generationally from 2018 with MP-2021.</p>
Valuation Date	July 1, 2023
Measurement Date	June 30, 2023
Census Data	July 1, 2023
Fiscal Year Ending	June 30, 2024
Inflation	Long-term price inflation is assumed to be 2.25% per year.
Data Assumptions	In cases of a discrepancy between expected service and service reported for this valuation, imputed service was used.

Salary Increases	Assumed salary increases are the same as used by TCRS: 8.72% at age 20 graded to 3.44% at age 70 (with 4.00% weighted average).									
Retirement Rates Active Participants	See Tables 1-3.									
Withdrawal Rates	See Table 4-5.									
Disability Rates	See Table 6.									
Coverage Acceptance Rates	See Table 7.									
Future participation	Active employees currently declining coverage are assumed to opt into the plan in the future and accept retiree coverage at a 10% rate. Covered employees are assumed to remain covered until retirement.									
Initial Gross Monthly Premiums	<table> <thead> <tr> <th></th> <th><u>2023</u></th> <th><u>2024</u></th> </tr> </thead> <tbody> <tr> <td>Retiree</td> <td>\$669.00</td> <td>\$701.00</td> </tr> <tr> <td>Spouse</td> <td>\$768.00</td> <td>\$873.00</td> </tr> </tbody> </table>		<u>2023</u>	<u>2024</u>	Retiree	\$669.00	\$701.00	Spouse	\$768.00	\$873.00
	<u>2023</u>	<u>2024</u>								
Retiree	\$669.00	\$701.00								
Spouse	\$768.00	\$873.00								
Administrative Expenses	Administrative expenses are included in the Per Capita Costs.									
Per Capita Costs	Expected monthly Per Capita Costs were developed for year following the Actuarial Valuation Date.									
Decrement Timing	Decrements of all types are assumed to occur at the middle of the year.									
Eligibility Testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.									
Decrement Relativity	Decrement rates are treated as absolute rates of decrement.									

Method Changes

There have been no method changes since the prior year.

Assumption Changes

The financial accounting valuation reflects the following assumption changes:

- The discount rate increased from 3.54% to 3.65%. This decreased liability for State and Local Employer by 0.8%.
- The mortality scale was updated from MP2020 to MP2021. This increased liability for State and Local Employer by 0.03%.
- The medical and drug trend rate assumptions were updated to reflect more recent experience and a change in expected per capita health claims to reflect more recent information as of the Measurement Date. This increased liability for State by 13.6% and for Local Employer by 6.7%.

Rationale for Assumptions

For each economic and demographic assumption that has a significant effect on the measurement, and that the actuary has determined does not significantly conflict with what, in the actuary's professional judgment, is reasonable for the purpose of the measurement, the information and analysis used to support this determination are described in more detail in the document entitled "OPEB Assumptions for FYE June 30, 2024" and dated April 2024.

Actuarial Assumptions and Methods

Table 1

Retirement Rates—Early Retirement Eligible

Age	Male	Female
45	1.4627%	1.1130%
46	1.4880%	1.0767%
47	1.5544%	1.1089%
48	1.6594%	1.2107%
49	1.7997%	1.3826%
50	6.5000%	6.5000%
51	7.0000%	7.0000%
52	7.0000%	8.0000%
53	8.5000%	9.0000%
54	9.0000%	10.0000%
55	10.0000%	10.0000%
56	12.0000%	12.0000%
57	12.0000%	14.0000%
58	13.0000%	14.0000%
59	14.0000%	15.0000%

Table 2

Retirement Rates—30 Years of Service Before Age 60

Age	1st Year Eligible		Year 2+	
	Male	Female	Male	Female
50	19.0%	19.0%	6.5%	6.5%
51	19.5%	19.5%	7.0%	7.0%
52	19.5%	20.5%	7.0%	8.0%
53	21.0%	21.5%	8.5%	9.0%
54	21.5%	22.5%	9.0%	10.0%
55	22.5%	22.5%	10.0%	10.0%
56	24.5%	24.5%	12.0%	12.0%
57	24.5%	26.5%	12.0%	14.0%
58	25.5%	26.5%	13.0%	14.0%
59	26.5%	27.5%	14.0%	15.0%

Table 3

Retirement Rates—At Least Age 60 With Fewer Than 30 Years of Service

Age	10-15 YOS		15+ YOS	
	Male	Female	Male	Female
60	15.0%	17.0%	22.0%	24.0%
61	16.0%	20.0%	23.0%	27.0%
62	22.0%	26.0%	29.0%	33.0%
63	16.0%	19.5%	23.0%	26.5%
64	18.0%	24.0%	25.0%	31.0%
65	35.0%	37.5%	42.0%	44.5%
66	16.0%	24.0%	23.0%	31.0%
67	16.0%	24.0%	23.0%	31.0%
68	16.0%	24.0%	23.0%	31.0%
69	16.0%	24.0%	23.0%	31.0%
70	16.0%	34.0%	23.0%	41.0%
71	17.0%	40.0%	24.0%	47.0%
72	17.0%	40.0%	24.0%	47.0%
73	17.0%	40.0%	24.0%	47.0%
74	17.0%	40.0%	24.0%	47.0%
75+	100.0%	100.0%	100.0%	100.0%

Table 4—1 of 2

Termination Rates—Male

Age	Years of Service				
	0	1	2-10	11-29	30+
15	16.2000%	13.5000%	10.0000%	10.0000%	0.0000%
16	16.2000%	13.5000%	10.0000%	10.0000%	0.0000%
17	16.2000%	13.5000%	10.0000%	10.0000%	0.0000%
18	16.2000%	13.5000%	10.0000%	10.0000%	0.0000%
19	16.2000%	13.5000%	10.0660%	10.0660%	0.0000%
20	16.2000%	13.5000%	9.9922%	9.9922%	0.0000%
21	16.2000%	13.5000%	9.8260%	9.8260%	0.0000%
22	16.2000%	13.5000%	9.5798%	9.5798%	0.0000%
23	16.2000%	13.5000%	9.2650%	9.2650%	0.0000%
24	16.2000%	13.5000%	8.8930%	8.8930%	0.0000%
25	16.2000%	13.5000%	8.4741%	8.4741%	0.0000%
26	16.2000%	13.5000%	8.0184%	8.0184%	0.0000%
27	16.2000%	13.5000%	7.5353%	7.5353%	0.0000%
28	16.2000%	13.5000%	7.0336%	7.0336%	0.0000%
29	16.2000%	13.5000%	6.5216%	6.5216%	0.0000%
30	16.2000%	13.5000%	6.0070%	6.0070%	0.0000%
31	16.2000%	13.5000%	5.4968%	5.4968%	0.0000%
32	16.2000%	13.5000%	4.9977%	4.9977%	0.0000%
33	16.2000%	13.5000%	4.5157%	4.5157%	0.0000%
34	16.2000%	13.5000%	4.0561%	4.0561%	0.0000%
35	16.2000%	13.5000%	3.6238%	3.6238%	0.0000%
36	16.2000%	13.5000%	3.2231%	3.2231%	0.0000%
37	16.2000%	13.5000%	2.8577%	2.8577%	0.0000%
38	16.2000%	13.5000%	2.5307%	2.5307%	0.0000%
39	16.2000%	13.5000%	2.2448%	2.2448%	0.0000%
40	16.2000%	13.5000%	2.0019%	2.0019%	0.0000%
41	16.2000%	13.5000%	1.8034%	1.8034%	0.0000%
42	16.2000%	13.5000%	1.6502%	1.6502%	0.0000%
43	16.2720%	13.5000%	1.5426%	1.5426%	0.0000%
44	16.3980%	13.5000%	1.4804%	1.4804%	0.0000%

Table 4—2 of 2

Termination Rates—Male

Age	Years of Service				
	0	1	2-10	11-29	30+
45	16.5510%	13.5000%	1.4627%	1.4627%	0.0000%
46	16.7320%	13.5000%	1.4880%	1.4880%	0.0000%
47	16.9420%	13.5000%	1.5544%	1.5544%	0.0000%
48	17.1830%	13.6031%	1.6594%	1.6594%	0.0000%
49	17.4560%	13.8644%	1.7997%	1.7997%	0.0000%
50	17.7630%	14.1800%	1.9718%	1.9718%	0.0000%
51	18.1050%	14.5555%	2.1714%	2.1714%	0.0000%
52	18.4840%	14.9964%	2.3936%	2.3936%	0.0000%
53	18.9000%	15.5089%	2.6331%	2.6331%	0.0000%
54	19.3540%	16.0990%	2.8838%	2.8838%	0.0000%
55	19.8480%	16.7730%	3.1393%	3.1393%	0.0000%
56	20.3820%	17.5376%	3.3924%	3.3924%	0.0000%
57	20.9570%	18.3996%	4.0562%	4.0562%	0.0000%
58	21.5750%	19.3659%	4.5206%	4.5206%	0.0000%
59	22.2350%	20.4438%	4.6014%	4.6014%	0.0000%
60	22.9390%	21.6408%	4.6639%	0.0000%	0.0000%
61	23.6870%	22.9646%	5.0000%	0.0000%	0.0000%
62	24.4800%	23.5000%	5.0000%	0.0000%	0.0000%
63	25.2000%	23.5000%	5.0000%	0.0000%	0.0000%
64	25.2000%	23.5000%	5.0000%	0.0000%	0.0000%
65	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
66	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
67	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
68	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
69	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
70	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
71+	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%

Table 5—1 of 2

Termination Rates—Female

Age	Years of Service				
	0	1	2-10	11-29	30+
15	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
16	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
17	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
18	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
19	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
20	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
21	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
22	16.2000%	13.5000%	10.5000%	10.5000%	0.0000%
23	16.2000%	13.5000%	10.5153%	10.5153%	0.0000%
24	16.2000%	13.5000%	10.2970%	10.2970%	0.0000%
25	16.2000%	13.5000%	9.9913%	9.9913%	0.0000%
26	16.2000%	13.5000%	9.6109%	9.6109%	0.0000%
27	16.2000%	13.5000%	9.1678%	9.1678%	0.0000%
28	16.2000%	13.5000%	8.6737%	8.6737%	0.0000%
29	16.2000%	13.5000%	8.1395%	8.1395%	0.0000%
30	16.2000%	13.5000%	7.5757%	7.5757%	0.0000%
31	16.2000%	13.5000%	6.9924%	6.9924%	0.0000%
32	16.2000%	13.5000%	6.3991%	6.3991%	0.0000%
33	16.2000%	13.5000%	5.8046%	5.8046%	0.0000%
34	16.2000%	13.5000%	5.2173%	5.2173%	0.0000%
35	16.2000%	13.5000%	4.6452%	4.6452%	0.0000%
36	16.2000%	13.5000%	4.0956%	4.0956%	0.0000%
37	16.2000%	13.5000%	3.5752%	3.5752%	0.0000%
38	16.2000%	13.5000%	3.0905%	3.0905%	0.0000%
39	16.2000%	13.5000%	2.6472%	2.6472%	0.0000%
40	16.2000%	13.5000%	2.2505%	2.2505%	0.0000%
41	16.2000%	13.5000%	1.9052%	1.9052%	0.0000%
42	16.2000%	13.5000%	1.6153%	1.6153%	0.0000%
43	16.2720%	13.5000%	1.3847%	1.3847%	0.0000%
44	16.3980%	13.5000%	1.2164%	1.2164%	0.0000%

Table 5—2 of 2

Termination Rates—Female

Age	Years of Service				
	0	1	2-10	11-29	30+
45	16.5510%	13.5000%	1.1130%	1.1130%	0.0000%
46	16.7320%	13.5000%	1.0767%	1.0767%	0.0000%
47	16.9420%	13.5000%	1.1089%	1.1089%	0.0000%
48	17.1830%	13.6031%	1.2107%	1.2107%	0.0000%
49	17.4560%	13.8644%	1.3826%	1.3826%	0.0000%
50	17.7630%	14.1800%	1.6246%	1.6246%	0.0000%
51	18.1050%	14.5555%	1.9361%	1.9361%	0.0000%
52	18.4840%	14.9964%	2.3160%	2.3160%	0.0000%
53	18.9000%	15.5089%	2.7627%	2.7627%	0.0000%
54	19.3540%	16.0990%	3.2741%	3.2741%	0.0000%
55	19.8480%	16.7730%	3.8475%	3.8475%	0.0000%
56	20.3820%	17.5376%	4.4798%	4.4798%	0.0000%
57	20.9570%	18.3996%	5.0000%	5.0000%	0.0000%
58	21.5750%	19.3659%	5.0000%	5.0000%	0.0000%
59	22.2350%	20.4438%	5.0000%	5.0000%	0.0000%
60	22.9390%	21.6408%	5.0000%	0.0000%	0.0000%
61	23.6870%	22.9646%	5.0000%	0.0000%	0.0000%
62	24.4800%	23.5000%	5.0000%	0.0000%	0.0000%
63	25.2000%	23.5000%	5.0000%	0.0000%	0.0000%
64	25.2000%	23.5000%	5.0000%	0.0000%	0.0000%
65	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
66	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
67	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
68	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
69	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
70	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%
71+	25.2000%	23.5000%	0.0000%	0.0000%	0.0000%

Table 6
Disability Rates

Age	Male	Female	Age	Male	Female
28	0.0080%	0.0080%	55	0.1698%	0.1698%
29	0.0080%	0.0080%	56	0.1637%	0.1637%
			57	0.1551%	0.1551%
30	0.0090%	0.0090%	58	0.1440%	0.1440%
31	0.0100%	0.0100%	59	0.1375%	0.1375%
32	0.0110%	0.0110%			
33	0.0120%	0.0120%	60+	0.0000%	0.0000%
34	0.0159%	0.0159%			
35	0.0299%	0.0299%			
36	0.0412%	0.0412%			
37	0.0525%	0.0525%			
38	0.0636%	0.0636%			
39	0.0743%	0.0743%			
40	0.0846%	0.0846%			
41	0.0943%	0.0943%			
42	0.1033%	0.1033%			
43	0.1149%	0.1149%			
44	0.1253%	0.1253%			
45	0.1351%	0.1351%			
46	0.1441%	0.1441%			
47	0.1524%	0.1524%			
48	0.1596%	0.1596%			
49	0.1657%	0.1657%			
50	0.1705%	0.1705%			
51	0.1739%	0.1739%			
52	0.1756%	0.1756%			
53	0.1757%	0.1757%			
54	0.1738%	0.1738%			

Table 7

Participation Rates

Subsidy Level (State and Local Combined)	Total Acceptance Rate	Percentage of Retirees Electing Dual Coverage
60% or More	70%	35%
45% - 59%	60%	30%
11% - 44%	50%	25%
10% or Less	25%	12.5%

Actuarial Assumptions and Methods

Discussion of Actuarial Assumptions and Methods

Postretirement Medical Plan selected the economic, demographic and health care claim cost assumptions and prescribed them for use for purposes of compliance with GASB 75. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

Calculation of Normal Costs and Liabilities

The method used to calculate the service cost and accumulated postretirement benefit obligation for determining OPEB expense is the entry age normal cost method. Under this cost method, the actuarial accrued liability is based on a prorated portion of the present value of all benefits earned to date over expected future working lifetime as defined by GASB. The proration is determined so that the cost with respect to service accrued from date of hire is recognized as a level percentage of pay each year. The Normal Cost is equal to the prorated cost for the year of the valuation.

Accounting Information under GASB 75

Benefit obligations and expense/(income) are calculated under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 75.

The total OPEB liability represents the actuarial present value of benefits based on the entry age normal cost method as of the measurement date. The service cost represents the actuarial present value of benefits that are attributed to the 2024 fiscal year, reflecting the effect of assumed future health care claim cost and/or pay increases.

The OPEB expense is the annual amount to be recognized in the income statement as the cost of OPEB benefits for this plan for the period ending June 30, 2024.

Plan Provisions

Eligibility to Participate

All full-time employees (hired before July 1, 2015), retirees and vested terminated participants of participating Local Education Agencies who satisfy the Disability, Vested Termination, Early or Normal Retirement provisions of the Tennessee Consolidated Retirement System (TCRS) may be eligible for certain post-employment benefits under the Local Education Employee Group Plan. Any employee becoming a member of TCRS on or after July 1, 1976 and through June 30, 2014 enters TCRS *Group I* regardless of employment classification.

Individuals eligible to combine creditable state service with creditable local education service will be classified as a retiree under the plan from which employment was terminated immediately preceding retirement. For example, if an individual worked for a participating local education agency as a teacher for 8 years, then worked for a state agency for 12 years and then retires, that individual will be considered a state retiree with 20 years of service for insurance purposes.

Members whose first employment with a participating local education or state agency began prior to July 1, 2015 and who meet the eligibility rules described on page 42 may continue health insurance at retirement until becoming age-eligible for Medicare. Employees whose first employment with a participating local education agency (and state agency, if applicable) began on or after July 1, 2015, will not be eligible to continue insurance coverage at retirement except for COBRA benefits described below.

Employer Subsidy

The tables on the following pages summarize the current total monthly subsidy amounts provided by the Local Education employers. Local education employers not listed below are presumed not to offer any direct premium subsidies, however, eligible teachers retired from unlisted employers receive State subsidy only. These subsidy amounts are based on premium rates that became effective on January 1, 2023 and are generally increasing (or decreasing) as the rates established by the plan change. Coverage for children of retirees is available (until their limiting age). However, for measuring the long-term costs, the relatively few children covered by retirees coupled with the short duration of their coverage remaining results in costs that are not material in the long term. Consequently, only spouses are included in the valuation.

Edison Name	Service Requirement	Premier - Network S / LP		Premier - Network P / OAP		Standard - Network S / LP		Standard - Network P / OAP		Limited - Network S / LP		Limited - Network P / OAP		Local (CDHP) - Network S / LP		Local (CDHP) - Network P / OAP	
		Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse
Cumberland County Schools	Instructional Staff - 30+ Yrs. w/ at least 20 Yrs continuously served in Cumberland County and until the retiree becomes eligible for Medicare	\$375.65	\$683.00	\$440.65	\$748.00	\$349.25	\$635.00	\$414.25	\$700.00	\$330.00	\$600.00	\$395.00	\$665.00	\$260.15	\$523.00	\$352.65	\$588.00
Cumberland County Schools	Instructional Staff - 20-29 Yrs. Age 55, w/ at least 20 continuously in Cumberland County School District	\$307.35	\$614.70	\$336.60	\$673.20	\$385.75	\$571.50	\$315.00	\$630.00	\$270.00	\$540.00	\$299.25	\$598.50	\$235.35	\$470.70	\$264.60	\$529.20
Cumberland County Schools	Support Staff - 30 Yrs of creditable service w/ Cumberland County Schools	\$683.00	\$683.00	\$748.00	\$748.00	\$635.00	\$635.00	\$700.00	\$700.00	\$600.00	\$600.00	\$665.00	\$665.00	\$523.00	\$523.00	\$588.00	\$588.00
Dyer County Schools	Instructional Staff - 30+ Yrs	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Dyer County Schools	Instructional Staff - 20-29 Yrs	\$443.95	\$443.95	\$443.95	\$443.95	\$412.75	\$412.75	\$412.75	\$412.75	\$390.00	\$390.00	\$390.00	\$390.00	\$339.95	\$339.95	\$339.95	\$339.95
Dyer County Schools	Support Staff - 30+ Yrs	\$460.48	\$460.48	\$504.30	\$504.30	\$428.12	\$428.12	\$471.94	\$471.94	\$404.52	\$404.52	\$448.34	\$448.34	\$352.61	\$352.61	\$396.43	\$396.43
Dyersburg City Schools	Instructional Staff - 30 Yrs w/TCRS & 20 Yrs w/Dyersburg City Schools, Age 55	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Dyersburg City Schools	Support Staff - 30 Yrs, Age 60, all w/ Dyersburg City Schools	\$683.00	\$683.00	\$748.00	\$748.00	\$635.00	\$635.00	\$700.00	\$700.00	\$600.00	\$600.00	\$665.00	\$665.00	\$523.00	\$523.00	\$588.00	\$588.00
Elizabethon City Schools	Instructional Staff - 30 + Yrs & 10 yrs FT w/ our system	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Elizabethon City Schools	Instructional Staff - 20-29 Yrs, Age 55, 10 yrs FT with our system	\$443.95	\$443.95	\$443.95	\$443.95	\$412.75	\$412.75	\$412.75	\$412.75	\$390.00	\$390.00	\$390.00	\$390.00	\$339.95	\$339.95	\$339.95	\$339.95
Elizabethon City Schools	Instructional Staff - less than 20 Yrs, Age 55, 10 yrs FT with our system	\$512.25	\$512.25	\$512.25	\$512.25	\$476.25	\$476.25	\$476.25	\$476.25	\$450.00	\$450.00	\$450.00	\$450.00	\$392.25	\$392.25	\$392.25	\$392.25
Elizabethon City Schools	Support Staff - 10 Yrs, Age 55, all yrs must be FT service w/ ECS	\$663.00	\$663.00	\$663.00	\$663.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Fentress County Schools	Instructional Staff - 30 Yrs, 10 Yrs with Fentress Co Schools	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00
Franklin County Schools	Instructional Staff hired PRIOR to 7/1/2014 AND retired AFTER to 7/1/2014, minimum of thirty (30) years of professional/Instructional Staff service in Franklin County Schools, or twenty-nine (29) years of service in Franklin County Schools with year of accumulated sick leave (minimum of 200 days)	\$338.09	\$338.09	\$338.09	\$338.09	\$314.33	\$314.33	\$314.33	\$314.33	\$297.00	\$297.00	\$297.00	\$297.00	\$258.89	\$258.89	\$258.89	\$258.89
Franklin County Schools	Instructional Staff hired PRIOR to 7/1/2014 AND retired AFTER to 7/1/2014, minimum age of sixty (60) with a minimum of twenty-five (25) years of professional/Instructional Staff service in Franklin County Schools, or twenty-four (24) years of service in Franklin County Schools with an accompanying year of accumulated sick leave (minimum of 200 days)	\$338.09	\$338.09	\$338.09	\$338.09	\$314.33	\$314.33	\$314.33	\$314.33	\$297.00	\$297.00	\$297.00	\$297.00	\$258.89	\$258.89	\$258.89	\$258.89
Franklin County Schools	Instructional Staff hired PRIOR to 7/1/2014 AND retired PRIOR to 7/1/2014, minimum of thirty (30) years of professional/Instructional Staff service in Franklin County Schools, or twenty-nine (29) years of service in Franklin County Schools with year of accumulated sick leave (minimum of 200 days)	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Franklin County Schools	Instructional Staff hired PRIOR to 7/1/2014 AND retired PRIOR to 7/1/2014, minimum age of sixty (60) with a minimum of twenty-five (25) years of professional/Instructional Staff service in Franklin County Schools, or twenty-four (24) years of service in Franklin County Schools with an accompanying year of accumulated sick leave (minimum of 200 days)	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Franklin County Schools	Support Staff hired PRIOR 7/1/2014 with minimum of thirty (30) hours a week for a period of at least nine (9) months a year but less than twelve (12) months a year, reached the age of sixty-two (62), and have twenty-five (25) years of service in the Franklin County School System.	\$614.70	\$614.70	\$614.70	\$614.70	\$571.50	\$571.50	\$470.70	\$470.70	\$540.00	\$540.00	\$540.00	\$540.00	\$470.70	\$470.70	\$470.70	\$470.70
Franklin County Schools	Support Staff hired PRIOR to 7/1/2014 as a (12) month employee for the past five (5) years, have reached the age of sixty (60) years, and have twenty (20) years of service in the Franklin County School System	\$614.70	\$614.70	\$614.70	\$614.70	\$571.50	\$571.50	\$470.70	\$470.70	\$540.00	\$540.00	\$540.00	\$540.00	\$470.70	\$470.70	\$470.70	\$470.70
Franklin Special School District	Instructional Staff - 30 Yrs. Must have at least 10 years service credit with district/TCRS and hired prior to the 2009-2010 school year. Must be elig for an unreduced or disability benefit according to TCRS/IBA	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Franklin Special School District	Instructional Staff - 20-29 Yrs. Must have at least 10 years service credit with district/TCRS and hired prior to the 2009-2010 school year. Must be elig for an unreduced or disability benefit according to TCRS/IBA	\$443.95	\$443.95	\$508.95	\$508.95	\$412.75	\$412.75	\$477.75	\$477.75	\$390.00	\$390.00	\$455.00	\$455.00	\$339.95	\$339.95	\$404.95	\$404.95
Franklin Special School District	Instructional Staff - less than 20 Yrs. Must have at least 10 years service credit with district/TCRS and hired prior to the 2009-2010 school year. Must be elig for an unreduced or disability benefit according to TCRS/IBA	\$512.25	\$512.25	\$577.25	\$577.25	\$476.25	\$476.25	\$541.25	\$541.25	\$450.00	\$450.00	\$515.00	\$515.00	\$392.25	\$392.25	\$457.25	\$457.25
Franklin Special School District	Support Staff - 10 Yrs, all with district/TCRS and hired prior to the 2009-2010 school year. Must be elig for an unreduced or disability benefit according to TCRS/IBA	\$683.00	\$683.00	\$748.00	\$748.00	\$635.00	\$635.00	\$700.00	\$700.00	\$600.00	\$600.00	\$665.00	\$665.00	\$523.00	\$523.00	\$588.00	\$588.00
Gibson County Schools	Instructional Staff - 25 Years of service with Gibson County	\$116.60	\$116.60	\$116.60	\$116.60	\$127.00	\$127.00	\$127.00	\$127.00	\$120.00	\$120.00	\$120.00	\$120.00	\$104.60	\$104.60	\$104.60	\$104.60
Gibson County Schools	Instructional Staff - 10 to 24 years is prorated using 25 yrs as base - formula is number of years of service divided by 25 and then multiplied by 18% to give you the rate used to multiply by the premium, using Employee only tier.	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based

Edison Name	Service Requirement	Premier - Network S / LP		Premier - Network P / OAP		Standard - Network S / LP		Standard - Network P / OAP		Limited - Network S / LP		Limited - Network P / OAP		Local (CDHP) - Network S / LP		Local (CDHP) - Network P / OAP	
		Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse
Grainger County Schools	Instructional Staff - Must have 10 years service with TCRS. The employee must have worked the last 10 years continuously with Grainger Co. Schools; with the exception of "High Needs" (last 5 years continuous with Grainger Co. Schools). The High Needs must have prior contracted approval from the Director to qualify. The employee must have 30+ years teaching service with TCRS if under age 55 or 10 years service with Grainger County Schools and at least 55 years of age.	\$357.00	\$357.00	\$357.00	\$357.00	\$349.25	\$357.00	\$357.00	\$357.00	\$330.00	\$357.00	\$357.00	\$357.00	\$287.65	\$357.00	\$352.65	\$357.00
Grainger County Schools	Support Staff - Must have at least 10 years with TCRS. They must have 10 years continuous with Grainger Co. Schools. Retiree may have less than 30 years as long as they are at least 55 years of age.	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00	\$457.00
Greene County Schools	Instructional Staff - 30 Yrs	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Greene County Schools	Instructional Staff - 20 Yrs, Age 60	\$443.95	\$443.95	\$508.95	\$508.95	\$412.75	\$412.75	\$477.75	\$477.75	\$390.00	\$390.00	\$455.00	\$455.00	\$339.95	\$339.95	\$404.95	\$404.95
Greene County Schools	Support Staff - 30 Yrs	\$683.00	\$683.00	\$683.00	\$683.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Greene County Schools	Support Staff - 20 Yrs, Age 60	\$683.00	\$683.00	\$683.00	\$683.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Greenville City Schools	Instructional Staff - 30+ Yrs	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Greenville City Schools	Instructional Staff - 20-29 Yrs	\$443.95	\$443.95	\$443.95	\$443.95	\$412.75	\$412.75	\$412.75	\$412.75	\$390.00	\$390.00	\$390.00	\$390.00	\$339.95	\$339.95	\$339.95	\$339.95
Greenville City Schools	Instructional Staff - less than 20 Yrs	\$512.25	\$512.25	\$512.25	\$512.25	\$476.25	\$476.25	\$476.25	\$476.25	\$450.00	\$450.00	\$450.00	\$450.00	\$392.25	\$392.25	\$392.25	\$392.25
Greenville City Schools	Support Staff - 10 Yrs	\$683.00	\$683.00	\$683.00	\$683.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Hamblen County Schools	Instructional Staff - 30 Yrs, Age 60	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Hamblen County Schools	Instructional Staff - 20-29 Yrs, Age 60	\$443.95	\$443.95	\$508.95	\$508.95	\$412.75	\$412.75	\$477.75	\$477.75	\$390.00	\$390.00	\$455.00	\$455.00	\$339.95	\$339.95	\$404.95	\$404.95
Hamblen County Schools	Instructional Staff - Less than 20 Yrs, Age 60	\$512.25	\$512.25	\$577.25	\$577.25	\$476.25	\$476.25	\$541.25	\$541.25	\$450.00	\$450.00	\$515.00	\$515.00	\$392.25	\$392.25	\$457.25	\$457.25
Hamblen County Schools	Support Staff - 30 yrs, Age 60	\$683.00	\$683.00	\$748.00	\$748.00	\$635.00	\$635.00	\$700.00	\$700.00	\$600.00	\$600.00	\$665.00	\$665.00	\$523.00	\$523.00	\$588.00	\$588.00
Hamblen County Schools	Support Staff - 15 yrs, Age 60	\$683.00	\$683.00	\$748.00	\$748.00	\$635.00	\$635.00	\$700.00	\$700.00	\$600.00	\$600.00	\$665.00	\$665.00	\$523.00	\$523.00	\$588.00	\$588.00
Hardin County Schools	Instructional Staff - 30 Yrs in TCRS, Last 20 consecutive Yrs in Hardin County Schools	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Hardin County Schools	Support Staff - 30 Yrs in TCRS, Last 20 consecutive years in Hardin County Schools	\$683.00	\$683.00	\$683.00	\$683.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Hawkins County Schools	Instructional Staff - 30+ Yrs. The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to final termination of employment per TCRS guidelines.	\$211.73	\$455.39	\$211.73	\$455.39	\$196.85	\$422.84	\$196.85	\$422.84	\$186.00	\$400.21	\$186.00	\$400.21	\$194.37	\$348.75	\$162.13	\$348.75
Hawkins County Schools	Instructional Staff - 20 - 29 Yrs, Age 60. The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to final termination of employment per TCRS guidelines.	\$280.03	\$602.29	\$280.03	\$602.29	\$290.35	\$559.54	\$290.35	\$559.54	\$246.00	\$529.31	\$246.00	\$529.31	\$236.67	\$461.25	\$214.43	\$461.25
Hawkins County Schools	Instructional Staff - 10 - 19 Years Yrs, Age 60. The retiree must have been enrolled in the health insurance with at least 3 years of continuous coverage immediately prior to final termination of employment per TCRS guidelines.	\$348.33	\$749.19	\$348.33	\$749.19	\$323.85	\$695.64	\$323.85	\$695.64	\$306.00	\$658.41	\$306.00	\$658.41	\$288.97	\$573.75	\$266.73	\$573.75
Hawkins County Schools	Support Staff - 30+ Yrs. The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to final termination of employment per TCRS guidelines.	\$519.08	\$1,116.44	\$519.08	\$1,116.44	\$482.60	\$1,036.64	\$482.60	\$1,036.64	\$456.00	\$981.16	\$456.00	\$981.16	\$419.72	\$855.00	\$397.48	\$855.00
Hawkins County Schools	Support Staff - 20-29 Yrs, Age 60. The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to final termination of employment per TCRS guidelines.	\$519.08	\$1,116.44	\$519.08	\$1,116.44	\$482.60	\$1,036.64	\$482.60	\$1,036.64	\$456.00	\$981.16	\$456.00	\$981.16	\$419.72	\$855.00	\$397.48	\$855.00
Hawkins County Schools	Support Staff - 10-19 Yrs, Age 60. The retiree must have been enrolled in the health insurance with at least 3 years of continuous coverage immediately prior to final termination of employment per TCRS guidelines.	\$519.08	\$1,116.44	\$519.08	\$1,116.44	\$482.60	\$1,036.64	\$482.60	\$1,036.64	\$456.00	\$981.16	\$456.00	\$981.16	\$419.72	\$855.00	\$397.48	\$855.00
Henderson County Schools	Instructional Staff - 30 Yrs w TCRS, 15 Yrs w Henderson County Schools	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Henry County Board of Education	Instructional Staff - 30 Yrs w TCRS, 10 Yrs w Henry County Schools. The premium is paid on behalf of the retiree for a maximum period of 10 years or until eligible for Medicare. This benefit applies only to those who retired prior to 7/01/13.	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Henry County Board of Education	Instructional Staff - 25-29 Yrs w TCRS, 10 Yrs w Henry County Schools. The premium is paid on behalf of the retiree for a maximum period of 10 years or until eligible for Medicare. This benefit applies only to those who retired prior to 7/01/13.	\$443.95	\$443.95	\$508.95	\$508.95	\$412.75	\$412.75	\$477.75	\$477.75	\$390.00	\$390.00	\$455.00	\$455.00	\$339.95	\$339.95	\$404.95	\$404.95

Edison Name	Service Requirement	Premier - Network S / LP		Premier - Network P / OAP		Standard - Network S / LP		Standard - Network P / OAP		Limited - Network S / LP		Limited - Network P / OAP		Local (CDHP) - Network S / LP		Local (CDHP) - Network P / OAP	
		Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse
Hickman County Schools	Instructional Staff - 10-19 Yrs in County, Max 6 Years	\$239.05	\$239.05	\$261.80	\$261.80	\$222.25	\$222.25	\$245.00	\$245.00	\$210.00	\$210.00	\$232.75	\$232.75	\$183.05	\$183.05	\$205.80	\$205.80
Hickman County Schools	Instructional Staff - 20-29 Yrs in County, Max 6 Years	\$307.35	\$307.35	\$336.60	\$336.60	\$285.75	\$285.75	\$315.00	\$315.00	\$270.00	\$270.00	\$299.25	\$299.25	\$235.35	\$235.35	\$264.60	\$264.60
Hickman County Schools	Instructional Staff - 30+ Yrs in County, 6 Years Max	\$375.65	\$375.65	\$411.40	\$411.40	\$349.25	\$349.25	\$385.00	\$385.00	\$330.00	\$330.00	\$365.75	\$365.75	\$287.65	\$287.65	\$323.40	\$323.40
Hickman County Schools	Instructional Staff - 35 Continuous Yrs in County, Age 56, 10 Years Max	\$375.65	\$375.65	\$411.40	\$411.40	\$349.25	\$349.25	\$385.00	\$385.00	\$330.00	\$330.00	\$365.75	\$365.75	\$287.65	\$287.65	\$323.40	\$323.40
Humboldt City Schools	Instructional Staff - 20+ Yrs, 100% of single plan	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Humboldt City Schools	Instructional Staff - 10-19 Yrs, will pay 50% (entire premium) of single plan based on amount of Premier PPO Plan	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13	\$256.13
Humboldt City Schools	Instructional Staff - 10 Yrs TCRS with 5-9 Yrs at HCS, will pay 25% (entire premium) of single plan based on amount of Premier PPO Plan	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06	\$128.06
Humboldt City Schools	Support Staff - 20+ Yrs, 100% single plan based on Premier PPO Plan	\$683.00	\$683.00	\$683.00	\$683.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Humboldt City Schools	Support Staff - 10-19 Yrs, 50% of single plan based on Premier PPO Plan	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50	\$341.50
Humboldt City Schools	Support Staff - 10 Yrs TCRS with 5-9 Yrs at HCS will pay 25% (entire premium) of single plan based on amount of Premier PPO Plan	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75	\$170.75
Humphreys County Schools	Instructional Staff - 30 Yrs, Must have 20 years with the Board	\$375.65	\$807.95	\$440.65	\$937.95	\$349.25	\$750.20	\$414.25	\$880.20	\$330.00	\$710.05	\$395.00	\$840.05	\$287.65	\$618.75	\$352.65	\$748.75
Humphreys County Schools	Instructional Staff - 20-29 Yrs, Must be with Board for 20 years	\$443.95	\$954.85	\$508.95	\$1,084.85	\$412.75	\$886.60	\$477.75	\$1,016.60	\$390.00	\$839.15	\$455.00	\$969.15	\$339.95	\$731.25	\$404.95	\$861.25
Jackson Madison County Board of Ed.	Instructional Staff - 30 or More Years of Service	\$156.65	\$196.95	\$156.65	\$196.95	\$173.25	\$234.20	\$173.25	\$234.20	\$196.00	\$291.05	\$196.00	\$291.05	\$196.65	\$307.75	\$196.65	\$307.75
Jackson Madison County Board of Ed.	Instructional Staff - 20-29 Years of Service	\$224.95	\$343.85	\$224.95	\$343.85	\$236.75	\$370.60	\$236.75	\$370.60	\$256.00	\$420.15	\$256.00	\$420.15	\$248.95	\$420.25	\$248.95	\$420.25
Jackson Madison County Board of Ed.	Instructional Staff - Less than 20 Years of Service	\$233.25	\$490.75	\$233.25	\$490.75	\$300.25	\$507.00	\$300.25	\$507.00	\$316.00	\$549.25	\$316.00	\$549.25	\$301.25	\$532.75	\$301.25	\$532.75
Jackson Madison County Board of Ed.	Support Staff - 10 years age 55	\$464.00	\$858.00	\$464.00	\$858.00	\$459.00	\$848.00	\$459.00	\$848.00	\$466.00	\$872.00	\$466.00	\$872.00	\$432.00	\$814.00	\$432.00	\$814.00
Jackson Madison County Board of Ed.	Instructional Staff - At least 30 years of service, 10 consecutive years in Jeff Co Sch	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Jefferson County Schools	Instructional Staff - 20-29 years of service, must be age 60 and 10 consecutive years in Jeff Co Sch	\$443.95	\$443.95	\$443.95	\$443.95	\$412.75	\$412.75	\$412.75	\$412.75	\$390.00	\$390.00	\$390.00	\$390.00	\$339.95	\$339.95	\$339.95	\$339.95
Jefferson County Schools	Instructional Staff - Less than 20 years of service, must be age 60 and 10 consecutive years in Jeff Co Sch	\$512.25	\$512.25	\$512.25	\$512.25	\$476.25	\$476.25	\$476.25	\$476.25	\$450.00	\$450.00	\$450.00	\$450.00	\$392.25	\$392.25	\$392.25	\$392.25
Jefferson County Schools	Support Staff - 30 years of service or age 60, must have 10 consecutive years in Jeff Co Sch	\$683.00	\$683.00	\$683.00	\$683.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Jefferson County Schools	Instructional Staff - retire full benefits, 10 years with JC Schools, carry ins last 5 years, retire at least 30 years of svc	\$375.65	\$678.26	\$440.65	\$788.76	\$349.25	\$629.92	\$414.25	\$740.42	\$330.00	\$596.04	\$395.00	\$706.54	\$287.65	\$519.42	\$352.65	\$629.92
Johnson City Schools	Instructional Staff - retire full benefits, 10 years with JC Schools, carry ins last 5 years, retire at least 20-29 years of svc	\$443.95	\$801.58	\$508.95	\$912.08	\$412.75	\$744.45	\$477.75	\$854.95	\$390.00	\$704.41	\$455.00	\$814.91	\$339.95	\$613.86	\$404.95	\$724.36
Johnson City Schools	Instructional Staff - retire full benefits, 10 years with JC Schools, carry ins last 5 years, retire less than 20 years of svc	\$512.25	\$924.90	\$577.25	\$1,035.40	\$476.25	\$858.98	\$541.25	\$969.48	\$450.00	\$812.78	\$515.00	\$923.28	\$392.25	\$708.30	\$457.25	\$818.80
Johnson City Schools	Instructional Staff - early retirement, 20-29 yrs svc JC Schools, coverage last 5 years	\$266.37	\$572.91	\$305.37	\$650.91	\$247.65	\$531.96	\$286.65	\$609.96	\$234.00	\$503.49	\$273.00	\$581.49	\$203.97	\$438.75	\$242.97	\$516.75
Johnson City Schools	Support Staff - retire with full benefits, 10 yrs svc JC Schools, coverage last 5 years	\$683.00	\$1,233.20	\$748.00	\$1,343.70	\$635.00	\$1,145.30	\$700.00	\$1,255.80	\$600.00	\$1,083.70	\$665.00	\$1,194.20	\$523.00	\$944.40	\$588.00	\$1,054.90
Johnson City Schools	Support Staff - early retirement, 20 yrs svc JC Schools, coverage last 5 years	\$409.80	\$861.40	\$448.80	\$806.22	\$381.00	\$687.18	\$420.00	\$753.48	\$360.00	\$650.22	\$399.00	\$716.52	\$313.80	\$566.64	\$352.60	\$632.94
Johnson County BOE	Instructional Staff - 30+ years, Yearly Max Employee \$7,512, Employee+Child \$8,458.36, Employee+Spouse \$8,671.84, Family \$9,745.92, or 100% whichever is less. Paid at 100% of amounts above	\$375.65	\$722.65	\$375.65	\$722.65	\$349.25	\$722.65	\$349.25	\$722.65	\$330.00	\$710.05	\$330.00	\$710.05	\$287.65	\$618.75	\$287.65	\$618.75
Johnson County BOE	Instructional Staff - 25-29 years, Yearly Max Employee \$7,512, Employee+Child \$8,458.36, Employee+Spouse \$8,671.84, Family \$9,745.92, or 100% whichever is less. Paid at 75% of amounts above	\$443.95	\$541.99	\$443.95	\$541.99	\$412.75	\$541.99	\$412.75	\$541.99	\$390.00	\$541.99	\$390.00	\$541.99	\$339.95	\$541.99	\$339.95	\$541.99
Johnson County BOE	Instructional Staff - 20-24 years, Yearly Max Employee \$7,512, Employee+Child \$8,458.36, Employee+Spouse \$8,671.84, Family \$9,745.92, or 100% whichever is less. Paid at 60% of amounts above	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$339.95	\$433.59	\$339.95	\$433.59
Johnson County BOE	Support Staff - 30+ years, Yearly Max Employee \$7,512, Employee+Child \$8,458.36, Employee+Spouse \$8,671.84, Family \$9,745.92, or 100% whichever is less. Paid at 100% of amounts above	\$626.00	\$722.65	\$626.00	\$722.65	\$626.00	\$722.65	\$626.00	\$722.65	\$600.00	\$722.65	\$600.00	\$722.65	\$523.00	\$722.65	\$523.00	\$722.65
Johnson County BOE	Support Staff - 25-29 years, Yearly Max Employee \$7,512, Employee+Child \$8,458.36, Employee+Spouse \$8,671.84, Family \$9,745.92, or 100% whichever is less. Paid at 75% of amounts above	\$469.50	\$541.99	\$469.50	\$541.99	\$469.50	\$541.99	\$469.50	\$541.99	\$469.50	\$541.99	\$469.50	\$541.99	\$469.50	\$541.99	\$469.50	\$541.99
Johnson County BOE	Support Staff - 20-24 years, Yearly Max Employee \$7,512, Employee+Child \$8,458.36, Employee+Spouse \$8,671.84, Family \$9,745.92, or 100% whichever is less. Paid at 60% of amounts above	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59	\$375.60	\$433.59

Edison Name	Service Requirement	Premier - Network S / LP		Premier - Network P / OAP		Standard - Network S / LP		Standard - Network P / OAP		Limited - Network S / LP		Limited - Network P / OAP		Local (CDHP) - Network S / LP		Local (CDHP) - Network P / OAP	
		Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse
Kingsport City Schools	At least 30 years of service with the local government agency from which they are retiring and be covered under the plan for one year immediately prior to retirement and at least 10 years with Kingsport City Schools.	\$262.96	\$565.57	\$262.96	\$565.57	\$244.48	\$525.14	\$244.48	\$525.14	\$231.00	\$497.04	\$231.00	\$497.04	\$201.36	\$433.13	\$201.36	\$433.13
Kingsport City Schools	Age 55 with at least 20 or more total years of employment with the local government agency from which they are retiring with one year of insurance coverage in the plan immediately prior to retirement and at least 10 years with Kingsport City Schools.	\$310.77	\$668.40	\$310.77	\$668.40	\$288.93	\$620.62	\$288.93	\$620.62	\$273.00	\$587.41	\$273.00	\$587.41	\$237.97	\$511.88	\$237.97	\$511.88
Kingsport City Schools	Age 55 with at least 10 years of employment with the local government agency from which they are retiring, with three continuous years of insurance coverage in the plan immediately prior to retirement and at least 10 years with Kingsport City Schools.	\$368.58	\$771.23	\$368.58	\$771.23	\$333.38	\$716.10	\$333.38	\$716.10	\$315.00	\$677.78	\$315.00	\$677.78	\$274.58	\$590.63	\$274.58	\$590.63
Kingsport City Schools	Support Staff - 10 Years of service with Kingsport City Schools.	\$478.10	\$1,028.30	\$478.10	\$1,028.30	\$444.50	\$954.80	\$444.50	\$954.80	\$420.00	\$903.70	\$420.00	\$903.70	\$366.10	\$787.50	\$366.10	\$787.50
Lake County Schools	Instructional Staff - 25 years/age 55	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00
Lauderdale County Schools	Instructional Staff - 25 yrs	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Lawrence County Schools	Instructional Staff - 30 yrs, must have 10 years in Lawrence County	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Lawrence County Schools	Instructional Staff - 20-29 years, Age 55+, must have 10 yrs in Lawrence Co	\$443.95	\$443.95	\$443.95	\$443.95	\$412.75	\$412.75	\$412.75	\$412.75	\$390.00	\$390.00	\$390.00	\$390.00	\$339.95	\$339.95	\$339.95	\$339.95
Lawrence County Schools	Instructional Staff - less than 20 (age 55 + with 17 yrs exp 10 of the 17 in Lawrence Co.)	\$512.25	\$512.25	\$512.25	\$512.25	\$476.25	\$476.25	\$476.25	\$476.25	\$450.00	\$450.00	\$450.00	\$450.00	\$392.25	\$392.25	\$392.25	\$392.25
Lawrence County Schools	Support Staff - 30 years	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Lebanon Special School District	Instructional Staff - 30 yrs, Age 53, 25 yrs w/LSSD	\$375.65	\$375.65	\$375.65	\$375.65	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Lebanon Special School District	Support Staff - 25+ Yrs FullTime w/ LSSD, Age 53, must be enrolled in state plan 1 yr prior to retirement	\$580.55	\$580.55	\$580.55	\$580.55	\$539.75	\$539.75	\$539.75	\$539.75	\$510.00	\$510.00	\$510.00	\$510.00	\$444.55	\$444.55	\$444.55	\$444.55
Lenoir City Schools	Instructional Staff - 30 yrs, Age 55	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00
Lewis County Schools	Instructional Staff - 20 (non-consecutive) years in Lewis County and retire from Lewis County	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00
Lewis County Schools	Support Staff - 20 (non-consecutive) years in Lewis County and retire from Lewis County	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00
Loudon County Schools	Instructional Staff - 30 yrs of service with 20 yrs in Loudon County.	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00
Macon County Schools	Instructional Staff - 30 Yrs, 20 Yrs w/ Macon County	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00
Manchester City Schools	Instructional Staff - Instructional Staff - 30 Yrs w/ TCRS, 10 Yrs w/ MCS & active employee with MCS at retirement	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Manchester City Schools	Instructional Staff - Instructional Staff - 10 Yrs w/ MCS, Age 60, Active employee with MCS at retirement	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Manchester City Schools	Support Staff - 25 Yrs w/ MCS, Age 62, Active employee with MCS at retirement	\$683.00	\$683.00	\$748.00	\$748.00	\$635.00	\$635.00	\$700.00	\$700.00	\$600.00	\$600.00	\$665.00	\$665.00	\$523.00	\$523.00	\$588.00	\$588.00
Marshall County Board of Education	Instructional Staff - 30 OR MORE YRS	\$259.54	\$259.54	\$304.45	\$304.45	\$241.30	\$241.30	\$286.21	\$286.21	\$228.00	\$228.00	\$272.91	\$272.91	\$198.74	\$198.74	\$243.65	\$243.65
Marshall County Board of Education	Instructional Staff - 20 TO 29 YRS W/ LAST 5 CONSECUTIVE YEARS AND AGE 60	\$306.73	\$306.73	\$351.64	\$351.64	\$285.17	\$285.17	\$330.08	\$330.08	\$269.45	\$269.45	\$314.36	\$314.36	\$234.87	\$234.87	\$279.78	\$279.78
Marshall County Board of Education	Instructional Staff - LESS THAN 20 YRS, 15 YEARS W/ LAST 5 CONSECUTIVE YEARS, AGE 60	\$353.92	\$353.92	\$398.83	\$398.83	\$329.05	\$329.05	\$373.95	\$373.95	\$310.91	\$310.91	\$355.82	\$355.82	\$271.01	\$271.01	\$315.92	\$315.92
Marshall County Board of Education	Support Staff - 15 YEARS W/ LAST 5 CONSECUTIVE YEARS	\$566.89	\$566.89	\$620.84	\$620.84	\$527.05	\$527.05	\$581.00	\$581.00	\$498.00	\$498.00	\$551.95	\$551.95	\$434.09	\$434.09	\$488.04	\$488.04
Maury County Schools	Instructional Staff - 30+ Years, 10 yrs w/Maury County	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Maury County Schools	Instructional Staff - 20-29 Years, 10 yrs w/Maury County	\$443.95	\$443.95	\$508.95	\$508.95	\$412.75	\$412.75	\$477.75	\$477.75	\$390.00	\$390.00	\$465.00	\$465.00	\$339.95	\$339.95	\$404.95	\$404.95
Maury County Schools	Instructional Staff - Less than 20 Years, 10 yrs w/Maury	\$512.25	\$512.25	\$577.25	\$577.25	\$476.25	\$476.25	\$541.25	\$541.25	\$450.00	\$450.00	\$515.00	\$515.00	\$392.25	\$392.25	\$457.25	\$457.25
Maury County Schools	Support Staff - 10, yrs retirement eligible	\$683.00	\$683.00	\$748.00	\$748.00	\$635.00	\$635.00	\$700.00	\$700.00	\$600.00	\$600.00	\$665.00	\$665.00	\$523.00	\$523.00	\$588.00	\$588.00
McHairy County School System	Instructional Staff - 30+ Yrs	\$100.05	\$100.05	\$109.80	\$109.80	\$167.94	\$167.94	\$206.10	\$206.10	\$96.85	\$96.85	\$96.60	\$96.60	\$134.46	\$134.46	\$134.46	\$134.46
McHairy County School System	Instructional Staff - 20-29 Yrs	\$86.71	\$86.71	\$95.16	\$95.16	\$126.14	\$126.14	\$178.62	\$178.62	\$75.27	\$75.27	\$83.72	\$83.72	\$101.00	\$101.00	\$101.00	\$101.00
McHairy County School System	Instructional Staff - 10-19 Yrs	\$73.37	\$73.37	\$80.52	\$80.52	\$88.42	\$88.42	\$88.42	\$88.42	\$63.69	\$63.69	\$70.40	\$70.40	\$72.30	\$72.30	\$72.30	\$72.30
Milan Special School District	Instructional Staff - N/A (Entity pays proportion of retiree's only premium. This portion is 100% for employees with 30+. The percentage is reduced 3% for each year of service with Milan SSD less 30+)	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based
Milan Special School District	Support Staff 10+ (Entity pays proportion of retiree's premium. This portion is 100% for employees with 30+. The percentage is reduced 3% for each year of service with Milan SSD less 30+)	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based

Edison Name	Service Requirement	Premier - Network S / LP		Premier - Network P / OAP		Standard - Network S / LP		Standard - Network P / OAP		Limited - Network S / LP		Limited - Network P / OAP		Local (CDHP) - Network S / LP		Local (CDHP) - Network P / OAP	
		Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse
Milington Municipal Schools	Instructional Staff - with 30+ years of service.	\$34.15	\$73.45	\$37.40	\$79.95	\$31.75	\$68.20	\$35.00	\$74.70	\$30.00	\$64.55	\$33.25	\$71.05	\$26.15	\$56.25	\$28.40	\$62.75
Milington Municipal Schools	Support Staff - with 30+ years of service	\$341.50	\$734.50	\$374.00	\$799.50	\$317.50	\$682.00	\$350.00	\$747.00	\$300.00	\$645.50	\$332.50	\$710.50	\$261.50	\$562.50	\$294.00	\$627.50
Milington Municipal Schools	Support Staff - with 20+ but fewer than 30 years of service who have reached age 60 and who are eligible for TCRS Service Retirement	\$239.05	\$514.15	\$239.05	\$514.15	\$222.25	\$477.40	\$245.00	\$522.90	\$210.00	\$451.85	\$232.75	\$497.35	\$183.05	\$393.75	\$205.80	\$439.25
Milington Municipal Schools	Support Staff - with fewer than 20 Yrs who have reached age 60 and who are eligible for TCRS Service Retirement	\$170.75	\$367.25	\$170.75	\$367.25	\$158.75	\$341.00	\$175.00	\$373.50	\$150.00	\$322.75	\$166.25	\$355.25	\$130.75	\$281.25	\$147.00	\$313.75
Monroe County Board of Education	Instructional Staff - 20 years of service with Monroe County Schools	\$443.95	\$443.95	\$443.95	\$443.95	\$412.75	\$412.75	\$412.75	\$412.75	\$390.00	\$390.00	\$390.00	\$390.00	\$339.95	\$339.95	\$339.95	\$339.95
Moore County Schools	Instructional Staff - 30 yrs, 20 yrs w/ MCRBOE	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Moore County Schools	Support Staff - 30 yrs, 20 yrs w/ MCRBOE	\$375.65	\$375.65	\$411.40	\$411.40	\$349.25	\$349.25	\$385.00	\$385.00	\$330.00	\$330.00	\$365.75	\$365.75	\$287.65	\$287.65	\$323.40	\$323.40
Morgan County Schools	Instructional Staff - 5 Yrs, \$2,000 Annual Lump Sum for 5 yrs or until they reach age 65	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67	\$166.67
Newport City Schools	Instructional Staff - (30 years or age 60) + 10 years with NCSS	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Oak Ridge Schools	Instructional Staff - 30+ Yrs, Age 60	\$319.30	\$319.30	\$374.55	\$374.55	\$296.86	\$296.86	\$352.11	\$352.11	\$280.50	\$280.50	\$335.75	\$335.75	\$244.50	\$244.50	\$299.75	\$299.75
Oak Ridge Schools	Instructional Staff - 20-29 Yrs, Age 60	\$377.36	\$377.36	\$432.61	\$432.61	\$350.84	\$350.84	\$406.09	\$406.09	\$331.50	\$331.50	\$386.75	\$386.75	\$288.96	\$288.96	\$344.21	\$344.21
Oak Ridge Schools	Instructional Staff - Less Than 20 Yrs, Age 60	\$435.41	\$435.41	\$490.66	\$490.66	\$404.81	\$404.81	\$460.06	\$460.06	\$382.50	\$382.50	\$437.75	\$437.75	\$333.41	\$333.41	\$386.66	\$386.66
Oak Ridge Schools	Support Staff - 25 or more years, less than 25 years - not eligible, ALL SERVICE MUST BE WITH ORS	\$680.55	\$680.55	\$635.80	\$635.80	\$539.75	\$539.75	\$586.00	\$586.00	\$510.00	\$510.00	\$565.25	\$565.25	\$444.55	\$444.55	\$499.80	\$499.80
Overton County Schools	Instructional Staff - 30 Yrs, Age 55, Employed for a minimum of 15 yrs w/last 5 yrs of continuous service	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00
Polk County Board of Education	Instructional Staff - 30+ years 25+ Yrs service w/ Polk County Board of Education	\$375.65	\$375.65	\$440.65	\$440.65	\$349.25	\$349.25	\$414.25	\$414.25	\$330.00	\$330.00	\$395.00	\$395.00	\$287.65	\$287.65	\$352.65	\$352.65
Polk County Board of Education	Instructional Staff - 25-29 years 25+ Yrs service w/ Polk County Board of Education	\$443.95	\$443.95	\$508.95	\$508.95	\$412.75	\$412.75	\$477.75	\$477.75	\$390.00	\$390.00	\$455.00	\$455.00	\$339.95	\$339.95	\$404.95	\$404.95
Polk County Board of Education	Instructional Staff - 30 years of TCRS service, age 55 years, last 5 years in Roane Co.	\$239.05	\$514.15	\$239.05	\$514.15	\$222.25	\$477.40	\$222.25	\$477.40	\$210.00	\$451.85	\$210.00	\$451.85	\$183.05	\$393.75	\$183.05	\$393.75
Roane County Schools	Support Staff - 30 years of TCRS service, age 55 years, last 5 years in Roane Co.	\$546.40	\$1,175.20	\$546.40	\$1,175.20	\$508.00	\$1,091.20	\$508.00	\$1,091.20	\$480.00	\$1,032.80	\$480.00	\$1,032.80	\$418.40	\$900.00	\$418.40	\$900.00
Robertson County Schools	Instructional Staff - 30+	\$169.04	\$363.58	\$198.29	\$422.08	\$157.16	\$337.59	\$196.41	\$396.09	\$148.50	\$319.52	\$177.75	\$378.02	\$129.44	\$278.44	\$158.69	\$336.94
Robertson County Schools	Instructional Staff - 25-29	\$198.76	\$429.68	\$229.03	\$488.18	\$185.74	\$398.97	\$214.99	\$457.47	\$175.50	\$377.62	\$204.75	\$436.12	\$152.98	\$329.06	\$182.23	\$387.56
Robertson County Schools	Instructional Staff - 20-24	\$155.38	\$334.20	\$178.13	\$379.70	\$144.46	\$310.31	\$167.21	\$355.81	\$136.50	\$293.70	\$159.25	\$339.20	\$118.98	\$255.94	\$141.73	\$301.44
Robertson County Schools	Instructional Staff - 15-19	\$128.06	\$275.44	\$144.31	\$307.94	\$119.06	\$255.75	\$135.31	\$288.25	\$112.50	\$242.06	\$128.75	\$274.56	\$98.06	\$210.94	\$114.31	\$243.44
Rogersville City Schools	Instructional Staff - 25+ Yrs w/ TCRS, & 5 yrs of continuous w/ RCS and be enrolled in the RCS insurance plan for 5 yrs, Age Benefit will cease at age 65, 3 yrs of insurance paid by the district	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$287.65	\$287.65	\$287.65	\$287.65
Rogersville City Schools	Instructional Staff - 16 - 24 Yrs w/ TCRS, & 5 yrs of continuous w/ RCS and be enrolled in the RCS insurance plan for 5 yrs, Age Benefit will cease at age 65, 2 yrs of insurance paid by the district.	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$287.65	\$287.65	\$287.65	\$287.65
Rogersville City Schools	Instructional Staff - 10 - 15 Yrs w/ TCRS, & 5 yrs of continuous w/ RCS and be enrolled in the RCS insurance plan for 5 yrs, Age Benefit will cease at age 65, 1 Yr of Ins paid by the district	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$287.65	\$287.65	\$287.65	\$287.65
Rogersville City Schools	Support Staff - 25+ Yrs, 5 yrs continuous service @ RCS and 5 yrs of continuous yrs in the insurance plan, Age Will cease at age 65, 3 yr of insurance paid by the district	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00
Rogersville City Schools	Support Staff - 16-24 Yrs, 5 yrs continuous service @ RCS and 5 yrs of continuous yrs in the insurance plan, Age Will cease at age 65, 2 yr of insurance paid by the district	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00
Rogersville City Schools	Support Staff - 10-15 Yrs, 5 yrs continuous service @ RCS and 5 yrs of continuous yrs in the insurance plan, Age Will cease at age 65, 1 yr of insurance paid by the district	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00
Rutherford County Schools	Instructional Staff - 30+ years of service, any age	\$187.83	\$403.98	\$220.33	\$468.98	\$174.63	\$375.10	\$207.13	\$440.10	\$165.00	\$355.03	\$197.50	\$420.03	\$143.83	\$309.38	\$176.33	\$374.38
Rutherford County Schools	Instructional Staff - Age 60 with 20 years of service	\$221.98	\$477.43	\$254.48	\$542.43	\$206.38	\$443.30	\$238.88	\$508.30	\$195.00	\$419.58	\$227.50	\$484.58	\$169.98	\$365.63	\$202.48	\$430.63
Rutherford County Schools	Support Staff - 30+ years of service, any age or Age 60 with 20 years of service	\$341.50	\$734.50	\$374.00	\$799.50	\$317.50	\$682.00	\$350.00	\$747.00	\$300.00	\$645.50	\$327.50	\$710.50	\$261.50	\$562.50	\$294.00	\$627.50
Scott County Schools	Instructional Staff - 30 Yrs, Age 60, Last 10 yrs being w/ Scott County School System and meets the Local Plan Document requirements	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$287.65	\$308.00	\$308.00	\$308.00
Scott County Schools	Support Staff - 30 Yrs, Age 60, Last 10 yrs being w/ Scott County School System and meets the Local Plan Document requirements.	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00	\$308.00

Edison Name	Service Requirement	Premier - Network S / LP		Premier - Network P / OAP		Standard - Network S / LP		Standard - Network P / OAP		Limited - Network S / LP		Limited - Network P / OAP		Local (CDHP) - Network S / LP		Local (CDHP) - Network P / OAP	
		Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse	Employee Only	Employee + Spouse
Sevier County Schools	Instructional Staff - 30+ Yrs, 10+ years w/ Sevier Co.	\$375.65	\$680.55	\$375.65	\$680.55	\$349.25	\$539.75	\$349.25	\$539.75	\$330.00	\$510.00	\$330.00	\$510.00	\$287.65	\$444.55	\$287.65	\$444.55
Sevier County Schools	Instructional Staff - 20-29 Yrs, 10+ years w/ Sevier Co.	\$443.95	\$680.55	\$443.95	\$680.55	\$412.75	\$539.75	\$412.75	\$539.75	\$390.00	\$510.00	\$390.00	\$510.00	\$339.95	\$444.55	\$339.95	\$444.55
Sevier County Schools	Instructional Staff - 0-20 Yrs, 10+ years w/ Sevier Co.	\$512.25	\$680.55	\$512.25	\$680.55	\$476.25	\$539.75	\$476.25	\$539.75	\$450.00	\$510.00	\$450.00	\$510.00	\$392.25	\$444.55	\$392.25	\$444.55
Sevier County Schools	Support Staff - 30+ Yrs, 10+ years w/ Sevier Co.	\$680.55	\$680.55	\$680.55	\$680.55	\$539.75	\$539.75	\$539.75	\$539.75	\$510.00	\$510.00	\$510.00	\$510.00	\$444.55	\$444.55	\$444.55	\$444.55
Sevier County Schools	Support Staff - 20-29 Yrs, 10+ years w/ Sevier Co.	\$680.55	\$680.55	\$680.55	\$680.55	\$539.75	\$539.75	\$539.75	\$539.75	\$510.00	\$510.00	\$510.00	\$510.00	\$444.55	\$444.55	\$444.55	\$444.55
Sevier County Schools	Support Staff - 0-20 Yrs, 10+ years w/ Sevier Co.	\$680.55	\$680.55	\$680.55	\$680.55	\$539.75	\$539.75	\$539.75	\$539.75	\$510.00	\$510.00	\$510.00	\$510.00	\$444.55	\$444.55	\$444.55	\$444.55
Sullivan County Board of Education	Instructional Staff - 30 Yrs, 15yrs w/ SCBE	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Sullivan County Board of Education	Instructional Staff - 25 Yrs, Age 55, 15 yrs w/ SCBE	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Sullivan County Board of Education	Instructional Staff - 15 Yrs, Age 60, 15 yrs w/ SCBE	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$349.25	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$287.65	\$287.65
Sullivan County Board of Education	Support Staff - 30 Yrs, 15yrs w/ SCBE	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Sullivan County Board of Education	Support Staff - 25 Yrs, Age 55, 15 yrs w/ SCBE	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Sullivan County Board of Education	Support Staff - 15 Yrs, Age 60, 15 yrs w/ SCBE	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$635.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$523.00	\$523.00
Tipton County Schools	Instructional Staff - 20+ years all w/ Tipton County System	\$78.00	\$130.00	\$78.00	\$130.00	\$78.00	\$130.00	\$78.00	\$130.00	\$78.00	\$130.00	\$78.00	\$130.00	\$78.00	\$130.00	\$78.00	\$130.00
Trenton Special School District	Instructional Staff - 30 Plus years w/ TSSD	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$330.00	\$287.65	\$287.65	\$330.00	\$330.00
Trenton Special School District	Instructional Staff - Instructional Staff - <30 Yrs, and Age 52, Pays % of Retiree's Premium Based on Formula - Years of Service TSSD Divided by 30 Times Individual Premium Minus Maximum State Portion Equals Amount Paid by TSSD	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based
Trenton Special School District	Support Staff - 30 Plus years w/ TSSD	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$523.00	\$523.00	\$588.00	\$588.00
Trenton Special School District	Support Staff - Instructional Staff - <30 Yrs, and Age 52, Pays % of Retiree's Premium Based on Formula - Years of Service TSSD Divided by 30 Times Individual Premium Minus Maximum State Portion Equals Amount Paid by TSSD	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based
Tulahoma City Schools	Instructional Staff - 30 Yrs, 10yrs w/ TCS	\$375.65	\$807.95	\$440.65	\$937.95	\$349.25	\$750.20	\$414.25	\$880.20	\$330.00	\$710.05	\$395.00	\$840.05	\$287.65	\$618.75	\$352.65	\$748.75
Tulahoma City Schools	Instructional Staff - 20-29 Yrs, Age 60, 10yrs w/ TCS	\$443.95	\$954.85	\$508.95	\$1,065.24	\$412.75	\$886.60	\$477.75	\$1,065.24	\$390.00	\$839.15	\$455.00	\$969.15	\$339.95	\$731.25	\$404.95	\$861.25
Tulahoma City Schools	Instructional Staff - 10-19 Yrs, Age 60, 10yrs w/ TCS	\$512.25	\$1,065.24	\$577.25	\$1,065.24	\$476.25	\$1,065.24	\$541.25	\$1,065.24	\$450.00	\$968.25	\$515.00	\$1,065.24	\$392.25	\$843.75	\$457.25	\$973.75
Tulahoma City Schools	Support Staff - Age 60, 25 YRS SERV w/ TCS	\$600.00	\$1,065.24	\$600.00	\$1,065.24	\$600.00	\$1,065.24	\$600.00	\$1,065.24	\$600.00	\$1,065.24	\$600.00	\$1,065.24	\$523.00	\$1,065.24	\$523.00	\$1,065.24
Unico County Schools	Instructional Staff - 30 Ys, all w/ UCS	\$100.00	\$100.00	\$0.00	\$0.00	\$100.00	\$100.00	\$0.00	\$0.00	\$100.00	\$100.00	\$0.00	\$0.00	\$100.00	\$100.00	\$0.00	\$0.00
Union County Schools	Instructional Staff - Instructional Staff - 25 Yrs, up to 7 years	\$83.33	\$104.17	\$83.33	\$104.17	\$83.33	\$104.17	\$83.33	\$104.17	\$83.33	\$104.17	\$83.33	\$104.17	\$83.33	\$104.17	\$83.33	\$104.17
Van Buren County Schools	Instructional Staff - 30 years (100%)	\$375.65	\$807.95	\$440.65	\$937.95	\$349.25	\$750.20	\$414.25	\$880.20	\$330.00	\$710.05	\$395.00	\$840.05	\$287.65	\$618.75	\$352.65	\$748.75
Van Buren County Schools	Instructional Staff - 20-29 years (90%)	\$443.95	\$954.85	\$508.95	\$1,084.85	\$412.75	\$886.60	\$477.75	\$1,016.60	\$390.00	\$839.15	\$455.00	\$969.15	\$339.95	\$731.25	\$404.95	\$861.25
Van Buren County Schools	Instructional Staff - Less than 20 years (80%)	\$512.25	\$1,101.75	\$577.25	\$1,231.75	\$476.25	\$1,023.00	\$541.25	\$1,1536.00	\$450.00	\$968.25	\$515.00	\$1,086.25	\$392.25	\$843.75	\$457.25	\$973.75
Washington County Schools	Instructional Staff - 10 years	\$160.92	\$251.92	\$160.92	\$251.92	\$160.92	\$251.92	\$160.92	\$251.92	\$160.92	\$251.92	\$160.92	\$251.92	\$160.92	\$251.92	\$160.92	\$251.92
Wayne County Schools	Instructional Staff - 20+ Yrs, all w/ WCS	\$375.65	\$807.95	\$440.65	\$937.95	\$349.25	\$750.20	\$414.25	\$880.20	\$330.00	\$710.05	\$395.00	\$840.05	\$287.65	\$618.75	\$352.65	\$748.75

Retiree Contributions

In order to begin and maintain retiree Medical/Prescription coverage, premium contributions are required from the retiree. For dependent coverage, the retiree is required to pay a premium as well. If any required amounts are not paid timely, the coverage for the retiree and/or the dependent(s) will cease. Annual plan premium increases impact the amount of contributions required for retiree and dependent.

The chart on the following page summarizes the current total monthly contribution amounts required by the health plan (before application of any State or employer contributions) to maintain medical/prescription coverage. These rates went into effect on January 1, 2023. Coverage for children of retirees is available (until their limiting age). However, for measuring the long-term costs, the relatively few children covered by retirees coupled with the short duration of their coverage remaining results in costs that are not material in the long term. Consequently, only spouses are included in the valuation.

ALL REGIONS		
	BCBST NETWORK S & CIGNA LOCALPLUS	BCBST NETWORK P & CIGNA OPEN ACCESS
PREMIER PPO		
Retiree Only	\$683.00	\$748.00
Retiree + Child(ren)	\$1,126.00	\$1,191.00
Retiree + Spouse	\$1,469.00	\$1,599.00
Retiree + Spouse + Child(ren)	\$1,775.00	\$1,905.00
Spouse Only	\$786.00	\$851.00
Child(ren) Only	\$443.00	\$508.00
Spouse + Child(ren)	\$1,092.00	\$1,157.00
STANDARD PPO		
Retiree Only	\$635.00	\$700.00
Retiree + Child(ren)	\$1,046.00	\$1,111.00
Retiree + Spouse	\$1,364.00	\$1,494.00
Retiree + Spouse + Child(ren)	\$1,649.00	\$1,779.00
Spouse Only	\$730.00	\$795.00
Child(ren) Only	\$411.00	\$476.00
Spouse + Child(ren)	\$1015.00	\$1,080.00
LOCAL CDHP/HSA		
Retiree Only	\$523.00	\$588.00
Retiree + Child(ren)	\$863.00	\$928.00
Retiree + Spouse	\$1125.00	\$1,255.00
Retiree + Spouse + Child(ren)	\$1,360.00	\$1,490.00
Spouse Only	\$602.00	\$667.00
Child(ren) Only	\$339.00	\$404.00
Spouse + Child(ren)	\$837.00	\$902.00
LIMITED PPO		
Retiree Only	\$600.00	\$665.00
Retiree + Child(ren)	\$990.00	\$1055.00
Retiree + Spouse	\$1,291.00	\$1,421.00
Retiree + Spouse + Child(ren)	\$1,561.00	\$1,691.00
Spouse Only	\$691.00	\$756.00
Child(ren) Only	\$389.00	\$454.00
Spouse + Child(ren)	\$960.00	\$1025.00

State-provided Subsidy

For Instructional Staff (teachers), the premiums are reduced according to time of creditable service accrued prior to retirement. This subsidy is paid by the State of Tennessee and is calculated based on premiums applicable to the coverage level elected by retiree.

Teachers Monthly Premium Subsidy

30+ years of service	45%
20-29 years of service	35%
Less than 20 years of service	25%
Support Staff	0%

* Subsidy amount is based on premium rates applicable to coverage under the lower cost plan and carrier.

- There are no separate trusts through which benefits for retirees are funded. No assets are currently accumulated or earmarked for this purpose. All approved benefits are paid by the State or the employer when due.

Eligibility for Retirement
Vested Termination

Group I Eligibility Retirements Under TCRS

- Full vesting starts after five years of creditable service.
- However, no other postemployment benefits are available under the Local Education Plan to employees not meeting criteria described.

25-Year Retirement

Group I Eligibility Retirements Under TCRS

- Reduced pension benefit upon completion of 25 years of service at any age.

Early Retirement

Group I Eligibility Retirements Under TCRS:

- Age 55 and vested.

Normal Retirement

Group I Eligibility Retirements Under TCRS

- Earlier of (i) Age 60 and vested, or (ii) Any age with 30 years of creditable service.

Eligibility for Retiree Medical Insurance

TCRS Participants

- 10 years of creditable service and three years of continuous insurance coverage in the plan immediately prior to final termination of employment.

The date retirement pension benefits start (effective date of retirement with TCRS) must be on or before the date your active coverage ends. This requirement for immediate commencement of benefits will be waived if you become insured by the state or a participating local government agency with no lapse in coverage; or

- 20 years of creditable service and one year insurance coverage in the plan immediately prior to final termination for retirement. The date retirement pension benefits start (effective date of retirement with TCRS) may be up to five years. The five-year requirement will be waived if you become insured by the state or a participating local government agency with no lapse in coverage.
- If the individual is retiring through TCRS, they must be receiving a monthly retirement benefit to continue coverage as a retiree. TCRS participants who choose a lump-sum retirement benefit are not eligible to continue insurance at retirement.

Other Participants

For employees who elected to participate in a retirement program sponsored by a participating local education agency (other than TCRS), the following rules apply:

- Age 55 at the time employment ends with at least 10 but less than 20 total years of creditable service and three years of continuous insurance coverage in the plan immediately prior to final termination for retirement; or
- Age 55 at the time employment ends and 20 years of creditable service and one year of continuous insurance coverage in the plan immediately prior to final termination for retirement. The period of time between your final termination date and attainment of age 55 may be up to five years; or
- 25 years of creditable service and one year of continuous insurance coverage in the plan immediately prior to final termination for retirement. The period of time between your final termination date and commencement of retirement insurance may be up to five years.
- Eligible school board members must be enrolled in the plan for at least one full year immediately prior to retirement, AND must be age 55 or older with at least 20 years of service as a member of the same

school board from which they retire or 30 years of service as a member of the same school board from which they retire at any age.

Disability Retirement

Retirees who have a date of hire prior to July 1, 2015 and were approved for disability retirement benefits by TCRS OR submitting an award letter from the Social Security Administration. The required proof must show total and permanent disability existed on or before the date employment terminated.

Plan Benefits

Eligible retirees may choose among the same Medical Plan options available for similarly situated active employees of the employer. Dependents of retirees who continue to meet eligibility requirements may be covered at the retiree's option the same as dependents of active employees, provided those dependents were already enrolled in the Plan when the retiree's active coverage was terminated or they became eligible based on a special enrollment provision. Prescription Drug coverage is automatically extended to retirees and their dependents who continue coverage under any one of the Medical Plan options. Covered retirees and their dependents are subject to the same Medical and Prescription benefits as are active employees. Totally and permanently disabled pre-65 retirees may continue medical coverage. Disabled retirees under age 65 who are eligible for Medicare must maintain at least Part B coverage.

Certain Other Post-Employment Benefits (OPEB) are available to current retirees and all employees (hired before July 1, 2015) retiring from the Local Education Agencies under the provisions of Disability, Early or Normal Retirement, as described above. With exception of a small group of grandfathered individuals, retirees are required to discontinue coverage under the plan upon attaining age 65. In addition to subsidies that may be provided by the local education employers for retiree premiums the OPEB benefits include access to coverage for the retiree and dependents under the Medical, Prescription, Dental and Vision as described below.

- Dental and vision benefits for retirees and their dependents are fully paid by the retirees, as they are by employees and their dependents. Consequently, these benefits are not considered as other post-employment benefits for the purposes of GASB Statement No. 75.

- The surviving dependents of a retiree may stay in the plan at no cost for up to six months. Afterwards, the surviving dependents are eligible to continue coverage under the Local Education Employee Group Plan subject to payments of the applicable premiums. The surviving dependents must continue to meet eligibility requirements to remain enrolled in the plan.
- Former employees, retirees and dependents may be eligible for an extended benefit under COBRA, regardless of the terms of the employer's other post-employment benefits. COBRA benefits are not considered as other post-employment benefits for the purposes of GASB Statement No. 75.

Duration of Benefits

Retirees and their dependents that are age-eligible for Medicare benefits are not eligible to remain in the Local Education Employee Group Insurance Plan, but may apply for the Medicare Supplement plan (The Tennessee Plan) if they are receiving a monthly TCRS pension benefit. A Medicare eligible spouse may only be covered on the Tennessee Plan if the retiree is also covered. Retirees not eligible for Medicare benefits are allowed to remain on the core Local Education Plan, with the plan as a primary payor. If the retiree later becomes eligible for Medicare Part A by virtue of a spouse's eligibility, the coverage will be terminated.

Plan Changes Since the Prior Year

- The following employers had a change in age or service requirements or subsidy amounts:

Name	Service Requirement Changes	Notes
Anderson County Schools	Instructional Staff - 20-29 years service in TCRS, Age 55, 10 consecutive years in County, Insurance for 3 consecutive years	New Serv Req - Per Agency Policy
Anderson County Schools	Support Staff- 20-29 years service in TCRS, Age 55, 10 consecutive years in County, Insurance for 3 consecutive years	New Serv Req - Per Agency Policy
Campbell County Schools	Support Staff - 30 Yrs, enrolled in health plan 1 year prior to retirement	New Serv Req - Per New Agency Policy
Campbell County Schools	Support Staff - 20 Yrs, Age 55, enrolled in health plan 1 year prior to retirement	New Serv Req - Per New Agency Policy
Campbell County Schools	Support Staff - 10 Yrs, Age 55, enrolled in health plan 3 continuous years prior to retirement	New Serv Req - Per New Agency Policy
Carter County Schools	Instructional Staff - 30 Yrs (See notes)	Agency changed contribution percentage per policy change
Carter County Schools	Instructional Staff - 20-29 Yrs, Age 55(See notes)	Agency changed contribution percentage per policy change
Carter County Schools	Instructional Staff - Less than 20 Yrs, Age 55(See notes)	Agency changed contribution percentage per policy change
Dyer County Schools	Support Staff - 30+ Yrs	Serv Req Updated per Agency Policy
Fentress County Schools	Instructional Staff - 30 Yrs, 10 Yrs with Fentress Co Schools (also see notes)	Serv Req Updated, contribution amount, & for all relationship tiers per Agency Policy
Franklin County Schools	Instructional Staff: hired PRIOR to 7/1/2014 AND retired AFTER to 7/1/2014, minimum of thirty (30) years of professional/Instructional Staff service in Franklin County Schools, or twenty-nine (29) years of service in Franklin County Schools with year of accumulated sick leave (minimum of 200 days)	Serv Req Updated per Agency Policy
Franklin County Schools	Instructional Staff: hired PRIOR to 7/1/2014 AND retired AFTER to 7/1/2014, minimum age of sixty (60) with a minimum of twenty-five (25) years of professional/Instructional Staff service in Franklin County Schools, or twenty-four (24) years of service in Franklin County Schools with an accompanying year of accumulated sick leave (minimum of 200 days)	Serv Req Updated per Agency Policy
Franklin County Schools	Instructional Staff: hired PRIOR to 7/1/2014 AND retired PRIOR to 7/1/2014, minimum of thirty (30) years of professional/Instructional Staff service in Franklin County Schools, or twenty-nine (29) years of service in Franklin County Schools with year of accumulated sick leave (minimum of 200 days)	Serv Req Updated per Agency Policy
Franklin County Schools	Instructional Staff: hired PRIOR to 7/1/2014 AND retired PRIOR to 7/1/2014, minimum age of sixty (60) with a minimum of twenty-five (25) years of professional/Instructional Staff service in Franklin County Schools, or twenty-four (24) years of service in Franklin County Schools with an accompanying year of accumulated sick leave (minimum of 200 days)	Serv Req Updated per Agency Policy
Franklin County Schools	Support Staff: hired PRIOR 7/1/2014 with minimum of thirty (30) hours a week for a period of at least nine (9) months a year but less than twelve (12) months a year, reached the age of sixty-two (62), and have twenty-five (25) years of service in the Franklin County School System.	Serv Req Updated per Agency Policy
Franklin County Schools	Support Staff: hired PRIOR to 7/1/2014 as a (12) month employee for the past five (5) years, have reached the age of sixty (60) years, and have twenty (20) years of service in the Franklin County School System.	Serv Req Updated per Agency Policy
Franklin Special School District	Instructional Staff - 20-29 Yrs, Must have at least 10 years service credit with district/TCRS and hired prior to the 2009-2010 school year. Must be elig for an unreduced or disability benefit according to TCRS/BA	Serv Req Updated per Agency Policy
Franklin Special School District	Instructional Staff - less than 20 Yrs, Must have at least 10 years service credit with district/TCRS and hired prior to the 2009-2010 school year. Must be elig for an unreduced or disability benefit according to TCRS/BA	Serv Req Updated per Agency Policy
Franklin Special School District	Support Staff - 10 Yrs, all with district/TCRS and hired prior to the 2009-2010 school year. Must be elig for an unreduced or disability benefit according to TCRS/BA	Serv Req Updated per Agency Policy
Greenville City Schools	Support Staff - 10 Yrs	Serv Req Updated- "or Age 60" removed per Agency Policy & minimum SGIP eligibility requirements
Henderson County Schools	Instructional Staff - 30 Yrs w/ TCRS, 15 Yrs w/ Henderson County Schools	New Serv Req - Per New Agency Policy
Millington Municipal Schools	Instructional Staff - with 30+ years of service. (see notes)	Per Agency- only pay 5% of the full premium for this service tier level.
Millington Municipal Schools	see notes	Per Agency-does not pay any portion of the other instructional staff service tiers premiums.
Monroe County Board of Education	Instructional Staff - 20 years of service with Monroe County Schools	Per agency's governing document
Oak Ridge Schools	Support Staff - 25 or more years, less than 25 years - not eligible, ALL SERVICE MUST BE WITH ORS	New Serv Req per new policy
Polk County Board of Education	see notes	Last year's submission swapped limited and local cdhp amounts in error.
Robertson County Schools	Instructional Staff -30+ (see notes)	Per agency governing doc - 30 yrs is on different premium tier than 25-29, still 45% of premium like 25-29 service req
Rogersville City Schools	see notes	Last year's submission swapped limited and local cdhp amounts in error.
Rogersville City Schools	see notes	Last year's submission swapped limited and local cdhp amounts in error.
Sullivan County Board of Education	see notes	Last year's submission swapped limited and local cdhp amounts in error.
Trenton Special School District	Instructional Staff- 30 Plus years w/TSSD (see notes)	Broke out highest service tier to determine max contribution
Trenton Special School District	Support Staff- 30 Plus years w/TSSD (see notes)	Broke out highest service tier to determine max contribution
Union County Schools	see notes	Per agency, spouse only is covered
Van Buren County Schools	see notes	Last year's submission swapped limited and local cdhp amounts in error.