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## **Independent Auditors' Report**

The Division of Retirement and Benefits and  
Members of the Alaska Retirement Management Board  
State of Alaska Teachers' Retirement System:

### ***Opinion***

We have audited the combining financial statements of the State of Alaska Teachers' Retirement System (the System), a component unit of the State of Alaska, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the System's basic financial statements as listed in the table of contents.

In our opinion, the accompanying combining financial statements referred to above present fairly, in all material respects, the fiduciary net position of the System as of June 30, 2025, and the changes in its fiduciary net position for the year then ended in accordance with U.S. generally accepted accounting principles.

### ***Basis for Opinion***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the System and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. generally accepted accounting principles, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the System's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

# Financial Section

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In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the System's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the System's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

## ***Report on Summarized Comparative Information***

We have previously audited the System's 2024 combining financial statements, and we expressed an unmodified opinion on those financial statements in our report dated October 15, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2024 is consistent, in all material respects, with the audited financial statements from which it has been derived.

## ***Required Supplementary Information***

U.S. generally accepted accounting principles require that the management's discussion and analysis and the required supplementary information listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

## ***Supplementary Information***

Our audit for the year ended June 30, 2025 was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the System's basic financial statements for the year ended June 30, 2025. The supplemental schedules listed in the table of contents for the year ended June 30, 2025 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements for the year ended June 30, 2025 and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements as a whole for the year ended June 30, 2025.

# Financial Section

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We also previously audited, in accordance with GAAS, the basic financial statements of the System as of and for the year ended June 30, 2024 (not presented herein), and have issued our report thereon dated October 15, 2024 which expressed an unmodified opinion. The supplemental schedules listed in the table of contents for the year ended June 30, 2024 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information was subjected to the audit procedures applied in the audit of the basic financial statements for the year ended June 30, 2024 and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare those financial statements or to those financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements as a whole for the year ended June 30, 2024.

## ***Other Information***

Management is responsible for the other information included in the annual comprehensive financial report. The other information comprises the introductory, investment, actuarial and statistical sections but does not include the basic financial statements and our auditors' report thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

**KPMG LLP**

Anchorage, Alaska

October 22, 2025, except for the Other Information section of our report, as to which the date is January 16, 2026.

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

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This section presents management's discussion and analysis (MD&A) of the State of Alaska Teachers' Retirement System's (the System) financial position and performance for the years ended June 30, 2025 and 2024. This section is presented as a narrative overview and analysis. Please read the MD&A in conjunction with the financial statements, notes to financial statements, required supplementary information, and supplemental schedules to better understand the financial condition and performance of the System during the fiscal years ended June 30, 2025 and 2024. Information for fiscal year 2023 is presented for comparative purposes.

#### Financial Highlights

The System's financial highlights for the year ended June 30, 2025 were as follows:

- The System's fiduciary net position restricted for pension benefits, postemployment healthcare benefits, and individuals increased by \$728.4 million.
- The System's employers and plan members contributions increased by \$2.4 million when compared to fiscal year 2024.
- The State of Alaska (the State) directly appropriated \$122.4 million to the System.
- The System's net investment income was \$1.2 billion, an increase of \$236.4 million when compared to fiscal year 2024.
- The System's pension benefit expenditures totaled \$583.2 million.
- The System's postemployment healthcare benefit expenditures totaled \$212.4 million.

#### Overview of the Financial Statements

This discussion and analysis is intended to serve as an introduction to the System's financial statements. The System's financial statements are composed of three components: (1) combining statement of fiduciary net position, (2) combining statement of changes in fiduciary net position, and (3) notes to financial statements. This report also contains required supplementary information and other supplemental schedules.

*Combining statement of fiduciary net position* – This statement presents information regarding the System's assets, liabilities, and resulting net position restricted for pension benefits, postemployment healthcare benefits, and individuals. This statement reflects the System's investments at fair value, along with cash and cash equivalents, receivables, and other assets, less liabilities at June 30, 2025.

*Combining statement of changes in fiduciary net position* – This statement presents how the System's net position restricted for pension benefits, postemployment healthcare benefits, and individuals changed during the fiscal year ended June 30, 2025. This statement presents contributions and investment income during the period. Deductions for pension and postemployment healthcare benefits, refunds, and operating deductions are also presented.

The above statements represent resources available for investment and payment of benefits as of June 30, 2025, and the sources and uses of those funds during fiscal year 2025.

*Notes to financial statements* – The notes to financial statements are an integral part of the financial statements and provide additional detailed information and schedules that are essential to a full understanding of the System's financial statements.

*Required supplementary information and related notes* – The required supplementary information consists of 12 schedules and related notes concerning the funded status of the System and actuarial assumptions and methods used in the actuarial valuation.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

*Supplemental schedules* – Supplemental schedules include detailed information on administrative and investment deductions incurred by the System and payments to consultants other than investment advisors for professional services.

#### Condensed Financial Information

System net position (In thousands)					
Description	2025	2024	Increase (decrease)		2023
			Amount	Percentage	
Assets:					
Cash and cash equivalents	\$ 136,457	131,427	5,030	3.8 %	\$ 110,428
Contributions receivable	9,875	10,029	(154)	(1.5)	10,917
Due from State of Alaska					
General Fund	10,078	7,462	2,616	35.1	9,399
Due from TRS OD&D	—	9	(9)	(100.0)	—
Due from TRS RMP	—	302	(302)	(100.0)	—
Other accounts receivables	6,345	6,248	97	1.6	4,878
Investments	11,914,233	11,187,860	726,373	6.5	10,708,951
Other assets	318	318	—	—	318
Total assets	12,077,306	11,343,655	733,651	6.5	10,844,891
Liabilities:					
Claims payable	18,371	15,984	2,387	14.9	13,957
Accrued expenses	6,270	3,468	2,802	80.8	3,867
Forfeitures payable to employers	189	117	72	61.5	59
Due to State of Alaska General Fund	3,355	4,688	(1,333)	(28.4)	2,812
Due to TRS DB Pension	—	9	(9)	(100.0)	—
Due to TRS ARHCT	—	302	(302)	(100.0)	—
Securities lending collateral payable	9,143	7,513	1,630	21.7	11,080
Total liabilities	37,328	32,081	5,247	16.4	31,775
Net position restricted for pension and postemployment healthcare benefits					
	\$ 12,039,978	11,311,574	728,404	6.4 %	\$ 10,813,116

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

#### Condensed Financial Information (continued)

Changes in system net position (In thousands)					
Description	2025	2024	Increase (decrease)		2023
			Amount	Percentage	
Net position, beginning of year	\$ 11,311,574	10,813,116	498,458	4.6 %	\$ 10,444,021
Additions:					
Contributions – employers and plan members	180,409	177,989	2,420	1.4	178,132
Contributions – nonemployer State of Alaska	122,442	97,951	24,491	25.0	90,412
Net investment income	1,227,638	991,281	236,357	23.8	814,723
Employer group waiver plan	26,405	21,493	4,912	22.9	20,392
Medicare retiree drug subsidy	194	225	(31)	(13.8)	138
Pharmacy rebates	30,140	23,019	7,121	30.9	17,992
Pharmacy management allowance	61	64	(3)	(4.7)	64
Other income	361	447	(86)	(19.2)	229
Transfer in	63	2,650	(2,587)	(97.6)	—
Total additions	1,587,713	1,315,119	272,594	20.7	1,122,082
Deductions:					
Pension and postemployment healthcare benefits	795,608	760,149	35,459	4.7	707,666
Refunds of contributions	50,272	40,426	9,846	24.4	32,358
Administrative	13,366	13,436	(70)	(0.5)	12,963
Transfer out	63	2,650	(2,587)	(97.6)	—
Total deductions	859,309	816,661	42,648	5.2	752,987
Increase in net position	728,404	498,458	229,946	46.1	369,095
Net position, end of year	\$ 12,039,978	11,311,574	728,404	6.4 %	\$ 10,813,116

#### Financial Analysis of the System

The statements of fiduciary net position as of June 30, 2025 and 2024 show net position restricted for pension benefits, postemployment healthcare benefits, and individuals of \$12,039,978,000 and \$11,311,574,000, respectively. The entire amount is available to cover the System's obligation to pay pension and postemployment healthcare benefits to its members and their beneficiaries, as well as administrative costs.

This represents an increase in the System's net position restricted for pension benefits, postemployment healthcare benefits, and individuals of \$728,404,000 or 6.4% from fiscal year 2024 to 2025, and an increase of \$498,458,000 or 4.6% from fiscal year 2023 to 2024. Over the long term, employers, plan members, and nonemployer contributions, as well as investment income earned, are anticipated to sufficiently fund the pension benefit and postemployment healthcare costs of the System.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

During the 34th Alaska State Legislature and as part of the State's Fiscal Year 2025 Operating Budget, House Bill 268 appropriated \$123,358,000 from the General Fund to the Department of Administration for deposit in the Defined Benefit Pension fund. The amount of the appropriation allocated to the State as an employer is included in Contributions – Employer. The remaining appropriation of \$122,422,000 is reported as Contributions – Nonemployer State of Alaska.

The investment of pension funds is a long-term undertaking. On an annual basis, the Alaska Retirement Management Board (the Board) reviews and adopts an asset allocation strategy to ensure the asset mix will remain at an optimal risk/return level given the System's constraints and objectives.

#### System Asset Allocation

During fiscal years 2025 and 2024, the Board adopted the following asset allocation for the Defined Benefit Pension Plan (DB Plan), Alaska Retiree Healthcare Trust (ARHCT Plan), and Defined Contribution Retirement Pension Plan's (DCR Plan) occupational death and disability fund, retiree medical plan, and health reimbursement arrangement fund:

	2025		2024	
	Pension and healthcare trusts Allocation	Range	Pension and healthcare trusts Allocation	Range
Broad domestic equity	26.0 %	± 6%	26.0 %	± 6%
Global equity ex-U.S.	17.0	± 4%	17.0	± 4%
Fixed income	23.0	± 10%	21.0	± 10%
Multi-asset	6.0	± 4%	8.0	± 4%
Real assets	14.0	± 7%	14.0	± 7%
Private equity	14.0	± 7%	14.0	± 7%
Total	100.0 %		100.0 %	
Expected return 20-year geometric mean	7.81 %		7.59 %	
Projected standard deviation	13.06		13.61	

For fiscal years 2025 and 2024, the DB Pension Plan's investments generated a 10.12% and 9.23% rate of return, respectively. For fiscal years 2025 and 2024, the Alaska Retiree Healthcare Trust Plan's investments generated a 10.13% and 9.31% rate of return, respectively.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

#### Contributions, Investment Income, and Other Additions

The additions required to fund retirement benefits are accumulated through a combination of employer and plan member contributions, State appropriation, investment income, and other additions as follows:

	Additions (In thousands)				
	2025	2024	Increase (decrease)		2023
			Amount	Percentage	
Contributions – employers	\$ 107,112	104,887	2,225	2.1 %	\$ 105,019
Contributions – plan members	73,297	73,102	195	0.3	73,113
Contributions – nonemployer					
State of Alaska	122,442	97,951	24,491	25.0	90,412
Net investment income	1,227,638	991,281	236,357	23.8	814,723
Employer group waiver plan	26,405	21,493	4,912	22.9	20,392
Medicare retiree drug subsidy	194	225	(31)	(13.8)	138
Pharmacy rebates	30,140	23,019	7,121	30.9	17,992
Pharmacy management allowance	61	64	(3)	(4.7)	64
Other income	361	447	(86)	(19.2)	229
Transfer in	63	2,650	(2,587)	(97.6)	—
Total	\$ 1,587,713	1,315,119	272,594	20.7 %	\$ 1,122,082

The System's employer contributions increased from \$104,887,000 in fiscal year 2024 to \$107,112,000 in fiscal year 2025, an increase of \$2.2 million or 2.1%. The System's employer contributions decreased from \$105,019,000 in fiscal year 2023 to \$104,887,000 in fiscal year 2024, a decrease of \$132 thousand or 0.1%. The increase in employer contributions is attributed to an increase in total member salaries, as well as an increase in the employer contribution rate. The increase in employer contributions for fiscal year 2024 is attributed to an increase in total member salaries.

The State provided \$122,442,000 and \$97,951,000 for fiscal years 2025 and 2024, respectively, in nonemployer contributions per Alaska Statute (AS) 14.25.085. The employer on-behalf amount (or additional State contributions as defined in AS 14.25.085) is calculated by the System's actuary. It is based on projected payroll and the difference between the actuarially determined contribution rate and the statutory effective rate. The employer effective contribution rate of 12.56% is established in AS 14.25.070(a).

The System's net investment income in fiscal year 2025 increased by \$236,357,000 or 23.8% from amounts in fiscal year 2024. The System saw investment rate of returns roughly 0.89% higher than fiscal year 2024, primarily in the global equity ex U.S. market, and ended the year above the System's actuarial rate of return of 7.25%. The System's net investment income in fiscal year 2024 increased by \$176,558,000 or 21.7% from amounts in fiscal year 2023. The System saw investment rate of returns roughly 2.2% higher than fiscal year 2023, primarily in the domestic equities, fixed income, multi-asset, and private equities markets, and ended the year above the System's actuarial rate of return of 7.25%. Over the long term, investment earnings play a significant role in funding Plan benefits. The Board continues to look at investment classes and strategies best suited to meet the expected earnings returns to meet future benefit payments.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

During fiscal year 2025, the System transferred \$1 thousand from the TRS DCR – Occupational Death and Disability fund to the TRS DB Pension fund, \$12 thousand from the TRS DCR – Retiree Medical fund and \$50 thousand from the TRS DCR – Health Reimbursement Arrangement plans to the TRS DB Alaska Retiree Healthcare Trust fund. The transfers were a result of the Alaska Supreme Court decision that determined that the passage of Senate Bill (SB) 141 violated the Alaska Constitution by extinguishing a former member's ability to re-enter the PERS / TRS defined benefits plan. The lawsuit challenged the effect of SB 141 as an unconstitutional diminishment of a promised defined benefit. In April 2022, the Alaska Supreme Court found that a former member's ability to reinstate PERS / TRS status is an accrued benefit protected by Article XII, Section 7 of the Alaska Constitution. The Court held that not allowing former members to buy back into PERS / TRS defined benefit status resulted in an unconstitutional diminishment. The transfers represent the employer contributions and related investment earnings / losses that were deposited into the DCR trust funds when a former member was reported as a DCR member, and then the member reinstated their DB status. Those funds follow the member to their proper plan within the System.

The Division of Retirement and Benefits (the Division) implemented a group Medicare Part D prescription drug plan known as an enhanced Employer Group Waiver Plan (EGWP) for all Medicare-eligible members covered under the Plan. During fiscal year 2025, the Plan received \$26,405,000 in EGWP funds from the Center of Medicare and Medicaid Services (CMS) through the EGWP Plan Sponsor, OptumRx, compared to fiscal year 2024 receipts of \$21,493,000, and fiscal year 2023 receipts of \$20,392,000. The increases each year is due to increased prescription drug usage as well as increased costs of those same prescription drugs that resulted in higher EGWP funds paid to the Plan.

Pharmacy rebates are reimbursed to the Plan by the third-party administrators. During fiscal year 2025, the Plan received \$30,140,000 in pharmacy rebates compared to \$23,019,000 from fiscal year 2024. In fiscal year 2023, the Plan received \$17,992,000. The Plan negotiated higher rebates beginning in calendar year 2022; however, those higher rebates were transmitted to the Plan during fiscal year 2023, which resulted in slightly higher collections due to timing of receipt of those funds.

The DB Pension Plan's investment rates of return for the year ended June 30 were as follows:

	Year ended		
	2025	2024	2023
Plan returns	10.12 %	9.23 %	7.02 %
Broad domestic equity	13.45	21.21	17.76
Global equity (ex-U.S.)	19.68	12.77	15.14
Fixed income	6.41	3.58	0.43
Multi-asset	5.19	8.04	4.09
Real assets	4.24	0.04	2.37
Private equity	6.53	4.96	(3.29)
Actuarially assumed rate of return	7.25	7.25	7.25

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

The Alaska Retiree Healthcare Trust Plan's investment rates of return for the year ended June 30 were as follows:

	Year ended		
	2025	2024	2023
Plan returns	10.13 %	9.31 %	7.11 %
Broad domestic equity	13.45	21.21	17.78
Global equity (ex-U.S.)	19.68	12.77	15.13
Fixed income	6.34	3.61	0.34
Multi-asset	5.22	8.05	4.09
Real assets	4.16	0.49	2.88
Private equity	6.53	4.96	(3.29)
Actuarially assumed rate of return	7.25	7.25	7.25

### Benefits and Other Deductions

The primary deduction of the DB Plan is the payment of pension and other postemployment benefits, primarily healthcare. The primary deduction of the DCR Plan is the refund of contributions. These benefit payments, healthcare claims paid, refunds of contributions, and the cost of administering the System comprise the cost of operations as follows:

	Deductions (In thousands)				
	2025	2024	Increase		2023
			Amount	Percentage	
Pension benefits	\$ 583,214	572,179	11,035	1.9 %	\$ 536,892
Postemployment benefits	212,394	187,970	24,424	13.0	170,774
Refunds of contributions	50,272	40,426	9,846	24.4	32,358
Administrative	13,366	13,436	(70)	(0.5)	12,963
Transfer out	63	2,650	(2,587)	(97.6)	—
Total	\$ 859,309	816,661	42,648	5.2 %	\$ 752,987

The System's DB pension benefit payments in 2025 increased \$11,035,000 or 1.9% from fiscal year 2024, which increased 35,287,000 or 6.6% from fiscal year 2023. The increase in pension benefits in fiscal year 2025 is the result of an increase in the number of retirees, in addition to a 0.49% or 0.73% Post Retirement Pension Adjustment for eligible retirees. The increase in pension benefits in 2024 is the result of an increase in the number of retirees and an increase in average pension benefits, which includes a 3.9% or 5.9% Post Retirement Pension Adjustment for eligible retirees.

The System's postemployment healthcare benefit payments in fiscal year 2025 increased \$24,424,000 or 13.0% from fiscal year 2024, which increased \$17,196,000 or 10.1% from fiscal year 2023. During fiscal year 2025, the System saw an increase in postemployment benefits as the number of retirees in the DB Plan increased. The increase in postemployment benefits in 2025 is also the result of an increase in per member average postemployment benefits by roughly 9.0%. During fiscal year 2024, the System saw an increase in postemployment benefits as the number of retirees in the DB Plan decreased. The increase in postemployment benefits in 2024 is the result of an increase in per member average postemployment benefits by roughly 12.1%. The System continues to look at ways for cost containment while providing benefits applicable to the plan.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

The System's refund of contributions increased \$9,846,000 or 24.4% from fiscal year 2024 to 2025 and increased \$8,068,000 or 24.9% from fiscal year 2023 to 2024. The increase in refunds is primarily in the DCR Plan, where refunds increased \$9,954,000 between fiscal year 2024 to 2025, and increased \$7,649,000 between fiscal year 2023 to 2024. Increases in DCR Plan refunds are attributed to the increase in the number of DCR Plan member refunds, as well as an increase in the average member balance being refunded. The System continues to look at ways to retain member contributions by emphasizing the low investment costs to members to maintain funds within the DCR Plan.

The System's administrative costs in fiscal year 2025 decreased \$70,000 or 0.5% from fiscal year 2024 and decreased \$473,000 or 3.6% from fiscal year 2023. The decrease in fiscal year 2025 is due to decreased costs in management and consulting services as well as decreases due to a capital project for a retirement system replacement. The increase in fiscal year 2024 is due to increased costs in management and consulting services as well as modest increases due to a capital project for a retirement system replacement.

#### Net Pension Liability

Governmental Accounting Standards Board (GASB) Statement No. 67, *Financial Reporting for Pension Plans*, requires the DB Plan to report the total pension liability, fiduciary net position, and net pension liability. The total pension liability represents the total obligation for the Plan's pension benefits related to costs incurred as a result of years of service, changes in benefit terms, changes in actuarial assumptions, and any differences between the actuarial assumptions and actual experience. The Plan's fiduciary net position represents the assets available to pay the Plan's future payment stream. The assets are derived from contributions received from participating employers, plan members, and nonemployer contributions, as well as investment earnings, less benefit payments during the year and the related costs to administer the Plan. The difference between the total pension liability and fiduciary net position is the net pension liability, or the unfunded portion of the total pension liability.

The components of the net pension liability of the participating employers of the Plan as of June 30 were as follows (in thousands):

	2025	2024
Total pension liability	\$ 8,032,515	8,066,377
Plan fiduciary net position	(6,478,048)	(6,216,525)
Employers' net pension liability	\$ 1,554,467	1,849,852
Plan fiduciary net position as a percentage of the total pension liability	80.65%	77.07%

#### Net OPEB Asset

GASB Statement No. 74, *Financial Reporting for Postemployment Benefit Plans Other than Pension Plans*, requires the DB Other Postemployment Benefit (OPEB) Plans to report the total OPEB liability, fiduciary net position, and net OPEB liability for each plan. The total OPEB liability represents the total obligation for the Plan's postemployment healthcare benefits related to costs incurred as a result of years of service, changes in benefit terms, changes in actuarial assumptions, and any differences between the actuarial assumptions and actual experience. The Plan's fiduciary net position represents the assets available to pay the OPEB Plan's future payment stream. The assets are derived from contributions received from

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

participating employers, plan members, and nonemployer contributions, as well as investment earnings, less benefit payments during the year and the related costs to administer the Plans. The difference between the total OPEB liability and fiduciary net position is the net OPEB asset, or the overfunded portion of the total OPEB liability.

The components of the net OPEB asset of the participating employers of the Plans as of June 30, 2025 were as follows (in thousands):

	<b>Alaska Retiree Healthcare Trust Plan (ARHCT Plan)</b>	<b>Occupational Death and Disability (ODD Plan)</b>	<b>Retiree Medical Plan (RMP)</b>
Total OPEB liability	\$ 2,695,505	541	73,913
Plan fiduciary net position	<u>(3,891,081)</u>	<u>(9,879)</u>	<u>(100,828)</u>
Employers' net OPEB asset	<u>\$ (1,195,576)</u>	<u>(9,338)</u>	<u>(26,915)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	144.35%	1,826.06%	136.41%

The components of the net OPEB asset of the participating employers of the Plans as of June 30, 2024 were as follows (in thousands):

	<b>Alaska Retiree Healthcare Trust Plan (ARHCT Plan)</b>	<b>Occupational Death and Disability (ODD Plan)</b>	<b>Retiree Medical Plan (RMP)</b>
Total OPEB liability	\$ 2,667,509	531	64,755
Plan fiduciary net position	<u>(3,665,189)</u>	<u>(8,499)</u>	<u>(87,241)</u>
Employers' net OPEB asset	<u>\$ (997,680)</u>	<u>(7,968)</u>	<u>(22,486)</u>
Plan fiduciary net position as a percentage of the total OPEB liability	137.40%	1,600.56%	134.72%

### Funding

Retirement benefits are financed by accumulations from employers, plan members, State nonemployer contributions, and income earned on System investments:

- The employer contribution rate is adopted and set by the Board annually based on actuarial determinations made by the System's consulting actuary as reviewed by the Board's contracted actuary. AS 14.25.070(a) sets the employer effective contribution rate at 12.56%. The difference between the actuarially determined contribution rate adopted by the Board and the statutory employer effective rate is paid by the State as a direct appropriation per AS 14.25.085.
- AS 14.25.085 provides that additional State contributions are made each July 1 or as soon after July 1 for the ensuing fiscal year that when combined with the total employer contributions are sufficient to pay the System's past service liability at the contribution rate adopted by the Board for that fiscal year.
- Plan member contributions are set by AS 14.25.050 for the DB Plan and AS 14.25.340 for the DCR Plan.
- The Board works with an external consultant to determine the proper asset allocation strategy.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

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#### Legislation

During fiscal year 2025, the 34th Alaska State Legislature enacted one law that affects the System. Conference Committee Substitute (CCS) for House Bill 53, Section 45 (b), appropriates \$139.0 million from the General Fund to the Department of Administration for deposit in the System's defined benefit plan account as an additional state contribution for fiscal year ending June 30, 2026.

This appropriation is to fund the difference between the statutory employer required contribution of 12.56% paid by participating employers (excluding the State of Alaska as an employer) for both defined benefit and defined contribution members and the actuarially determined contribution rate of 31.33% adopted by the Board for Fiscal Year 2026. This additional state contribution is specified in AS 14.25.085 – Additional State Contributions.

#### Economic Conditions, Future Contribution Rates, and Status of Unfunded Liability

Fiscal year 2025 had positive investment returns. Net investment income increased from \$991,281,000 in fiscal year 2024 to \$1,227,638,000 in fiscal year 2025, an increase of \$236,357,000 or 23.8%. During fiscal year 2025, the System's actual rate of return on investments was roughly 2.62% above the 7.25% actuarially assumed rate of return. The Board continues to work with its investment counsel and the Alaska Department of Revenue, Treasury Division, to diversify the portfolio of the System to maintain an optimal risk/return ratio.

The consulting actuary recommended an increase from the System's actuarially determined contribution rate of 25.52% in fiscal year 2024 to 28.59% in fiscal year 2025. Additionally, the Board discussed not contributing the healthcare normal cost contribution rate of 2.10% since the Alaska Retiree HealthCare Trust (ARHCT) is well above 100% funded. After the Board's actuarial committee discussed the healthcare trusts overfunding, they voted to not contribute the healthcare normal cost rate for fiscal year 2025. The Board adopted the fiscal year 2025 actuarially determined contribution rate of 28.59%, which represented an increase of 3.07%. The statutory employer effective contribution rate remains at 12.56% for fiscal years 2025 and 2024.

The June 30, 2024 and 2023 actuarial valuation reports for the DB Pension Plan reported funded ratios based on valuation assets of 77.9% and 76.8%, as well as unfunded liabilities of \$1.8 billion and \$1.9 billion, respectively.

The June 30, 2024 and 2023 actuarial valuation reports for the DB ARHCT reported funded ratios based on valuation assets of 138.7% and 135.5%, as well as funding excesses of \$1,025.9 million and \$930.2 million, respectively.

For fiscal years 2025 and 2024, the DCR Plan's employer contribution rate are established by AS 14.25.070(a) at 12.56%. The DCR Plan's actuarially determined occupational death and disability contribution rate was adopted by the Board for fiscal years 2025 and 2024 to be 0.08%. The DCR Plan's actuarially determined retiree medical plan contribution rate was adopted by the Board for fiscal years 2025 and 2024 to be 0.68% and 0.82%, respectively.

The June 30, 2024 and 2023 actuarial valuation reports for the DCR Occupational Death & Disability Plan reported funded ratios based on valuation assets of 5,171.5% and 3,983.2%, as well as funding excesses of \$8.4 million and \$7.4 million, respectively.

The June 30, 2024 and 2023 actuarial valuation reports for the DCR Retiree Major Medical Plan reported funded ratios based on valuation assets of 134.0% and 136.3%, as well as funding excesses of \$22.2 million and \$20.7 million, respectively.

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Management's Discussion and Analysis (Unaudited)

June 30, 2025

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#### Requests for Information

This financial report is designed to provide a general overview for those parties interested in the System's finances. Questions concerning any of the information provided in this report or requests for additional information should be addressed to:

State of Alaska Teachers' Retirement System  
Division of Retirement and Benefits, Finance Section  
P.O. Box 110203  
Juneau, Alaska 99811-0203

Questions concerning any of the investment information provided in this report or requests for additional investment information should be addressed to:

State of Alaska  
Department of Revenue, Treasury Division  
P.O. Box 110405  
Juneau, Alaska 99811-0405

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Combining Statement of Fiduciary Net Position

June 30, 2025

(With summarized financial information for June 30, 2024)

(In thousands)

	Defined benefit pension	Defined contribution retirement pension	Other postemployment benefit plans				System total June 30, 2025	System total June 30, 2024
			Alaska Retiree Healthcare Trust	Occupational death and disability	Retiree medical	Health reimbursement arrangement		
<b>Assets:</b>								
Cash and cash equivalents:								
Short-term fixed-income pool	\$ 75,403	291	45,972	124	1,262	3,876	126,928	123,522
Empower money market fund – non-participant directed	—	386	—	—	—	—	386	392
Securities lending collateral	5,538	—	3,272	8	80	245	9,143	7,513
Total cash and cash equivalents	80,941	677	49,244	132	1,342	4,121	136,457	131,427
Receivables:								
Contributions	9,872	3	—	—	—	—	9,875	10,029
Due from State of Alaska General Fund	—	8,498	83	36	71	1,390	10,078	7,462
Due from TRS – Occupational death & disability	—	—	—	—	—	—	—	9
Due from TRS – Retiree medical	—	—	—	—	—	—	—	302
Other accounts receivable	129	—	6,206	—	10	—	6,345	6,248
Total receivables	10,001	8,501	6,289	36	81	1,390	26,298	24,050
Investments, at fair value:								
Fixed-income securities:								
Barclays aggregate bond fund	1,085,730	—	655,562	1,650	16,890	52,152	1,811,984	1,644,648
Opportunistic fixed income pool	287,276	—	173,457	437	4,469	13,799	479,438	408,344
Total fixed-income securities	1,373,006	—	829,019	2,087	21,359	65,951	2,291,422	2,052,992
Broad domestic equity:								
Large cap pool	1,506,376	—	909,513	2,289	23,430	72,347	2,513,955	2,376,938
Small cap pool	157,469	—	95,079	239	2,450	7,564	262,801	219,566
Total broad domestic equity	1,663,845	—	1,004,592	2,528	25,880	79,911	2,776,756	2,596,504
Global equity ex-U.S.:								
International equity pool	938,078	—	566,406	1,426	14,592	45,058	1,565,560	1,366,332
Emerging markets equity pool	173,459	—	104,734	264	2,698	8,332	289,487	330,181
Total global equity ex-U.S.	1,111,537	—	671,140	1,690	17,290	53,390	1,855,047	1,696,513
Multi-asset:								
Alternative beta pool	64,440	—	38,909	98	1,002	3,095	107,544	106,538
Alternative equity pool	—	—	—	—	—	—	—	66,763
Alternative fixed income pool	171,522	—	103,565	261	2,668	8,238	286,254	267,132
Tactical allocation strategies pool	132,173	—	79,806	200	2,056	6,349	220,584	296,643
Total multi-asset	368,135	—	222,280	559	5,726	17,682	614,382	737,076
Private equity pool	991,486	—	598,658	1,507	15,424	47,625	1,654,700	1,610,469
Real assets:								
Real estate pool	317,350	—	191,615	482	4,937	15,244	529,628	511,925
Real estate investment trust pool	103,683	—	62,604	158	1,613	4,980	173,038	159,531
Infrastructure private pool	180,782	—	109,156	275	2,812	8,684	301,709	275,996
Energy pool	5,986	—	3,614	9	93	288	9,990	13,479
Farmland pool	202,673	—	122,374	308	3,153	9,735	338,243	343,081
Timber pool	78,169	—	47,198	119	1,216	3,755	130,457	129,323
Total real assets	888,643	—	536,561	1,351	13,824	42,686	1,483,065	1,433,335
Other investment funds:								
Participant directed at fair value:								
Collective investment funds	—	293,869	—	—	—	—	293,869	248,079
Pooled investment funds	—	899,609	—	—	—	—	899,609	761,842
Participant directed at contract value:								
Synthetic investment contracts	—	45,383	—	—	—	—	45,383	51,050
Total other investment funds	—	1,238,861	—	—	—	—	1,238,861	1,060,971
Total investments	6,396,652	1,238,861	3,862,250	9,722	99,503	307,245	11,914,233	11,187,860
Other assets	—	—	318	—	—	—	318	318
Total assets	6,487,594	1,248,039	3,918,101	9,890	100,926	312,756	12,077,306	11,343,655
<b>Liabilities:</b>								
Claims payable	—	—	18,371	—	—	—	18,371	15,984
Accrued expenses	653	214	5,377	3	18	5	6,270	3,468
Forfeitures payable to employers	—	189	—	—	—	—	189	117
Due to State of Alaska General Fund	3,355	—	—	—	—	—	3,355	4,688
Due to TRS – Defined benefit pension	—	—	—	—	—	—	—	9
Due to TRS – Alaska Retiree Healthcare Trust	—	—	—	—	—	—	—	302
Securities lending collateral payable	5,538	—	3,272	8	80	245	9,143	7,513
Total liabilities	9,546	403	27,020	11	98	250	37,328	32,081
Net position restricted for pension benefits, postemployment healthcare benefits, and individuals	\$ 6,478,048	1,247,636	3,891,081	9,879	100,828	312,506	12,039,978	11,311,574

See accompanying notes to financial statements.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Combining Statement of Changes in Fiduciary Net Position

Year ended June 30, 2025

(With summarized financial information for June 30, 2024)

(In thousands)

	Defined benefit pension	Defined contribution retirement pension	Other postemployment benefit plans				System total June 30, 2025	System total June 30, 2024
			Alaska Retiree Healthcare Trust	Occupational death and disability	Retiree medical	Health reimbursement arrangement		
<b>Additions:</b>								
Contributions:								
Employers	\$ 47,926	38,477	2	477	4,064	16,166	107,112	104,887
Plan members	25,225	48,072	—	—	—	—	73,297	73,102
Nonemployer State of Alaska	122,442	—	—	—	—	—	122,442	97,951
Total contributions	195,593	86,549	2	477	4,064	16,166	302,851	275,940
Investment income:								
Net appreciation in fair value	558,470	145,632	331,696	807	8,271	25,406	1,070,282	854,956
Interest	47,350	298	28,033	67	689	2,108	78,545	65,266
Dividends	65,278	—	38,789	93	957	2,931	108,048	99,101
Total investment income	671,098	145,930	398,518	967	9,917	30,445	1,256,875	1,019,323
Less: investment expense	17,082	1,330	10,068	26	264	745	29,515	28,409
Net investment income before securities lending activities	654,016	144,600	388,450	941	9,653	29,700	1,227,360	990,914
Securities lending income	646	—	382	1	9	29	1,067	981
Less: securities lending expense	478	—	282	1	7	21	789	614
Net income from securities lending activities	168	—	100	—	2	8	278	367
Net investment income	654,184	144,600	388,550	941	9,655	29,708	1,227,638	991,281
Transfer in	1	—	62	—	—	—	63	2,650
Other income:								
Employer group waiver plan	—	—	26,331	—	74	—	26,405	21,493
Medicare retiree drug subsidy	—	—	194	—	—	—	194	225
Pharmacy rebates	—	—	30,068	—	72	—	30,140	23,019
Pharmacy management allowance	—	—	61	—	—	—	61	64
Miscellaneous income	40	53	267	—	1	—	361	447
Total other income	40	53	56,921	—	147	—	57,161	45,248
Total additions	849,818	231,202	445,535	1,418	13,866	45,874	1,587,713	1,315,119
<b>Deductions:</b>								
Pension and postemployment benefits	583,187	—	211,859	27	210	325	795,608	760,149
Refunds of contributions	1,715	48,557	—	—	—	—	50,272	40,426
Administrative	3,393	2,117	7,784	10	57	5	13,366	13,436
Total deductions	588,295	50,674	219,643	37	267	330	859,246	814,011
Transfer out	—	—	—	1	12	50	63	2,650
Net increase	261,523	180,528	225,892	1,380	13,587	45,494	728,404	498,458
Net position restricted for pension benefits, postemployment healthcare benefits, and individuals:								
Balance, beginning of year	6,216,525	1,067,108	3,665,189	8,499	87,241	267,012	11,311,574	10,813,116
Balance, end of year	\$ 6,478,048	1,247,636	3,891,081	9,879	100,828	312,506	12,039,978	11,311,574

See accompanying notes to financial statements.

STATE OF ALASKA | TEACHERS’ RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

Notes to Financial Statements

June 30, 2025

(1) Description

The State of Alaska Teachers’ Retirement System (TRS or the System) is a component unit of the State of Alaska (the State). The System is administered by the Division of Retirement and Benefits within the Department of Administration. Benefit and contribution provisions are established by State law and may be amended only by the State legislature. The Alaska Retirement Management Board (the Board) is responsible for overseeing the management and investment of the System. The Board consists of nine trustees as follows: two trustees consisting of the commissioner of administration and the commissioner of revenue, two trustees who are members of the general public, one trustee who is employed as a finance officer for a political subdivision participating in either the Public Employees’ Retirement System (PERS) or TRS, two trustees who are PERS members, and two trustees who are TRS members.

TRS acts as the common investment and administrative agency for the following multiple-employer plans:

Plan name	Type of plan
Defined Benefit Pension (DB) Plan	Cost-sharing, Defined Benefit Pension
Defined Contribution Retirement Pension (DCR) Plan	Defined Contribution Pension
Defined Benefit Other Postemployment Benefits (OPEB)	
Alaska Retiree Healthcare Trust (ARHCT) Plan	Cost-sharing, Defined Benefit OPEB
Occupational Death and Disability (ODD) Plan	Cost-sharing, Defined Benefit OPEB
Retiree Medical Plan (RMP)	Cost-sharing, Defined Benefit OPEB
Defined Contribution Other Postemployment Benefits	
Health Reimbursement Arrangement (HRA) Plan	Defined Contribution OPEB

At June 30, 2025, the number of participating local government employers and public organizations, including the State, was as follows:

State of Alaska	1
School districts	52
Other	3
Total employers	56

Inclusion in the DB Plan and DCR Plan is a condition of employment for permanent school district, University of Alaska, and State Department of Education employees who meet the eligibility requirements for participation.

Defined Benefit Pension Plan

(a) General

The Defined Benefit Pension (DB) Plan provides pension benefits for teachers and other eligible members. Benefit and contribution provisions are established by State law and may be amended only by the State Legislature. With the passage of Senate Bill 141, the DB Plan was closed to all new members effective July 1, 2006.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

The DB Plan's membership consisted of the following at June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	13,716
Inactive plan members entitled to but not yet receiving benefits	573
Inactive plan members not entitled to benefits	1,426
Active plan members	<u>2,173</u>
Total DB Plan membership	<u>17,888</u>

**(b) Pension Benefits**

Members hired prior to July 1, 1990 are entitled to monthly pension benefits beginning at normal retirement age, 55, or early retirement age, 50. For members first hired after June 30, 1990, the normal and early retirement ages are 60 and 55, respectively. Members may retire at any age and receive a normal benefit when they accumulate the required credited service.

The normal annual pension benefit is based on years of service and average base salary. The average base salary is based upon the members' three highest contract years' salaries.

The benefit related to all years of credited service prior to July 1, 1990 and for years of service through a total of 20 years is equal to 2.00% of the employee's average base salary. The benefit for each year over 20 years of service subsequent to June 30, 1990 is equal to 2.5% of the employee's base salary.

Minimum benefits for members eligible for retirement are \$25 per month for each year of credited service.

Married members must receive their benefits in the form of a joint and survivor annuity unless their spouse consents to another form of benefit or benefits are payable under the 1% supplemental contributions provision.

The DB Plan has two types of postretirement pension adjustments (PRPA). The automatic PRPA is issued annually to all eligible benefit recipients when the cost of living increases in the previous calendar year. The automatic PRPA increase is paid beginning July 1 of each year. The discretionary PRPA may be granted to eligible recipients by the DB Plan's administrator if the funding ratio of the DB Plan meets or exceeds 105%. If both an automatic and discretionary PRPA are granted, and a retiree is eligible for both adjustments, the one that provides the retiree the greater increase will be paid.

**(c) Contributions**

Contribution requirements of the active plan members and the participating employers are actuarially determined and adopted by the Board as a contribution rate that, when combined, is expected to finance the costs of benefits earned by plan members during the year, with an additional contribution rate to finance any unfunded accrued liability. The DB Plan members contribute 8.65% of their base salary as required by statute. The statutory employer effective contribution rate is 12.56% of annual payroll, which for fiscal year 2025 is allocated 12.56% to the DB Pension Plan and 0.00% to the DB ARHCT Plan as determined by the actuary of the Plan. Alaska Statute (AS) 14.25.085 provides that the State, as a nonemployer contributing entity, contributes each July 1, or as soon after July 1, for the ensuing fiscal year, an amount that when combined with the total employer contributions is sufficient to pay the System's actuarially determined contribution rate adopted by the Board for that fiscal year. Additionally, there is a Defined Benefit Unfunded Liability (DBUL) amount levied against the DCR Plan payroll. The DBUL amount is computed as the difference between:

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Financial Statements

June 30, 2025

(A) The amount calculated for the statutory employer effective contribution rate of 12.56% on eligible salary less

(B) The total of the employer contributions for:

(1) The defined contribution employer matching amount

(2) Major medical

(3) Occupational death and disability

(4) Health reimbursement arrangement

(C) But not less than zero

The difference is deposited based on an actuarial allocation into the DB Plan's pension and healthcare funds. For fiscal year 2025, the DBUL was allocated 100.00% to the DB Pension Plan and 0.00% to the DB ARHCT Plan.

#### **(d) Refunds**

DB Plan member contributions may be voluntarily or, under certain circumstances, involuntarily refunded to the member or a garnishing agency 60 days after termination of employment. Voluntary refund rights are forfeited on July 1 following the member's 75th birthday or within 50 years of the member's last termination date. Members who have had contributions refunded forfeit all retirement benefits, including postemployment healthcare benefits. Members are allowed to reinstate refunded service due to involuntary refunds by repaying the total involuntary refunded balance and accrued interest. Members are allowed to reinstate voluntarily refunded service by repaying the voluntarily refunded balance and accrued interest. Balances previously refunded to members accrue interest at the rate of 7.0% per annum compounded semiannually.

#### **Defined Contribution Retirement Pension Plan**

##### **(a) General**

The DCR Plan provides retirement benefits for eligible employees hired after July 1, 2006. Additionally, certain active members of the DB Plan were eligible to transfer to the DCR Plan if that member had not vested in the DB Plan. Benefit and contribution provisions are established by State law and may be amended only by the State Legislature.

At June 30, 2025, membership in the DCR Plan included 6,528 active members.

##### **(b) Retirement Benefits**

A participating member is immediately and fully vested in that member's contributions and related earnings (losses). A member shall be fully vested in the employer contributions made on that member's behalf, and related earnings (losses), after five years of service. A member is partially vested in the employer contributions made on that member's behalf and the related earnings in the ratio of (a) 25% with two years of service; (b) 50% with three years of service; (c) 75% with four years of service; and (d) 100% with five years of service.

##### **(c) Contributions**

State statutes require an 8.0% contribution rate for DCR Plan members. Employers are required to contribute 7.0% of the member's compensation.

# Financial Section

STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

## Notes to Financial Statements

June 30, 2025

**(d) Participant Distributions and Refunds of Contributions**

A member is eligible to request a refund of contributions from their account 60 days after termination of employment.

**(e) Participant Accounts**

Participant accounts under the DCR Plan are self-directed with respect to investment options.

Each participant designates how contributions are to be allocated among the investment options. Each participant's account is credited with the participant's contributions and the appreciation or depreciation in unit value for the investment funds.

Record-keeping/administrative fees consisting of a fixed amount, applied in a lump sum each calendar year, and a variable amount, applied monthly, are deducted from each participant's account and applied pro rata to all the funds in which the employee participates. This fee is for all costs incurred by the recordkeeper and by the State. The investment management fees are netted out of the funds' performance.

**Defined Benefit Other Postemployment Benefit Plans**

**(a) Alaska Retiree Healthcare Trust Plan**

Beginning July 1, 2007, the ARHCT Plan, a healthcare trust fund of the State, was established. The ARHCT Plan is self-funded and provides major medical coverage to retirees of the DB Plan. The System retains the risk of loss of allowable claims for eligible members. The ARHCT Plan began paying member healthcare claims on March 1, 2008. Prior to that, healthcare claims were paid for by the Retiree Health Fund.

Membership in the plan consisted of the following at June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	13,716
Inactive plan members entitled to but not yet receiving benefits	573
Inactive plan members not entitled to benefits	1,426
Active plan members	2,173
Total ARHCT Plan membership	17,888

**(i) OPEB Benefits**

When pension benefits begin, major medical benefits are provided without cost to (1) all members first hired before July 1, 1990; (2) members hired after July 1, 1990, with 25 years of membership service; and (3) members who are disabled or age 60 or older, regardless of their initial hire dates. Members first hired after June 30, 1990, may receive major medical benefits prior to age 60 by paying premiums.

**(ii) Contributions**

Employer contribution rates are actuarially determined and adopted by the Board. The 2025 statutory employer effective contribution rate was 12.56% of member's compensation, with 0.00% specifically allocated to ARHCT Plan.

STATE OF ALASKA | TEACHERS’ RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

Notes to Financial Statements

June 30, 2025

(b) Occupational Death and Disability Plan

The Occupational Death and Disability Plan (ODD) provides death benefits for beneficiaries of plan participants and long-term disability benefits to all active members within the System. Members in the Death and Disability Plan consisted of the following at June 30, 2025:

Active plan members	6,528
Participating employers	56
Open claims	1

(i) Death Benefits

If (1) the death of an employee occurs before the employee’s retirement and before the employee’s normal retirement date, (2) the proximate cause of death is a bodily injury sustained or a hazard undergone while in the performance and within the scope of the employee’s duties, and (3) the injury or hazard is not the proximate result of willful negligence of the employee, then a monthly survivor’s pension shall be paid to the surviving spouse. If there is no surviving spouse or if the spouse later dies, the monthly survivor’s pension shall be paid in equal parts to the dependent children of the employee.

When benefits are payable under the 1% supplemental contribution provision, the DB Plan member’s spouse is eligible for a spouse’s pension if there is (are) no dependent child(ren). If there is (are) dependent child(ren), a survivor’s allowance may be payable to the DB Plan member’s spouse, or guardian of the dependent child(ren). The amount of the pension or allowance is determined by the DB Plan member’s base salary. DB Plan members first hired after June 30, 1982 are not eligible to participate in this provision.

If an active DB Plan member dies from occupational causes, the spouse may receive a monthly pension from the DB Plan. When death is due to occupational causes and there is no surviving spouse, the DB Plan member’s dependent child(ren) may receive a monthly pension until the child(ren) is(are) no longer dependents. If the member does not have a spouse or dependent children at the time of death, a lump-sum death benefit is payable to the named beneficiary(ies). The amount of the occupational death pension is 40% of the member’s base salary at the time of death. The amount of the occupational death pension changes on the date the DB Plan member’s normal retirement would have occurred if the DB Plan member had lived. The new benefit is based on the DB Plan member’s average base salary at the time of death and the credited service, including service that would have accrued if the DB Plan member had lived and continued to work until normal retirement. If benefits are payable under the 1% supplemental contribution provision, benefits are not payable under this provision. If the death was from nonoccupational causes, and the DB Plan member was vested, the spouse may receive a monthly 50% joint and survivor option benefit based on the member’s credited service and average base salary at the time of death. If the DB Plan member is not married or vested, a lump-sum death benefit is payable to the named beneficiary(ies).

The monthly survivor’s pension benefit for survivors of DCR Plan employees is 40% of the employee’s monthly compensation in the month in which the employee dies. While the monthly survivor’s pension is being paid, the employer shall make contributions on behalf of the employee’s beneficiaries based on the deceased employee’s gross monthly compensation at the time of occupational death.

# Financial Section

STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

## Notes to Financial Statements

June 30, 2025

**(ii) Disability Benefits**

If a DB Plan member has been in membership service for five or more years for which contributions have been made, is not eligible for normal retirement benefits, and becomes permanently disabled, the DB Plan member is entitled to a monthly benefit. The annual disability benefit is equal to 50% of the base salary at the time of the disability plus an additional 10% of his/her base salary for each dependent child up to a maximum of four children. At normal retirement age, a disabled System member receives normal retirement benefits.

A DCR Plan member is eligible for an occupational disability benefit if employment is terminated because of a total and apparently permanent occupational disability before the member's normal retirement date. The occupational disability benefits accrue beginning the first day of the month following termination of employment as a result of the disability and are payable the last day of the month. If a final determination granting the benefit is not made in time to pay the benefit when due, a retroactive payment shall be made to cover the period of deferment.

**(iii) Contributions**

An employer shall contribute to each member's account based on the member's compensation. For fiscal year 2025, the rate is 0.08%.

**(c) Retiree Medical Plan**

The RMP is established under AS 14.25.480 – Medical Benefits. The Department of Administration, Division of Retirement and Benefits, which administers the System's health plans, finalized the Retiree Medical Plan for members eligible for the DCR Plan's health benefits plan in July 2016. The RMP provides major medical coverage to retirees of the DCR Plan. The RMP is self-insured. Members are not eligible to use the plan until they have at least 10 years of service and are Medicare age eligible.

Membership in the RMP was as follows at June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	50
Inactive plan members entitled to but not yet receiving benefits	1,374
Inactive plan members not entitled to benefits	3,762
Active plan members	6,528
Total RMP membership	11,714

**(i) OPEB Benefits**

The medical benefits available to eligible persons means that an eligible person may not be denied medical coverage except for failure to pay the required premium. Major medical coverage, to cover medical expenses, takes effect on the first day of the month following the date of the RMP administrator's approval of the election and stops when the person who elects coverage dies or fails to make the required premium payment. The coverage for persons 65 years of age or older is the same as that available for persons under 65 years of age. The benefits payable to those persons 65 years of age or older supplement any benefits provided under the federal old age, survivors, and disability insurance program. The medical and optional insurance premiums owed by the person who elects coverage may be deducted from the health reimbursement arrangement account until

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

the account balance becomes insufficient to pay the premiums; at this time, the person who elects coverage shall pay the premiums directly.

The cost of premiums for retiree major medical coverage for an eligible member or surviving spouse who is:

- (1) Not eligible for Medicare is an amount equal to the full monthly group premium for retiree major medical insurance coverage,
- (2) Eligible for Medicare is the following percentage of the premium:
  - (a) 30% if the member had 10 or more, but less than 15, years of service
  - (b) 25% if the member had 15 or more, but less than 20, years of service
  - (c) 20% if the member had 20 or more, but less than 25, years of service
  - (d) 15% if the member had 25 or more, but less than 30, years of service
  - (e) 10% if the member had 30 or more years of service.

#### (ii) Contributions

Employer contribution rates are actuarially determined and adopted by the Board. The 2025 employer effective contribution rate is 0.68% of member's compensation.

#### Defined Contribution Other Postemployment Benefit Plan

##### (a) General

The HRA Plan is established under AS 39.30.300. The Department of Administration, Division of Retirement and Benefits administers the System's health plans. The HRA Plan allows for medical care expenses to be reimbursed from individual savings accounts established for eligible persons. The HRA Plan became effective July 1, 2006, at which time contributions by employers began.

Membership in the plan was as follows as of June 30, 2025:

Retired plan members or beneficiaries currently receiving benefits	87
Inactive plan members entitled to but not yet receiving benefits	1,374
Inactive plan members not entitled to benefits	3,762
Active plan members	<u>6,528</u>
Total HRA Plan membership	<u><u>11,751</u></u>

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Financial Statements

June 30, 2025

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#### **(b) OPEB Benefits**

Persons who meet the eligibility requirements of AS 14.25.470 are eligible for reimbursements from the individual account established for a member under the HRA Plan but do not have to retire directly from the System.

The Plan Administrator may deduct the cost of monthly premiums from the HRA individual account for the RMP insurance on behalf of an eligible person who elected the retiree major medical insurance under AS 14.25.480. Upon application of an eligible person, the HRA Plan administrator shall reimburse the costs for medical care expenses defined in 26 USC 213(d). Reimbursement is limited to the medical expenses of (1) an eligible member, the spouse of an eligible member, and the dependent children of an eligible member; or (2) a surviving spouse and the dependent children of an eligible member dependent on the surviving spouse. When the member's individual account balance is exhausted, any deductions from the HRA individual account end. If all eligible persons die before exhausting the member's individual account, the account balance reverts to the HRA Plan.

#### **(c) Contributions**

An employer shall contribute to the HRA Plan trust fund an amount equal to 3.00% of the average annual compensation of all employees in the TRS. The administrator maintains a record of each member to account for employer contributions on behalf of that member. The 2025 contribution amount was an annual contribution not to exceed \$2,387 and was required for every pay period in which the employee was enrolled in the DCR Plan, regardless of the compensation paid during the year. An amount less than \$2,387 would be deposited to a member's account if that member worked less than a full year.

## **(2) Summary of Significant Accounting Policies**

#### **(a) Basis of Accounting**

The accompanying financial statements have been prepared using the economic resources measurement focus and on the accrual basis of accounting in conformity with U.S. generally accepted accounting principles (GAAP), as prescribed by the Governmental Accounting Standards Board (GASB). Contributions are due to the System when employee services have been performed and paid. Contributions are recognized as revenue when due pursuant to statutory requirements. Benefits and refunds are recognized when due and payable and expenses are recorded when the corresponding liabilities are incurred, regardless of when contributions are received or payment is made.

#### **(b) Use of Estimates**

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

#### **(c) Cash and Cash Equivalents**

Cash and cash equivalents include the System's holdings within the short-term fixed-income pool, employer money market funds, and overnight investments associated with securities lending collateral. These holdings have the general characteristics of a demand deposit account.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Financial Statements

June 30, 2025

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**(d) Defined Benefit Pension and OPEB Investments**

The System owns shares in various investment pools that are administered by the State of Alaska, Department of Revenue, Division of Treasury (Treasury). The System's investment in the pools, except for the short-term fixed-income pool, is reported at fair value based on the net asset value reported by the Treasury. The short-term fixed-income pool maintains a share price of \$1. Each plan owns shares in the pool, the number of which fluctuates daily with contributions and withdrawals.

**(e) Defined Contribution Participant-directed Investments**

The Board contracts with an external investment manager, through the Treasury, who is given the authority to invest in a wholly owned pooled environment to accommodate 14 participant-directed funds. Additionally, the Board contracts with external managers who manage a mix of collective investment funds and synthetic investment contracts. Income for the pooled investment and collective investment funds is credited to the fund's net asset value on a daily basis and allocated to pool participants daily on a pro rata basis.

Collective investment funds, held in trust, are stated at fair value based on the unit value as reported by the Trustees multiplied by the number of units held by the DCR Plan. The unit value is determined by the Trustees based on fair value of the underlying assets. Purchases and sales of securities are recorded on a trade-date basis.

Pooled participant-directed investment funds, held in trust, are stated at fair value based on the unit value as reported by the Trustees multiplied by the number of units held by the DCR Plan. The unit value is determined by the Trustees based on fair value of the underlying assets. Purchases and sales of securities are recorded on a trade-date basis. Underlying assets comprise domestic and international stocks, investment-grade bonds, federally guaranteed mortgages, money market instruments, and other cash equivalent instruments with maturities of less than one year, which include but are not limited to commercial paper, asset-backed securities, banker acceptances, certificates of deposit with ratings of A1/P1 or better, as well as obligations of the U.S. government and its agencies, and repurchase agreements collateralized by U.S. Treasury instruments.

Synthetic Investment Contracts (SICs) are included in the Plan's statements at contract value. The Board's investment manager entered into the investment contracts, on behalf of the Board, with four financial institutions who provide wrap contracts that cover separately managed SIC portfolios. The accounts are credited with earnings and investment deposits, less administrative expenses charged by the financial institutions and investment withdrawals. They are fully benefit-responsive. There are no reserves against contract value for the credit risk of the contract issuer or otherwise. The crediting interest rate is based on the approximate rate of interest that will amortize differences between contract and market value over the portfolio's average duration.

**(f) Contributions Receivable**

Contributions from the System's members and employers applicable to payrolls received through July 15 for wages paid for service through June 30 are accrued. These contributions are considered fully collectible, and accordingly, no allowance for uncollectible receivables is reflected in the financial statements.

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Financial Statements

June 30, 2025

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**(g) Due from (to) State of Alaska General Fund**

Amounts due from State of Alaska General Fund represent the amounts remitted by employers to the General Fund but not yet transmitted to the System. Amounts due to State of Alaska General Fund represent the amounts paid by others on behalf of the System.

**(h) Other Income**

Other income consists of Employer Group Waiver Plan (EGWP) rebates, Medicare Part D Retiree Drug Subsidy (RDS) rebates, pharmacy rebates, and other miscellaneous items. The RDS are rebates provided to the plan sponsor. The State has elected to voluntarily put the RDS back into the trust and treat it as a contribution for purposes of calculating the net OPEB liability. The EGWP and pharmacy rebates are provided to the Plan through the third-party administrators and are treated as a reduction to the benefit payments for purposes of calculating the net OPEB liability. RDS and pharmacy rebates are recognized on an accrual basis.

**(i) Administrative Costs**

Administrative costs are paid from contributions. The Board has established a funding policy objective that the required contributions be sufficient to pay the plan administrative expenses, normal costs, and past service costs.

**(j) Federal Income Tax Status**

The DB Plan and DCR Plan are qualified plans under Sections 401(a) and 414(d) of the Internal Revenue Code and are exempt from federal income taxes under Section 501(a).

### **(3) Investments**

The Board is the investment oversight authority of the System's investments. As the fiduciary, the Board has the statutory authority to invest assets under the Prudent Investor Rule. Fiduciary responsibility for the Board's invested assets is pursuant to AS 37.10.210-390.

AS 37.10.071 provides that investments shall be made with the judgment and care under circumstances then prevailing that an institutional investor of ordinary professional prudence, discretion, and intelligence exercises in managing large investment portfolios.

Treasury provides staff for the Board. Treasury has created a pooled environment by which it manages investments of the Board. Additionally, Treasury manages a mix of pooled investment funds, collective investment funds and SICs for the DCR participant-directed pension plans under the Board's fiduciary responsibility.

Actual investing is performed by investment officers in Treasury or by contracted external investment managers. The Board has developed investment guidelines, policies, and procedures for Treasury staff and external investment managers to adhere to when managing investments. Treasury manages the U.S. Treasury Fixed-Income Pool, Real Estate Investment Trust Pool, and Treasury Inflation-Protected Securities Pool, in addition to acting as oversight manager for all externally managed investments. All other investments are managed by external management companies.

The short-term fixed-income pool is a State pool managed by Treasury that holds investments on behalf of the Board as well as other State funds.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

#### **Rate of Return**

The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. The annual money-weighted rate of return, net of investment expense, for the year ended June 30, 2025 for the DB Pension Plan is 10.78%, the ARHCT Plan is 10.86%, the ODD Plan is 10.78%, and the RMP is 10.81%.

For additional information on securities lending, interest rate risk, credit risk, foreign exchange, derivatives, fair value, and counterparty credit risk, see the separately issued report on the Invested Assets of the State of Alaska Retirement and Benefits Systems at <https://treasury.dor.alaska.gov/armb/reports-and-policies/annual-audited-financial-schedules>

#### **(4) Net Pension Liability – Defined Benefit Pension Plan**

The components of the net pension liability of the participating employers at June 30, 2025 were as follows (in thousands):

Total pension liability	\$	8,032,515
Plan fiduciary net position		<u>(6,478,048)</u>
Employers' net pension liability	\$	<u>1,554,467</u>
Plan fiduciary net position as a percentage of the total pension liability		80.65 %

# Financial Section

STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

## Notes to Financial Statements

June 30, 2025

(a) **Actuarial Assumptions**

The total pension liability was determined by an actuarial valuation as of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement, and rolled forward to the measurement date of June 30, 2025.

Inflation	2.50% per year
Salary increases	Range from 7.00% to 2.85% based on service.
Investment rate of return	7.25%, net of pension plan investment expenses. This is based on an average inflation rate of 2.50% and a real rate of return of 4.75%.
Mortality	<p>Pre-commencement mortality rates were based on the Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 15% of the time.</p> <p>Post-commencement mortality rates for healthy retirees were based on 97% of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.</p> <p>Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.</p> <p>Post-commencement mortality rates for beneficiaries were based on 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.</p>

The actuarial assumptions used in the June 30, 2024 actuarial valuation were based on the results of an actuarial experience study for the period from July 1, 2017 to June 30, 2021.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and adding expected inflation. Best estimates of arithmetic rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2025 are summarized in the following table (note that the rates shown below exclude an inflation component of 2.51%).

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

<u>Asset class</u>	<u>Long-term expected real rate of return</u>
Domestic equity	5.74%
Global equity (ex-U.S.)	6.37
Global equity	5.88
Aggregate bonds	2.30
Real assets	4.54
Private equity	9.28
Cash equivalents	0.60

#### (b) Discount Rate

The discount rate used to measure the total pension liability was 7.25%. The projection of cash flows used to determine the discount rate assumed that employer and State contributions will continue to follow the current funding policy, which meets State statutes. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability in accordance with the method prescribed by GASB 67. In the event benefit payments are not covered by the Plan's fiduciary net position, a municipal bond rate would be used to discount the benefit payments not covered by the Plan's fiduciary net position. The Bond Buyer GO 20-year Municipal Bond Index rate was 5.20% as of June 30, 2025. The prior rate was 4.21%, which was based on the S&P Municipal Bond 20-Year High Grade Index rate as of June 30, 2024. The underlying index was updated in order to exclude bonds subject to the alternative minimum tax.

#### (c) Sensitivity of the Net Pension Liability to Changes in the Discount Rate

The following presents the net pension liability of the System as of June 30, 2025, calculated using the discount rate of 7.25%, as well as what the System's net pension liability would be if it were calculated using a discount rate that is one-percentage-point lower or one-percentage-point higher than the current rate (in thousands):

	<u>1.00% decrease (6.25%)</u>	<u>Current discount rate (7.25%)</u>	<u>1.00% increase (8.25%)</u>
Net pension liability	\$ 2,374,044	1,554,467	859,886

# Financial Section

STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

## Notes to Financial Statements

June 30, 2025

### (5) Net OPEB Asset

The components of the net OPEB asset of the participating employers for each Plan at June 30, 2025 were as follows (in thousands):

	ARHCT Plan	ODD Plan	RMP
Total OPEB liability	\$ 2,695,505	541	73,913
Plan fiduciary net position	(3,891,081)	(9,879)	(100,828)
Employers' net OPEB Asset	\$ (1,195,576)	(9,338)	(26,915)
Plan fiduciary net position as a percentage of the total OPEB liability	144.35%	1,826.06%	136.41%

#### (a) Actuarial Assumptions

The total OPEB liability for each plan was determined by actuarial valuations as of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement, and rolled forward to the measurement date of June 30, 2025.

Inflation	2.50% per year
Salary increases	ARHCT Plan - Range from 7.00% to 2.85% based on service. ODD Plan / RMP - Range from 7.25% to 2.85% based on service.
Investment rate of return	7.25%, net of post-retirement healthcare plan investment expenses. This is based on an average inflation rate of 2.50% and a real rate of return of 4.75%.
Healthcare cost trend rates (ARHCT Plan and RMP)	Pre-65 medical: 6.2% grading down to 4.5% Post-65 medical: 5.4% grading down to 4.5% Rx/EGWP: 8.5% grading down to 4.5% Initial trend rates are for FY 2026 Ultimate trend rates reached in FY 2050
Mortality (ARHCT Plan and RMP)	Pre-commencement mortality rates were based on the Pub-2010 Teachers Employee table, headcount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 15% of the time.  Post-commencement mortality rates for healthy retirees were based on 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

STATE OF ALASKA | TEACHERS’ RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

Notes to Financial Statements

June 30, 2025

	Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.
	Post-commencement mortality rates for beneficiaries were based on 100% of male and 94% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.
Mortality (ODD Plan)	Pre-commencement mortality rates were based on the Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement. Deaths are assumed to result from occupational causes 15% of the time.
	Post-commencement mortality rates for healthy retirees were based on 97% of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
	Post-commencement mortality rates for disabled retirees were based on the Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
	Post-commencement mortality rates for beneficiaries were based on 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement. These rates are applied only after the death of the original member.

The actuarial assumptions used in the June 30, 2024 actuarial valuation were based on the results of an actuarial experience study for the period from July 1, 2017 to June 30, 2021. For the ARHCT and RMP, the per capita claims costs were updated to reflect recent experience for the June 30, 2024 actuarial valuation. EGWP subsidies were updated to reflect higher expected subsidies due to the Inflation Reduction Act. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher than initial trend rates in part due to the recent higher-than-expected inflationary environment.

The long-term expected rate of return on postretirement healthcare plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and adding expected inflation. Best estimates of arithmetic rates of return for each major asset class included in the postretirement healthcare plans’ target asset allocation as of June 30, 2025 are summarized in the following table (note that the rates shown below exclude an inflation component of 2.51%):

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Financial Statements

June 30, 2025

<u>Asset class</u>	<u>Long-term expected real rate of return</u>
Domestic equity	5.74%
Global equity (ex-U.S.)	6.37
Global equity	5.88
Aggregate bonds	2.30
Real assets	4.54
Private equity	9.28
Cash equivalents	0.60

**(b) Discount Rate**

The discount rate used to measure the total OPEB liability as of June 30, 2025 was 7.25%. The projection of cash flows used to determine the discount rate assumed that employer and State contributions will continue to follow the current funding policy, which meets State statutes. Based on those assumptions, the postretirement healthcare plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on postretirement healthcare plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability in accordance with the method prescribed by GASB 74. In the event benefit payments are not covered by the Plan's fiduciary net position, a municipal bond rate would be used to discount the benefit payments not covered by the Plan's fiduciary net position. The Bond Buyer GO 20-Year Municipal Bond Index rate was 5.20% as of June 30, 2025. The prior rate was 4.21%, which was based on the S&P Municipal Bond 20-Year High Grade Index rate as of June 30, 2024. The underlying index was updated in order to exclude bonds subject to the alternative minimum tax.

**(c) Sensitivity of the Net OPEB Asset to Changes in the Discount Rate**

The following presents the net OPEB asset as of June 30, 2025, calculated using the discount rate of 7.25%, as well as what the System's net OPEB asset would be if it were calculated using a discount rate that is one-percentage-point lower or one-percentage-point higher than the current rate (in thousands):

	<u>1.00% decrease (6.25%)</u>	<u>Current discount rate (7.25%)</u>	<u>1.00% increase (8.25%)</u>
ARHCT Plan	\$ (886,867)	(1,195,576)	(1,454,339)
ODD Plan	(9,370)	(9,338)	(9,317)
RMP	(8,237)	(26,915)	(41,053)

STATE OF ALASKA | TEACHERS’ RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

Notes to Financial Statements

June 30, 2025

(d) Sensitivity of the Net OPEB Asset to Changes in the Healthcare Cost Trend Rates

The following presents the net OPEB asset as of June 30, 2025, calculated using the healthcare cost trend rates as summarized in the 2024 actuarial valuation report, as well as what the System’s net OPEB asset would be if it were calculated using trend rates that are one-percentage-point lower or one-percentage-point higher than the current healthcare cost trend rates (in thousands):

	1.00% decrease	Current healthcare cost trend rate	1.00% increase
ARHCT Plan	\$ (1,482,339)	(1,195,576)	(853,921)
RMP	(42,741)	(26,915)	(5,559)

(6) Claims Payable

The liability for claims payable and claims incurred but not reported, included in the claims payable amount on the statement of fiduciary net position, represent the estimated amounts necessary to settle all outstanding claims incurred as of the balance sheet date. The ARHCT and Retiree Medical Plan’s reserve estimates are based primarily on historical development patterns adjusted for current trends that would modify past experience. Claims are reevaluated periodically to consider the effects of inflation, claims settlement trends, and other economic factors. The process of establishing loss reserves is subject to uncertainties that are normal, recurring, and inherent in the healthcare business.

Changes in the balances of claims liabilities were as follows (in thousands):

	2025	2024
Total, beginning of year	\$ 15,984	13,957
Healthcare benefits	212,069	187,688
Benefits paid	(209,682)	(185,661)
Total, end of year	\$ 18,371	15,984

(7) Employer Group Waiver Program

Effective January 1, 2019, the Division implemented a group Medicare Part D prescription drug plan known as an enhanced EGWP for all Medicare-eligible members covered under the ARHCT Plan and the RMP. The enhanced EGWP leverages increased federal subsidies to the ARHCT Plan and the RMP for prescription drugs covered by Medicare Part D while also providing coverage for medications not covered by Medicare Part D through a “wrap” of additional benefits. Moving to an enhanced EGWP has resulted in the ARHCT Plan and RMP receiving significantly higher subsidies, while simultaneously maintaining the prescription drug coverage retirees had prior to implementation of the enhanced EGWP. Currently, EGWP is the primary program used by the Division; however, there are still retirees that are covered by the RDS if they do not meet the requirements of EGWP.

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Financial Statements

June 30, 2025

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#### **(8) Medicare Part D Retiree Drug Subsidy**

One of the provisions of Medicare Part D provides sponsors of pension healthcare plans the opportunity to receive an RDS payment if the sponsor's plan provides a prescription drug benefit that is actuarially equivalent to the Medicare Part D benefit. The RDS is equal to 28% of the amount of eligible prescription drug benefit costs of retirees who are eligible for, but not enrolled in, Medicare Part D, by virtue of continuing to be covered by the sponsor's plan. The ARHCT Plan was approved for participation in the Medicare Part D program beginning calendar year 2006.

#### **(9) Commitments and Contingencies**

The Division is a defendant in various lawsuits. Although the outcome of these lawsuits is not presently determinable, in the opinion of the Division of Retirement and Benefits' counsel, the resolution of these matters will not have a material adverse effect on the financial condition of the Division.

The System was a defendant in a class action lawsuit against the State alleging that the passage of Senate Bill (SB) 141 violated the Alaska Constitution by extinguishing a former member's ability to re-enter the PERS / TRS defined benefits plan. According to SB 141, a PERS / TRS defined benefit former member would have to re-employ into an eligible defined benefit position by June 30, 2010 or lose that former member's status (tier standing). If that former member re-entered the workforce in a valid PERS / TRS position but after June 30, 2010, that person would become a defined contribution retirement plan member, rather than reinstated into their prior defined benefit status (tier standing). The lawsuit challenged the effect of SB 141 as an unconstitutional diminishment of a promised defined benefit.

In April 2022, the Alaska Supreme Court found that a former member's ability to reinstate PERS / TRS status is an accrued benefit protected by Article XII, Section 7 of the Alaska Constitution. The Court held that not allowing former members to buy back into PERS / TRS defined benefit status resulted in an unconstitutional diminishment.

The Division continues to determine the impact of this decision on PERS and TRS. The Division has notified class members of their right to seek reinstatement into the defined benefit plan and the procedures to do so and is working with impacted former members who meet the requirements to re-establish their position in the defined benefits plan. During fiscal year 2025, the System transferred \$1 thousand from the TRS DCR – Occupational Death and Disability fund to the TRS DB Pension fund, \$12 thousand from the TRS DCR – Retiree Medical fund to the TRS DB Alaska Retiree Healthcare Trust fund, and \$50 thousand from the TRS DCR – Health Reimbursement Arrangement plans to the TRS DB Alaska Retiree Healthcare Trust fund to re-establish certain former members' position in the defined benefits plan. It is unclear exactly how many former members will seek to reinstate to the defined benefits plan or the precise cost of the reintroduction of those former members to the defined benefits plan.

## **REQUIRED SUPPLEMENTARY INFORMATION**

### **(Unaudited)**

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited)

### Schedule of Changes in Employer Net Pension Liability and Related Ratios Defined Benefit Pension Plan

Last 10 Fiscal Years

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Total pension liability:										
Service cost	\$ 37,224	40,266	44,003	44,727	48,401	50,654	60,810	64,961	68,376	61,011
Interest	564,910	550,443	540,174	538,703	535,725	529,132	575,706	572,791	559,165	550,392
Differences between expected and actual experience	(51,094)	191,678	118,504	(59,667)	(33,160)	8,105	(135,121)	(131,092)	(65,757)	(55,682)
Changes of assumptions	—	—	—	154,098	—	—	(35,262)	—	—	—
Benefit payments, including refunds of member contributions	(584,902)	(573,974)	(538,270)	(511,762)	(501,429)	(490,446)	(472,717)	(458,511)	(448,422)	(437,582)
Net change in total pension liability	(33,862)	208,413	164,411	166,099	49,537	97,445	(6,584)	48,149	113,362	118,139
Total pension liability – beginning	8,066,377	7,857,964	7,693,553	7,527,454	7,477,917	7,380,472	7,387,056	7,338,907	7,225,545	7,107,406
Total pension liability – ending (a)	8,032,515	8,066,377	7,857,964	7,693,553	7,527,454	7,477,917	7,380,472	7,387,056	7,338,907	7,225,545
Plan fiduciary net position:										
Contributions – employers	47,926	48,501	50,746	30,707	29,336	34,114	36,805	39,835	36,634	33,478
Contributions – plan members	25,225	28,441	31,835	30,013	33,342	33,566	35,763	37,674	39,878	42,654
Contributions – nonemployer State of Alaska	122,442	97,951	90,412	141,739	134,070	140,219	127,365	111,757	116,700	90,589
Net investment income (loss)	654,184	519,707	441,425	(391,758)	1,594,536	218,372	314,972	432,543	628,184	(31,340)
Transfer in	1	32	—	—	—	—	—	—	—	—
Benefit payments, including refunds of member contributions	(584,902)	(573,974)	(538,270)	(511,762)	(501,429)	(490,446)	(472,717)	(458,511)	(448,422)	(437,582)
Administrative expenses	(3,393)	(3,689)	(3,310)	(3,805)	(3,446)	(2,988)	(3,018)	(3,050)	(2,890)	(2,648)
Other income	40	36	31	36	273	33	32	184	10	95
Net change in plan fiduciary net position	261,523	117,005	72,869	(704,830)	1,286,682	(67,130)	39,202	160,432	370,094	(304,754)
Plan fiduciary net position – beginning	6,216,525	6,099,520	6,026,651	6,731,481	5,444,799	5,511,929	5,472,727	5,312,295	4,942,201	5,246,955
Plan fiduciary net position – ending (b)	6,478,048	6,216,525	6,099,520	6,026,651	6,731,481	5,444,799	5,511,929	5,472,727	5,312,295	4,942,201
Plan's net pension liability (a)–(b)	\$ 1,554,467	1,849,852	1,758,444	1,666,902	795,973	2,033,118	1,868,543	1,914,329	2,026,612	2,283,344
Plan fiduciary net position as a percentage of the total pension liability	80.65%	77.07%	77.62%	78.33%	89.43%	72.81%	74.68%	74.09%	72.39%	68.40%
Covered payroll	\$ 268,750	283,864	308,408	548,822	357,288	370,449	392,849	416,051	442,029	463,604
Net pension liability as a percentage of covered payroll	578.41%	651.67%	570.17%	499.40%	222.78%	548.83%	475.64%	460.12%	458.48%	492.52%

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited) Schedule of Employer and Nonemployer Contributions Defined Benefit Pension Plan

Last 10 Fiscal Years

(In thousands)

<b>Fiscal Year</b>	<b>Actuarially Determined Contribution</b>	<b>Contributions in relation to the actuarially determined contribution</b>	<b>Contribution deficiency (excess)</b>	<b>Covered Payroll</b>	<b>Contribution as a percentage of covered payroll</b>
2025	\$ 165,456	170,368	(4,912)	268,750	63.39%
2024	139,465	146,452	(6,987)	283,864	51.59
2023	135,850	141,158	(5,308)	308,408	45.77
2022	168,900	172,446	(3,546)	333,781	51.66
2021	155,184	163,406	(8,222)	357,288	45.74
2020	150,284	174,333	(24,049)	370,449	47.06
2019	154,083	164,170	(10,087)	392,849	41.79
2018	144,391	151,593	(7,202)	416,051	36.44
2017	133,417	153,334	(19,917)	442,029	34.69
2016	359,790	124,067	235,723	463,604	26.76

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
*(A Component Unit of the State of Alaska)*

**Required Supplementary Information (Unaudited)**  
**Schedule of Investment Returns**  
**Defined Benefit Pension Plan**

Last 10 Fiscal Years

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Fiscal Year	Annual money-weighted rate of return, net of investment expense
2025	10.78 %
2024	8.74
2023	7.52
2022	(5.91)
2021	29.80
2020	4.01
2019	5.85
2018	8.30
2017	13.04
2016	(0.36)

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited)

## Schedule of Changes in Employer Net OPEB (Asset) Liability and Related Ratios Alaska Retiree Healthcare Trust Plan

Last 10 Fiscal Years

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB liability:								
Service cost	\$ 16,208	16,604	18,258	21,350	23,793	26,684	34,729	32,821
Interest	188,815	176,861	178,811	185,824	188,868	202,757	252,021	232,774
Change in benefit terms	—	—	—	(22,446)	—	—	—	—
Differences between expected and actual experience	16,243	(2,690)	16,707	(13,457)	(24,483)	(23,298)	(47,911)	(57,990)
Changes of assumptions	(31,703)	129,586	(95,891)	(86,086)	(100,701)	(273,319)	(509,775)	163,911
Benefit payments	(187,898)	(170,266)	(158,002)	(148,330)	(141,137)	(125,310)	(136,158)	(132,040)
EGWP rebates	26,331	21,457	20,361	18,508	18,293	11,705	2,518	—
Net change in total OPEB liability	27,996	171,552	(19,756)	(44,637)	(35,367)	(180,781)	(404,576)	239,476
Total OPEB liability – beginning	2,667,509	2,495,957	2,515,713	2,560,350	2,595,717	2,776,498	3,181,074	2,941,598
Total OPEB liability – ending (a)	2,695,505	2,667,509	2,495,957	2,515,713	2,560,350	2,595,717	2,776,498	3,181,074
Plan fiduciary net position:								
Contributions – employers	2	31	92	21,806	24,700	18,788	17,957	19,305
Contributions – Employer group waiver plan rebates	26,331	21,457	20,361	18,508	18,293	11,705	2,518	—
Contributions – Medicare retiree drug subsidy	194	225	138	311	62	—	6,711	1,894
Transfer in	62	2,618	—	—	—	—	—	—
Net investment income (loss)	388,550	306,007	253,489	(221,118)	869,241	120,073	169,183	224,820
	415,139	330,338	274,080	(180,493)	912,296	150,566	196,369	246,019
Benefit payments	(211,859)	(187,583)	(170,448)	(157,616)	(147,861)	(135,566)	(143,126)	(134,051)
Pharmacy rebates	30,068	22,989	17,973	14,741	12,100	15,829	11,858	6,149
Pharmacy management allowance	61	64	64	69	85	—	—	—
Administrative Services Only (ASO) fees	(6,168)	(5,736)	(5,591)	(5,524)	(5,461)	(5,573)	(4,890)	(4,138)
Net benefit payments	(187,898)	(170,266)	(158,002)	(148,330)	(141,137)	(125,310)	(136,158)	(132,040)
Administrative expenses, excluding ASO fees	(1,616)	(1,779)	(1,867)	(2,044)	(1,836)	(1,372)	(1,351)	(1,527)
Other	267	301	173	47	247	258	324	18
Net change in plan fiduciary net position	225,892	158,594	114,384	(330,820)	769,570	24,142	59,184	112,470
Plan fiduciary net position – beginning	3,665,189	3,506,595	3,392,211	3,723,031	2,953,461	2,929,319	2,870,135	2,757,665
Plan fiduciary net position – ending (b)	3,891,081	3,665,189	3,506,595	3,392,211	3,723,031	2,953,461	2,929,319	2,870,135
Plan's net OPEB (asset) liability (a)–(b)	\$ (1,195,576)	(997,680)	(1,010,638)	(876,498)	(1,162,681)	(357,744)	(152,821)	310,939
Plan fiduciary net position as a percentage of the total OPEB liability	144.35%	137.40%	140.49%	134.84%	145.41%	113.78%	105.50%	90.23%
Covered payroll	\$ 268,750	283,864	308,408	333,781	357,288	370,449	392,849	416,051
Net OPEB liability (asset) as a percentage of covered payroll	(444.87)%	(351.46)%	(327.70)%	(262.60)%	(325.42)%	(96.57)%	(38.90)%	74.74%

This schedule is intended to present information for 10 years. Additional years will be displayed as they become available.

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Required Supplementary Information (Unaudited) Schedule of Employer and Nonemployer Contributions Alaska Retiree Healthcare Trust Plan

Last 10 Fiscal Years

(In thousands)

<b>Fiscal Year</b>	<b>Actuarially Determined Contribution</b>	<b>Contributions in relation to the actuarially determined contribution</b>	<b>Contribution deficiency (excess)</b>	<b>Covered Payroll</b>	<b>Contribution as a percentage of covered payroll</b>
2025	\$ 16,366	2	16,364	268,750	— %
2024	18,178	31	18,147	283,864	0.01
2023	20,643	92	20,551	308,408	0.03
2022	22,360	21,806	554	333,781	6.53
2021	25,197	24,700	497	357,288	6.91
2020	28,373	18,788	9,585	370,449	5.07
2019	19,944	17,957	1,987	392,849	4.57
2018	19,518	19,305	213	416,051	4.64
2017	42,171	24,069	18,102	442,029	5.45
2016	336,595	66,099	270,496	463,604	14.26

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Required Supplementary Information (Unaudited)

#### Schedule of Investment Returns Alaska Retiree Healthcare Trust Plan

<b>Fiscal Year</b>	<b>Annual money-weighted rate of return, net of investment expense</b>
2025	10.86 %
2024	8.90
2023	7.64
2022	(6.04)
2021	29.95
2020	4.16
2019	6.02
2018	8.33

This schedule is intended to present information for 10 years. Additional years will be displayed as they become available.

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited)

### Schedule of Changes in Employer Net OPEB (Assets) Liability and Related Ratios Occupational Death and Disability Plan

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB liability:								
Service cost	\$ 391	355	339	335	312	284	275	259
Interest	66	63	61	63	60	43	44	41
Differences between expected and actual experience	(420)	(387)	(363)	(367)	(338)	(92)	(274)	(248)
Changes of assumptions	—	—	—	(15)	—	—	(5)	—
Benefit payments	(27)	(28)	(26)	(27)	(24)	(24)	(24)	(24)
Net change in total OPEB liability	10	3	11	(11)	10	211	16	28
Total OPEB liability – beginning	531	528	517	528	518	307	291	263
Total OPEB liability – ending (a)	541	531	528	517	528	518	307	291
Plan fiduciary net position:								
Contributions – employers	477	444	411	393	362	329	312	—
Net investment income (loss)	941	678	515	(423)	1,471	190	243	290
Benefit payments	(27)	(28)	(26)	(27)	(24)	(24)	(24)	(24)
Transfer out	(1)	(32)	—	—	—	—	—	—
Administrative expenses	(10)	(10)	(10)	(9)	(9)	—	—	—
Net change in plan fiduciary net position	1,380	1,052	890	(66)	1,800	495	531	266
Plan fiduciary net position – beginning	8,499	7,447	6,557	6,623	4,823	4,328	3,797	3,531
Plan fiduciary net position – ending (b)	9,879	8,499	7,447	6,557	6,623	4,823	4,328	3,797
Plan's net OPEB asset (a)–(b)	\$ (9,338)	(7,968)	(6,919)	(6,040)	(6,095)	(4,305)	(4,021)	(3,506)
Plan fiduciary net position as a percentage of the total OPEB liability	1,826.06%	1,600.56%	1,410.42%	1,268.28%	1,254.36%	931.08%	1,409.77%	1,304.81%
Covered payroll	\$ 590,910	558,899	515,483	488,659	453,286	412,113	392,866	359,130
Net OPEB asset as a percentage of covered payroll	(1.58)%	(1.43)%	(1.34)%	(1.24)%	(1.34)%	(1.04)%	(1.02)%	(0.98)%

This schedule is intended to present information for 10 years. Additional years will be displayed as they become available.

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited)

#### Schedule of Employer Contributions Occupational Death and Disability Plan

Last 10 Fiscal years

(In thousands)

<b>Fiscal Year</b>	<b>Actuarially Determined Contribution</b>	<b>Contributions in relation to the actuarially determined contribution</b>	<b>Contribution deficiency (excess)</b>	<b>Covered Payroll</b>	<b>Contribution as a percentage of covered payroll</b>
2025	\$ 419	477	(58)	590,910	0.08 %
2024	382	444	(62)	558,899	0.08
2023	365	411	(46)	515,483	0.08
2022	339	393	(54)	488,659	0.08
2021	313	362	(49)	453,286	0.08
2020	288	329	(41)	412,113	0.08
2019	277	312	(35)	392,866	0.08
2018	—	—	—	359,130	—
2017	—	—	—	335,269	—
2016	—	1	(1)	289,714	—

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
*(A Component Unit of the State of Alaska)*

**Required Supplementary Information (Unaudited)**  
**Schedule of Investment Returns**  
**Occupational Death and Disability Plan**

<b>Fiscal Year</b>	<b>Annual money-weighted rate of return, net of investment expense</b>
2025	10.78 %
2024	8.84
2023	7.62
2022	(6.21)
2021	29.46
2020	4.22
2019	6.15
2018	8.24

This schedule is intended to present information for 10 years. Additional years will be displayed as they become available.

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Required Supplementary Information (Unaudited)

### Schedule of Change in Employer Net OPEB Asset and Related Ratios Retiree Medical Plan

(In thousands)

	2025	2024	2023	2022	2021	2020	2019	2018
Total OPEB liability:								
Service cost	\$ 3,966	3,300	3,136	3,636	3,376	3,410	3,684	3,247
Interest	4,979	4,181	3,672	3,748	3,088	3,073	2,971	2,347
Change in benefit terms	—	—	—	(610)	—	—	—	—
Differences between expected and actual experience	2,370	(1,032)	1,254	(409)	2,313	(529)	2,696	(389)
Changes of assumptions	(2,072)	3,965	(1,144)	(5,910)	41	(5,632)	(4,551)	2,184
Benefit payments	(159)	(101)	(86)	(128)	(171)	(6)	(35)	(31)
Employer group waiver plan rebates	74	36	31	18	3	1	—	—
Net change in total OPEB liability	9,158	10,349	6,863	345	8,650	317	4,765	7,358
Total OPEB liability – beginning	64,755	54,406	47,543	47,198	38,548	38,231	33,466	26,108
Total OPEB liability – ending (a)	73,913	64,755	54,406	47,543	47,198	38,548	38,231	33,466
Plan fiduciary net position:								
Contributions – employers	4,064	4,561	4,467	4,086	4,217	4,461	3,085	3,271
Contributions – Employer group waiver plan rebates	74	36	31	18	3	1	—	—
Contributions – Medicare retiree drug subsidy	—	—	—	—	—	—	3	—
Transfer out	(12)	(787)	—	—	—	—	—	—
Net investment income (loss)	9,655	7,008	5,273	(4,310)	14,848	1,899	2,355	2,579
	13,781	10,818	9,771	(206)	19,068	6,361	5,443	5,850
Benefit payments	(210)	(109)	(92)	(129)	(164)	(9)	(44)	(31)
Pharmacy rebates	72	30	19	10	1	3	9	—
ASO fees	(21)	(22)	(13)	(9)	(8)	—	—	—
Net benefit payments	(159)	(101)	(86)	(128)	(171)	(6)	(35)	(31)
Administrative expenses, net of ASO fees	(36)	(35)	(37)	(35)	(34)	(9)	(6)	(3)
Other	1	2	—	—	2	—	—	1
Net change in plan fiduciary net position	13,587	10,684	9,648	(369)	18,865	6,346	5,402	5,817
Plan fiduciary net position – beginning	87,241	76,557	66,909	67,278	48,413	42,067	36,665	30,848
Plan fiduciary net position – ending (b)	100,828	87,241	76,557	66,909	67,278	48,413	42,067	36,665
Plan's net OPEB asset (a)–(b)	\$ (26,915)	(22,486)	(22,151)	(19,366)	(20,080)	(9,865)	(3,836)	(3,199)
Plan fiduciary net position as a percentage of the total OPEB liability	136.41%	134.72%	140.71%	140.73%	142.54%	125.59%	110.03%	109.56%
Covered payroll	\$ 590,910	558,899	515,483	488,659	453,286	412,113	392,866	359,130
Net OPEB asset as a percentage of covered payroll	(4.55)%	(4.02)%	(4.30)%	(3.96)%	(4.43)%	(2.39)%	(0.98)%	(0.89)%

This schedule is intended to present information for 10 years. Additional years will displayed as they become available.

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Required Supplementary Information (Unaudited)

#### Schedule of Employer Contributions Retiree Medical Plan

Last 10 Fiscal Years

(In thousands)

Fiscal Year	Actuarially Determined Contribution	Contributions in relation to the actuarially determined contribution	Contribution deficiency (excess)	Covered Payroll	Contribution as a percentage of covered payroll
2025	\$ 3,559	4,064	(505)	590,910	0.69 %
2024	3,918	4,561	(643)	558,899	0.82
2023	3,967	4,467	(500)	515,483	0.87
2022	3,517	4,086	(569)	488,659	0.84
2021	3,644	4,217	(573)	453,286	0.93
2020	3,920	4,461	(541)	412,113	1.08
2019	2,734	3,085	(351)	392,866	0.79
2018	2,983	3,271	(288)	359,130	0.91
2017	3,158	3,524	(366)	335,269	1.05
2016	6,837	6,317	520	289,714	2.18

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Required Supplementary Information (Unaudited)

#### Schedule of Investment Returns Retiree Medical Plan

<b>Fiscal Year</b>	<b>Annual money-weighted rate of return, net of investment expense</b>
2025	10.81 %
2024	8.90
2023	7.62
2022	(6.21)
2021	29.41
2020	4.26
2019	6.16
2018	7.92

This schedule is intended to present information for 10 years. Additional years will be displayed as they become available.

See accompanying notes to required supplementary information (unaudited) and independent auditors' report.

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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#### (1) Actuarial Assumptions and Methods

The actuarial valuation was prepared by Gallagher. The significant actuarial methods and assumptions used in the defined benefit pension and postemployment healthcare benefit plan valuation as of June 30, 2024 were as follows:

- (a) Actuarial cost method – Liabilities and contributions in the report are computed using the Entry Age Normal Actuarial Cost Method, level percent of pay.

Effective June 30, 2018, the Board adopted a layered UAAL amortization method: Layer #1 equals the sum of (i) the UAAL at June 30, 2018 based on the 2017 valuation, plus (ii) the FY18 experience gain/loss. Layer #1 is amortized over the remainder of the 25-year closed period that was originally established in 2014. Layer #2 equals the change in UAAL at June 30, 2018 due to the experience study and EGWP implementation. Layer #2 is amortized over a separate closed 25-year period starting in 2018. Future layers will be created each year based on the difference between actual and expected UAAL occurring that year and will be amortized over separate closed 25-year periods. The UAAL amortization continues to be on a level percent of pay basis. State statutes allow the contribution rate to be determined on payroll for all members, defined benefit and defined contribution member payroll combined.

Projected pension and postemployment healthcare benefits were determined for all active members. Cost factors designed to produce annual costs as a constant percentage of each member's expected compensation in each year from the assumed entry age to the assumed retirement age were applied to the projected benefits to determine the normal cost (the portion of the total cost of the plan allocated to the current year under the method). The normal cost is determined by summing intermediate results for active members and determining an average normal cost rate which is then related to the total payroll of active members. The actuarial accrued liability for active members (the portion of the total cost of the plan allocated to prior years under the method) was determined as the excess of the actuarial present value of projected benefits over the actuarial present value of future normal costs.

The actuarial accrued liability for retired members and their beneficiaries currently receiving benefits, terminated vested members, and disabled members not yet receiving benefits was determined as the actuarial present value of the benefits expected to be paid. No future normal costs are payable for these members.

The actuarial accrued liability under this method at any point in time is the theoretical amount of the fund that would have been accumulated had annual contributions equal to the normal cost been made in prior years (it does not represent the liability for benefits accrued to the valuation date). The unfunded actuarial accrued liability is the excess of the actuarial accrued liability over the actuarial value of plan assets measured on the valuation date.

Under this method, experience gains or losses, i.e., decreases or increases in accrued liabilities attributable to deviations in experience from the actuarial assumptions, adjust the unfunded actuarial accrued liability.

- (b) Valuation of assets – The actuarial asset value was reinitialized to equal fair value of assets as of June 30, 2014. Beginning in FY15, the asset value method recognizes 20% of the gain or loss each year, for a period of five years. All assets are valued at fair value. Assets are accounted for on an accrued basis and are taken directly from audited financial statements.
- (c) Valuation of retiree medical and prescription drug benefits – Base claims cost rates are incurred healthcare costs expressed as a rate per member per year. Ideally, claims cost rates should be derived for each significant component of cost that can be expected to require differing projection assumptions or methods (i.e., medical claims, prescription drug claims, administrative costs, etc.). Separate analysis is limited by the availability and historical

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

credibility of cost and enrollment data for each component of cost. This valuation reflects non-prescription claims separated by Medicare status, including eligibility for free Part A coverage. Prescription costs are analyzed separately as in prior valuations. Administrative costs are assumed in the final per capita claims cost rates used for valuation purposes, as described below. Analysis to date on Medicare Part A coverage is limited since Part A claim data is not available by individual, nor is this status incorporated into historical claim data.

- (d) Investment return – 7.25% per year, net of investment expenses.
- (e) Salary scale – Rates based upon the 2017–2021 actual experience. Inflation 2.50% per year and productivity 0.25% per year.
- (f) Payroll growth – 2.75% per year (2.50% inflation + 0.25% productivity).
- (g) Total inflation – Total inflation as measured by the Consumer Price Index for urban and clerical workers for Anchorage is assumed to increase 2.50% annually.
- (h) Mortality (pre-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.
  - Pension: Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 Teachers Employee table, headcount-weighted, and projected with MP-2021 generational improvement.

Deaths are assumed to result from occupational causes 15% of the time.

- (i) Mortality (post-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.

Retiree mortality in accordance with the following tables:

- Pension: 97% of male and 97% of female rates of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality in accordance with the following tables. These tables are applied only after the death of the original member.

- Pension: 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 100% of male and 94% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

- (j) Turnover – Select and ultimate rates based upon the 2017–2021 actual experience.
- (k) Disability – No changes to the incidence rates from the prior valuation due to insufficient 2017–2021 actual experience. Disability rates cease once a member is eligible for retirement.

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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Post-disability mortality in accordance with the following tables:

- Pension: Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.
- (l) Retirement – Retirement rates based on the 2017–2021 actual experience. Deferred vested members are assumed to retire at their earliest unreduced retirement date. The modified cash refund annuity is valued as a three-year certain and life annuity.
- (m) Spouse age difference – Male members are assumed to be three years older than their wives. Female members are assumed to be two years younger than husbands.
- (n) Percent married for occupational death and disability – 85% of male members and 75% of female members are assumed to be married at termination from active service.
- (o) Dependent spouse medical coverage election – Applies to members who do not have double medical coverage. 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.
- (p) Dependent children –
- Pension: For the participants who are assumed to be married, those between ages 25 and 45 are assumed to have two dependent children.
  - Healthcare: Benefits for dependent children have been valued only for members currently covering their dependent children. These benefits are only valued through the dependent children's age 23 (unless the child is disabled).
- (q) Imputed data – Data changes from the prior year which are deemed to have an immaterial impact on liabilities and contribution rates are assumed to be correct in the current year's client data. Non-vested terminations with appropriate refund dates are assumed to have received a full refund of contributions. Active members with missing salary and service are assumed to be terminated with status based on their vesting percentage.
- (r) Active data adjustment – No adjustment was made to reflect participants who terminate employment before the valuation date and are subsequently rehired after the valuation date.
- (s) Administrative expenses – The Normal Cost as of June 30, 2024 was increased by the following amounts. These amounts are based on the average of actual administrative expenses during the last two fiscal years. For projections, the percent increase was assumed to remain constant in future years.
- Pension – \$3,500,000
  - Healthcare – \$1,823,000

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

- (t) Rehire assumption – The normal cost used for determining contribution rates and in the projections includes a rehire assumption to account for anticipated rehires. The normal cost shown in the report includes the following assumptions based on the four years of rehire loss experience through June 30, 2021. For projections, these assumptions were assumed to grade to zero uniformly over a 20-year period.
- Pension – 12.00%
  - Healthcare – 0.20%
- (u) Re-employment option – All re-employed retirees are assumed to return to work under the standard option.
- (v) Service – Total credited service is provided by the State. This service is assumed to be the only service that should be used to calculate benefits. Additionally, the State provides claimed service (including Bureau of Indian Affairs service). Claimed service is used for vesting and eligibility purposes.
- (w) Part-time service – Part-time employees are assumed to earn 0.75 years of credited service per year.
- (x) Unused sick leave – 5.25 days of unused sick leave for each year of service are assumed to be available to be credited once the member is retired, terminates, or dies.
- (y) Final average earnings – Final average earnings is provided on the data for active members. This amount is used as a minimum in the calculation of the average earnings in the future.
- (z) Contribution refunds – 0% of terminating members with vested benefits are assumed to have their contributions refunded. 100% of those with non-vested benefits are assumed to have their contributions refunded.
- (aa) Early retirement factors – The State provided the early retirement factors, which reflect grandfathered factors.
- (bb) Alaska Cost of Living Allowance (COLA) – Of those benefit recipients who are eligible for the Alaska COLA, 60% are assumed to remain in Alaska and receive the COLA.
- (cc) Postretirement pension adjustment (PRPA) – 50% and 75% of assumed inflation, or 1.25% and 1.875%, respectively, is valued for the annual automatic PRPA as specified in the statute.
- (dd) Healthcare participation – 100% of System paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible. 20% of non-System paid members and their spouses are assumed to elect healthcare benefits as soon as they are eligible.
- (ee) Medicare Part B Only – It is assumed that 2% of actives hired before April 1, 1986 and current retirees who are not yet Medicare eligible will not be eligible for Medicare Part A.
- (ff) Healthcare per capita claims cost – Sample claims cost rates adjusted to age 65 for FY24 medical and prescription drug benefits are shown below. The prescription drug costs reflect the plan change to require prior authorization for certain specialty medications. The pre-Medicare medical costs reflect the coverage of additional preventive benefits.

		<b>Medical</b>	<b>Prescription drugs</b>
Pre-Medicare	\$	18,503	4,103
Medicare Parts A and B		2,085	4,539
Medicare Part B only		6,880	4,539
Medicare Part D – EGWP		N/A	1,586

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

Members are assumed to attain Medicare eligibility at age 65. All costs are for the 2025 fiscal year (July 1, 2024 – June 30, 2025).

The EGWP subsidy is assumed to increase in future years by the trend rates shown on the following page. No future legislative changes or other events are anticipated to impact the EGWP subsidy. If any legislative or other changes occur in the future that impact the EGWP subsidy (which could either increase or decrease the Plan's actuarial accrued liability), those changes will be evaluated and quantified when they occur.

(gg) Healthcare morbidity – Morbidity rates (also called aging factors) are used to estimate utilization of healthcare benefits at each age to reflect the fact that healthcare utilization typically increases with age. Separate morbidity rates are used for medical and prescription drug benefits. These rates are based on the 2017–2021 actual experience.

Age	Medical	Prescription drugs
0–44	2.0 %	4.5 %
45–54	2.5	3.5
55–64	2.5	1.0
65–74	2.0	2.1
75–84	2.2	(0.3)
85–94	0.5	(2.5)
95+	—	—

(hh) Third-party administrator fees – \$442 per person per year; assumed to increase at 4.50% per year.

(ii) Healthcare cost trend – The table below shows the rates used to project the cost from the shown fiscal year to the next fiscal year. For example, 6.40% is applied to the FY25 pre-Medicare medical claims cost to get the FY26 medical claims cost:

Fiscal year	Medical		Prescription drugs / EGWP
	Pre-65	Post-65	
2025	6.40	5.40	8.80
2026	6.20	5.40	8.50
2027	6.05	5.35	8.20
2028	5.85	5.35	7.90
2029	5.65	5.30	7.45
2030	5.45	5.30	7.05
2031	5.30	5.30	6.60
2032	5.30	5.30	6.15
2033	5.30	5.30	5.70
2034-2038	5.30	5.30	5.30
2039	5.25	5.25	5.30
2040	5.20	5.20	5.30
2041	5.10	5.10	5.20
2042	5.05	5.05	5.10
2043	4.95	4.95	5.00
2044	4.90	4.90	4.90
2045	4.80	4.80	4.85
2046	4.75	4.75	4.75
2047	4.70	4.70	4.70
2048	4.60	4.60	4.65
2049	4.55	4.55	4.55
2050+	4.50	4.50	4.50

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

For the June 30, 2014 valuation and later, the updated Society of Actuaries' Healthcare Cost Trend Model is used to project medical and prescription drug costs. This model estimates trend amounts that are projected out for 80 years. The model has been populated with assumptions that are specific to the State of Alaska.

- (jj) Retired member contributions for medical benefits – Currently, contributions are required for System members who are under age 60 and have less than 25 years of service. Eligible tier 1 members are exempt from contribution requirements. Annual FY25 contributions based on monthly rates shown below for calendar 2025 are assumed based on the coverage category for current retirees. The retiree only rate shown is used for current active and inactive members and spouses in tier 2 who are assumed to retire prior to age 60 with less than 25 years of service and who are not disabled. For dependent children, the System values one-third of the annual retiree contribution to estimate the per-child rate based on the assumed number of children in rates where children are covered.

Coverage category	Calendar 2025		Calendar 2024
	Annual contribution	Monthly contribution	Monthly contribution
Retiree only	\$ 8,868	739	704
Retiree and spouse	17,736	1,478	1,408
Retiree and child(ren)	12,540	1,045	995
Retiree and family	21,408	1,784	1,699
Composite	13,176	1,098	1,046

- (kk) Trend rate for retired member medical contributions – Calendar 2025 contributions are trended back to FY25 using half a year of 4.0% trend. Thereafter, a rate of 4.0% is used to project retired member medical contributions to each subsequent fiscal year.

The significant actuarial methods and assumptions used in the defined contribution occupational death and disability and retiree medical benefit plans valuation as of June 30, 2024 were as follows:

- (a) Actuarial cost method – Liabilities and contributions shown in the report are computed using the Entry Age Normal Actuarial Cost Method, level percent of pay. Each year's difference between actual and expected unfunded actuarial accrued liability is amortized over 25 years as a level percentage of expected payroll.
- (b) Valuation of assets – Effective June 30, 2006, the asset valuation method recognizes 20% of the investment gain or loss in each of the current and preceding four years. This method was phased in over five years. Fair value of assets was \$0 as of June 30, 2006. All assets are valued at fair value. Assets are accounted for on an accrued basis and are taken directly from audited financial statements. Valuation assets are constrained to a range of 80% to 120% of the fair value of assets.
- (c) Valuation of retiree medical and prescription drug benefits – Due to the lack of experience for the DCR retiree medical plan only, base claims costs are based on those described in the actuarial valuation as of June 30, 2024 for the Defined Benefit (DB) retiree medical plan covering TRS and PERS. The DB rates were used with some adjustments. The claims costs were adjusted to reflect the differences between the DCR medical plan and the DB medical plan. These differences include network steerage, different coverage levels, different Medicare coordination for medical benefits, and an indexing of the retiree out-of-pocket dollar amounts. To account for higher initial copays, deductibles, and out-of-pocket limits, projected FY25 claims costs were reduced 4.4% for pre-Medicare medical

# Financial Section

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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claims, 3.1% for Medicare medical claims, and 8.9% for prescription drugs. In addition, to account for the difference in Medicare coordination, projected FY24 medical claims costs for Medicare eligible retirees were further reduced 29.5%.

FY23 and FY24 experience was thoroughly reviewed to assess the impact of COVID-19 and whether an adjustment to FY23 and FY24 claims was appropriate for use in the June 30, 2024 valuation. FY23 and FY24 per capita claims were reasonable when compared to pre-COVID levels, so no adjustments were made to the claims used in the per capita claims cost development.

No implicit subsidies are assumed. Employees projected to retire with 30 years of service prior to Medicare are valued with commencement deferred to Medicare eligibility, because those members will be required to pay the full plan premium prior to Medicare. Explicit subsidies for disabled and normal retirement are determined using the plan-defined percentages of age-related total projected plan costs, again with no implicit subsidy assumed.

The State transitioned to an Employer Group Waiver Program (EGWP) for DCR participants effective January 1, 2019. The estimated 2025 reimbursements under EGWP were provided by Segal Consulting (who worked with the EGWP administrator, Optum, to develop those estimates).

- (d) Investment return – 7.25% per year, net of investment expenses.
- (e) Salary scale – Rates based upon the 2017–2021 actual experience. Inflation 2.50% per year and productivity 0.25% per year.
- (f) Payroll growth – 2.75% per year (2.50% inflation + 0.25% productivity).
- (g) Total inflation – Total inflation as measured by the Consumer Price Index for urban and clerical workers for Anchorage is assumed to increase 2.50% annually.
- (h) Mortality (pre-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.
  - Occupational Death & Disability: Pub-2010 Teachers Employee table, amount-weighted, and projected with MP-2021 generational improvement.
  - Healthcare: Pub-2010 Teachers Employee table, headcount-weighted, and projected with MP-2021 generational improvement.

Deaths are assumed to result from occupational causes 15% of the time.

- (i) Mortality (post-commencement) – Mortality rates based on the 2017–2021 actual experience, to the extent the experience was statistically credible.

Retiree mortality in accordance with the following tables:

- Occupational Death & Disability: 97% of male and 97% of female rates of the Pub-2010 Teachers Retiree table, amount-weighted, and projected with MP-2021 generational improvement.

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

*(A Component Unit of the State of Alaska)*

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

- Healthcare: 98% of male and 100% of female rates of the Pub-2010 Teachers Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

Beneficiary mortality in accordance with the following tables. These tables are applied only after the death of the original member.

- Occupational Death & Disability: 100% of male and 95% of female rates of the Pub-2010 Contingent Survivor table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: 100% of male and 94% of female rates of the Pub-2010 Contingent Survivor table, headcount-weighted, and projected with MP-2021 generational improvement.

- (j) Turnover – Select and ultimate rates based upon the 2017–2021 actual experience.
- (k) Disability – No changes to the incidence rates from the prior valuation due to insufficient 2017–2021 actual experience. For retiree medical benefits, the disability rates cease once a member is eligible for retirement. However, the disability rates continue after retirement eligibility for occupational death & disability benefits.

Disabilities are assumed to be occupational 15% of the time.

Post-disability mortality in accordance with the following tables:

- Occupational Death & Disability: Pub-2010 Non-Safety Disabled Retiree table, amount-weighted, and projected with MP-2021 generational improvement.
- Healthcare: Pub-2010 Non-Safety Disabled Retiree table, headcount-weighted, and projected with MP-2021 generational improvement.

- (l) Retirement – Retirement rates based upon the 2017–2021 actual experience.
- (m) Spouse age difference – Male members are assumed to be three years older than their wives. Female members are assumed to be two years younger than husbands.
- (n) Percent married for occupational death and disability – 85% of male members and 75% of female members are assumed to be married at termination from active service.
- (o) Dependent spouse medical coverage election – Applies to members who do not have double medical coverage. 60% of male members and 50% of female members are assumed to be married and cover a dependent spouse.
- (p) Part-time service – Part-time employees are assumed to earn 0.75 years of service per year.
- (q) Imputed data – Data changes from the prior year which are deemed to have immaterial impact on liabilities and contribution rates are assumed to be correct in the current year's client data. Active members with missing salary and service are assumed to be terminated with status based on their vesting percentage.
- (r) Administrative expenses – The Normal Cost as of June 30, 2024 was increased by the following amounts. These amounts are based on the average of actual administrative expenses during the last two fiscal years.
- Occupational Death & Disability – \$10,000
  - Healthcare – \$36,000

# Financial Section

STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

## Notes to Required Supplementary Information (Unaudited)

June 30, 2025

(s) Retiree medical participation:

Death / Disability Decrement		Retirement Decrement	
Age	Percent participation	Age	Percent participation
<56	75.0 %	55	50.0 %
56	77.5	56	55.0
57	80.0	57	60.0
58	82.5	58	65.0
59	85.0	59	70.0
60	87.5	60	75.0
61	90.0	61	80.0
62	92.5	62	85.0
63	95.0	63	90.0
64	97.5	64	95.0
65+	100.0	65+	
			<b>Years of service</b>
			<15
			15–19
			20–24
			25–29
			30+

Participation assumption is a combination of (i) the service-based rates for retirement from employment at age 65+ and (ii) the age-based rates for retirement from employment before age 65. These rates reflect the expected plan election rate that varies by reason for decrement, duration that a member may pay full cost prior to Medicare eligibility, and availability of alternative and/or lower cost options, particularly in the Medicare market. This assumption is based on observed trends in participation from a range of other plans.

(t) Healthcare per capita claims cost – Sample claims cost rates (before base claims cost adjustments described below) adjusted to age 65 for FY25 medical and prescription drug benefits are shown below. The prescription drug costs reflect the plan change to require prior authorization for certain specialty medications.

	Medical	Prescription drugs
Pre-Medicare	\$ 18,503	4,103
Medicare Parts A and B	2,085	4,539
Medicare Part D - EGWP	N/A	1,586

Members are assumed to attain Medicare eligibility at age 65. All other costs are for the 2025 fiscal year (July 1, 2024 – June 30, 2025).

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

The EGWP subsidy is assumed to increase in future years by the trend rates shown on the following pages. No future legislative changes or other events are anticipated to impact the EGWP subsidy. If any legislative or other changes occur in the future that impact the EGWP subsidy (which could either increase or decrease the Plan's actuarial accrued liability), those changes will be evaluated and quantified at the next measurement date.

- (u) Base claims cost adjustments – Due to higher initial copays, deductibles, out-of-pocket limits, and member cost sharing compared to the DB medical plan, the following cost adjustments are applied to the per capita claims cost rates above:
- 0.956 for the pre-Medicare plan
  - 0.674 for both the Medicare medical plan and Medicare coordination method (3.1% reduction for the medical plan and 29.5% reduction for the coordination method)
  - 0.911 for the prescription drug plan
- (v) Healthcare morbidity – Morbidity rates (also called aging factors) are used to estimate utilization of healthcare benefits at each age to reflect the fact that healthcare utilization typically increases with age. Separate morbidity rates are used for medical and prescription drug benefits. These rates are based on the 2017–2021 actual experience.

Age	Medical	Prescription drugs
0–44	2.0 %	4.5 %
45–54	2.5	3.5
55–64	2.5	1.0
65–74	2.0	2.1
75–84	2.2	(0.3)
85–94	0.5	(2.5)
95+	—	—

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

- (w) Third-party administrator fees – \$442 per person per year; assumed to increase at 4.50% per year.
- (x) Healthcare cost trend – The table below shows the rate used to project the cost from the shown fiscal year to the next fiscal year. For example, 6.70% is applied to the FY25 pre-Medicare medical claims costs to get the FY26 medical claims costs.

Fiscal year	Medical		Prescription drugs/EGWP
	Pre-65	Post-65	
2025	6.40	5.40	8.80
2026	6.20	5.40	8.50
2027	6.05	5.35	8.20
2028	5.85	5.35	7.90
2029	5.65	5.30	7.45
2030	5.45	5.30	7.05
2031	5.30	5.30	6.60
2032	5.30	5.30	6.15
2033	5.30	5.30	5.70
2034-2038	5.30	5.30	5.30
2039	5.25	5.25	5.30
2040	5.20	5.20	5.30
2041	5.10	5.10	5.20
2042	5.05	5.05	5.10
2043	4.95	4.95	5.00
2044	4.90	4.90	4.90
2045	4.80	4.80	4.85
2046	4.75	4.75	4.75
2047	4.70	4.70	4.70
2048	4.60	4.60	4.65
2049	4.55	4.55	4.55
2050+	4.50	4.50	4.50

For the June 30, 2014 valuation and later, the updated Society of Actuaries' Healthcare Cost Trend Model is used to project medical and prescription drug costs. This model estimates trend amounts that are projected out for 80 years. The model has been populated with assumptions that are specific to the State of Alaska.

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## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Notes to Required Supplementary Information (Unaudited)

June 30, 2025

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#### **(2) Changes in Actuarial Assumptions, Methods, and Benefits Since the Prior Valuation**

##### *Defined Benefit Pension and Postemployment Healthcare Benefit Plan*

###### **(a) Changes in Methods Since the Prior Valuation – June 30, 2023 to June 30, 2024**

The actuarially determined contribution rates were updated to include a half-year interest adjustment that was adopted by the Board effective beginning with the June 30, 2024 valuation to account for the monthly timing of employer contributions. There were no changes in the asset or valuation methods since the prior valuation.

###### **(b) Changes in Assumptions Since the Prior Valuation – June 30, 2023 to June 30, 2024**

Healthcare claim costs are updated for each valuation. The amounts included in the Normal Cost for the administrative expenses were updated based on the last two years of actual administrative expenses paid from plan assets. There were no other changes in actuarial assumptions since the prior valuation.

###### **(c) Changes in Benefit Provisions Since the Prior Valuation – June 30, 2023 to June 30, 2024**

There have been no changes in benefit provisions valued since the prior valuation.

##### *Defined Contribution Occupational Death and Disability and Retiree Medical Benefits Plans*

###### **(a) Changes in Methods Since the Prior Valuation – June 30, 2023 to June 30, 2024**

There were no changes in actuarial methods since the prior valuation.

###### **(b) Changes in Assumptions Since the Prior Valuation – June 30, 2023 to June 30, 2024**

Healthcare claim costs are updated annually. As a result of changes to the Standard Medicare Part D plan under the Inflation Reduction Act, EGWP subsidies are expected to be higher than originally anticipated for 2025 and beyond. EGWP subsidies were updated based on estimates provided by Segal Consulting. Because of the significant increase in the EGWP subsidy for FY25 and beyond due to the Inflation Reduction Act, and uncertainty regarding future subsidy levels, the ARMB has adopted a smoothing of EGWP subsidy estimates over five years. In addition, the prescription drug and EGWP trend assumption was updated to reflect recent survey information indicating higher initial trend rates in part due to the recent higher-than-expected inflationary environment. The effects of these assumption changes are reflected in the actuarial valuation.

The amounts included in the Normal Cost for administrative expenses were updated based on the last two years of actual administrative expenses paid from plan assets.

There were no other changes in actuarial assumptions since the prior valuation.

###### **(c) Changes in Benefit Provisions Since the Prior Valuation – June 30, 2023 to June 30, 2024**

There have been no changes in benefit provisions valued since the prior valuation.

## **SUPPLEMENTAL SCHEDULES**

# Financial Section

## STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM

(A Component Unit of the State of Alaska)

### Schedules of Administrative and Investment Deductions

Years ended June 30, 2025 and 2024

(In thousands)

	Administrative	Investment	Totals	
			2025	2024
Personal services:				
Wages	\$ 2,027	1,442	3,469	3,216
Benefits	1,422	708	2,130	1,811
Total personal services	3,449	2,150	5,599	5,027
Travel:				
Transportation	11	36	47	35
Per diem	2	6	8	6
Total travel	13	42	55	41
Contractual services:				
Investment management and custodial fees	—	26,376	26,376	25,553
Management and consulting	8,077	412	8,489	8,503
Data processing	995	282	1,277	1,886
Securities lending	—	789	789	614
Rentals/leases	162	53	215	166
Accounting and auditing	133	—	133	161
Legal	25	39	64	83
Communications	54	5	59	36
Transportation	59	—	59	48
Advertising and printing	45	—	45	41
Medical specialists	3	—	3	3
Repairs and maintenance	1	—	1	24
Other professional services	330	148	478	193
Total contractual services	9,884	28,104	37,988	37,311
Other:				
Equipment	2	7	9	50
Supplies	18	1	19	30
Total other	20	8	28	80
Total administrative and investment deductions	\$ 13,366	30,304	43,670	42,459

See accompanying independent auditors' report.

# Financial Section

STATE OF ALASKA | TEACHERS' RETIREMENT SYSTEM  
(A Component Unit of the State of Alaska)

**Schedules of Payments to Consultants Other Than Investment Advisors**

Years ended June 30, 2025 and 2024

(In thousands)

Firm	Services	2025	2024
Gallagher	Actuarial services	\$ 259	224
KPMG LLP	Auditing services	64	68
State Street Bank and Trust	Custodial banking services	589	556
Alaska IT Group	Data processing services	120	127
Applied Microsystems Incorporated	Data processing services	204	155
International Business Machines	Data processing services	5	13
Sagitec Solutions	Data processing services	215	1,222
SHI International Corporation	Data processing services	4	38
State of Alaska, Department of Law	Legal services	25	43
Linea Solutions Incorporated	Management consulting services	205	201
The Segal Company Incorporated	Management consulting services	90	74
		<u>\$ 1,780</u>	<u>2,721</u>

This schedule presents payments to consultants receiving greater than \$10,000.

See accompanying independent auditors' report.