NEW YORK STATE
TEACHERS' RETIREMENT SYSTEM
Audit Committee Meeting

A meeting of the Audit Committee of the New York State Teachers' Retirement System was held at the System on December 11, 2024.

Committee Members: Juliet Benaquisto, Eric Iberger, Phyllis Harrington (via WebEx), Jennifer Longtin (via WebEx), Oliver Robinson

Board Members: Dave Keefe, Nicholas Smirensky, Don Little (via WebEx)

Audit Committee Advisor: Sue Landauer (via WebEx)

NYSTRS' Staff: Thomas Lee, Kathy Ebert, Bruce Woolley, Lei Zhang, Teddi Kaczmarek, Darlene Dempsey, Nick Jansen, Matthew Horton, Maria Bruce, Scott Squadere, Matthew Albano, Matthew Tice, Beth Dellea, Margaret Andriola (via WebEx), Melody Prangley, Richard Young, Don Ampansiri, Vijay Madala, Andrew Whitney (via WebEx), Erica Mortimore (via WebEx), Colleen Laven, Shannon Bonesteel, Christopher O'Grady, Alexander Audino (via WebEx), Thomas King, John Rosenberg (via WebEx), Cristian Gherghi, Heather Marks, Benjamin Keezer, Matt Jurman Kilcup

Plante Moran: Jean Young (via WebEx), Manju Patnaik (via WebEx)

O. Robinson, Chair, called the meeting to order at 12:30 p.m.

1.   Approval of the minutes of October 30, 2024

Upon motion of J. Benaquisto, seconded by E. Iberger, and unanimously carried, the Committee approved the minutes of the October 30, 2024, meeting of the Committee.

2. J. Young reviewed the Independent Auditor's Report on the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer.

    R. Young provided an overview of the schedule, including the required employer contributions and the net pension asset.

3. Resolution Accepting the Report

Upon motion of E. Iberger, seconded by J. Benaquisto and unanimously approved, the Committee approved the following resolution:

RESOLVED, That the report of Plante Moran, PC on the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer as of and for the fiscal year ended June 30, 2024, as presented to the Audit Committee, is accepted.

4. Internal Audit Update

B. Woolley discussed the status of the audit plan, Internal Audit staff presented the audit results, the Fraud, Waste or Abuse Report and open recommendations.

5. Annual Review of the Internal Audit Charter

K. Ebert presented the annual review of the Internal Audit Charter and reviewed the proposed changes.

Upon motion of E. Iberger, seconded by J. Benaquisto and unanimously approved, the Committee voted to recommend the following resolution to the Board:

RESOLVED, That the amended Internal Audit Charter, as presented to and reviewed by the Retirement Board, is hereby approved and recommended to be adopted as the charter of the Retirement System's Audit Committee.

6. Annual Review of the Audit Committee Charter

K. Ebert presented the annual review of the Audit Committee Charter and reviewed the proposed changes.

Upon motion of J. Benaquisto, seconded by E. Iberger and unanimously approved, the Committee voted to recommend the following resolution to the Board:

RESOLVED, That the amended Audit Committee Charter, as presented to and reviewed by the Retirement Board, is hereby approved and recommended to be adopted as the charter of the Retirement System's Audit Committee.

7. L. Zhang discussed required communications including the essential conditions and recognizing the mandatory guidance in the internal audit charter,
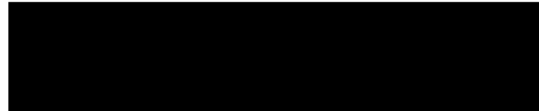
independence and objectivity and having full, free and unrestricted access to information needed to complete the internal audit activity.

8. Executive Session

Upon motion of E. Iberger, seconded by J. Benaquisto, the Committee went into Executive Session at 1:08 p.m. to discuss personnel matters. With unanimous consent, the Committee came out of Executive Session at 1:28 pm.

There being no further business, upon motion of P. Harrington, seconded by J. Benaquisto and unanimously approved, the meeting was adjourned.

Respectfully submitted,

_____
Thomas K. Lee

Audit Committee Meeting   December 11, 2024

<u>COMMITTEE MEMBERS</u>
Oliver Robinson, Chair
Juliet Benaquisto, Phyllis Harrington, Eric Iberger, Jennifer Longtin

<u>AGENDA</u> p.

Call to Order by Chair

A. Approve Minutes of the October 30, 2024 Meeting pp. 2-3
B. Independent Auditor's Report on the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer (J. Young, M. Patnaik; Plante Moran) pp. 4-58
    1. Resolution to Accept Report p. 59
C. Internal Audit Update pp. 60-68
D. Annual Review of the Internal Audit Charter pp. 69-78
    1. Resolution on the Internal Audit Charter p. 79
E. Annual Review of the Audit Committee Charter pp. 80-86
    1. Resolution on the Audit Committee Charter p. 87
    2. Audit Committee Accomplishments Report pp. 88-103
F. Internal Audit Annual Required Communications pp.104-118
G. Executive Session (motion for **Executive Session** pursuant to Section 105(1)(f) of the Open Meetings Law to discuss personnel matters and the financial or employment history of a particular person or corporation)

NEW YORK STATE
TEACHERS' RETIREMENT SYSTEM
Audit Committee Meeting

A meeting of the Audit Committee of the New York State Teachers' Retirement System was held at the System on October 30, 2024.

Committee Members: Juliet Benaquisto, Phyllis Harrington (via WebEx) Eric Iberger, Oliver Robinson

Board Members: Paul Farfaglia, David Keefe, Donald A. Little III, Nicholas Smirensky

NYSTRS Staff: Thomas K. Lee, Don Ampansiri, Kathy Ebert, Bruce Woolley, Lei Zhang, Darlene Dempsey, Teddi Kaczmarek, Matt Horton

Audit Committee Advisor: Sue Landauer

Plante Moran: Jean Young

CohnReznick: Anthony LaMalfa, Courtney Klinga

Visitor: Kevin Balaod, With Intelligence (via WebEx)

O. Robinson, Chair, called the meeting to order at 12:51 p.m.

1. Approval of Minutes from April 24, 2024

Upon motion of J. Benaquisto seconded by E. Iberger and unanimously carried, the Committee approved the minutes of the April 24, 2024 meeting.

2. Plante Moran Annual Report

J. Young reviewed the System's audited financial statements for the year

ended June 30, 2024 (Appendix A, pp. 3-80)

•   Resolution Accepting Plante Moran Annual Audit

Upon motion of J. Benaquisto, seconded by E. Iberger and unanimously approved, the Committee voted to recommend the following resolution to the Board:

RESOLVED, That the report of Plante Moran on the financial statements of the Retirement System as of June 30, 2024 and for the plan year then ended, as presented to the Retirement Board, is accepted.

3. CohnReznick Report on Audits of NYSTRS Wholly Owned Real Estate Investment Accounts

A. LaMalfa and C. Klinga presented the results of the audits for the years ended December 31, 2023 and June 30, 2024 and discussed the plan for the audit of the year ending December 31, 2024 (Appendix B, pp. 81-101)

4. Internal Audit Update

K. Ebert, B. Woolley, L. Zhang, D. Dempsey, T. Kaczmarek and M. Horton provided updates on internal audits.

5. Implementing 2024 IIA Global Internal Audit Standards

K. Ebert and L. Zhang reviewed the standards and discussed plans for implementing the changes (Appendix C, pp. 102-110).

6. Reappointment of Audit Committee Financial Expert

Upon motion of J. Benaquisto, seconded by E. Iberger and unanimously approved, the Committee voted to recommend the following resolution to the Board:

WHEREAS, The term of Ms. Susan M. Landauer, as the Audit Committee Financial Expert expires on December 31, 2024; be it

RESOLVED, That the Audit Committee hereby reappoints Ms. Landauer to a three-year term as the Audit Committee Financial Expert effective January 1, 2025.

7. Executive Session

Upon motion of E. Iberger, seconded by J. Benaquisto and carried, the Committee went into Executive Session at 1:56 p.m. to discuss personnel matters. With unanimous consent, the Committee came out of Executive Session at 2:35 p.m.

There being no further business, the meeting adjourned at 2:35 p.m. with a motion made by E. Iberger, seconded by J. Benaquisto and unanimously carried.

Respectfully submitted,

Thomas K. Lee

Audit results

Audits of the:
- Schedule of Employer Allocations
- Schedule of Pension Amounts By Employer – includes the following individual elements:
  - Net Pension Asset (Liability)
  - Total Deferred Outflows of Resources
  - Total Deferred Inflows of Resources
  - Total Pension expense

Our testing focused on:
- Allocation methodology
- Employer allocation percentage
- Accuracy of the calculation of the 4 pension elements for all districts in total

Expect unmodified opinion on the schedule and elements

Required communications: No changes from letter issued October 30, 2024, related to audit of basic financial statements, with the exception of an immaterial uncorrected misstatement.

A copy of the draft schedules along with our draft opinion have been included.

Questions?

Thank you!

For more information contact:

Jean Young, CPA

517-336-7458

Jean.Young@plantemoran.com

Manju Patnaik, CPA

248-223-3768

Manju.Patnaik@plantemoran.com

December 11, 2024

To the Retirement Board
New York State Teachers' Retirement System

We have audited the schedule of employer allocations and the schedule of pension amounts by employer (collectively, the "Schedules") of the New York State Teachers' Retirement System (the "System") as of and for the year ended June 30, 2024 and have issued our report thereon dated December 11, 2024. This additional audit report is used primarily to record accounting information under GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*.

Our Responsibility Under U.S. Generally Accepted Auditing Standards

As stated in our engagement letter dated March 11, 2024, our responsibility, as described by professional standards, is to express an opinion about whether the Schedules prepared by management with your oversight are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles. Our audit of the Schedules does not relieve you or management of your responsibilities. Our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the Schedules are free of material misstatement.

Professional standards require that we provide you with any internal control matters we noted as a result of this additional audit. In addition, we are required to communicate certain other matters identified in our audit. We previously provided you with these communications in our letter dated October 30, 2024 issued in conjunction with the completion of the June 30, 2024 financial statement audit. We noted one additional item that we are required to communicate as a result of this additional audit.

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. The following summarizes an uncorrected misstatement in the schedule of pension amounts by employer:

The System's billings to employers for the fiscal year 2023 contributions included billings for administrative costs in the amount of $48,019,739, which was not recognized in fiscal year 2023. The System is recognizing this related revenue over five years, with a portion recognized in 2024. As a result, the net pension asset as of June 30, 2024 is understated by $38,415,739 related to these contributions.

Management has determined that the effect is immaterial, both individually and in the aggregate, to the schedule of pension amounts by employer taken as a whole.

We would like to take this opportunity to thank the New York State Teachers' Retirement System's staff for the cooperation and courtesy extended to us during our audit.

This information is intended solely for the use of the retirement board and management of the New York State Teachers' Retirement System and the participating employers, along with their auditors; these reports are not intended to be and should not be used by anyone other than these specified parties.

We welcome any questions you may have regarding the following communications, and we would be willing to discuss these or any other questions that you might have at your convenience.

Very truly yours,

Plante Moran, PC

Plante Moran, PC

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Employer Allocations and Schedule of
Pension Amounts by Employer

June 30, 2024

(With Independent Auditors' Report Thereon)

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Employer Allocations and Schedule of
Pension Amounts by Employer

June 30, 2024

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Independent Auditor's Report

To the Retirement Board
New York State Teachers' Retirement System

Report on the Audit of the Schedules

Opinions

We have audited the schedule of employer allocations of the New York State Teachers' Retirement System (the "System") as of and for the year ended June 30, 2024 and the related notes. We have also audited the total for all districts of the columns titled net pension liability (asset), total deferred outflows of resources, total deferred inflows of resources, and total pension expense (the "specified column totals") included in the accompanying schedule of pension amounts by employer of the System as of and for the year ended June 30, 2024 and the related notes.

In our opinion, the accompanying schedules referred to above present fairly, in all material respects, the employer allocations and net pension liability (asset), total deferred outflows of resources, total deferred inflows of resources, and total pension expense for the total of all participating districts for the New York State Teachers' Retirement System as of and for the year ended June 30, 2024 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

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 *Auditor's Responsibilities for the Audit of the Schedules* 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 opinions.

Responsibilities of Management for the Schedules

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

Auditor's Responsibilities for the Audit of the Schedules

Our objectives are to obtain reasonable assurance about whether the schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. 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 schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer.

To the Retirement Board
New York State Teachers' Retirement System

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 schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer, 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 schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer.

- 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 schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer.

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.

Other Matter

We have audited, in accordance with auditing standards generally accepted in the United States of America, the financial statements of the New York State Teachers' Retirement System as of and for the year ended June 30, 2024, and our report thereon dated October 30, 2024 expressed an unmodified opinion on the financial statements.

Restriction on Use

Our report is intended solely for the information and use of the System's management, the retirement board, and the System's employers and their auditors and is not intended to be and should not be used by anyone other than these specified parties.

Plante Moran, PC

December 11, 2024

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Employer Allocations

As of and for the fiscal year ended June 30, 2024

District Code	Required employer contributions	Employer allocation percentage
All districts	$ 1,863,529,329	100.000000 %
1005	10,231,176	0.549021
1010	3,002,652	0.161127
1015	3,563,165	0.191205
1020	2,055,286	0.110290
1025	3,233,197	0.173499
1030	5,075,372	0.272353
1035	36,474,398	1.957275
1040	2,856,304	0.153274
1045	1,689,107	0.090640
1050	4,288,455	0.230125
1055	1,696,453	0.091034
1060	2,154,198	0.115598
1065	3,977,274	0.213427
1070	3,122,973	0.167584
1075	1,883,356	0.101064
1080	4,092,875	0.219630
1085	1,999,030	0.107271
1090	2,150,756	0.115413
1095	1,224,668	0.065718
1100	1,712,093	0.091874
1105	4,792,757	0.257187
1110	3,634,093	0.195011
1115	1,240,396	0.066562
1120	7,842,580	0.420846
1125	2,109,704	0.113210
1130	822,006	0.044110
1135	4,216,803	0.226280
1140	6,073,552	0.325917
1145	1,046,600	0.056162
1150	8,792,508	0.471820
1155	10,008,796	0.537088
1160	11,961,712	0.641885
1165	12,878,943	0.691105
1170	6,527,620	0.350283
1175	2,873,881	0.154217
1180	1,402,121	0.075240
1185	1,504,285	0.080722
1190	1,569,850	0.084241
1195	1,763,626	0.094639
1200	1,583,366	0.084966
1205	3,722,197	0.199739
1210	4,682,276	0.251258
1215	1,841,371	0.098811
1220	2,688,153	0.144251

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Employer Allocations

As of and for the fiscal year ended June 30, 2024

District Code	Required employer contributions	Employer allocation percentage
1225	$ 4,494,833	0.241200 %
1230	915,878	0.049148
1235	27,583,019	1.480149
1240	4,433,519	0.237910
1245	4,567,121	0.245079
1250	1,732,021	0.092943
1255	5,049,008	0.270938
1260	9,810,961	0.526472
1265	1,634,479	0.087709
1270	21,107,694	1.132673
1275	1,445,002	0.077541
1280	3,783,077	0.203006
1285	7,114,116	0.381755
1290	2,845,074	0.152671
1295	1,212,475	0.065063
1300	10,379,080	0.556958
1305	28,966,712	1.554401
2005	1,399,476	0.075098
2006	1,274,099	0.068370
2007	3,869,243	0.207630
2008	3,488,266	0.187186
2009	2,878,335	0.154456
2010	8,855,322	0.475191
2014	1,103,762	0.059230
2015	2,326,337	0.124835
2016	916,246	0.049167
2018	2,201,520	0.118137
2020	5,897,863	0.316489
2025	4,922,038	0.264125
2030	4,058,034	0.217761
2035	1,368,828	0.073454
2040	8,066,835	0.432879
2044	1,964,885	0.105439
2045	4,385,025	0.235308
2046	3,665,627	0.196703
2047	19,712,454	1.057802
2048	4,285,652	0.229975
2050	3,251,576	0.174485
2052	2,518,857	0.135166
2055	2,294,050	0.123102
2056	3,065,428	0.164496
2057	3,860,043	0.207136
2058	2,406,855	0.129156
2059	4,273,197	0.229307
2060	1,065,995	0.057203
2061	1,245,965	0.066860

(Continued)

District Code	Required employer contributions	Employer allocation percentage
2062	$ 1,919,574	0.103007 %
2063	1,005,936	0.053980
2064	2,907,474	0.156020
2065	2,243,883	0.120410
2066	5,521,448	0.296290
2067	8,920,557	0.478692
2068	8,419,978	0.451830
2069	1,041,704	0.055899
2070	1,431,973	0.076842
2071	1,192,564	0.063995
2072	1,566,655	0.084069
2073	3,231,924	0.173430
2074	2,779,529	0.149154
2075	5,555,645	0.298125
2076	3,596,036	0.192969
2077	1,033,760	0.055473
2078	8,419,770	0.451818
2079	5,843,976	0.313597
2080	1,090,258	0.058505
2081	1,543,647	0.082835
2082	802,020	0.043038
2083	2,024,754	0.108652
2084	3,379,528	0.181351
2085	1,833,876	0.098409
2086	5,503,985	0.295353
2090	2,574,250	0.138138
2095	2,531,590	0.135849
2104	1,492,178	0.080073
2105	1,564,663	0.083962
2110	3,897,485	0.209145
2112	2,619,024	0.140541
2115	4,507,014	0.241854
2120	9,945,548	0.533694
2125	910,782	0.048874
2130	1,756,406	0.094252
2135	3,521,623	0.188976
2140	3,048,893	0.163609
2145	4,270,383	0.229156
2146	3,932,229	0.211010
2147	1,205,468	0.064687
2148	2,790,974	0.149768
2149	1,796,587	0.096408
2150	757,877	0.040669
2155	3,003,023	0.161147
2160	4,944,623	0.265336
2165	1,846,387	0.099080

(Continued)

District Code	Required employer contributions	Employer allocation percentage
2170	$ 7,319,084	0.392754 %
2175	651,184	0.034944
2180	1,441,621	0.077360
2185	8,136,181	0.436601
2187	4,049,444	0.217300
2190	4,903,040	0.263105
2191	3,569,416	0.191541
2195	1,091,846	0.058590
2196	1,289,352	0.069189
2198	2,503,905	0.134364
2200	11,125,703	0.597023
2204	9,946,002	0.533719
2205	364,911	0.019582
2206	1,597,782	0.085740
2207	2,739,300	0.146995
2208	4,856,294	0.260597
2209	10,693,135	0.573811
2210	2,995,526	0.160745
2212	3,642,361	0.195455
2215	5,924,282	0.317907
2220	2,362,143	0.126756
2224	5,075,735	0.272372
2225	10,488,216	0.562815
2230	7,056,763	0.378677
2231	3,466,657	0.186026
2235	820,155	0.044011
2239	3,434,617	0.184307
2240	7,147,862	0.383566
2241	1,062,271	0.057003
2242	1,800,946	0.096642
2243	1,743,837	0.093577
2244	1,109,079	0.059515
2245	2,950,586	0.158333
2250	1,830,353	0.098220
2255	5,443,547	0.292110
2260	3,755,806	0.201543
2266	2,945,194	0.158044
2268	1,542,967	0.082798
2270	2,972,605	0.159515
2271	1,979,700	0.106234
2272	2,908,280	0.156063
2275	5,576,535	0.299246
2280	1,997,374	0.107182
2281	1,151,846	0.061810
2282	4,702,828	0.252361
2285	6,866,545	0.368470

(Continued)

District Code	Required employer contributions	Employer allocation percentage
2286	$ 3,756,086	0.201558 %
2288	2,156,963	0.115746
2289	7,417,531	0.398037
2290	4,344,337	0.233124
2295	2,301,581	0.123507
2300	3,004,144	0.161207
2305	1,002,056	0.053772
2310	9,840,770	0.528072
2315	1,741,223	0.093437
2317	1,785,446	0.095810
2320	7,289,516	0.391167
2325	6,819,528	0.365947
2328	1,169,897	0.062779
2330	3,672,260	0.197059
2335	4,320,064	0.231822
2338	5,547,857	0.297707
2339	1,872,008	0.100455
2340	2,298,202	0.123325
2345	2,539,021	0.136248
2350	6,587,633	0.353503
2355	4,427,112	0.237566
2360	3,542,519	0.190097
2361	1,552,577	0.083314
2362	1,883,275	0.101060
2363	1,068,872	0.057357
2364	2,217,227	0.118980
2365	9,686,519	0.519794
2370	1,927,108	0.103412
2375	1,252,307	0.067201
2377	2,076,516	0.111429
2378	11,160,441	0.598887
2379	10,723,196	0.575424
2380	4,022,054	0.215830
2381	2,360,220	0.126653
2383	7,812,843	0.419250
2384	4,960,888	0.266209
2385	3,123,060	0.167588
2389	2,929,725	0.157214
2390	5,646,044	0.302976
2391	3,042,927	0.163288
2394	2,184,125	0.117204
2395	1,751,986	0.094014
2396	1,250,146	0.067085
2400	10,782,605	0.578612
2401	2,315,073	0.124231
2402	5,766,576	0.309444

(Continued)

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Employer Allocations

As of and for the fiscal year ended June 30, 2024

District Code	Required employer contributions	Employer allocation percentage
2403	$ 2,928,434	0.157144 %
2405	3,895,573	0.209043
2406	4,868,139	0.261232
2408	5,791,470	0.310780
2409	979,925	0.052584
2410	7,502,789	0.402612
2415	6,991,030	0.375150
2420	3,909,053	0.209766
2425	7,014,122	0.376389
2426	1,926,044	0.103355
2428	4,480,122	0.240411
2430	6,754,627	0.362464
2435	1,651,321	0.088613
2440	2,607,326	0.139913
2441	1,626,618	0.087287
2445	8,944,175	0.479959
2450	3,192,229	0.171300
2455	3,941,539	0.211509
2458	3,815,920	0.204768
2460	1,355,315	0.072728
2464	1,285,383	0.068976
2465	652,286	0.035003
2466	1,706,144	0.091554
2467	2,095,217	0.112433
2468	1,654,717	0.088795
2469	5,065,707	0.271834
2470	4,206,111	0.225707
2471	4,847,553	0.260128
2475	7,018,150	0.376605
2480	2,200,353	0.118074
2485	5,667,526	0.304129
2490	7,340,198	0.393887
2495	1,048,747	0.056277
2497	2,357,992	0.126534
2498	1,997,299	0.107178
2500	5,840,620	0.313417
2504	4,259,985	0.228598
2505	4,760,593	0.255461
2507	935,733	0.050213
2508	2,476,705	0.132904
2509	5,034,231	0.270145
2510	2,004,059	0.107541
2512	14,347,001	0.769883
2514	1,393,132	0.074758
2515	1,174,542	0.063028
2520	2,707,144	0.145270

(Continued)

District Code	Required employer contributions	Employer allocation percentage
2525	$ 3,845,489	0.206355 %
2530	7,816,661	0.419455
2533	1,738,114	0.093270
2535	2,167,778	0.116326
2540	5,141,304	0.275891
2541	3,158,848	0.169509
2542	1,960,170	0.105186
2545	1,018,540	0.054657
2547	7,481,626	0.401476
2550	771,910	0.041422
2551	1,316,376	0.070639
2555	1,203,585	0.064586
2557	10,970,499	0.588695
2559	1,012,037	0.054308
2560	1,448,886	0.077750
2561	4,141,766	0.222254
2562	5,430,546	0.291412
2563	5,578,856	0.299370
2564	7,564,322	0.405914
2565	4,213,310	0.226093
2570	2,870,784	0.154051
2573	3,205,200	0.171996
2574	1,042,558	0.055945
2575	10,797,165	0.579393
2576	2,375,679	0.127483
2580	5,895,318	0.316352
2582	1,223,017	0.065629
2584	3,811,254	0.204518
2585	11,319,528	0.607424
2590	3,990,614	0.214143
2593	9,108,045	0.488752
2595	663,442	0.035601
2600	1,534,639	0.082351
2605	626,107	0.033598
2610	9,860,231	0.529116
2611	2,750,826	0.147614
2612	2,924,372	0.156927
2613	3,368,161	0.180741
2614	3,468,243	0.186112
2615	11,298,109	0.606275
2616	3,766,839	0.202135
2617	3,789,193	0.203334
2618	1,094,784	0.058748
2619	2,047,900	0.109894
2620	744,927	0.039974
2625	1,372,175	0.073633

(Continued)

District Code	Required employer contributions	Employer allocation percentage
2626	$ 856,894	0.045982 %
2630	1,167,463	0.062648
2632	1,786,359	0.095859
2633	7,847,298	0.421099
2635	945,672	0.050746
2640	2,334,600	0.125278
2641	1,597,783	0.085740
2642	4,462,828	0.239483
2643	5,664,417	0.303962
2644	4,632,540	0.248590
2645	6,572,913	0.352713
2648	1,123,045	0.060264
2649	2,573,855	0.138117
2650	647,389	0.034740
2651	8,911,246	0.478192
2652	978,238	0.052494
2653	1,485,282	0.079703
2654	10,956,020	0.587918
2655	5,115,356	0.274498
2656	5,027,612	0.269790
3032	729,130	0.039126
3041	297,111	0.015943
3042	671,682	0.036044
3043	731,669	0.039263
3044	514,394	0.027603
3048	277,990	0.014917
3077	733,553	0.039364
3078	291,017	0.015616
3079	135,710	0.007282
3081	283,554	0.015216
3082	612,577	0.032872
3101	276,084	0.014815
3105	313,741	0.016836
3106	551,381	0.029588
3107	492,109	0.026407
3126	515,295	0.027652
3128	527,419	0.028302
3178	887,787	0.047640
3179	672,812	0.036104
3201	340,876	0.018292
3202	683,803	0.036694
3204	592,424	0.031790
3206	743,054	0.039873
3208	274,707	0.014741
3226	795,610	0.042694
3229	509,959	0.027365

District Code	Required employer contributions	Employer allocation percentage
3231	$ 775,348	0.041606 %
3232	297,173	0.015947
3276	699,064	0.037513
3277	773,052	0.041483
3278	637,122	0.034189
3280	634,945	0.034072
3281	814,187	0.043691
3284	706,088	0.037890
3303	710,763	0.038141
3304	345,687	0.018550
3305	454,412	0.024384
3306	531,193	0.028505
3307	191,330	0.010267
3308	456,570	0.024500
3309	689,843	0.037018
3326	612,684	0.032878
3327	763,272	0.040958
3328	472,445	0.025352
3329	562,327	0.030175
3330	981,418	0.052664
3331	988,224	0.053030
3332	409,433	0.021971
3452	976,681	0.052410
3453	369,353	0.019820
3458	769,932	0.041316
3460	1,043,611	0.056002
3464	254,013	0.013631
3465	210,226	0.011281
3466	643,793	0.034547
3467	258,776	0.013886
3468	73,122	0.003924
3471	234,517	0.012585
3473	465,056	0.024956
3526	543,368	0.029158
3527	520,171	0.027913
3528	432,296	0.023198
3531	654,888	0.035142
3552	208,308	0.011178
3559	505,238	0.027112
3560	620,041	0.033272
3561	660,473	0.035442
3576	305,220	0.016379
3577	632,327	0.033932
3579	311,941	0.016739
3585	710,135	0.038107
3586	850,427	0.045635

(Continued)

District Code	Required employer contributions	Employer allocation percentage
3589	$ 649,854	0.034872 %
3591	320,328	0.017189
3592	623,478	0.033457
3593	1,176,831	0.063151
3594	291,140	0.015623
3626	1,584,261	0.085014
3629	858,488	0.046068
3630	1,336,282	0.071707
3631	1,148,525	0.061632
3632	2,070,064	0.111083
3635	1,291,543	0.069306
3636	1,103,165	0.059198
3658	1,180,396	0.063342
3679	1,295,249	0.069505
3702	685,225	0.036770
3709	535,797	0.028752
3805	471,939	0.025325
3821	679,486	0.036462
3822	224,974	0.012072
3854	1,356,609	0.072798
3855	743,130	0.039878
3856	110,791	0.005945
3927	782,642	0.041998
3928	387,977	0.020819
3929	790,075	0.042397
3930	659,763	0.035404
3931	854,413	0.045849
3932	711,371	0.038173
3934	132,284	0.007099
3979	484,062	0.025976
3980	403,488	0.021652
3981	355,420	0.019072
3982	127,485	0.006841
3983	372,261	0.019976
3986	319,312	0.017135
3987	241,731	0.012972
3988	274,927	0.014753
3989	169,177	0.009078
3990	323,090	0.017338
3991	393,759	0.021130
3992	303,280	0.016275
3994	587,549	0.031529
3995	325,522	0.017468
3996	260,566	0.013982
3997	293,893	0.015771
3998	272,768	0.014637

(Continued)

District Code	Required employer contributions	Employer allocation percentage
3999	$ 203,677	0.010930 %
4004	163,664	0.008782
4007	228,418	0.012257
4008	71,122	0.003817
4009	1,432,108	0.076849
4010	124,458	0.006679
4014	630,768	0.033848
4015	443,471	0.023797
4020	705,942	0.037882
4021	1,011,129	0.054259
4022	723,755	0.038838
4027	671,404	0.036029
4028	167,615	0.008994
4029	903,825	0.048501
4030	534,321	0.028673
4031	428,705	0.023005
4034	360,997	0.019372
4036	567,857	0.030472
4101	412,954	0.022160
4104	354,921	0.019046
4124	2,242	0.000120
4126	1,244,741	0.066795
4128	895,283	0.048042
4130	600,277	0.032212
4132	322,773	0.017321
4134	304,795	0.016356
4135	243,661	0.013075
4137	342,884	0.018400
4142	1,021,039	0.054791
4143	844,165	0.045299
4144	614,562	0.032978
4149	300,501	0.016125
4151	833,049	0.044703
4152	660,391	0.035438
4153	824,392	0.044238
4154	533,628	0.028635
4155	634,917	0.034071
4178	541,991	0.029084
4180	1,243,331	0.066719
4183	727,166	0.039021
4184	725,501	0.038932
4202	427,252	0.022927
4203	511,960	0.027473
4205	384,138	0.020613
4206	378,447	0.020308
4208	1,911,585	0.102579

(Continued)

District Code	Required employer contributions	Employer allocation percentage
4258	$ 629,840	0.033798 %
4259	550,689	0.029551
4260	835,061	0.044811
4301	1,724,630	0.092546
4351	2,436,549	0.130749
4353	1,542,969	0.082798
4355	2,520,120	0.135234
4356	4,063,548	0.218057
4357	1,906,109	0.102285
4358	1,468,217	0.078787
4360	1,467,326	0.078739
4361	2,697,300	0.144741
4363	1,581,639	0.084873
4364	1,700,626	0.091258
4365	1,113,048	0.059728
4366	6,264,722	0.336175
4367	10,288,253	0.552084
4368	7,741,137	0.415402
4428	414,122	0.022222
4430	473,147	0.025390
4434	183,407	0.009842
4437	720,771	0.038678
4438	576,576	0.030940
4439	711,826	0.038198
4504	433,566	0.023266
4531	685,292	0.036774
4532	1,083,178	0.058125
4533	813,839	0.043672
4534	766,621	0.041138
4557	455,167	0.024425
4582	724,060	0.038854
4583	644,229	0.034570
4586	646,774	0.034707
4588	622,473	0.033403
4590	665,512	0.035712
4592	377,863	0.020277
4593	661,909	0.035519
4594	841,640	0.045164
4595	779,385	0.041823
4596	685,256	0.036772
4597	887,413	0.047620
4598	912,200	0.048950
4604	1,195,815	0.064169
4617	414,957	0.022267
4620	941,147	0.050503
4651	1,077,581	0.057825

District Code	Required employer contributions	Employer allocation percentage
4653	$ 3,158,011	0.169464 %
4654	3,324,495	0.178398
4662	766,179	0.041114
4663	816,359	0.043807
4679	672,584	0.036092
4680	576,675	0.030945
4701	1,117,285	0.059955
4703	858,390	0.046063
4704	732,032	0.039282
4705	1,146,105	0.061502
4854	1,100,778	0.059070
4855	308,251	0.016541
4857	2,100,842	0.112735
4862	1,964,106	0.105397
4863	2,306,547	0.123773
4877	903,729	0.048496
4879	779,422	0.041825
4883	36,964	0.001984
4884	281,408	0.015101
4885	903,212	0.048468
4890	1,315,168	0.070574
4892	1,157,709	0.062125
4894	1,212,017	0.065039
4901	840,394	0.045097
4906	1,103,929	0.059239
4907	1,807,171	0.096976
4908	475,271	0.025504
4909	1,112,403	0.059693
4910	629,855	0.033799
4976	294,426	0.015799
4978	358,537	0.019240
4979	443,904	0.023821
4980	246,204	0.013212
4981	263,028	0.014115
4982	475,345	0.025508
4983	289,901	0.015557
5001	767,617	0.041192
5002	440,494	0.023638
5003	527,074	0.028284
5026	366,769	0.019681
5027	721,508	0.038717
5028	353,701	0.018980
5076	955,703	0.051285
5078	724,713	0.038889
5102	2,499,997	0.134154
5103	1,271,427	0.068227

District Code	Required employer contributions	Employer allocation percentage
5107	$ 966,895	0.051885 %
5108	753,151	0.040415
5251	625,831	0.033583
5253	775,093	0.041593
5276	1,030,308	0.055288
5281	394,692	0.021180
5282	362,581	0.019457
5301	413,691	0.022199
5303	230,945	0.012393
5305	341,080	0.018303
5306	504,562	0.027076
5307	732,192	0.039291
5308	484,868	0.026019
5309	220,984	0.011858
5351	2,991,894	0.160550
5352	53,540	0.002873
5353	346,109	0.018573
5354	911,691	0.048923
5355	1,972,596	0.105853
5356	568,931	0.030530
5357	2,824,506	0.151568
5358	6,444,817	0.345839
5359	470,670	0.025257
5360	367,510	0.019721
5361	2,617,869	0.140479
5362	283,332	0.015204
5363	2,477,424	0.132943
5364	690,059	0.037030
5365	31,201	0.001674
5367	689,852	0.037019
5368	614,253	0.032962
5369	158,988	0.008532
5371	186,498	0.010008
5372	1,275,725	0.068457
5375	1,569,813	0.084239
5376	786,349	0.042197
5379	20,812	0.001117
5380	344,474	0.018485
5403	4,227,760	0.226868
5406	1,816,325	0.097467
5407	2,579,432	0.138417
5408	2,729,876	0.146490
5409	3,505,371	0.188104
5415	1,973,315	0.105891
5416	825,302	0.044287
5418	3,760,367	0.201787

(Continued)

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Employer Allocations

As of and for the fiscal year ended June 30, 2024

District Code	Required employer contributions	Employer allocation percentage
5420	$ 3,264,961	0.175203 %
5427	161,409	0.008661
5457	3,026,733	0.162419
5458	2,681,838	0.143912
5501	1,078,494	0.057874
5504	1,071,753	0.057512
5505	306,332	0.016438
5506	563,188	0.030222
5507	610,454	0.032758
5527	616,725	0.033094
5528	742,153	0.039825
5530	978,905	0.052530
5533	249,102	0.013367
5534	729,271	0.039134
5535	1,207,077	0.064774
5541	620,072	0.033274
5601	1,681,766	0.090246
5676	430,025	0.023076
5677	413,199	0.022173
5678	452,548	0.024284
5679	837,597	0.044947
5680	827,621	0.044411
5681	401,356	0.021537
5682	533,758	0.028642
5683	784,084	0.042075
5684	311,358	0.016708
5685	486,249	0.026093
5687	834,549	0.044783
5688	314,083	0.016854
5691	138,072	0.007409
5692	744,574	0.039955
5693	221,957	0.011911
5694	188,949	0.010139
5695	174,466	0.009362
5801	2,717,551	0.145828
5806	1,508,772	0.080963
5807	366,957	0.019691
5812	672,231	0.036073
5813	524,529	0.028147
5817	2,186,929	0.117354
5820	540,321	0.028995
5821	809,789	0.043455
5822	1,189,606	0.063836
5823	321,694	0.017263
6001	2,405,020	0.129057
6005	2,632,951	0.141288

(Continued)

District Code	Required employer contributions	Employer allocation percentage
6008	$ 2,247,363	0.120597 %
6011	1,148,505	0.061631
6018	1,059,452	0.056852
6022	1,062,138	0.056996
6026	1,865,200	0.100090
6027	3,358,828	0.180240
6028	2,600,223	0.139532
6036	445,701	0.023917
6040	654,244	0.035108
6041	998,498	0.053581
6042	1,052,984	0.056505
6044	1,569,909	0.084244
6048	1,286,993	0.069062
6050	1,852,489	0.099408
6051	3,484,155	0.186965
6052	2,101,476	0.112769
6056	11,458,667	0.614891
6057	2,228,103	0.119564
6061	3,689,963	0.198009
6065	4,324,403	0.232054
6067	1,968,401	0.105628
6068	2,091,931	0.112256
6074	2,589,442	0.138954
6075	2,200,943	0.118106
6078	4,639,908	0.248985
6079	1,695,616	0.090989
6091	10,125,042	0.543326
6093	4,807,346	0.257970
6094	3,321,369	0.178230
6095	948,858	0.050917
6097	1,085,243	0.058236
6099	1,876,938	0.100720
6104	1,864,642	0.100060
6105	2,873,597	0.154202
6109	2,799,082	0.150203
6507	88,318	0.004739
6511	35,914	0.001927
7000	19,101,727	1.025030
7500	88,680	0.004759
7501	191,746	0.010289
7502	58,676	0.003149
8000	1,930,637	0.103601
8102	337,890	0.018132
8105	371,752	0.019949
8110	739,417	0.039678
8112	69,300	0.003719

(Continued)

District Code	Required employer contributions	Employer allocation percentage
8113	$ 192,395	0.010324 %
8115	178,034	0.009554
8120	763,707	0.040982
8124	1,382,072	0.074164
8129	530,203	0.028452
8130	2,239,970	0.120200
8131	247,749	0.013295
8133	383,960	0.020604
8134	127,863	0.006861
8135	1,036,880	0.055641
8140	325,479	0.017466
8142	363,107	0.019485
8145	396,910	0.021299
8146	957,502	0.051381
8149	185,897	0.009976
8150	2,200,822	0.118100
8151	788,349	0.042304
8153	345,418	0.018536
8155	690,455	0.037051
8160	682,070	0.036601
8162	160,584	0.008617
8166	2,914,705	0.156408
8167	122,208	0.006558
8168	182,482	0.009792
8169	156,733	0.008411
8170	1,444,541	0.077516
8400	566,640	0.030407
8402	690,261	0.037041
8403	354,852	0.019042
8406	167,129	0.008968
8407	1,542,221	0.082758
8409	910,666	0.048868
8410	654,278	0.035110
8412	640,886	0.034391
8415	733,783	0.039376
8416	191,902	0.010298
8419	1,002,342	0.053787
8420	401,579	0.021549
8421	346,876	0.018614
8423	174,634	0.009371
8424	153,769	0.008252
8425	590,760	0.031701
8427	73,107	0.003923
8428	810,409	0.043488
8429	210,693	0.011306
8430	335,458	0.018001

(Continued)

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Employer Allocations

As of and for the fiscal year ended June 30, 2024

District Code	Required employer contributions	Employer allocation percentage
8431	$ 521,527	0.027986 %
8432	280,142	0.015033
8433	195,041	0.010466
8434	580,900	0.031172
8435	423,397	0.022720
8436	644,192	0.034568
8437	238,246	0.012785
8438	87,513	0.004696
8439	455,084	0.024421
8440	245,351	0.013166
8441	242,675	0.013022
8442	150,630	0.008083
8443	98,382	0.005279
8444	156,763	0.008412

See accompanying notes to schedule of employer allocations and schedule of pension amounts by employer.

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
All Districts	$ (2,983,608,315)	3,212,798,199	1,784,802,346	179,223,903	5,176,824,448	3,315,043,027	300,220,446	179,223,903	3,794,487,376	1,641,045,345	—	1,641,045,345
1005	(16,380,650)	17,638,951	9,798,948	1,509,399	28,947,298	18,200,297	1,648,275	2,523,275	22,371,847	9,009,691	(367,592)	8,642,099
1010	(4,807,404)	5,176,691	2,875,802	55,719	8,108,211	5,341,435	483,737	434,736	6,259,908	2,644,170	(54,309)	2,589,861
1015	(5,704,814)	6,143,037	3,412,635	96,905	9,652,577	6,338,535	574,037	818,604	7,731,176	3,137,764	(47,983)	3,089,781
1020	(3,290,622)	3,543,395	1,968,458	65,748	5,577,601	3,656,161	331,113	324,020	4,311,294	1,809,909	(52,097)	1,757,812
1025	(5,176,518)	5,574,159	3,096,607	75,294	8,746,060	5,751,553	520,878	290,972	6,563,403	2,847,190	(120,971)	2,726,219
1030	(8,125,937)	8,750,142	4,860,957	241,089	13,852,188	9,028,608	817,658	971,078	10,817,345	4,469,431	(217,869)	4,251,562
1035	(58,397,426)	62,883,303	34,933,494	2,021,267	99,838,064	64,884,516	5,876,140	8,423,037	79,183,694	32,119,774	(1,223,761)	30,896,013
1040	(4,573,093)	4,924,381	2,735,636	318,946	7,978,963	5,081,096	460,160	87,733	5,628,988	2,515,294	5,706	2,521,001
1045	(2,704,350)	2,912,088	1,617,749	101,837	4,631,674	3,004,763	272,121	118,296	3,395,179	1,487,447	(36,268)	1,451,179
1050	(6,866,042)	7,393,466	4,107,284	333,617	11,834,367	7,628,758	690,884	128,553	8,448,194	3,776,463	51,042	3,827,505
1055	(2,716,111)	2,924,753	1,624,785	478,149	5,027,686	3,017,831	273,304	115,786	3,406,921	1,493,916	163,038	1,656,954
1060	(3,448,983)	3,713,922	2,063,191	124,076	5,901,189	3,832,114	347,048	344,363	4,523,525	1,897,011	(86,171)	1,810,841
1065	(6,367,825)	6,856,978	3,809,250	150,073	10,816,301	7,075,196	640,751	130,307	7,846,254	3,502,433	17,067	3,519,501
1070	(5,000,044)	5,384,129	2,991,039	90,985	8,466,153	5,555,474	503,121	516,448	6,575,044	2,750,126	(61,869)	2,688,256
1075	(3,015,351)	3,246,979	1,803,791	498,737	5,549,508	3,350,312	303,415	218,898	3,872,625	1,658,505	111,499	1,770,004
1080	(6,552,908)	7,056,278	3,919,967	156,698	11,132,943	7,280,839	659,375	320,267	8,260,481	3,604,233	(17,838)	3,586,395
1085	(3,200,552)	3,446,407	1,914,579	23,826	5,384,811	3,556,086	322,050	428,754	4,306,890	1,760,369	(96,059)	1,664,310
1090	(3,443,473)	3,707,988	2,059,894	238,326	6,006,208	3,825,992	346,494	77,654	4,250,139	1,893,980	59,414	1,953,394
1095	(1,960,758)	2,111,377	1,172,931	156,278	3,440,586	2,178,570	197,298	180,570	2,556,438	1,078,457	(34,854)	1,043,603
1100	(2,741,151)	2,951,717	1,639,764	386,483	4,977,963	3,045,653	275,824	41,378	3,362,854	1,507,689	83,877	1,591,566
1105	(7,673,456)	8,262,903	4,590,282	42,285	12,895,469	8,525,863	772,128	178,609	9,476,601	4,220,557	(125,968)	4,094,589
1110	(5,818,374)	6,265,320	3,480,567	156,517	9,902,404	6,464,709	585,464	51,256	7,101,429	3,200,224	22,568	3,222,793
1115	(1,985,940)	2,138,492	1,187,994	151,754	3,478,240	2,206,548	199,832	327,650	2,734,030	1,092,307	(9,396)	1,082,911
1120	(12,556,383)	13,520,918	7,511,261	235,172	21,267,351	13,951,211	1,263,464	1,173,896	16,388,571	6,906,266	(216,255)	6,690,011
1125	(3,377,747)	3,637,213	2,020,577	20,978	5,678,768	3,752,964	339,880	621,097	4,713,942	1,857,829	(142,989)	1,714,840
1130	(1,316,075)	1,417,171	787,279	105,257	2,309,707	1,462,271	132,428	115,140	1,709,839	723,868	(37,717)	686,151
1135	(6,751,324)	7,269,936	4,038,660	233,056	11,541,651	7,501,296	679,340	346,249	8,526,885	3,713,365	(66,473)	3,646,892
1140	(9,724,075)	10,471,043	5,816,967	819,773	17,107,783	10,804,276	978,468	184,124	11,966,868	5,348,439	204,999	5,553,439
1145	(1,675,661)	1,804,380	1,002,385	89,257	2,896,021	1,861,803	168,611	240,506	2,270,919	921,648	(65,120)	856,528
1150	(14,077,267)	15,158,631	8,421,058	—	23,579,689	15,641,043	1,416,501	2,337,408	19,394,952	7,742,784	(839,194)	6,903,590
1155	(16,024,608)	17,255,559	9,585,962	2,167,263	29,008,785	17,804,704	1,612,449	145,496	19,562,648	8,813,861	632,723	9,446,584
1160	(19,151,330)	20,622,465	11,456,376	3,511,697	35,590,537	21,278,759	1,927,070	859,710	24,065,539	10,533,621	353,834	10,887,456
1165	(20,619,864)	22,203,807	12,334,857	601,806	35,140,471	22,910,426	2,074,838	766,054	25,751,318	11,341,345	(217,553)	11,123,792
1170	(10,451,063)	11,253,875	6,251,853	31,671	17,537,399	11,612,021	1,051,620	1,285,578	13,949,220	5,748,297	(369,833)	5,378,464
1175	(4,601,234)	4,954,684	2,752,470	290,523	7,997,677	5,112,363	462,991	77,179	5,652,533	2,530,772	96,680	2,627,452
1180	(2,244,869)	2,417,312	1,342,887	328,474	4,088,672	2,494,241	225,886	361,133	3,081,260	1,234,724	42,122	1,276,846
1185	(2,408,439)	2,593,446	1,440,735	178,740	4,212,921	2,675,981	242,345	404,424	3,322,750	1,324,690	5,791	1,330,481
1190	(2,513,413)	2,706,484	1,503,530	295,145	4,505,160	2,792,616	252,908	158,152	3,203,676	1,382,428	6,180	1,388,609
1195	(2,823,658)	3,040,561	1,689,120	49,178	4,778,859	3,137,324	284,126	211,107	3,632,557	1,553,069	(20,100)	1,532,969
1200	(2,535,051)	2,729,785	1,516,474	139,332	4,385,592	2,816,658	255,085	78,942	3,150,685	1,394,330	29,017	1,423,347

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(Continued)

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
1205	$ (5,959,433)	6,417,215	3,564,949	115,178	10,097,342	6,621,438	599,658	734,786	7,955,882	3,277,810	(280,477)	2,997,332
1210	(7,496,569)	8,072,428	4,484,467	—	12,556,895	8,329,327	754,329	1,021,555	10,105,211	4,123,266	(348,547)	3,774,718
1215	(2,948,132)	3,174,597	1,763,580	159,712	5,097,889	3,275,626	296,651	69,454	3,641,730	1,621,533	67,157	1,688,689
1220	(4,303,874)	4,634,481	2,574,588	266,951	7,476,021	4,781,970	433,070	216,632	5,431,672	2,367,218	32,267	2,399,485
1225	(7,196,464)	7,749,270	4,304,944	388,160	12,442,374	7,995,885	724,132	923,770	9,643,787	3,958,202	(150,884)	3,807,318
1230	(1,466,369)	1,579,010	877,186	87,391	2,543,587	1,629,261	147,551	126,629	1,903,441	806,533	(17,593)	788,940
1235	(44,161,861)	47,554,214	26,417,742	7,166,233	81,138,189	49,067,590	4,443,711	4,701,776	58,213,077	24,289,923	566,857	24,856,781
1240	(7,098,297)	7,643,562	4,246,220	426,000	12,315,782	7,886,812	714,254	480,373	9,081,440	3,904,208	37,043	3,941,251
1245	(7,312,201)	7,873,897	4,374,178	243,165	12,491,240	8,124,478	735,778	334,875	9,195,131	4,021,859	(165,953)	3,855,906
1250	(2,773,057)	2,986,073	1,658,850	—	4,644,923	3,081,103	279,034	546,874	3,907,011	1,525,238	(220,144)	1,305,094
1255	(8,083,727)	8,704,689	4,835,707	302,237	13,842,632	8,981,709	813,411	319,596	10,114,716	4,446,214	(47,484)	4,398,730
1260	(15,707,864)	16,914,484	9,396,485	547,516	26,858,486	17,452,775	1,580,577	3,358,670	22,392,021	8,639,645	(689,168)	7,950,477
1265	(2,616,887)	2,817,907	1,565,429	73,151	4,456,487	2,907,585	263,320	134,598	3,305,502	1,439,341	(42,129)	1,397,213
1270	(33,794,526)	36,390,498	20,215,974	2,171,840	58,778,312	37,548,598	3,400,516	3,061,959	44,011,073	18,587,678	(390,167)	18,197,511
1275	(2,313,523)	2,491,240	1,383,956	157,024	4,032,219	2,570,522	232,794	87,345	2,890,661	1,272,485	(24,489)	1,247,996
1280	(6,056,905)	6,522,175	3,623,257	506,218	10,651,649	6,729,738	609,466	619,715	7,958,918	3,331,421	(16,618)	3,314,804
1285	(11,390,073)	12,265,017	6,813,572	868,921	19,947,509	12,655,341	1,146,106	1,367,209	15,168,657	6,264,772	(90,087)	6,174,685
1290	(4,555,113)	4,905,020	2,724,880	122,687	7,752,587	5,061,118	458,350	186,905	5,706,373	2,505,405	(47,877)	2,457,527
1295	(1,941,236)	2,090,355	1,161,252	22,234	3,273,841	2,156,879	195,334	303,746	2,655,959	1,067,719	(50,245)	1,017,474
1300	(16,617,452)	17,893,944	9,940,604	329,555	28,164,104	18,463,405	1,672,103	167,726	20,303,233	9,139,937	(77,616)	9,062,321
1305	(46,377,228)	49,939,757	27,742,980	1,658,261	79,340,997	51,529,051	4,666,629	2,598,759	58,794,439	25,508,420	(230,552)	25,277,868
2005	(2,240,635)	2,412,753	1,340,354	193,457	3,946,563	2,489,537	225,460	34,857	2,749,854	1,232,395	73,275	1,305,670
2006	(2,039,899)	2,196,597	1,220,273	202,821	3,619,691	2,266,502	205,261	21,603	2,493,366	1,121,986	44,120	1,166,106
2007	(6,194,860)	6,670,727	3,705,782	129,034	10,505,543	6,883,018	623,347	483,455	7,989,820	3,407,299	(32,126)	3,375,173
2008	(5,584,897)	6,013,908	3,340,900	89,876	9,444,684	6,205,296	561,971	99,556	6,866,823	3,071,807	(75,843)	2,995,965
2009	(4,608,365)	4,962,363	2,756,736	18,684	7,737,783	5,120,286	463,709	362,823	5,946,818	2,534,695	(63,704)	2,470,990
2010	(14,177,836)	15,266,925	8,481,219	386,845	24,134,989	15,752,783	1,426,620	412,874	17,592,277	7,798,098	(20,373)	7,777,726
2014	(1,767,181)	1,902,929	1,057,132	118,675	3,078,737	1,963,489	177,820	43,551	2,184,859	971,986	33,761	1,005,747
2015	(3,724,588)	4,010,697	2,228,058	447,975	6,686,730	4,138,334	374,780	83,645	4,596,760	2,048,599	87,231	2,135,830
2016	(1,466,958)	1,579,645	877,538	112,786	2,569,969	1,629,916	147,610	61,033	1,838,559	806,857	40,081	846,938
2018	(3,524,750)	3,795,508	2,108,514	400,310	6,304,332	3,916,297	354,672	69,341	4,340,310	1,938,684	71,189	2,009,873
2020	(9,442,788)	10,168,148	5,648,701	506,435	16,323,284	10,491,742	950,164	74,401	11,516,307	5,193,726	121,558	5,315,284
2025	(7,880,441)	8,485,788	4,714,101	—	13,199,888	8,755,841	792,956	311,714	9,860,511	4,334,403	(92,237)	4,242,166
2030	(6,497,125)	6,996,210	3,886,597	252,280	11,135,087	7,218,859	653,762	329,142	8,201,763	3,573,551	(55,100)	3,518,451
2035	(2,191,566)	2,359,914	1,311,000	73,934	3,744,848	2,435,016	220,523	181,317	2,836,855	1,205,406	(18,361)	1,187,044
2040	(12,915,427)	13,907,543	7,726,042	215,427	21,849,012	14,350,139	1,299,593	744,626	16,394,358	7,103,748	(328,674)	6,775,073
2044	(3,145,885)	3,387,540	1,881,876	213,773	5,483,189	3,495,346	316,549	747,127	4,559,022	1,730,301	(128,913)	1,601,388
2045	(7,020,656)	7,559,957	4,199,775	387,082	12,146,814	7,800,546	706,441	150,702	8,657,690	3,861,504	64,435	3,925,938
2046	(5,868,862)	6,319,686	3,510,768	233,743	10,064,198	6,520,805	590,544	119,179	7,230,528	3,227,993	84,059	3,312,053
2047	(31,560,673)	33,985,049	18,879,678	398,752	53,263,479	35,066,597	3,175,738	2,958,764	41,201,099	17,359,013	(696,950)	16,662,063
2048	(6,861,554)	7,388,633	4,104,599	98,899	11,592,132	7,623,771	690,432	285,299	8,599,501	3,773,994	5,448	3,779,442
2050	(5,205,944)	5,605,845	3,114,209	130,090	8,850,145	5,784,247	523,839	302,642	6,610,728	2,863,375	(41,948)	2,821,427

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
2052	$ (4,032,822)	4,342,608	2,412,445	544,173	7,299,226	4,480,808	405,796	102,188	4,988,792	2,218,134	207,025	2,425,159
2055	(3,672,894)	3,955,032	2,197,135	225,492	6,377,660	4,080,898	369,579	26,186	4,476,662	2,020,167	72,766	2,092,933
2056	(4,907,911)	5,284,919	2,935,925	126,460	8,347,304	5,453,107	493,850	93,371	6,040,328	2,699,451	32,677	2,732,128
2057	(6,180,131)	6,654,866	3,696,971	394,582	10,746,419	6,866,652	621,865	216,381	7,704,899	3,399,198	121,485	3,520,683
2058	(3,853,501)	4,149,513	2,305,175	122,412	6,577,099	4,281,568	387,752	64,706	4,734,026	2,119,504	41,381	2,160,885
2059	(6,841,613)	7,367,161	4,092,671	147,028	11,606,861	7,601,615	688,426	332,225	8,622,266	3,763,027	(107,236)	3,655,790
2060	(1,706,715)	1,837,818	1,020,961	188,765	3,047,544	1,896,305	171,735	163,713	2,231,754	938,728	(7,361)	931,367
2061	(1,994,855)	2,148,093	1,193,328	103,783	3,445,203	2,216,454	200,729	239,997	2,657,180	1,097,211	(14,701)	1,082,510
2062	(3,073,339)	3,309,422	1,838,480	114,078	5,261,980	3,414,742	309,249	408,887	4,132,878	1,690,399	(27,982)	1,662,417
2063	(1,610,556)	1,734,273	963,439	141,283	2,838,996	1,789,465	162,059	183,017	2,134,542	885,839	(34,348)	851,491
2064	(4,655,018)	5,012,600	2,784,644	76,570	7,873,813	5,172,122	468,403	110,798	5,751,323	2,560,355	40,702	2,601,057
2065	(3,592,575)	3,868,543	2,149,088	527,234	6,544,864	3,991,656	361,497	84,094	4,437,247	1,975,989	106,336	2,082,325
2066	(8,840,128)	9,519,194	5,288,188	1,209,407	16,016,788	9,822,135	889,523	64,572	10,776,230	4,862,250	341,138	5,203,388
2067	(14,282,281)	15,379,393	8,543,698	719,315	24,642,406	15,868,830	1,437,130	82,445	17,388,405	7,855,545	137,761	7,993,307
2068	(13,480,827)	14,516,374	8,064,266	1,115,285	23,695,925	14,978,347	1,356,485	1,133,246	17,468,078	7,414,729	36,936	7,451,665
2069	(1,667,822)	1,795,938	997,696	157,269	2,950,902	1,853,092	167,822	—	2,020,914	917,336	38,963	956,299
2070	(2,292,664)	2,468,779	1,371,478	204,501	4,044,757	2,547,346	230,695	9,851	2,787,892	1,261,012	48,164	1,309,176
2071	(1,909,358)	2,056,028	1,142,183	95,462	3,293,672	2,121,459	192,126	54,437	2,368,022	1,050,186	32,131	1,082,316
2072	(2,508,296)	2,700,975	1,500,470	11,603	4,213,048	2,786,931	252,393	151,174	3,190,498	1,379,614	(47,091)	1,332,523
2073	(5,174,479)	5,571,964	3,095,387	43,383	8,710,734	5,749,287	520,673	445,827	6,715,787	2,846,069	(102,641)	2,743,428
2074	(4,450,172)	4,792,018	2,662,105	433,749	7,887,872	4,944,520	447,791	—	5,392,311	2,447,685	205,019	2,652,704
2075	(8,894,879)	9,578,151	5,320,940	746,326	15,645,417	9,882,968	895,032	133,877	10,911,877	4,892,365	193,633	5,085,998
2076	(5,757,443)	6,199,708	3,444,117	232,649	9,876,475	6,397,009	579,333	177,845	7,154,187	3,166,711	(17,696)	3,149,015
2077	(1,655,104)	1,782,243	990,088	90,999	2,863,330	1,838,962	166,542	48,704	2,054,208	910,341	(6,501)	903,840
2078	(13,480,493)	14,516,016	8,064,067	1,417,344	23,997,426	14,977,977	1,356,451	4,793	16,339,221	7,414,546	531,949	7,946,495
2079	(9,356,513)	10,075,246	5,597,091	307,003	15,979,339	10,395,883	941,483	1,508,147	12,845,513	5,146,273	(351,593)	4,794,679
2080	(1,745,561)	1,879,648	1,044,199	169,325	3,093,172	1,939,467	175,644	52,405	2,167,516	960,094	49,867	1,009,961
2081	(2,471,460)	2,661,309	1,478,434	116,619	4,256,362	2,746,003	248,686	179,524	3,174,214	1,359,354	(24,063)	1,335,290
2082	(1,284,076)	1,382,714	768,138	79,629	2,230,481	1,426,718	129,208	27,007	1,582,933	706,268	24,198	730,466
2083	(3,241,737)	3,490,755	1,939,216	118,344	5,548,315	3,601,846	326,194	85,455	4,013,495	1,783,021	(496)	1,782,526
2084	(5,410,802)	5,826,440	3,236,756	134,224	9,197,419	6,011,862	544,453	265,161	6,821,475	2,976,051	(20,988)	2,955,063
2085	(2,936,132)	3,161,675	1,756,402	58,767	4,976,845	3,262,293	295,443	374,114	3,931,850	1,614,933	(82,582)	1,532,351
2086	(8,812,170)	9,489,088	5,271,463	306,136	15,066,687	9,791,071	886,709	186,682	10,864,463	4,846,873	97,181	4,944,054
2090	(4,121,510)	4,438,110	2,465,498	53,876	6,957,484	4,579,349	414,720	207,011	5,201,079	2,266,915	(23,432)	2,243,482
2095	(4,053,208)	4,364,561	2,424,640	98,137	6,887,337	4,503,459	407,847	160,216	5,071,522	2,229,347	(67,282)	2,162,065
2104	(2,389,055)	2,572,574	1,429,139	104,195	4,105,908	2,654,444	240,395	281,473	3,176,311	1,314,029	(34,954)	1,279,075
2105	(2,505,108)	2,697,541	1,498,562	2,585	4,198,688	2,783,388	252,072	493,778	3,529,238	1,377,860	(125,710)	1,252,151
2110	(6,240,078)	6,719,417	3,732,831	235,012	10,687,260	6,933,258	627,897	205,703	7,766,858	3,432,170	(7,921)	3,424,249
2112	(4,193,195)	4,515,301	2,508,381	191,489	7,215,171	4,658,997	421,933	268,829	5,349,760	2,306,343	(22,181)	2,284,162
2115	(7,215,967)	7,770,271	4,316,610	1,191,528	13,278,409	8,017,554	726,094	96,475	8,840,123	3,968,929	446,889	4,415,818
2120	(15,923,344)	17,146,517	9,525,386	272,672	26,944,576	17,692,192	1,602,259	804,382	20,098,833	8,758,164	(61,939)	8,696,225
2125	(1,458,210)	1,570,224	872,305	190,764	2,633,293	1,620,196	146,730	101,650	1,868,575	802,045	33,029	835,075

(Continued)

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
2130	$ (2,812,097)	3,028,113	1,682,204	128,228	4,838,545	3,124,480	282,962	41,242	3,448,684	1,546,711	57,364	1,604,075
2135	(5,638,303)	6,071,417	3,372,848	165,886	9,610,150	6,264,635	567,345	169,138	7,001,117	3,101,181	(45,656)	3,055,526
2140	(4,881,437)	5,256,411	2,920,089	505,687	8,682,187	5,423,693	491,186	221,103	6,135,981	2,684,890	23,641	2,708,531
2145	(6,837,108)	7,362,309	4,089,976	145,548	11,597,833	7,596,609	687,972	54,984	8,339,565	3,760,548	53,919	3,814,468
2146	(6,295,706)	6,779,319	3,766,108	837,356	11,382,782	6,995,065	633,495	426,556	8,055,116	3,462,766	307,592	3,770,358
2147	(1,930,018)	2,078,275	1,154,542	8,298	3,241,115	2,144,415	194,205	146,738	2,485,358	1,061,549	(13,368)	1,048,181
2148	(4,468,495)	4,811,749	2,673,066	297,547	7,782,361	4,964,879	449,635	127,726	5,542,240	2,457,763	(5,850)	2,451,913
2149	(2,876,430)	3,097,386	1,720,688	175,918	4,993,992	3,195,958	289,436	237,361	3,722,755	1,582,095	(7,227)	1,574,868
2150	(1,213,402)	1,306,611	725,860	100,168	2,132,639	1,348,193	122,096	110,973	1,581,262	667,396	(20,834)	646,562
2155	(4,807,998)	5,177,330	2,876,157	22,692	8,076,179	5,342,095	483,796	360,825	6,186,716	2,644,497	(87,664)	2,556,833
2160	(7,916,601)	8,524,725	4,735,731	255,455	13,515,912	8,796,018	796,594	171,439	9,764,051	4,354,292	158,261	4,512,553
2165	(2,956,163)	3,183,244	1,768,384	104,860	5,056,489	3,284,549	297,459	488,807	4,070,814	1,625,950	(84,188)	1,541,762
2170	(11,718,238)	12,618,390	7,009,881	492,053	20,120,324	13,019,961	1,179,128	145,242	14,344,331	6,445,270	169,412	6,614,682
2175	(1,042,580)	1,122,668	623,674	131,648	1,877,990	1,158,396	104,908	59,303	1,322,607	573,440	10,709	584,149
2180	(2,308,111)	2,485,411	1,380,718	56,561	3,922,690	2,564,507	232,250	81,143	2,877,900	1,269,508	(7,015)	1,262,493
2185	(13,026,453)	14,027,098	7,792,458	101,951	21,921,507	14,473,499	1,310,764	508,203	16,292,466	7,164,814	(16,292)	7,148,523
2187	(6,483,372)	6,981,401	3,878,370	161,907	11,021,678	7,203,578	652,378	444,850	8,300,806	3,565,987	(135,002)	3,430,985
2190	(7,850,025)	8,453,035	4,695,906	633,239	13,782,180	8,722,046	789,895	156,042	9,667,983	4,317,674	221,070	4,538,744
2191	(5,714,822)	6,153,814	3,418,622	326,656	9,899,092	6,349,654	575,044	133,736	7,058,435	3,143,269	71,515	3,214,784
2195	(1,748,103)	1,882,386	1,045,720	57,406	2,985,512	1,942,292	175,900	62,335	2,180,526	961,492	4,182	965,675
2196	(2,064,321)	2,222,894	1,234,882	71,535	3,529,312	2,293,636	207,719	174,026	2,675,381	1,135,418	(28,607)	1,106,812
2198	(4,008,883)	4,316,830	2,398,124	359,412	7,074,367	4,454,210	403,387	96,812	4,954,409	2,204,967	54,142	2,259,109
2200	(17,812,834)	19,181,151	10,655,684	1,360,073	31,196,908	19,791,576	1,792,386	788,123	22,372,085	9,797,421	207,321	10,004,742
2204	(15,924,072)	17,147,301	9,525,822	191,710	26,864,832	17,693,000	1,602,332	455,349	19,750,681	8,758,564	127,158	8,885,722
2205	(584,242)	629,122	349,495	14,756	993,373	649,143	58,788	145,362	853,293	321,345	(35,029)	286,316
2206	(2,558,133)	2,754,640	1,530,282	19,636	4,304,557	2,842,304	257,408	151,819	3,251,531	1,407,025	(41,328)	1,365,698
2207	(4,385,763)	4,722,661	2,623,575	83,023	7,429,259	4,872,956	441,310	169,253	5,483,519	2,412,259	73,606	2,485,865
2208	(7,775,182)	8,372,443	4,651,134	246,820	13,270,397	8,638,889	782,364	241,068	9,662,321	4,276,508	(79,230)	4,197,278
2209	(17,120,271)	18,435,387	10,241,391	1,213,899	29,890,677	19,022,079	1,722,698	419,253	21,164,030	9,416,498	292,069	9,708,566
2210	(4,795,994)	5,164,405	2,868,976	423,288	8,456,670	5,328,758	482,589	146,670	5,958,018	2,637,895	(23,574)	2,614,321
2212	(5,831,612)	6,279,575	3,488,485	493,970	10,262,030	6,479,417	586,796	15,785	7,081,999	3,207,505	148,002	3,355,507
2215	(9,485,087)	10,213,697	5,674,004	438,088	16,325,788	10,538,740	954,421	309,414	11,802,574	5,216,991	(52,793)	5,164,198
2220	(3,781,915)	4,072,428	2,262,351	327,151	6,661,930	4,202,029	380,549	113,365	4,695,943	2,080,130	(15,282)	2,064,848
2224	(8,126,518)	8,750,768	4,861,305	194,276	13,806,348	9,029,254	817,717	93,155	9,940,126	4,469,751	(340)	4,469,410
2225	(16,792,184)	18,082,098	10,045,129	6,183	28,133,411	18,657,547	1,689,685	2,355,261	22,702,493	9,236,043	(468,253)	8,767,791
2230	(11,298,248)	12,166,139	6,758,642	811,784	19,736,565	12,553,317	1,136,867	830,729	14,520,912	6,214,267	57,321	6,271,588
2231	(5,550,300)	5,976,654	3,320,204	372,238	9,669,096	6,166,856	558,489	96,353	6,821,699	3,052,778	98,483	3,151,261
2235	(1,313,111)	1,413,979	785,506	134,212	2,333,698	1,458,978	132,130	219,997	1,811,105	722,238	(50,537)	671,701
2239	(5,499,003)	5,921,416	3,289,518	50,154	9,261,089	6,109,861	553,328	105,581	6,768,769	3,024,564	23,778	3,048,342
2240	(11,444,103)	12,323,197	6,845,893	—	19,169,090	12,715,373	1,151,543	1,038,595	14,905,512	6,294,490	(382,123)	5,912,367
2241	(1,700,751)	1,831,396	1,017,394	127,153	2,975,943	1,889,679	171,135	256,356	2,317,170	935,448	(36,909)	898,539
2242	(2,883,409)	3,104,902	1,724,863	12,050	4,841,815	3,203,714	290,138	143,005	3,636,857	1,585,934	(7,322)	1,578,612

(Continued)

District code	Net pension liability (asset)	Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
2243	$ (2,791,974)	3,006,443	1,670,166	196,491	4,873,101	3,102,121	280,938	103,429	3,486,488	1,535,643	17,569	1,553,212
2244	(1,775,694)	1,912,096	1,062,225	57,093	3,031,414	1,972,947	178,676	137,260	2,288,883	976,668	(33,386)	943,282
2245	(4,724,042)	5,086,926	2,825,935	67,495	7,980,356	5,248,814	475,349	124,330	5,848,492	2,598,320	(13,116)	2,585,203
2250	(2,930,491)	3,155,601	1,753,028	11,147	4,919,775	3,256,026	294,876	332,217	3,883,118	1,611,830	(78,528)	1,533,302
2255	(8,715,405)	9,384,891	5,213,578	161,275	14,759,744	9,683,558	876,973	451,280	11,011,810	4,793,650	(48,664)	4,744,986
2260	(6,013,243)	6,475,159	3,597,138	40,494	10,112,791	6,681,226	605,072	283,828	7,570,126	3,307,406	10,990	3,318,396
2266	(4,715,410)	5,077,630	2,820,771	201,885	8,100,286	5,239,222	474,480	85,490	5,799,192	2,593,571	51,302	2,644,873
2268	(2,470,371)	2,660,136	1,477,783	168,460	4,306,379	2,744,793	248,577	104,212	3,097,582	1,358,754	51,304	1,410,059
2270	(4,759,296)	5,124,888	2,847,023	101,305	8,073,217	5,287,984	478,896	136,156	5,903,036	2,617,710	(19,695)	2,598,015
2271	(3,169,603)	3,413,081	1,896,065	210,233	5,519,378	3,521,699	318,936	94,955	3,935,590	1,743,346	7,723	1,751,070
2272	(4,656,309)	5,013,990	2,785,416	269,461	8,068,867	5,173,556	468,533	31,582	5,673,671	2,561,065	86,798	2,647,863
2275	(8,928,325)	9,614,167	5,340,948	557,029	15,512,144	9,920,130	898,397	140,800	10,959,327	4,910,761	93,127	5,003,888
2280	(3,197,901)	3,443,552	1,912,993	64,822	5,421,366	3,553,140	321,783	356,949	4,231,872	1,758,910	(54,934)	1,703,977
2281	(1,844,166)	1,985,828	1,103,185	150,087	3,239,100	2,049,026	185,566	227,811	2,462,403	1,014,329	(19,978)	994,350
2282	(7,529,475)	8,107,861	4,504,152	426,603	13,038,615	8,365,888	757,640	11,171	9,134,699	4,141,364	253,079	4,394,443
2285	(10,993,699)	11,838,195	6,576,460	1,539,290	19,953,945	12,214,936	1,106,222	827,568	14,148,726	6,046,758	86,767	6,133,525
2286	(6,013,691)	6,475,641	3,597,406	513,721	10,586,767	6,681,723	605,117	163,482	7,450,322	3,307,652	109,511	3,417,163
2288	(3,453,410)	3,718,689	2,065,839	177,409	5,961,937	3,837,033	347,493	—	4,184,527	1,899,446	77,714	1,977,160
2289	(11,875,857)	12,788,116	7,104,169	408,883	20,301,168	13,195,088	1,194,988	377,725	14,767,801	6,531,963	(8,806)	6,523,157
2290	(6,955,512)	7,489,809	4,160,805	188,083	11,838,697	7,728,166	699,886	359,261	8,787,314	3,825,673	(114,033)	3,711,640
2295	(3,684,952)	3,968,016	2,204,348	188,727	6,361,091	4,094,295	370,792	791,880	5,256,967	2,026,798	(234,188)	1,792,610
2300	(4,809,792)	5,179,263	2,877,230	1,320,433	9,376,925	5,344,089	483,977	—	5,828,066	2,645,484	516,345	3,161,829
2305	(1,604,344)	1,727,583	959,723	43,124	2,730,430	1,782,562	161,434	69,039	2,013,036	882,422	(10,593)	871,829
2310	(15,755,590)	16,965,877	9,425,035	1,352,133	27,743,045	17,505,803	1,585,379	136,074	19,227,255	8,665,895	581,639	9,247,535
2315	(2,787,790)	3,001,938	1,667,663	265,544	4,935,145	3,097,472	280,517	53,950	3,431,938	1,533,341	281	1,533,622
2317	(2,858,593)	3,078,180	1,710,018	23,092	4,811,289	3,176,140	287,641	68,035	3,531,817	1,572,284	(28,014)	1,544,271
2320	(11,670,898)	12,567,414	6,981,562	272,849	19,821,825	12,967,362	1,174,364	224,180	14,365,906	6,419,232	98,526	6,517,758
2325	(10,918,423)	11,757,136	6,531,429	137,363	18,425,928	12,131,298	1,098,648	474,839	13,704,785	6,005,355	(71,773)	5,933,582
2328	(1,873,067)	2,016,949	1,120,473	359,177	3,496,599	2,081,136	188,474	19,524	2,289,135	1,030,225	124,589	1,154,813
2330	(5,879,482)	6,331,122	3,517,121	418,368	10,266,611	6,532,605	591,613	119,494	7,243,712	3,233,835	74,150	3,307,985
2335	(6,916,649)	7,447,961	4,137,558	201,122	11,786,641	7,684,987	695,976	126,963	8,507,925	3,804,298	22,412	3,826,710
2338	(8,882,410)	9,564,724	5,313,481	915,469	15,793,674	9,869,114	893,777	88,558	10,851,450	4,885,506	209,261	5,094,767
2339	(2,997,183)	3,227,416	1,792,923	126,333	5,146,671	3,330,126	301,586	562,266	4,193,978	1,648,512	(72,178)	1,576,334
2340	(3,679,541)	3,962,190	2,201,111	11,959	6,175,261	4,088,284	370,248	590,778	5,049,309	2,023,823	(149,928)	1,873,895
2345	(4,065,106)	4,377,372	2,431,757	70,236	6,879,365	4,516,679	409,044	149,910	5,075,633	2,235,891	(8,775)	2,227,115
2350	(10,547,146)	11,357,340	6,309,331	648,809	18,315,479	11,718,778	1,061,288	166,932	12,946,999	5,801,145	110,348	5,911,493
2355	(7,088,038)	7,632,515	4,240,083	878,685	12,751,283	7,875,414	713,222	135,778	8,724,414	3,898,565	226,851	4,125,416
2360	(5,671,758)	6,107,442	3,392,861	172,052	9,672,355	6,301,807	570,711	122,829	6,995,347	3,119,583	24,967	3,144,549
2361	(2,485,758)	2,676,705	1,486,987	42,902	4,206,594	2,761,889	250,125	141,376	3,153,390	1,367,217	(20,714)	1,346,504
2362	(3,015,223)	3,246,841	1,803,714	14,320	5,064,875	3,350,169	303,402	178,078	3,831,648	1,658,434	(76,972)	1,581,462
2363	(1,711,321)	1,842,778	1,023,717	77,661	2,944,156	1,901,423	172,199	22,301	2,095,923	941,261	10,506	951,767
2364	(3,549,896)	3,822,586	2,123,557	185,632	6,131,775	3,944,237	357,202	165,369	4,466,808	1,952,515	(64,540)	1,887,975

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(Continued)

Schedule of Pension Amounts by Employer

As of and for the fiscal year ended June 30, 2024

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
2365	$ (15,508,626)	16,699,942	9,277,301	1,762,473	27,739,716	17,231,405	1,560,529	103,608	18,895,542	8,530,060	351,985	8,882,045
2370	(3,085,401)	3,322,411	1,845,695	26,580	5,194,686	3,428,144	310,463	316,967	4,055,574	1,697,034	(71,551)	1,625,482
2375	(2,005,009)	2,159,026	1,199,401	312,656	3,671,084	2,227,735	201,751	14,034	2,443,520	1,102,796	94,264	1,197,060
2377	(3,324,610)	3,579,995	1,988,791	221,970	5,790,756	3,693,925	334,533	322,453	4,350,911	1,828,603	(50,625)	1,777,978
2378	(17,868,453)	19,241,042	10,688,955	125,106	30,055,104	19,853,373	1,797,982	452,775	22,104,131	9,828,013	(53,337)	9,774,676
2379	(17,168,401)	18,487,214	10,270,182	2,049,686	30,807,083	19,075,556	1,727,541	596,803	21,399,900	9,442,970	128,865	9,571,835
2380	(6,439,520)	6,934,180	3,852,138	707,803	11,494,122	7,154,855	647,966	68,425	7,871,246	3,541,867	150,360	3,692,227
2381	(3,778,835)	4,069,112	2,260,509	113,588	6,443,209	4,198,608	380,239	240,603	4,819,450	2,078,436	(10,012)	2,068,424
2383	(12,508,772)	13,469,650	7,482,780	578,551	21,530,981	13,898,311	1,258,674	419,776	15,576,761	6,880,079	(43,699)	6,836,380
2384	(7,942,643)	8,552,768	4,751,310	114,016	13,418,093	8,824,953	799,215	179,032	9,803,200	4,368,615	(13,007)	4,355,609
2385	(5,000,183)	5,384,279	2,991,123	299,201	8,674,603	5,555,629	503,135	150,530	6,209,294	2,750,203	70,694	2,820,896
2389	(4,690,644)	5,050,962	2,805,956	94,763	7,951,681	5,211,705	471,988	97,585	5,781,278	2,579,950	35,151	2,615,101
2390	(9,039,612)	9,734,002	5,407,520	766,521	15,908,043	10,043,779	909,595	330,048	11,283,423	4,971,971	90,428	5,062,399
2391	(4,871,885)	5,246,126	2,914,375	132,780	8,293,280	5,413,080	490,225	182,240	6,085,545	2,679,636	(21,638)	2,657,998
2394	(3,496,898)	3,765,517	2,091,854	177,681	6,035,052	3,885,352	351,869	257,114	4,494,335	1,923,365	7,490	1,930,855
2395	(2,805,022)	3,020,494	1,677,972	137,698	4,836,163	3,116,619	282,251	144,158	3,543,027	1,542,819	(4,376)	1,538,443
2396	(2,001,549)	2,155,301	1,197,332	106,284	3,458,917	2,223,892	201,402	38,387	2,463,681	1,100,893	46,856	1,147,749
2400	(17,263,516)	18,589,636	10,327,081	442,329	29,359,046	19,181,237	1,737,112	735,642	21,653,991	9,495,286	(282,143)	9,213,142
2401	(3,706,554)	3,991,278	2,217,270	488,318	6,696,865	4,118,297	372,966	99,873	4,591,135	2,038,680	38,826	2,077,506
2402	(9,232,591)	9,941,805	5,522,960	915,899	16,380,665	10,258,195	929,014	296,969	11,484,178	5,078,113	158,433	5,236,546
2403	(4,688,576)	5,048,735	2,804,718	205,937	8,059,390	5,209,407	471,780	226,752	5,907,939	2,578,812	(70,817)	2,507,996
2405	(6,237,016)	6,716,121	3,731,000	230,797	10,677,917	6,929,856	627,589	435,987	7,993,432	3,430,486	(61,885)	3,368,601
2406	(7,794,145)	8,392,863	4,662,478	484,945	13,540,286	8,659,960	784,272	14,724	9,458,956	4,286,939	103,732	4,390,671
2408	(9,272,447)	9,984,723	5,546,802	1,707	15,533,232	10,302,479	933,024	600,435	11,835,938	5,100,035	(281,012)	4,819,023
2409	(1,568,912)	1,689,430	938,527	238,651	2,866,609	1,743,195	157,869	15,977	1,917,042	862,934	25,435	888,369
2410	(12,012,359)	12,935,104	7,185,825	—	20,120,929	13,346,754	1,208,723	838,347	15,393,824	6,607,042	(311,496)	6,295,546
2415	(11,193,006)	12,052,812	6,695,686	1,834,712	20,583,210	12,436,383	1,126,277	156,242	13,718,903	6,156,381	484,786	6,641,167
2420	(6,258,600)	6,739,362	3,743,911	358,361	10,841,634	6,953,837	629,761	87,055	7,670,653	3,442,357	45,175	3,487,533
2425	(11,229,977)	12,092,623	6,717,802	928,823	19,739,248	12,477,462	1,129,997	141,018	13,748,477	6,176,716	399,729	6,576,446
2426	(3,083,698)	3,320,576	1,844,676	283,422	5,448,674	3,426,251	310,292	384	3,736,926	1,696,097	91,417	1,787,514
2428	(7,172,910)	7,723,906	4,290,854	14,955	12,029,715	7,969,714	721,762	278,993	8,970,468	3,945,246	(89,539)	3,855,708
2430	(10,814,512)	11,645,244	6,469,270	2,247	18,116,760	12,015,845	1,088,192	926,663	14,030,699	5,948,202	(248,694)	5,699,508
2435	(2,643,851)	2,846,942	1,581,559	163,134	4,591,635	2,937,544	266,033	277,180	3,480,757	1,454,172	15,550	1,469,722
2440	(4,174,465)	4,495,133	2,497,176	386,687	7,378,995	4,638,187	420,048	83,901	5,142,136	2,296,041	71,764	2,367,805
2441	(2,604,301)	2,804,354	1,557,900	54,331	4,416,585	2,893,600	262,053	46,084	3,201,738	1,432,419	(4,208)	1,428,211
2445	(14,320,094)	15,420,111	8,566,318	—	23,986,429	15,910,844	1,440,935	1,318,890	18,670,669	7,876,343	(472,813)	7,403,530
2450	(5,110,926)	5,503,529	3,057,370	419,781	8,980,680	5,678,675	514,278	346,060	6,539,013	2,811,114	(38,633)	2,772,481
2455	(6,310,612)	6,795,370	3,775,024	166,510	10,736,904	7,011,627	634,994	170,314	7,816,935	3,470,965	8,870	3,479,835
2458	(6,109,488)	6,578,796	3,654,712	279,452	10,512,960	6,788,161	614,757	202,769	7,605,687	3,360,343	45,912	3,406,254
2460	(2,169,930)	2,336,616	1,298,058	134,695	3,769,369	2,410,977	218,345	20,008	2,649,331	1,193,506	49,382	1,242,888
2464	(2,057,966)	2,216,052	1,231,081	39,405	3,486,538	2,286,576	207,079	85,731	2,579,386	1,131,923	(3,566)	1,128,357
2465	(1,044,344)	1,124,567	624,729	98,247	1,847,543	1,160,355	105,085	126,465	1,391,906	574,411	1,825	576,235

(Continued)

		Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
District code	Net pension liability (asset)	Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
2466	$ (2,731,627)	2,941,460	1,634,066	100,357	4,675,884	3,035,070	274,865	299,816	3,609,751	1,502,450	(43,236)	1,459,214
2467	(3,354,552)	3,612,236	2,006,702	374,420	5,993,359	3,727,193	337,546	129,159	4,193,898	1,845,072	83,662	1,928,734
2468	(2,649,288)	2,852,797	1,584,811	191,745	4,629,353	2,943,585	266,580	49,405	3,259,570	1,457,162	84,212	1,541,375
2469	(8,110,462)	8,733,478	4,851,700	509,882	14,095,060	9,011,415	816,101	303,636	10,131,152	4,460,920	(10,883)	4,450,036
2470	(6,734,205)	7,251,502	4,028,419	576,748	11,856,669	7,482,275	677,618	126,662	8,286,555	3,703,950	205,273	3,909,222
2471	(7,761,187)	8,357,373	4,642,763	88,129	13,088,264	8,623,340	780,956	247,217	9,651,513	4,268,811	40,029	4,308,840
2475	(11,236,426)	12,099,567	6,721,660	1,270,999	20,092,225	12,484,626	1,130,646	377,875	13,993,147	6,180,263	289,667	6,469,930
2480	(3,522,880)	3,793,495	2,107,396	194,721	6,095,613	3,914,220	354,484	1,608	4,270,312	1,937,656	109,332	2,046,988
2485	(9,074,007)	9,771,039	5,428,095	107,044	15,306,178	10,081,995	913,056	1,146,039	12,141,091	4,990,889	(224,946)	4,765,943
2490	(11,752,042)	12,654,791	7,030,103	282,371	19,967,265	13,057,520	1,182,529	102,631	14,342,680	6,463,863	25,009	6,488,872
2495	(1,679,099)	1,808,081	1,004,441	45,076	2,857,598	1,865,622	168,956	152,093	2,186,671	923,538	(27,340)	896,199
2497	(3,775,269)	4,065,271	2,258,376	110,590	6,434,237	4,194,645	379,880	27,508	4,602,034	2,076,475	46,124	2,122,599
2498	(3,197,781)	3,443,423	1,912,921	199,125	5,555,469	3,553,007	321,771	7,795	3,882,574	1,758,845	65,805	1,824,650
2500	(9,351,139)	10,069,459	5,593,876	474,963	16,138,298	10,389,912	940,942	119,118	11,449,972	5,143,317	10,357	5,153,673
2504	(6,820,459)	7,344,382	4,080,017	200,573	11,624,972	7,578,111	686,297	1,210,235	9,474,643	3,751,392	(280,542)	3,470,850
2505	(7,621,959)	8,207,450	4,559,476	445,757	13,212,683	8,468,645	766,946	89,432	9,325,024	4,192,233	136,119	4,328,352
2507	(1,498,158)	1,613,241	896,202	135,269	2,644,712	1,664,581	150,750	46,932	1,862,263	824,017	11,698	835,715
2508	(3,965,334)	4,269,937	2,372,073	362,001	7,004,011	4,405,824	399,005	172,586	4,977,415	2,181,015	66,897	2,247,912
2509	(8,060,068)	8,679,213	4,821,554	145,268	13,646,035	8,955,422	811,030	516,732	10,283,185	4,433,202	(27,798)	4,405,404
2510	(3,208,603)	3,455,077	1,919,395	117,768	5,492,239	3,565,032	322,860	85,181	3,973,073	1,764,797	(12,380)	1,752,417
2512	(22,970,302)	24,734,796	13,740,895	433,060	38,908,751	25,521,962	2,311,347	710,616	28,543,925	12,634,134	(32,478)	12,601,656
2514	(2,230,478)	2,401,815	1,334,278	151,318	3,887,411	2,478,251	224,438	279,961	2,982,650	1,226,808	(31,716)	1,195,093
2515	(1,880,504)	2,024,957	1,124,922	81,975	3,231,854	2,089,400	189,222	40,022	2,318,644	1,034,315	(8,297)	1,026,019
2520	(4,334,280)	4,667,224	2,592,778	262,369	7,522,371	4,815,755	436,129	236,027	5,487,911	2,383,942	11,012	2,394,954
2525	(6,156,829)	6,629,774	3,683,031	282,499	10,595,305	6,840,762	619,520	92,470	7,552,752	3,386,381	34,377	3,420,759
2530	(12,514,885)	13,476,233	7,486,437	199,870	21,162,540	13,905,103	1,259,289	418,264	15,582,657	6,883,442	(50,742)	6,832,700
2533	(2,782,811)	2,996,577	1,664,685	371,644	5,032,906	3,091,940	280,016	167,516	3,539,472	1,530,603	61,137	1,591,740
2535	(3,470,726)	3,737,334	2,076,197	232,124	6,045,656	3,856,272	349,236	64,714	4,270,222	1,908,970	33,128	1,942,098
2540	(8,231,497)	8,863,810	4,924,103	885,318	14,673,232	9,145,894	828,280	322,916	10,297,090	4,527,491	61,617	4,589,108
2541	(5,057,481)	5,445,978	3,025,398	238,099	8,709,476	5,619,292	508,900	135,358	6,263,551	2,781,718	31,090	2,812,808
2542	(3,138,334)	3,379,410	1,877,360	53,451	5,310,221	3,486,957	315,789	193,220	3,995,967	1,726,148	(20,038)	1,706,110
2545	(1,630,736)	1,756,003	975,511	15,801	2,747,314	1,811,887	164,090	100,272	2,076,248	896,938	(3,884)	893,054
2547	(11,978,477)	12,898,620	7,165,556	203,791	20,267,967	13,309,108	1,205,314	403,354	14,917,776	6,588,406	(174,176)	6,414,230
2550	(1,235,868)	1,330,803	739,300	150,862	2,220,965	1,373,155	124,357	47,166	1,544,678	679,753	28,958	708,711
2551	(2,107,588)	2,269,485	1,260,765	136,885	3,667,135	2,341,710	212,072	88,196	2,641,978	1,159,216	(19,912)	1,139,304
2555	(1,927,003)	2,075,028	1,152,738	158,571	3,386,338	2,141,064	193,901	2,513	2,337,478	1,059,891	65,662	1,125,552
2557	(17,564,344)	18,913,573	10,507,037	797,327	30,217,937	19,515,483	1,767,382	316,751	21,599,615	9,660,747	12,412	9,673,159
2559	(1,620,324)	1,744,791	969,282	142,082	2,856,155	1,800,318	163,042	3,237	1,966,598	891,211	63,801	955,012
2560	(2,319,742)	2,497,936	1,387,676	27,825	3,913,437	2,577,431	233,420	222,089	3,032,941	1,275,906	(56,549)	1,219,357
2561	(6,631,184)	7,140,567	3,966,792	531,817	11,639,176	7,367,811	667,251	51,931	8,086,993	3,647,286	110,307	3,757,593
2562	(8,694,590)	9,362,477	5,201,127	15,243	14,578,846	9,660,430	874,878	351,103	10,886,412	4,782,202	(113,126)	4,669,076
2563	(8,932,042)	9,618,169	5,343,171	613,717	15,575,057	9,924,260	898,771	473,404	11,296,435	4,912,805	697	4,913,502

(Continued)

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
2564	$ (12,110,876)	13,041,189	7,244,758	676,148	20,962,095	13,456,215	1,218,636	469,684	15,144,535	6,661,229	(272,430)	6,388,799
2565	(6,745,731)	7,263,914	4,035,314	450,514	11,749,742	7,495,082	678,778	129,501	8,303,361	3,710,290	35,685	3,745,975
2570	(4,596,276)	4,949,345	2,749,504	305,927	8,004,777	5,106,854	462,492	11,304	5,580,650	2,528,045	67,755	2,595,800
2573	(5,131,693)	5,525,891	3,069,792	86,893	8,682,577	5,701,748	516,368	134,562	6,352,678	2,822,536	(32,557)	2,789,979
2574	(1,669,190)	1,797,411	998,514	69,238	2,865,162	1,854,612	167,959	95,736	2,118,308	918,088	12,180	930,268
2575	(17,286,828)	18,614,739	10,341,026	964,533	29,920,299	19,207,139	1,739,457	369,331	21,315,928	9,508,108	(121,068)	9,387,040
2576	(3,803,587)	4,095,764	2,275,316	874	6,371,953	4,226,109	382,729	228,439	4,837,277	2,092,050	(69,811)	2,022,239
2580	(9,438,714)	10,163,761	5,646,264	399,944	16,209,969	10,487,215	949,754	180,123	11,617,092	5,191,485	56,370	5,247,855
2582	(1,958,114)	2,108,529	1,171,349	159,835	3,439,713	2,175,631	197,032	21,063	2,393,726	1,077,002	62,011	1,139,013
2584	(6,102,018)	6,570,752	3,650,243	5,953	10,226,948	6,779,862	614,005	472,978	7,866,845	3,356,234	(124,489)	3,231,745
2585	(18,123,159)	19,515,314	10,841,321	763,479	31,120,114	20,136,374	1,823,612	8,512	21,968,497	9,968,107	291,393	10,259,500
2590	(6,389,183)	6,879,977	3,822,026	124,683	10,826,685	7,098,927	642,901	197,201	7,939,028	3,514,181	(34,085)	3,480,095
2593	(14,582,458)	15,702,629	8,723,265	1,761,901	26,187,794	16,202,353	1,467,335	365,624	18,035,312	8,020,649	218,686	8,239,335
2595	(1,062,205)	1,143,799	635,414	159,223	1,938,436	1,180,200	106,883	5,206	1,292,288	584,234	58,518	642,752
2600	(2,457,037)	2,645,778	1,469,806	156,501	4,272,085	2,729,978	247,235	130,766	3,107,979	1,351,420	(43,764)	1,307,656
2605	(1,002,431)	1,079,434	599,657	172,305	1,851,395	1,113,786	100,868	50,673	1,265,326	551,357	37,771	589,128
2610	(15,786,748)	16,999,428	9,443,674	678,129	27,121,231	17,540,422	1,588,514	374,471	19,503,407	8,683,033	55,314	8,738,347
2611	(4,404,217)	4,742,533	2,634,614	68,095	7,445,242	4,893,460	443,167	152,027	5,488,654	2,422,409	(94,105)	2,328,304
2612	(4,682,072)	5,041,732	2,800,828	449,169	8,291,729	5,202,181	471,125	75,731	5,749,038	2,575,235	128,862	2,704,097
2613	(5,392,603)	5,806,843	3,225,869	63,137	9,095,849	5,991,641	542,621	492,719	7,026,982	2,966,041	(133,627)	2,832,414
2614	(5,552,839)	5,979,388	3,321,723	850,879	10,151,990	6,169,677	558,745	149,427	6,877,849	3,054,175	239,170	3,293,344
2615	(18,088,867)	19,478,387	10,820,808	—	30,299,195	20,098,272	1,820,161	770,811	22,689,244	9,949,245	(272,146)	9,677,099
2616	(6,030,908)	6,494,180	3,607,705	203,672	10,305,557	6,700,852	606,850	356,980	7,664,682	3,317,122	28,234	3,345,356
2617	(6,066,697)	6,532,718	3,629,114	299,418	10,461,250	6,740,617	610,451	253,501	7,604,569	3,336,807	67,706	3,404,512
2618	(1,752,807)	1,887,452	1,048,534	43,214	2,979,200	1,947,518	176,373	156,463	2,280,354	964,080	(14,886)	949,194
2619	(3,278,796)	3,530,661	1,961,384	306,945	5,798,990	3,643,022	329,923	32,812	4,005,757	1,803,405	105,898	1,909,302
2620	(1,192,667)	1,284,283	713,456	63,811	2,061,551	1,325,155	120,010	66,420	1,511,584	655,991	1,826	657,817
2625	(2,196,924)	2,365,684	1,314,206	80,289	3,760,179	2,440,970	221,062	175,949	2,837,981	1,208,353	(31,760)	1,176,594
2626	(1,371,932)	1,477,319	820,693	142,924	2,440,936	1,524,333	138,048	195,817	1,858,199	754,591	12,982	767,572
2630	(1,869,170)	2,012,753	1,118,142	22,355	3,153,250	2,076,807	188,082	270,386	2,535,275	1,028,082	(55,650)	972,431
2632	(2,860,055)	3,079,754	1,710,893	291,356	5,082,003	3,177,765	287,788	16,678	3,482,231	1,573,089	156,268	1,729,357
2633	(12,563,936)	13,529,052	7,515,780	202,308	21,247,140	13,959,604	1,264,224	753,108	15,976,936	6,910,421	(181,527)	6,728,894
2635	(1,514,070)	1,630,375	905,721	102,867	2,638,963	1,682,261	152,351	66,311	1,900,923	832,769	25,031	857,800
2640	(3,737,818)	4,024,943	2,235,972	331,921	6,592,837	4,153,034	376,111	97,986	4,627,131	2,055,876	28,110	2,083,986
2641	(2,558,134)	2,754,641	1,530,283	344	4,285,268	2,842,305	257,408	260,385	3,360,098	1,407,026	(75,955)	1,331,071
2642	(7,145,222)	7,694,092	4,274,291	2,526,784	14,495,166	7,938,976	718,976	121,922	8,779,848	3,930,018	578,749	4,508,766
2643	(9,069,029)	9,765,679	5,425,117	108,540	15,299,336	10,076,464	912,555	427,687	11,416,706	4,988,151	(125,085)	4,863,066
2644	(7,416,940)	7,986,683	4,436,833	599,034	13,022,550	8,240,853	746,317	45,335	9,032,504	4,079,468	141,762	4,221,230
2645	(10,523,578)	11,331,961	6,295,232	216,605	17,843,799	11,692,592	1,058,917	601,424	13,352,933	5,788,182	(86,182)	5,702,001
2648	(1,798,055)	1,936,175	1,075,601	106,071	3,117,846	1,997,792	180,926	55,117	2,233,835	988,967	46,244	1,035,211
2649	(4,120,877)	4,437,427	2,465,119	61,085	6,963,631	4,578,645	414,656	80,753	5,074,054	2,266,566	(10,109)	2,256,457
2650	(1,036,503)	1,116,124	620,039	8,795	1,744,958	1,151,643	104,296	122,343	1,378,283	570,098	(38,588)	531,510

(Continued)

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
2651	$ (14,267,373)	15,363,341	8,534,780	1,371,111	25,269,232	15,852,267	1,435,630	364,140	17,652,037	7,847,346	175,699	8,023,045
2652	(1,566,211)	1,686,521	936,911	114,564	2,737,997	1,740,193	157,597	21,860	1,919,650	861,448	25,121	886,569
2653	(2,378,015)	2,560,685	1,422,535	90,565	4,073,785	2,642,177	239,284	92,318	2,973,779	1,307,957	(662)	1,307,294
2654	(17,541,163)	18,888,611	10,493,170	80,889	29,462,669	19,489,726	1,765,049	2,497,025	23,751,801	9,647,997	(713,021)	8,934,976
2655	(8,189,953)	8,819,076	4,899,252	679,200	14,397,528	9,099,736	824,100	123,781	10,047,617	4,504,641	77,063	4,581,704
2656	(8,049,471)	8,667,802	4,815,215	294,779	13,777,795	8,943,648	809,964	274,959	10,028,571	4,427,373	44,003	4,471,376
3032	(1,167,375)	1,257,048	698,327	130,113	2,085,488	1,297,053	117,465	71,193	1,485,711	642,080	(17,976)	624,104
3041	(475,691)	512,232	284,560	23,876	820,667	528,533	47,866	45,531	621,930	261,640	88	261,727
3042	(1,075,397)	1,158,006	643,306	272,986	2,074,297	1,194,858	108,210	62,982	1,366,050	591,491	74,363	665,853
3043	(1,171,441)	1,261,427	700,759	105,656	2,067,841	1,301,570	117,874	8,830	1,428,274	644,316	52,250	696,567
3044	(823,572)	886,836	492,663	72,131	1,451,631	915,059	82,871	3,295	1,001,224	452,982	10,751	463,732
3048	(445,076)	479,265	266,246	47,987	793,498	494,517	44,785	43,016	582,318	244,801	(294)	244,507
3077	(1,174,457)	1,264,674	702,563	14,159	1,981,397	1,304,922	118,178	66,733	1,489,832	645,975	(12,200)	633,775
3078	(465,933)	501,724	278,722	52,304	832,750	517,691	46,884	7,701	572,276	256,272	11,232	267,505
3079	(217,278)	233,969	129,976	90,448	454,393	241,414	21,863	30,238	293,516	119,507	21,361	140,869
3081	(453,984)	488,857	271,574	94,179	854,611	504,415	45,681	26,110	576,206	249,700	26,697	276,397
3082	(980,769)	1,056,108	586,698	77,255	1,720,060	1,089,717	98,688	30,095	1,218,501	539,443	13,659	553,102
3101	(442,024)	475,979	264,420	53,855	794,254	491,127	44,478	3,112	538,717	243,122	11,853	254,975
3105	(502,315)	540,901	300,486	7,200	848,587	558,115	50,545	31,534	640,193	276,284	713	276,997
3106	(882,790)	950,602	528,087	18,319	1,497,008	980,854	88,829	46,459	1,116,143	485,552	(1,960)	483,592
3107	(787,893)	848,416	471,319	58,993	1,378,729	875,416	79,280	48,002	1,002,698	433,357	(3,887)	429,470
3126	(825,015)	888,390	493,526	86,563	1,468,478	916,662	83,016	5,391	1,005,069	453,775	67,745	521,520
3128	(844,425)	909,291	505,137	22,644	1,437,072	938,228	84,969	85,258	1,108,455	464,451	5,742	470,192
3178	(1,421,394)	1,530,580	850,281	40,132	2,420,993	1,579,289	143,025	66,139	1,788,453	781,795	482	782,278
3179	(1,077,207)	1,159,954	644,388	26,133	1,830,475	1,196,869	108,392	103,037	1,408,297	592,486	(33,209)	559,277
3201	(545,760)	587,684	326,475	41,418	955,577	606,386	54,916	48,040	709,343	300,179	1,410	301,589
3202	(1,094,805)	1,178,904	654,915	268	1,834,087	1,216,421	110,163	90,957	1,417,541	602,165	(21,180)	580,985
3204	(948,502)	1,021,362	567,396	101,934	1,690,692	1,053,866	95,441	23,017	1,172,324	521,695	16,027	537,722
3206	(1,189,668)	1,281,054	711,662	27,649	2,020,365	1,321,822	119,703	39,403	1,480,933	654,341	(13,729)	640,612
3208	(439,821)	473,607	263,102	65,706	802,415	488,679	44,256	16,296	549,231	241,911	17,611	259,521
3226	(1,273,814)	1,371,663	761,999	103,978	2,237,641	1,415,316	128,175	24,484	1,567,975	700,623	24,716	725,340
3229	(816,471)	879,190	488,415	39,740	1,407,345	907,169	82,156	28,107	1,017,433	449,076	9,222	458,298
3231	(1,241,372)	1,336,730	742,592	47,800	2,127,122	1,379,270	124,911	65,414	1,569,595	682,780	(5,836)	676,944
3232	(475,790)	512,338	284,619	130,106	927,063	528,643	47,876	222	576,740	261,694	35,153	296,848
3276	(1,119,239)	1,205,214	669,531	125,605	2,000,351	1,243,569	112,621	68,228	1,424,419	615,604	4,111	619,715
3277	(1,237,697)	1,332,772	740,394	161,366	2,234,532	1,375,187	124,541	57,446	1,557,174	680,759	24,377	705,135
3278	(1,020,067)	1,098,424	610,206	36,052	1,744,683	1,133,381	102,642	144,717	1,380,741	561,057	(28,559)	532,499
3280	(1,016,581)	1,094,671	608,121	95,359	1,798,150	1,129,508	102,292	24,499	1,256,298	559,140	30,021	589,161
3281	(1,303,557)	1,403,691	779,791	13,419	2,196,902	1,448,363	131,168	131,612	1,711,143	716,983	(43,233)	673,750
3284	(1,130,485)	1,217,324	676,259	114,347	2,007,930	1,256,065	113,753	25,552	1,395,370	621,790	23,394	645,183
3303	(1,137,969)	1,225,383	680,736	142,682	2,048,801	1,264,380	114,506	18,226	1,397,113	625,906	38,135	664,041
3304	(553,463)	595,978	331,083	124,661	1,051,721	614,944	55,691	81,190	751,825	304,416	19,272	323,688

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(Continued)

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Pension Amounts by Employer

As of and for the fiscal year ended June 30, 2024

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
3305	$ (727,537)	783,424	435,215	125,227	1,343,866	808,356	73,207	51	881,614	400,160	31,153	431,313
3306	(850,468)	915,798	508,752	63,701	1,488,251	944,942	85,577	65,589	1,096,108	467,775	1,869	469,644
3307	(306,329)	329,860	183,247	44,405	557,511	340,358	30,824	29,366	400,548	168,487	9,653	178,140
3308	(730,992)	787,144	437,281	11,600	1,236,025	812,194	73,555	77,759	963,508	402,060	(15,590)	386,470
3309	(1,104,475)	1,189,317	660,700	119,739	1,969,756	1,227,166	111,136	33,620	1,371,921	607,484	19,861	627,345
3326	(980,940)	1,056,292	586,801	133,676	1,776,769	1,089,907	98,705	72,095	1,260,708	539,537	13,274	552,810
3327	(1,222,038)	1,315,911	731,027	179,730	2,226,668	1,357,789	122,966	98,279	1,579,034	672,146	20,674	692,821
3328	(756,409)	814,514	452,486	51,310	1,318,310	840,435	76,112	106,426	1,022,974	416,040	(8,924)	407,116
3329	(900,315)	969,474	538,571	32,562	1,540,607	1,000,327	90,593	40,118	1,131,037	495,192	5,997	501,189
3330	(1,571,302)	1,692,003	939,957	30,860	2,662,820	1,745,850	158,110	194,650	2,098,609	864,248	(42,072)	822,176
3331	(1,582,198)	1,703,736	946,475	127,469	2,777,680	1,757,956	159,206	85,937	2,003,099	870,241	15,916	886,157
3332	(655,523)	705,878	392,136	50,366	1,148,380	728,342	65,961	22,957	817,261	360,551	14,089	374,640
3452	(1,563,718)	1,683,837	935,420	173,282	2,792,539	1,737,424	157,346	1,453	1,896,223	860,077	52,783	912,859
3453	(591,353)	636,779	353,749	32,463	1,022,992	657,044	59,504	43,960	760,508	325,256	2,331	327,588
3458	(1,232,701)	1,327,393	737,405	55,017	2,119,815	1,369,636	124,038	34,860	1,528,534	678,011	10,986	688,997
3460	(1,670,876)	1,799,227	999,523	212,364	3,011,114	1,856,486	168,129	88,394	2,113,009	919,016	54,913	973,929
3464	(406,689)	437,929	243,282	86,985	768,196	451,866	40,922	17,903	510,691	223,687	26,836	250,522
3465	(336,582)	362,437	201,344	53,942	617,724	373,971	33,868	65,760	473,600	185,127	1,709	186,836
3466	(1,030,747)	1,109,925	616,595	4,390	1,730,911	1,145,248	103,717	62,470	1,311,435	566,932	(16,710)	550,222
3467	(414,314)	446,140	247,844	124,441	818,424	460,338	41,690	17,755	519,782	227,881	11,524	239,405
3468	(117,072)	126,065	70,033	6,302	202,400	130,077	11,780	18,978	160,835	64,392	(3,127)	61,265
3471	(375,473)	404,316	224,609	52,026	680,951	417,183	37,781	5,041	460,005	206,518	6,123	212,641
3473	(744,580)	801,776	445,410	112,544	1,359,729	827,291	74,922	17,597	919,811	409,534	20,529	430,063
3526	(869,960)	936,788	520,413	38,079	1,495,279	966,600	87,538	34,322	1,088,460	478,496	12,073	490,569
3527	(832,820)	896,795	498,195	45,946	1,440,936	925,334	83,801	109,395	1,118,531	458,068	(25,376)	432,692
3528	(692,128)	745,295	414,033	30,417	1,189,745	769,014	69,644	23,576	862,234	380,685	15,871	396,556
3531	(1,048,511)	1,129,053	627,222	93,004	1,849,279	1,164,985	105,505	24,409	1,294,898	576,702	8,262	584,965
3552	(333,511)	359,131	199,507	33,211	591,849	370,560	33,559	37,175	441,293	183,438	(2,979)	180,459
3559	(808,912)	871,050	483,894	22,382	1,377,326	898,771	81,395	55,982	1,036,148	444,918	13,853	458,771
3560	(992,719)	1,068,976	593,847	67,773	1,730,595	1,102,995	99,891	35,009	1,237,895	546,015	13,793	559,809
3561	(1,057,452)	1,138,681	632,570	89,358	1,860,609	1,174,919	106,404	39,363	1,320,686	581,620	39,044	620,664
3576	(488,673)	526,211	292,325	33,925	852,461	542,957	49,172	70,005	662,133	268,780	(3,422)	265,357
3577	(1,012,390)	1,090,158	605,614	63,093	1,758,865	1,124,851	101,870	20,779	1,247,500	556,835	14,323	571,158
3579	(499,434)	537,798	298,762	32,469	869,030	554,913	50,255	22,117	627,285	274,699	9,642	284,341
3585	(1,136,963)	1,224,300	680,134	59,984	1,964,419	1,263,263	114,405	23,390	1,401,058	625,353	27,081	652,433
3586	(1,361,579)	1,466,170	814,500	210,964	2,491,634	1,512,830	137,007	298,745	1,948,582	748,896	(30,221)	718,676
3589	(1,040,451)	1,120,375	622,400	43,551	1,786,326	1,156,030	104,694	91,178	1,351,901	572,269	(14,032)	558,237
3591	(512,862)	552,259	306,796	124,722	983,776	569,834	51,606	139,026	760,465	282,085	5,689	287,774
3592	(998,221)	1,074,900	597,138	86,563	1,758,601	1,109,108	100,444	10,750	1,220,302	549,042	28,184	577,226
3593	(1,884,168)	2,028,903	1,127,114	96,787	3,252,805	2,093,472	189,591	46,192	2,329,255	1,036,331	35,772	1,072,103
3594	(466,130)	501,936	278,840	46,734	827,511	517,910	46,904	73,464	638,278	256,381	2,417	258,798
3626	(2,536,485)	2,731,328	1,517,332	790	4,249,450	2,818,250	255,229	336,910	3,410,390	1,395,118	(86,938)	1,308,180

(Continued)

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Pension Amounts by Employer

As of and for the fiscal year ended June 30, 2024

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
3629	$ (1,374,484)	1,480,067	822,220	46,220	2,348,507	1,527,169	138,305	70,662	1,736,136	755,994	25,387	781,381
3630	(2,139,458)	2,303,803	1,279,829	149,876	3,733,509	2,377,120	215,279	103,229	2,695,628	1,176,746	35,865	1,212,611
3631	(1,838,849)	1,980,102	1,100,004	116,275	3,196,381	2,043,117	185,031	122,807	2,350,955	1,011,404	21,975	1,033,379
3632	(3,314,281)	3,568,872	1,982,612	82,108	5,633,592	3,682,449	333,494	81,965	4,097,908	1,822,922	16,165	1,839,087
3635	(2,067,829)	2,226,672	1,236,981	140,716	3,604,368	2,297,534	208,072	5,283	2,510,888	1,137,348	65,784	1,203,132
3636	(1,766,226)	1,901,901	1,056,561	66,539	3,025,000	1,962,427	177,723	19,930	2,160,081	971,460	43,406	1,014,866
3658	(1,889,876)	2,035,049	1,130,529	68,491	3,234,070	2,099,813	190,166	103,409	2,393,388	1,039,470	(19,153)	1,020,317
3679	(2,073,762)	2,233,061	1,240,530	83,875	3,557,466	2,304,126	208,669	100,934	2,613,729	1,140,611	(37,625)	1,102,987
3702	(1,097,082)	1,181,355	656,277	118,672	1,956,305	1,218,951	110,392	24,154	1,353,497	603,417	1,473	604,890
3709	(857,838)	923,734	513,161	89,236	1,526,131	953,132	86,319	19,715	1,059,165	471,829	11,591	483,420
3805	(755,600)	813,642	452,002	106,032	1,371,676	839,536	76,031	126,210	1,041,776	415,595	(24,678)	390,917
3821	(1,087,893)	1,171,461	650,780	80,179	1,902,421	1,208,742	109,467	105,335	1,423,545	598,363	(30,084)	568,279
3822	(360,196)	387,865	215,470	104,760	708,095	400,208	36,244	29,932	466,385	198,115	(2,174)	195,942
3854	(2,172,002)	2,338,847	1,299,297	223,373	3,861,518	2,413,279	218,554	118,463	2,750,296	1,194,645	(6,559)	1,188,086
3855	(1,189,790)	1,281,186	711,736	40,859	2,033,781	1,321,959	119,721	22,453	1,464,132	654,409	7,786	662,195
3856	(177,383)	191,008	106,111	64,472	361,592	197,087	17,849	10,437	225,373	97,564	14,659	112,223
3927	(1,253,051)	1,349,305	749,578	143,717	2,242,601	1,392,246	126,086	75,136	1,593,468	689,203	24,066	713,269
3928	(621,171)	668,887	371,586	61,097	1,101,570	690,174	62,504	49,291	801,969	341,657	(6,054)	335,602
3929	(1,264,951)	1,362,120	756,697	43,852	2,162,669	1,405,468	127,284	113,864	1,646,616	695,749	10,359	706,108
3930	(1,056,316)	1,137,458	631,891	87,936	1,857,285	1,173,657	106,290	23,948	1,303,895	580,995	14,069	595,064
3931	(1,367,960)	1,473,041	818,317	177,446	2,468,804	1,519,920	137,649	63,572	1,721,140	752,406	18,682	771,088
3932	(1,138,942)	1,226,431	681,318	30,372	1,938,120	1,265,461	114,604	52,631	1,432,697	626,441	(19,634)	606,807
3934	(211,793)	228,062	126,695	13,239	367,996	235,320	21,311	15,815	272,447	116,491	(1,405)	115,086
3979	(775,008)	834,541	463,612	80,947	1,379,100	861,100	77,984	76,641	1,015,724	426,270	(4,000)	422,270
3980	(646,005)	695,629	386,442	55,255	1,137,326	717,767	65,003	80,537	863,307	355,316	23,750	379,066
3981	(569,047)	612,759	340,405	50,454	1,003,618	632,260	57,259	66,705	756,224	312,987	(10,151)	302,836
3982	(204,111)	219,790	122,100	45,195	387,084	226,784	20,538	5,614	252,936	112,265	11,095	123,360
3983	(596,010)	641,793	356,535	12,421	1,010,748	662,218	59,972	88,075	810,265	327,818	(11,702)	316,115
3986	(511,235)	550,506	305,822	103,877	960,205	568,025	51,442	67,440	686,908	281,190	15,886	297,076
3987	(387,023)	416,753	231,518	17,201	665,472	430,016	38,944	20,282	489,242	212,871	18,783	231,654
3988	(440,173)	473,986	263,313	76,107	813,406	489,070	44,292	20,541	553,903	242,104	27,434	269,538
3989	(270,862)	291,668	162,030	106,274	559,972	300,950	27,255	10,993	339,199	148,979	28,929	177,908
3990	(517,285)	557,020	309,441	49,636	916,098	574,747	52,051	33,252	660,050	284,517	15,523	300,040
3991	(630,429)	678,856	377,124	71,910	1,127,890	700,460	63,436	52,302	816,197	346,749	127	346,876
3992	(485,568)	522,867	290,468	107,335	920,670	539,507	48,859	6,681	595,048	267,072	28,379	295,451
3994	(940,697)	1,012,958	562,727	134,668	1,710,353	1,045,194	94,656	1,807	1,141,658	517,402	26,498	543,900
3995	(521,177)	561,212	311,770	29,077	902,059	579,072	52,443	20,141	651,656	286,658	4,697	291,355
3996	(417,180)	449,226	249,558	33,452	732,237	463,523	41,978	30,235	535,736	229,458	7,419	236,877
3997	(470,538)	506,683	281,477	29,325	817,485	522,808	47,347	10,363	580,518	258,806	8,013	266,819
3998	(436,715)	470,262	261,244	26,584	758,091	485,228	43,944	1,296	530,468	240,202	8,814	249,016
3999	(326,098)	351,147	195,072	184,417	730,637	362,322	32,813	54,524	449,660	179,360	49,542	228,902
4004	(262,035)	282,164	156,750	12,713	451,627	291,144	26,367	17,296	334,807	144,125	(896)	143,229

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(Continued)

Schedule of Pension Amounts by Employer

As of and for the fiscal year ended June 30, 2024

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
4007	$ (365,710)	393,802	218,768	34,838	647,408	406,335	36,799	11,610	454,743	201,148	4,448	205,596
4008	(113,870)	122,617	68,117	37,549	228,283	126,519	11,458	27,079	165,056	62,631	4,583	67,214
4009	(2,292,880)	2,469,010	1,371,607	54,515	3,895,132	2,547,585	230,717	153,919	2,932,221	1,261,131	(19,121)	1,242,010
4010	(199,263)	214,570	119,200	15,883	349,653	221,398	20,051	12,282	253,731	109,599	1,942	111,540
4014	(1,009,893)	1,087,470	604,121	59,794	1,751,385	1,122,078	101,619	35,688	1,259,384	555,462	15,355	570,817
4015	(710,021)	764,562	424,736	30,052	1,219,350	788,893	71,445	113,761	974,099	390,526	(23,455)	367,071
4020	(1,130,250)	1,217,071	676,118	193,851	2,087,041	1,255,804	113,729	36,856	1,406,389	621,660	38,564	660,224
4021	(1,618,870)	1,743,226	968,412	148,082	2,859,720	1,798,703	162,896	30,225	1,991,823	890,411	28,754	919,165
4022	(1,158,770)	1,247,782	693,179	153,400	2,094,361	1,287,492	116,599	3,400	1,407,491	637,347	31,168	668,515
4027	(1,074,953)	1,157,527	643,040	222,647	2,023,214	1,194,365	108,165	102,147	1,404,677	591,246	40,921	632,167
4028	(268,360)	288,975	160,534	20,708	470,217	298,171	27,003	48,261	373,435	147,604	(8,324)	139,280
4029	(1,447,071)	1,558,229	865,642	60,725	2,484,596	1,607,819	145,609	65,157	1,818,585	795,918	(5,011)	790,907
4030	(855,476)	921,190	511,748	14,901	1,447,840	950,507	86,081	18,365	1,054,952	470,529	(4,181)	466,348
4031	(686,379)	739,105	410,594	84,840	1,234,538	762,626	69,066	5,642	837,334	377,523	28,787	406,310
4034	(577,976)	622,374	345,747	104,597	1,072,718	642,180	58,158	5,120	705,458	317,899	25,018	342,917
4036	(909,168)	979,007	543,867	92,297	1,615,171	1,010,163	91,483	11,004	1,112,651	500,061	45,590	545,651
4101	(661,161)	711,949	395,508	68,102	1,175,559	734,606	66,528	38,744	839,878	363,652	(9,622)	354,030
4104	(568,247)	611,897	339,927	47,672	999,496	631,371	57,179	13,924	702,474	312,547	2,701	315,249
4124	(3,589)	3,865	2,147	31,824	37,836	3,988	361	340	4,689	1,974	14,536	16,510
4126	(1,992,896)	2,145,983	1,192,156	117,354	3,455,493	2,214,277	200,532	151,457	2,566,266	1,096,133	5,008	1,101,142
4128	(1,433,395)	1,543,503	857,461	—	2,400,963	1,592,624	144,233	141,202	1,878,059	788,396	(38,853)	749,543
4130	(961,075)	1,034,902	574,918	156,309	1,766,129	1,067,837	96,707	7,657	1,172,200	528,611	55,324	583,935
4132	(516,776)	556,473	309,137	51,134	916,745	574,183	52,000	41,426	667,608	284,238	5,489	289,726
4134	(487,993)	525,479	291,919	47,311	864,708	542,202	49,103	36,954	628,259	268,406	8,232	276,638
4135	(390,115)	420,082	233,368	40,443	693,892	433,451	39,255	6,730	479,435	214,571	1,409	215,980
4137	(548,976)	591,146	328,399	124,703	1,044,248	609,959	55,240	65,187	730,386	301,948	6,081	308,029
4142	(1,634,736)	1,760,311	977,904	235,393	2,973,608	1,816,331	164,493	11,900	1,992,724	899,138	56,313	955,452
4143	(1,351,553)	1,455,374	808,502	69,284	2,333,160	1,501,690	135,998	—	1,637,688	743,381	34,732	778,113
4144	(983,947)	1,059,530	588,600	6,080	1,654,209	1,093,249	99,008	102,590	1,294,846	541,191	(19,337)	521,853
4149	(481,117)	518,075	287,806	57,012	862,893	534,562	48,412	36,169	619,143	264,624	11,337	275,962
4151	(1,333,755)	1,436,209	797,856	62,750	2,296,815	1,481,915	134,207	98,448	1,714,571	733,592	7,047	740,639
4152	(1,057,320)	1,138,540	632,492	144,514	1,915,546	1,174,773	106,391	66,037	1,347,201	581,548	31,217	612,765
4153	(1,319,895)	1,421,284	789,565	31,058	2,241,907	1,466,516	132,812	39,282	1,638,610	725,969	2,008	727,977
4154	(854,367)	919,996	511,084	13,679	1,444,759	949,274	85,969	139,299	1,174,542	469,919	(50,421)	419,498
4155	(1,016,535)	1,094,622	608,094	7,849	1,710,564	1,129,457	102,287	21,186	1,252,930	559,115	(2,645)	556,471
4178	(867,757)	934,414	519,094	106,683	1,560,192	964,151	87,317	6,291	1,057,759	477,284	35,619	512,903
4180	(1,990,638)	2,143,551	1,190,805	15,224	3,349,580	2,211,768	200,304	75,024	2,487,096	1,094,891	(10,886)	1,084,006
4183	(1,164,231)	1,253,663	696,446	121,869	2,071,977	1,293,560	117,149	11,970	1,422,678	640,351	29,668	670,018
4184	(1,161,565)	1,250,792	694,851	98,344	2,043,987	1,290,597	116,880	54,707	1,462,185	638,884	10,993	649,877
4202	(684,053)	736,599	409,202	136,448	1,282,249	760,041	68,832	12,138	841,010	376,243	25,568	401,810
4203	(819,675)	882,640	490,332	36,544	1,409,516	910,729	82,478	33,049	1,026,257	450,838	(2,332)	448,506
4205	(615,024)	662,268	367,909	7,551	1,037,728	683,344	61,886	40,971	786,201	338,276	(11,367)	326,909

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(Continued)

District code	Net pension liability (asset)	Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
4206	$ (605,913)	652,457	362,459	66,227	1,081,143	673,221	60,969	90,751	824,941	333,264	(4,707)	328,558
4208	(3,060,548)	3,295,648	1,830,828	64,943	5,191,419	3,400,530	307,962	257,384	3,965,876	1,683,364	2,665	1,686,029
4258	(1,008,406)	1,085,868	603,231	110,953	1,800,053	1,120,425	101,469	50,566	1,272,461	554,644	(17,533)	537,111
4259	(881,682)	949,410	527,425	56,266	1,533,101	979,624	88,718	10,417	1,078,759	484,943	25,834	510,777
4260	(1,336,976)	1,439,677	799,782	161,726	2,401,186	1,485,494	134,531	22,983	1,643,008	735,364	59,212	794,576
4301	(2,761,222)	2,973,329	1,651,771	129,820	4,754,920	3,067,953	277,843	68,581	3,414,377	1,518,729	49,094	1,567,823
4351	(3,901,043)	4,200,707	2,333,614	393,491	6,927,812	4,334,391	392,536	258,976	4,985,903	2,145,653	123,685	2,269,339
4353	(2,470,374)	2,660,139	1,477,784	209,388	4,347,311	2,744,796	248,577	121,791	3,115,164	1,358,756	50,692	1,409,448
4355	(4,034,844)	4,344,786	2,413,654	331,888	7,090,329	4,483,056	405,999	55,174	4,944,228	2,219,246	74,155	2,293,402
4356	(6,505,954)	7,005,717	3,891,879	446,209	11,343,805	7,228,669	654,650	144,712	8,028,031	3,578,407	36,287	3,614,694
4357	(3,051,781)	3,286,207	1,825,583	65,252	5,177,042	3,390,788	307,080	139,727	3,837,595	1,678,542	35,519	1,714,061
4358	(2,350,693)	2,531,264	1,406,191	81,927	4,019,383	2,611,820	236,534	111,440	2,959,794	1,292,929	21,234	1,314,163
4360	(2,349,267)	2,529,729	1,405,337	150,816	4,085,882	2,610,235	236,391	3,287	2,849,914	1,292,144	44,327	1,336,471
4361	(4,318,519)	4,650,252	2,583,349	536,681	7,770,281	4,798,242	434,544	209,509	5,442,294	2,375,273	30,802	2,406,076
4363	(2,532,287)	2,726,808	1,514,820	160,790	4,402,418	2,813,586	254,807	83,361	3,151,754	1,392,809	14,573	1,407,382
4364	(2,722,792)	2,931,947	1,628,781	135,306	4,696,033	3,025,253	273,976	108,345	3,407,574	1,497,591	42,244	1,539,835
4365	(1,782,048)	1,918,939	1,066,026	296,498	3,281,463	1,980,007	179,316	1,471	2,160,794	980,163	100,656	1,080,819
4366	(10,030,149)	10,800,628	6,000,061	19,132	16,819,821	11,144,350	1,009,266	621,607	12,775,223	5,516,786	(131,517)	5,385,269
4367	(16,472,033)	17,737,355	9,853,614	178,867	27,769,835	18,301,832	1,657,470	537,738	20,497,040	9,059,954	(53,948)	9,006,006
4368	(12,393,967)	13,346,026	7,414,104	519,984	21,280,114	13,770,753	1,247,122	295,400	15,313,275	6,816,934	(14,127)	6,802,807
4428	(663,031)	713,962	396,627	89,256	1,199,845	736,683	66,716	11,839	815,239	364,680	(1,583)	363,097
4430	(757,533)	815,724	453,158	98,565	1,367,447	841,684	76,225	16,446	934,355	416,659	21,953	438,611
4434	(293,644)	316,200	175,658	57,007	548,866	326,263	29,547	30,435	386,245	161,510	3,078	164,588
4437	(1,153,992)	1,242,637	690,321	63,090	1,996,048	1,282,183	116,118	30,266	1,428,568	634,719	11,184	645,903
4438	(923,129)	994,041	552,218	55,492	1,601,751	1,025,675	92,888	128,392	1,246,956	507,740	(9,796)	497,944
4439	(1,139,671)	1,227,216	681,754	95,195	2,004,165	1,266,271	114,677	100,742	1,481,691	626,842	(985)	625,857
4504	(694,162)	747,485	415,249	133,899	1,296,632	771,273	69,849	26,456	867,577	381,803	25,198	407,001
4531	(1,097,189)	1,181,471	656,341	40,772	1,878,583	1,219,070	110,403	40,737	1,370,210	603,476	15,488	618,964
4532	(1,734,225)	1,867,442	1,037,418	29,430	2,934,290	1,926,872	174,503	25,359	2,126,735	953,859	(31,993)	921,866
4533	(1,302,999)	1,403,090	779,457	65,390	2,247,938	1,447,743	131,112	79,502	1,658,357	716,676	(22,803)	693,873
4534	(1,227,401)	1,321,685	734,234	100,667	2,156,586	1,363,747	123,505	70,851	1,558,103	675,095	3,628	678,724
4557	(728,746)	784,726	435,938	703	1,221,367	809,699	73,329	85,123	968,151	400,825	(22,144)	378,682
4582	(1,159,259)	1,248,309	693,472	163,557	2,105,337	1,288,035	116,648	27,247	1,431,930	637,616	54,501	692,117
4583	(1,031,445)	1,110,677	617,013	53,063	1,780,752	1,146,023	103,787	98,286	1,348,097	567,316	(21,297)	546,019
4586	(1,035,519)	1,115,064	619,450	97,018	1,831,532	1,150,550	104,197	29,188	1,283,935	569,557	42,728	612,285
4588	(996,612)	1,073,168	596,176	95,569	1,764,913	1,107,320	100,282	100,026	1,307,629	548,157	18,460	566,617
4590	(1,065,520)	1,147,369	637,397	39,108	1,823,874	1,183,883	107,216	37,600	1,328,699	586,057	6,925	592,982
4592	(604,978)	651,450	361,899	78,863	1,092,213	672,182	60,875	49,925	782,982	332,750	(2,354)	330,397
4593	(1,059,752)	1,141,158	633,946	104,668	1,879,773	1,177,474	106,636	6,052	1,290,162	582,885	39,191	622,076
4594	(1,347,509)	1,451,020	806,084	50,651	2,307,755	1,497,198	135,591	223,141	1,855,929	741,158	9,765	750,923
4595	(1,247,836)	1,343,690	746,459	82,724	2,172,873	1,386,452	125,561	72,356	1,584,370	686,335	15,172	701,507
4596	(1,097,131)	1,181,408	656,306	22,203	1,859,917	1,219,006	110,397	82,958	1,412,361	603,444	(25,536)	577,908

(Continued)

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
4597	$ (1,420,795)	1,529,935	849,923	121,942	2,501,801	1,578,624	142,965	11,676	1,733,266	781,466	34,019	815,485
4598	(1,460,480)	1,572,669	873,663	72,175	2,518,507	1,622,718	146,958	125,151	1,894,827	803,294	(15,029)	788,264
4604	(1,914,562)	2,061,632	1,145,296	76,091	3,283,019	2,127,242	192,650	190,892	2,510,784	1,053,048	(38,873)	1,014,175
4617	(664,369)	715,403	397,427	151,287	1,264,117	738,170	66,851	91,941	896,962	365,416	45,846	411,262
4620	(1,506,825)	1,622,574	901,387	19,449	2,543,410	1,674,211	151,622	225,355	2,051,188	828,785	(83,350)	745,435
4651	(1,725,264)	1,857,793	1,032,058	24,680	2,914,530	1,916,915	173,602	306,164	2,396,681	948,930	(59,447)	889,484
4653	(5,056,142)	5,444,537	3,024,598	377,055	8,846,189	5,617,805	508,766	350,275	6,476,845	2,780,981	(78,699)	2,702,283
4654	(5,322,691)	5,731,561	3,184,048	505,076	9,420,685	5,913,964	535,587	49,294	6,498,844	2,927,589	38,845	2,966,434
4662	(1,226,693)	1,320,923	733,811	112,947	2,167,681	1,362,960	123,434	165,864	1,652,258	674,706	(41,416)	633,290
4663	(1,307,034)	1,407,436	781,871	185,498	2,374,806	1,452,226	131,518	14,682	1,598,427	718,896	36,183	755,079
4679	(1,076,843)	1,159,562	644,170	88,675	1,892,408	1,196,464	108,355	9,761	1,314,581	592,286	39,355	631,641
4680	(923,287)	994,211	552,313	108,364	1,654,887	1,025,851	92,904	83,317	1,202,071	507,827	(13,218)	494,608
4701	(1,788,832)	1,926,244	1,070,084	78,913	3,075,241	1,987,545	179,998	206,168	2,373,711	983,894	(30,198)	953,696
4703	(1,374,328)	1,479,898	822,126	59,892	2,361,916	1,526,995	138,289	67,406	1,732,690	755,908	25,127	781,036
4704	(1,172,022)	1,262,053	701,107	141,970	2,105,130	1,302,216	117,933	28,554	1,448,703	644,636	42,155	686,791
4705	(1,834,974)	1,975,930	1,097,686	53,435	3,127,051	2,038,812	184,641	91,534	2,314,988	1,009,273	(3,963)	1,005,310
4854	(1,762,403)	1,897,784	1,054,274	34,156	2,986,215	1,958,180	177,339	45,291	2,180,810	969,358	(8,662)	960,695
4855	(493,526)	531,437	295,228	125,913	952,578	548,349	49,660	26,155	624,164	271,449	32,420	303,870
4857	(3,363,558)	3,621,934	2,012,089	195,264	5,829,287	3,737,199	338,452	3,113	4,078,765	1,850,025	36,267	1,886,292
4862	(3,144,637)	3,386,197	1,881,130	200,211	5,467,538	3,493,960	316,424	83,179	3,893,562	1,729,615	53,721	1,783,335
4863	(3,692,902)	3,976,578	2,209,104	316,706	6,502,387	4,103,129	371,592	64,045	4,538,766	2,031,172	61,855	2,093,026
4877	(1,446,917)	1,558,064	865,550	176,917	2,600,531	1,607,649	145,594	9,786	1,763,028	795,834	27,974	823,808
4879	(1,247,896)	1,343,755	746,495	71,340	2,161,589	1,386,518	125,567	118,480	1,630,566	686,368	(14,944)	671,424
4883	(59,181)	63,727	35,402	1,323	100,453	65,756	5,955	24,204	95,914	32,551	(5,138)	27,413
4884	(450,550)	485,159	269,520	112,970	867,649	500,599	45,336	22,374	568,309	247,812	11,464	259,276
4885	(1,446,090)	1,557,173	865,055	5,089	2,427,317	1,606,729	145,510	90,655	1,842,895	795,379	(17,293)	778,085
4890	(2,105,653)	2,267,402	1,259,607	59,096	3,586,105	2,339,560	211,878	34,615	2,586,053	1,158,152	9,759	1,167,911
4892	(1,853,553)	1,995,936	1,108,800	205,590	3,310,327	2,059,456	186,511	55,559	2,301,526	1,019,492	28,983	1,048,475
4894	(1,940,503)	2,089,565	1,160,814	185,521	3,435,900	2,156,064	195,260	103,589	2,454,912	1,067,316	11,846	1,079,162
4901	(1,345,516)	1,448,873	804,891	30,942	2,284,706	1,494,982	135,390	96,975	1,727,348	740,061	(13,191)	726,870
4906	(1,767,449)	1,903,218	1,057,293	72,091	3,032,601	1,963,786	177,846	27,538	2,169,171	972,133	5,608	977,741
4907	(2,893,376)	3,115,634	1,730,825	49,505	4,895,964	3,214,787	291,141	110,910	3,616,838	1,591,416	(28,259)	1,563,157
4908	(760,934)	819,386	455,193	56,102	1,330,680	845,462	76,568	30,383	952,413	418,529	4,363	422,892
4909	(1,781,016)	1,917,827	1,065,408	390,039	3,373,274	1,978,860	179,212	31,568	2,189,640	979,595	65,276	1,044,871
4910	(1,008,430)	1,085,894	603,246	34,108	1,723,248	1,120,452	101,472	114,253	1,336,177	554,657	(12,789)	541,868
4976	(471,391)	507,602	281,987	48,024	837,613	523,756	47,433	58,219	629,408	259,275	2,413	261,688
4978	(574,037)	618,132	343,390	2,477	963,999	637,804	57,761	39,914	735,479	315,732	(20,032)	295,699
4979	(710,714)	765,309	425,151	48,919	1,239,378	789,664	71,514	20,141	881,320	390,907	12,119	403,026
4980	(394,185)	424,465	235,802	40,070	700,337	437,973	39,664	61,216	538,854	216,810	(5,592)	211,218
4981	(421,122)	453,471	251,916	80,350	785,737	467,903	42,375	17,881	528,158	231,626	13,538	245,164
4982	(761,053)	819,514	455,264	38,240	1,313,018	845,594	76,580	111,513	1,033,687	418,594	(24,466)	394,128
4983	(464,146)	499,800	277,654	122,926	900,380	515,706	46,704	55,212	617,622	255,290	3,486	258,775

(Continued)

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Schedule of Pension Amounts by Employer

As of and for the fiscal year ended June 30, 2024

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
5001	$ (1,228,995)	1,323,402	735,188	83	2,058,673	1,365,518	123,665	187,460	1,676,643	675,972	(47,848)	628,124
5002	(705,254)	759,430	421,885	15,824	1,197,138	783,598	70,965	46,745	901,308	387,904	(19,877)	368,027
5003	(843,873)	908,697	504,807	73,945	1,487,449	937,615	84,913	69,315	1,091,843	464,148	(4,083)	460,065
5026	(587,217)	632,325	351,275	27,248	1,010,848	652,448	59,088	30,604	742,140	322,981	(5,467)	317,514
5027	(1,155,172)	1,243,908	691,027	60,838	1,995,772	1,283,494	116,237	119,700	1,519,432	635,368	6,532	641,900
5028	(566,293)	609,794	338,758	38,964	987,516	629,200	56,982	68,135	754,317	311,473	(4,974)	306,498
5076	(1,530,131)	1,647,670	915,329	125,744	2,688,743	1,700,106	153,967	116,135	1,970,209	841,603	1,516	843,119
5078	(1,160,303)	1,249,433	694,096	150,011	2,093,540	1,289,195	116,753	77,169	1,483,118	638,190	25,444	663,634
5102	(4,002,627)	4,310,094	2,394,382	130,699	6,835,174	4,447,259	402,757	159,440	5,009,456	2,201,526	(11,266)	2,190,260
5103	(2,035,621)	2,191,990	1,217,714	141,091	3,550,794	2,261,748	204,831	141,640	2,608,219	1,119,633	8,496	1,128,129
5107	(1,548,050)	1,666,965	926,047	11,496	2,604,508	1,720,015	155,770	145,139	2,020,924	851,459	(43,854)	807,605
5108	(1,205,835)	1,298,462	721,333	84,762	2,104,558	1,339,785	121,335	40,182	1,501,302	663,234	(4,513)	658,721
5251	(1,001,989)	1,078,958	599,392	52,005	1,730,354	1,113,295	100,823	123,302	1,337,420	551,114	(34,054)	517,061
5253	(1,240,965)	1,336,292	742,349	99,839	2,178,479	1,378,818	124,870	125,128	1,628,816	682,556	(817)	681,739
5276	(1,649,577)	1,776,292	986,781	103,682	2,866,755	1,832,821	165,986	84,285	2,083,091	907,301	6,943	914,244
5281	(631,923)	680,465	378,018	60,641	1,119,124	702,120	63,586	119,631	885,338	347,571	(25,570)	322,001
5282	(580,511)	625,103	347,263	124,675	1,097,041	644,997	58,413	40,857	744,266	319,293	25,057	344,349
5301	(662,342)	713,220	396,215	40,697	1,150,132	735,918	66,647	12,608	815,173	364,301	7,615	371,916
5303	(369,756)	398,159	221,189	36,595	655,942	410,830	37,206	22,829	470,865	203,373	15,921	219,294
5305	(546,087)	588,036	326,671	3,668	918,374	606,749	54,949	58,127	719,825	300,359	(12,621)	287,738
5306	(807,831)	869,885	483,246	85,303	1,438,435	897,569	81,287	48,780	1,027,635	444,323	4,131	448,454
5307	(1,172,278)	1,262,328	701,260	48,594	2,012,182	1,302,501	117,958	92,925	1,513,384	644,777	(12,838)	631,939
5308	(776,298)	835,931	464,384	53,988	1,354,303	862,534	78,114	11,091	951,738	426,980	6,490	433,470
5309	(353,807)	380,985	211,648	39,063	631,697	393,110	35,601	53,081	481,792	194,601	5,372	199,973
5351	(4,790,179)	5,158,143	2,865,498	211,106	8,234,746	5,322,297	482,003	90,651	5,894,952	2,634,696	13,509	2,648,205
5352	(85,721)	92,306	51,279	14,453	158,038	95,243	8,626	50,181	154,050	47,148	(8,445)	38,703
5353	(554,138)	596,705	331,487	77,567	1,005,759	615,694	55,759	64,969	736,423	304,787	(192)	304,595
5354	(1,459,665)	1,571,791	873,176	234,713	2,679,680	1,621,812	146,876	22,845	1,791,533	802,846	27,441	830,287
5355	(3,158,229)	3,400,833	1,889,261	117,541	5,407,635	3,509,062	317,791	136,323	3,963,176	1,737,091	(5,582)	1,731,509
5356	(910,889)	980,860	544,896	121,434	1,647,190	1,012,075	91,657	62,173	1,165,905	501,007	41,092	542,100
5357	(4,522,182)	4,869,560	2,705,181	453,916	8,028,657	5,024,530	455,037	285,982	5,765,548	2,487,292	50,014	2,537,306
5358	(10,318,491)	11,111,119	6,172,548	90,123	17,373,790	11,464,722	1,038,280	1,448,269	13,951,272	5,675,380	(306,202)	5,369,178
5359	(753,567)	811,454	450,786	100,245	1,362,484	837,277	75,826	9,351	922,455	414,477	22,206	436,684
5360	(588,403)	633,602	351,984	23,519	1,009,105	653,766	59,207	49,921	762,894	323,634	2,850	326,484
5361	(4,191,345)	4,513,309	2,507,274	239,140	7,259,722	4,656,941	421,747	49,437	5,128,125	2,305,325	70,558	2,375,884
5362	(453,630)	488,476	271,363	127,191	887,029	504,021	45,646	36,229	585,896	249,506	(738)	248,768
5363	(3,966,487)	4,271,178	2,372,763	84,246	6,728,187	4,407,105	399,121	120,253	4,926,478	2,181,648	(1,900)	2,179,748
5364	(1,104,820)	1,189,689	660,906	173,983	2,024,578	1,227,549	111,171	134,440	1,473,160	607,674	(31,457)	576,217
5365	(49,955)	53,792	29,883	1,293	84,969	55,504	5,027	12,646	73,177	27,476	(839)	26,638
5367	(1,104,488)	1,189,331	660,708	37,771	1,887,810	1,227,181	111,137	86,313	1,424,631	607,491	(20,304)	587,187
5368	(983,452)	1,058,997	588,303	11,498	1,658,798	1,092,699	98,958	149,765	1,341,422	540,918	(41,988)	498,931
5369	(254,547)	274,101	152,271	25,309	451,680	282,824	25,613	25,749	334,186	140,006	(650)	139,356

(Continued)

Schedule of Pension Amounts by Employer

As of and for the fiscal year ended June 30, 2024

		Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
District code	Net pension liability (asset)	Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
5371	$ (298,593)	321,529	178,619	89,369	589,517	331,762	30,045	53,740	415,547	164,232	6,763	170,995
5372	(2,042,503)	2,199,401	1,221,831	266,317	3,687,549	2,269,395	205,523	64,597	2,539,515	1,123,419	56,875	1,180,294
5375	(2,513,353)	2,706,420	1,503,494	563,930	4,773,844	2,792,549	252,902	35,075	3,080,526	1,382,395	165,981	1,548,376
5376	(1,258,987)	1,355,697	753,129	71,083	2,179,909	1,398,841	126,683	22,242	1,547,767	692,468	17,583	710,051
5379	(33,321)	35,881	19,933	44,909	100,722	37,022	3,353	9,111	49,487	18,327	(363)	17,964
5380	(551,522)	593,888	329,922	45,640	969,450	612,788	55,496	23,140	691,424	303,348	574	303,923
5403	(6,768,866)	7,288,825	4,049,153	308,876	11,646,854	7,520,786	681,105	65,066	8,266,958	3,723,014	103,760	3,826,774
5406	(2,908,031)	3,131,416	1,739,592	221,807	5,092,814	3,231,070	292,616	171,405	3,695,091	1,599,476	16,825	1,616,301
5407	(4,129,807)	4,447,044	2,470,461	699,928	7,617,433	4,588,567	415,555	135,681	5,139,803	2,271,478	181,301	2,452,779
5408	(4,370,675)	4,706,414	2,614,549	885,603	8,206,566	4,856,192	439,792	171,708	5,467,692	2,403,960	190,986	2,594,946
5409	(5,612,284)	6,043,399	3,357,283	216,969	9,617,651	6,235,725	564,726	50,775	6,851,227	3,086,870	31,248	3,118,118
5415	(3,159,381)	3,402,073	1,889,950	140,030	5,432,053	3,510,341	317,907	91,042	3,919,290	1,737,724	19,770	1,757,494
5416	(1,321,351)	1,422,853	790,436	10,436	2,223,725	1,468,134	132,959	89,136	1,690,229	726,770	(29,818)	696,952
5418	(6,020,545)	6,483,021	3,601,506	360,081	10,444,608	6,689,338	605,807	420,719	7,715,864	3,311,422	52,200	3,363,622
5420	(5,227,374)	5,628,922	3,127,029	568,105	9,324,056	5,808,058	525,996	95,732	6,429,786	2,875,162	109,866	2,985,029
5427	(258,424)	278,275	154,590	53,530	486,395	287,131	26,003	22,818	335,953	142,138	9,074	151,212
5457	(4,845,959)	5,218,208	2,898,865	604,346	8,721,419	5,384,273	487,616	1,262,303	7,134,193	2,665,376	(153,727)	2,511,649
5458	(4,293,764)	4,623,595	2,568,541	391,014	7,583,150	4,770,738	432,053	32,347	5,235,137	2,361,658	105,941	2,467,599
5501	(1,726,726)	1,859,367	1,032,932	126,545	3,018,844	1,918,540	173,749	—	2,092,289	949,735	59,129	1,008,864
5504	(1,715,934)	1,847,745	1,026,476	89,495	2,963,716	1,906,548	172,663	25,048	2,104,260	943,798	34,252	978,050
5505	(490,453)	528,128	293,391	143,197	964,716	544,936	49,351	77,068	671,355	269,759	13,066	282,826
5506	(901,693)	970,958	539,395	43,073	1,553,426	1,001,858	90,731	103,677	1,196,266	495,950	(6,636)	489,313
5507	(977,368)	1,052,446	584,664	119,519	1,756,629	1,085,939	98,346	217,150	1,401,436	537,572	8,234	545,806
5527	(987,410)	1,063,259	590,671	119,994	1,773,924	1,097,096	99,356	88,495	1,284,947	543,095	13,328	556,424
5528	(1,188,225)	1,279,500	710,800	153,489	2,143,789	1,320,220	119,563	115,027	1,554,810	653,548	24,478	678,026
5530	(1,567,278)	1,687,670	937,550	93,611	2,718,831	1,741,379	157,705	94,939	1,994,022	862,035	(42,241)	819,794
5533	(398,825)	429,461	238,578	246,725	914,764	443,128	40,131	22,490	505,750	219,362	82,725	302,087
5534	(1,167,601)	1,257,292	698,462	6,304	1,962,058	1,297,304	117,488	110,564	1,525,357	642,204	(47,756)	594,448
5535	(1,932,593)	2,081,048	1,156,082	42,399	3,279,530	2,147,276	194,464	209,209	2,550,949	1,062,966	(44,383)	1,018,582
5541	(992,768)	1,069,029	593,876	113,106	1,776,011	1,103,050	99,896	120,039	1,322,984	546,042	(12,525)	533,517
5601	(2,692,596)	2,899,432	1,610,718	133,386	4,643,536	2,991,704	270,938	73,617	3,336,259	1,480,983	7,306	1,488,289
5676	(688,492)	741,380	411,858	106,475	1,259,712	764,974	69,278	50,249	884,501	378,685	9,094	387,779
5677	(661,553)	712,371	395,743	30,346	1,138,459	735,042	66,568	46,740	848,349	363,868	(7,059)	356,808
5678	(724,553)	780,211	433,430	86,490	1,300,131	805,041	72,907	146,387	1,024,334	398,519	20,602	419,121
5679	(1,341,037)	1,444,050	802,212	270,132	2,516,394	1,490,006	134,940	161,509	1,786,455	737,597	30,623	768,220
5680	(1,325,064)	1,426,851	792,657	68,088	2,287,596	1,472,259	133,332	49,808	1,655,400	728,812	20,942	749,755
5681	(642,592)	691,954	384,400	43,827	1,120,181	713,975	64,660	31,341	809,975	353,439	1,042	354,481
5682	(854,574)	920,219	511,208	68,509	1,499,936	949,504	85,990	65,283	1,100,778	470,033	(15,331)	454,702
5683	(1,255,360)	1,351,792	750,960	34,434	2,137,186	1,394,812	126,318	69,486	1,590,617	690,474	(6,917)	683,557
5684	(498,500)	536,793	298,204	39,752	874,749	553,876	50,161	7,406	611,442	274,185	7,910	282,095
5685	(778,511)	838,313	465,707	92,253	1,396,274	864,992	78,336	21,289	964,617	428,197	31,341	459,537
5687	(1,336,157)	1,438,795	799,293	321,495	2,559,583	1,484,584	134,448	37,634	1,656,667	734,913	68,036	802,950

(Continued)

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
5688	$ (502,863)	541,492	300,814	48,090	890,396	558,724	50,600	4,847	614,170	276,585	17,536	294,121
5691	(221,060)	238,041	132,239	27,509	397,788	245,616	22,244	23,761	291,621	121,587	561	122,149
5692	(1,192,103)	1,283,675	713,119	85,396	2,082,190	1,324,527	119,953	16,028	1,460,509	655,681	10,564	666,244
5693	(355,365)	382,663	212,580	50,729	645,972	394,841	35,758	27,047	457,646	195,458	5,152	200,610
5694	(302,517)	325,755	180,966	59,513	566,234	336,122	30,440	44,577	411,139	166,390	11,300	177,690
5695	(279,329)	300,786	167,095	74,766	542,646	310,358	28,107	11,234	349,699	153,636	19,850	173,486
5801	(4,350,941)	4,685,165	2,602,745	117,040	7,404,949	4,834,266	437,806	95,422	5,367,494	2,393,106	5,894	2,399,000
5806	(2,415,623)	2,601,182	1,445,032	176,386	4,222,600	2,683,962	243,068	16,532	2,943,563	1,328,642	20,819	1,349,460
5807	(587,517)	632,648	351,454	448,616	1,432,718	652,781	59,118	108,065	819,965	323,146	78,471	401,617
5812	(1,076,276)	1,158,952	643,831	17,326	1,820,110	1,195,835	108,298	50,914	1,355,047	591,974	(11,866)	580,108
5813	(839,799)	904,309	502,370	411,070	1,817,748	933,088	84,503	153,682	1,171,273	461,906	133,719	595,625
5817	(3,501,389)	3,770,352	2,094,540	129,875	5,994,767	3,890,341	352,321	70,120	4,312,782	1,925,835	89,845	2,015,680
5820	(865,082)	931,535	517,495	294,004	1,743,034	961,180	87,047	63,917	1,112,144	475,813	73,333	549,146
5821	(1,296,515)	1,396,109	775,579	525,342	2,697,030	1,440,539	130,460	100,229	1,671,227	713,110	122,243	835,353
5822	(1,904,621)	2,050,927	1,139,349	297,710	3,487,986	2,116,196	191,649	183,301	2,491,146	1,047,580	146,971	1,194,551
5823	(515,050)	554,614	308,104	74,634	937,352	572,264	51,826	63,474	687,565	283,288	3,304	286,592
6001	(3,850,563)	4,146,349	2,303,417	643,979	7,093,745	4,278,304	387,456	1,742	4,667,502	2,117,888	205,421	2,323,309
6005	(4,215,493)	4,539,311	2,521,719	—	7,061,030	4,683,771	424,177	467,498	5,575,446	2,318,607	(161,949)	2,156,658
6008	(3,598,145)	3,874,542	2,152,420	336,063	6,363,024	3,997,846	362,057	311,104	4,671,008	1,979,053	(64,054)	1,914,999
6011	(1,838,817)	1,980,068	1,099,985	61,209	3,141,262	2,043,082	185,028	137,397	2,365,507	1,011,387	(46,752)	964,635
6018	(1,696,239)	1,826,537	1,014,694	110,589	2,951,821	1,884,666	170,681	77,207	2,132,554	932,966	37,279	970,245
6022	(1,700,539)	1,831,168	1,017,267	161,025	3,009,459	1,889,444	171,114	111,648	2,172,205	935,331	45,247	980,578
6026	(2,986,283)	3,215,678	1,786,402	486,275	5,488,355	3,318,014	300,490	133,412	3,751,916	1,642,516	111,799	1,754,315
6027	(5,377,660)	5,790,753	3,216,931	285,125	9,292,808	5,975,039	541,118	596,213	7,112,370	2,957,823	(60,518)	2,897,305
6028	(4,163,093)	4,482,887	2,490,373	650,023	7,623,283	4,625,551	418,904	393,143	5,437,598	2,289,786	(8,950)	2,280,836
6036	(713,591)	768,407	426,872	112,599	1,307,878	792,861	71,804	51,352	916,016	392,490	41,819	434,309
6040	(1,047,480)	1,127,943	626,605	386,398	2,140,946	1,163,839	105,401	80,961	1,350,201	576,135	46,199	622,334
6041	(1,598,648)	1,721,450	956,315	430,289	3,108,054	1,776,234	160,861	62,815	1,999,910	879,289	61,647	940,936
6042	(1,685,883)	1,815,386	1,008,500	158,963	2,982,849	1,873,160	169,639	110,474	2,153,273	927,270	(12,646)	914,624
6044	(2,513,506)	2,706,585	1,503,586	225,671	4,435,842	2,792,720	252,917	136,386	3,182,023	1,382,480	37,883	1,420,362
6048	(2,060,543)	2,218,826	1,232,622	275,506	3,726,954	2,289,439	207,339	275,081	2,771,858	1,133,340	37,095	1,170,436
6050	(2,965,933)	3,193,765	1,774,229	103,304	5,071,297	3,295,404	298,442	707,881	4,301,727	1,631,323	(171,746)	1,459,578
6051	(5,578,315)	6,006,820	3,336,963	349,157	9,692,940	6,197,983	561,308	190,487	6,949,778	3,068,187	(9,533)	3,058,654
6052	(3,364,574)	3,623,028	2,012,697	577,193	6,212,918	3,738,328	338,554	1,761	4,078,644	1,850,584	163,635	2,014,219
6056	(18,345,927)	19,755,194	10,974,582	84,656	30,814,432	20,383,888	1,846,027	1,859,643	24,089,558	10,090,634	(485,216)	9,605,417
6057	(3,567,310)	3,841,337	2,133,974	425,892	6,401,203	3,963,585	358,954	466,743	4,789,282	1,962,093	(65,843)	1,896,250
6061	(5,907,824)	6,361,642	3,534,076	225,570	10,121,288	6,564,096	594,465	123,135	7,281,696	3,249,424	47,730	3,297,153
6065	(6,923,597)	7,455,442	4,141,714	452,783	12,049,939	7,692,706	696,675	182,314	8,571,694	3,808,119	46,086	3,854,205
6067	(3,151,513)	3,393,601	1,885,243	615,861	5,894,705	3,501,599	317,116	29,204	3,847,919	1,733,396	133,545	1,866,941
6068	(3,349,292)	3,606,572	2,003,555	35,685	5,645,813	3,721,349	337,017	459,897	4,518,262	1,842,179	(264,529)	1,577,650
6074	(4,145,832)	4,464,300	2,480,048	286,536	7,230,883	4,606,372	417,167	228,083	5,251,623	2,280,292	(6,260)	2,274,032
6075	(3,523,826)	3,794,513	2,107,962	29,624	5,932,100	3,915,271	354,579	482,876	4,752,726	1,938,176	(60,271)	1,877,905

(Continued)

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
6078	$ (7,428,737)	7,999,385	4,443,890	908,421	13,351,696	8,253,959	747,504	159,997	9,161,460	4,085,957	114,486	4,200,442
6079	(2,714,770)	2,923,309	1,623,982	678,145	5,225,436	3,016,341	273,169	16,672	3,306,181	1,493,179	215,701	1,708,879
6091	(16,210,723)	17,455,972	9,697,297	668,316	27,821,585	18,011,494	1,631,176	1,591,478	21,234,149	8,916,228	(91,507)	8,824,721
6093	(7,696,813)	8,288,054	4,604,254	512,255	13,404,563	8,551,815	774,479	297,262	9,623,556	4,233,404	175,108	4,408,512
6094	(5,317,685)	5,726,171	3,181,053	169,590	9,076,815	5,908,402	535,083	641,184	7,084,669	2,924,835	(89,486)	2,835,350
6095	(1,519,171)	1,635,868	908,772	445,027	2,989,667	1,687,928	152,864	7,342	1,848,134	835,575	146,597	982,171
6097	(1,737,531)	1,871,002	1,039,396	103,385	3,013,784	1,930,545	174,836	305,240	2,410,621	955,678	(20,475)	935,203
6099	(3,005,076)	3,235,915	1,797,644	3,567	5,037,125	3,338,895	302,381	812,255	4,453,530	1,652,853	(207,636)	1,445,217
6104	(2,985,389)	3,214,716	1,785,868	413,066	5,413,650	3,317,022	300,400	195,374	3,812,795	1,642,025	77,498	1,719,523
6105	(4,600,779)	4,954,194	2,752,198	1,013,983	8,720,375	5,111,858	462,945	176,921	5,751,724	2,530,522	155,020	2,685,542
6109	(4,481,478)	4,825,729	2,680,832	808,474	8,315,035	4,979,304	450,941	219,591	5,649,836	2,464,904	221,162	2,686,066
6507	(141,401)	152,263	84,586	20,681	257,530	157,109	14,228	7,261	178,598	77,773	11,783	89,557
6511	(57,501)	61,918	34,397	36,191	132,506	63,888	5,786	5,196	74,870	31,627	9,575	41,202
7000	(30,582,868)	32,932,132	18,294,752	121,450	51,348,334	33,980,172	3,077,348	5,964,262	43,021,782	16,821,200	(1,763,187)	15,058,013
7500	(141,982)	152,889	84,934	39,266	277,089	157,754	14,287	2,666	174,707	78,093	19,380	97,473
7501	(306,996)	330,578	183,646	124,314	638,538	341,099	30,891	3,120	375,109	168,854	45,487	214,341
7502	(93,943)	101,159	56,197	7,866	165,222	104,379	9,453	26,910	140,741	51,670	(8,874)	42,797
8000	(3,091,051)	3,328,494	1,849,075	164,919	5,342,488	3,434,421	311,032	423,556	4,169,009	1,700,141	(15,550)	1,684,591
8102	(540,980)	582,536	323,616	109,037	1,015,189	601,075	54,435	18,000	673,511	297,550	30,329	327,879
8105	(595,195)	640,916	356,047	97,002	1,093,965	661,313	59,890	45,924	767,127	327,369	19,270	346,640
8110	(1,183,845)	1,274,784	708,179	226,988	2,209,951	1,315,353	119,122	114,589	1,549,064	651,139	41,674	692,813
8112	(110,952)	119,475	66,372	115,349	301,196	123,278	11,164	—	134,442	61,026	46,225	107,251
8113	(308,034)	331,696	184,267	28,527	544,489	342,252	30,995	27,565	400,813	169,425	1,026	170,451
8115	(285,042)	306,938	170,513	46,391	523,842	316,706	28,682	29,672	375,060	156,779	16,463	173,242
8120	(1,222,735)	1,316,661	731,443	53,129	2,101,233	1,358,562	123,036	115,624	1,597,222	672,529	(54,667)	617,862
8124	(2,212,769)	2,382,746	1,323,685	985,518	4,691,949	2,458,575	222,656	88,566	2,769,797	1,217,068	152,167	1,369,235
8129	(848,883)	914,091	507,804	51,455	1,473,349	943,181	85,417	83,607	1,112,206	466,903	72	466,975
8130	(3,586,309)	3,861,796	2,145,339	928,946	6,936,082	3,984,695	360,866	889,090	5,234,651	1,972,543	287,562	2,260,105
8131	(396,658)	427,128	237,282	133,692	798,103	440,721	39,913	254	480,888	218,170	39,010	257,180
8133	(614,740)	661,962	367,739	101,067	1,130,769	683,029	61,857	—	744,886	338,120	55,072	393,192
8134	(204,715)	220,440	122,461	106,382	449,283	227,455	20,599	232	248,286	112,597	43,372	155,969
8135	(1,660,099)	1,787,622	993,076	337,688	3,118,386	1,844,512	167,045	167,930	2,179,486	913,088	90,213	1,003,301
8140	(521,109)	561,138	311,729	30,041	902,908	578,996	52,436	150,825	782,256	286,620	(29,051)	257,570
8142	(581,354)	626,011	347,767	262,692	1,236,471	645,934	58,498	19,896	724,327	319,756	83,514	403,271
8145	(635,474)	684,289	380,142	118,780	1,183,211	706,065	63,943	76,122	846,131	349,524	4,868	354,392
8146	(1,533,011)	1,650,772	917,051	350,232	2,918,055	1,703,306	154,257	65,904	1,923,467	843,187	136,946	980,134
8149	(297,631)	320,494	178,044	25,882	524,419	330,693	29,949	27,425	388,066	163,703	(13,456)	150,247
8150	(3,523,632)	3,794,304	2,107,846	616,067	6,518,217	3,915,055	354,559	256,313	4,525,928	1,938,069	41,369	1,979,438
8151	(1,262,188)	1,359,145	755,044	595,947	2,710,135	1,402,398	127,005	49,029	1,578,433	694,229	209,273	903,502
8153	(553,032)	595,514	330,825	99,648	1,025,988	614,466	55,648	27,852	697,966	304,179	2,474	306,653
8155	(1,105,455)	1,190,372	661,286	122,962	1,974,620	1,228,255	111,235	169,149	1,508,638	608,023	21,348	629,371
8160	(1,092,030)	1,175,916	653,255	230,885	2,060,057	1,213,339	109,884	101,877	1,425,099	600,639	20,302	620,941

(Continued)

Schedule of Pension Amounts by Employer

As of and for the fiscal year ended June 30, 2024

District code	Net pension liability (asset)	Deferred outflows of resources, excluding contributions subsequent to June 30, 2024				Deferred inflows of resources				Pension expense		
		Differences between expected and actual experience	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred outflows of resources	Net difference between projected and actual investment earnings on pension plan investments	Changes of assumptions	Changes in proportion and differences between employer contributions and proportionate share of contributions	Total deferred inflows of resources	Proportionate share of allocable plan pension expense	Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions	Total pension expense
8162	$ (257,104)	276,854	153,800	102,324	532,978	285,664	25,871	4,834	316,369	141,412	18,900	160,312
8166	(4,666,596)	5,025,067	2,791,570	443,392	8,260,030	5,184,986	469,568	106,267	5,760,821	2,566,723	97,004	2,663,727
8167	(195,661)	210,691	117,045	28,138	355,875	217,397	19,688	19,265	256,349	107,618	9,320	116,937
8168	(292,163)	314,605	174,772	71,979	561,356	324,617	29,398	5,750	359,766	160,695	26,469	187,164
8169	(250,937)	270,213	150,111	92,873	513,198	278,812	25,250	25,478	329,540	138,020	44,365	182,386
8170	(2,312,785)	2,490,445	1,383,514	222,451	4,096,411	2,569,702	232,720	127,259	2,929,681	1,272,079	(136,413)	1,135,666
8400	(907,220)	976,909	542,701	40,179	1,559,790	1,007,999	91,287	134,768	1,234,054	498,990	(13,958)	485,031
8402	(1,105,144)	1,190,037	661,100	134,219	1,985,355	1,227,909	111,203	407,737	1,746,849	607,852	(156,851)	451,001
8403	(568,137)	611,780	339,861	51,599	1,003,240	631,249	57,168	59,892	748,309	312,487	(43,265)	269,222
8406	(267,583)	288,138	160,069	102,996	551,203	297,308	26,925	68,299	392,532	147,176	6,735	153,911
8407	(2,469,177)	2,658,851	1,477,068	84,466	4,220,385	2,743,467	248,457	356,974	3,348,897	1,358,098	(169,231)	1,188,867
8409	(1,458,024)	1,570,024	872,194	76,067	2,518,285	1,619,989	146,711	372,271	2,138,971	801,943	(122,948)	678,995
8410	(1,047,533)	1,128,001	626,637	—	1,754,638	1,163,899	105,406	480,539	1,749,844	576,165	(190,190)	385,975
8412	(1,026,092)	1,104,913	613,811	89,639	1,808,363	1,140,076	103,249	111,518	1,354,842	564,372	(44,248)	520,123
8415	(1,174,825)	1,265,070	702,783	36,604	2,004,458	1,305,330	118,215	247,576	1,671,121	646,177	(98,268)	547,909
8416	(307,246)	330,847	183,795	139,598	654,240	341,376	30,916	47,917	420,209	168,991	44,139	213,130
8419	(1,604,802)	1,728,078	959,997	—	2,688,075	1,783,072	161,480	1,003,178	2,947,730	882,674	(341,881)	540,793
8420	(642,949)	692,338	384,614	259,172	1,336,124	714,371	64,696	501,820	1,280,887	353,635	(32,796)	320,839
8421	(555,366)	598,027	332,221	25,157	955,406	617,059	55,883	44,635	717,577	305,463	(38,027)	267,436
8423	(279,598)	301,076	167,256	68,796	537,128	310,657	28,134	24,688	363,479	153,785	18,477	172,262
8424	(246,193)	265,104	147,273	874	413,251	273,541	24,773	23,555	321,869	135,411	(9,784)	125,627
8425	(945,838)	1,018,494	565,803	7,652	1,591,950	1,050,907	95,173	403,527	1,549,607	520,230	(163,334)	356,897
8427	(117,048)	126,039	70,019	31,393	227,451	130,051	11,778	44,888	186,716	64,379	(507)	63,872
8428	(1,297,508)	1,397,178	776,173	—	2,173,350	1,441,642	130,559	520,496	2,092,697	713,656	(159,508)	554,148
8429	(337,331)	363,243	201,792	102,483	667,518	374,803	33,943	52,037	460,783	185,539	(27,545)	157,993
8430	(537,086)	578,343	321,286	29,695	929,324	596,748	54,043	148,415	799,207	295,408	(64,719)	230,689
8431	(834,992)	899,133	499,495	21,843	1,420,471	927,748	84,020	452,094	1,463,861	459,263	(163,550)	295,713
8432	(448,521)	482,975	268,307	113,534	864,816	498,345	45,132	106,582	650,059	246,696	(34,066)	212,629
8433	(312,272)	336,259	186,802	92,848	615,909	346,960	31,422	219,087	597,469	171,756	(92,772)	78,984
8434	(930,051)	1,001,494	556,359	—	1,557,853	1,033,366	93,585	644,560	1,771,511	511,547	(246,219)	265,328
8435	(677,881)	729,953	405,510	1,450	1,136,913	753,183	68,211	523,800	1,345,194	372,848	(203,648)	169,201
8436	(1,031,386)	1,110,613	616,978	31,837	1,759,427	1,145,957	103,781	311,023	1,560,761	567,283	(318,720)	248,563
8437	(381,445)	410,746	228,181	18,165	657,092	423,818	38,382	229,798	691,998	209,802	(100,443)	109,359
8438	(140,112)	150,875	83,816	11,039	245,730	155,677	14,099	172,760	342,535	77,065	(33,791)	43,274
8439	(728,614)	784,583	435,859	—	1,220,442	809,552	73,315	924,245	1,807,113	400,752	(190,725)	210,027
8440	(392,820)	422,994	234,986	—	657,980	436,456	39,527	495,217	971,199	216,059	(100,949)	115,110
8441	(388,535)	418,381	232,423	—	650,804	431,696	39,096	494,229	965,021	213,702	(102,543)	111,160
8442	(241,167)	259,693	144,267	—	403,960	267,957	24,267	301,413	593,637	132,647	(60,377)	72,270
8443	(157,515)	169,614	94,226	—	263,840	175,012	15,850	198,673	389,535	86,636	(40,539)	46,097
8444	(250,985)	270,265	150,140	—	420,405	278,866	25,255	295,749	599,870	138,047	(51,886)	86,161
Closed	—	—	—	477,749	477,749	—	—	6,704	6,704	—	372,510	372,510

See accompanying notes to schedule of employer allocations and schedule of pension amounts by employer.

Notes to Schedule of Employer Allocations and Schedule of
Pension Amounts by Employer

June 30, 2024

(1) Plan Description

The New York State Teachers' Retirement System (NYSTRS or the System) is a public employee retirement system (PERS) that was created and exists, pursuant to Article 11 of the New York State Education Law. The System is the administrator of a cost-sharing, multiple-employer, defined benefit plan, administered by a 10-member Board to provide pension benefits for teachers employed by participating employers in the State of New York, excluding New York City. For additional Plan information please refer to the NYSTRS Annual Comprehensive Financial Report which can be found on the System's website located at www.nystrs.org.

(a) Benefits

The benefits provided to members of the System are established by New York State law and may be amended only by the Legislature with the Governor's approval. Benefit provisions vary depending on date of membership and are subdivided into the following six classes:

(i) Tier 1

Members who last joined prior to July 1, 1973 are covered by the provisions of Article 11 of the Education Law.

(ii) Tier 2

Members who last joined on or after July 1, 1973 and prior to July 27, 1976 are covered by the provisions of Article 11 of the Education Law and Article 11 of the Retirement and Social Security Law (RSSL).

(iii) Tier 3

Members who last joined on or after July 27, 1976 and prior to September 1, 1983 are covered by the provisions of Article 14 and Article 15 of the RSSL.

(iv) Tier 4

Members who last joined on or after September 1, 1983 and prior to January 1, 2010 are covered by the provisions of Article 15 of the RSSL.

(v) Tier 5

Members who joined on or after January 1, 2010 and prior to April 1, 2012 are covered by the provisions of Article 15 of the RSSL.

(vi) Tier 6

Members who joined on or after April 1, 2012 are covered by the provisions of Article 15 of the RSSL.

(b) Service Retirements

Tier 1 and 2 members are generally eligible for a service retirement benefit of 2.0% per year of credited service times final average salary (FAS). A 5% reduction generally applies for each full year of state service under 20 years (prorated for partial years with a maximum reduction of 50%). Tier 1 and 2 members may retire as early as age 55 with five or more years of state service credit. Retirement may also occur for Tier 1 members at age 55 with less than five years of service if two years are credited since July 1, 1967, after the current membership date, and since the member turned age 53.

Generally, the maximum pension payable to Tier 1 and 2 members (with two years of credit under the Article 19 Benefit Enhancement law) is 79% of FAS. An age factor applies to Tier 2 members who retire before age 62 with less than 30 years of service. There is no age factor for Tier 1 members.

Tier 3 and 4 members are generally eligible for a service retirement benefit of 1.67% per year of credited service times FAS for less than 20 years of service, 2.0% per year for 20 to 30 years of service, and 60% of FAS plus 1.5% per year for service beyond 30 years. Tier 3 and 4 members may retire as early as age 55 with five years of state service credit. An age factor applies for Tier 3 and 4 members who retire before age 62 with less than 30 years of service.

Tier 5 members are generally eligible for a service retirement benefit of 1.67% per year of credited service times FAS for less than 25 years of service, 2.0% per year for 25 to 30 years of service, and 60% of FAS plus 1.5% per year for service beyond 30 years. Tier 5 members may retire as early as age 55 with five years of state service credit. An age factor applies to Tier 5 members who retire before age 57 or retire between age 57 and 62 with less than 30 years of service.

Tier 6 members are generally eligible for a service retirement benefit of 1.67% per year of credited service times FAS for less than 20 years of service, 1.75% per year for 20 years of service, and 35% of FAS plus 2% per year for service beyond 20 years. Tier 6 members may retire as early as age 55 with five years of state service credit. An age factor applies for Tier 6 members who retire before age 63. In addition, vested Tier 6 members with an inactive membership must be at least 63 to retire.

(c) *Vested Benefits*

Retirement benefits for Tiers 1-6 are now vested after five years of credited service. Prior to April 9, 2022, Tier 5 and 6 members needed to attain 10 years of state service credited to be vested. Benefits are payable at age 55 or greater with the limitations noted for service retirements above.

(d) *Disability Retirement*

Members are eligible for disability retirement benefits after 10 years of credited New York State service.

(e) *Death Benefits*

Death benefits are paid to the beneficiary of active members who die in service and certain retirees. For active members, the benefit is based on final salary, age and the number of years of credited service. For retired members, it is also based on the number of years in retirement.

(f) *Prior and Military Service*

After two years of membership, members of all tiers may claim and receive credit for prior New York State public or teaching service. Only Tier 1 and 2 members may, under certain conditions, claim out-of-state service. Certain members may also claim military service credit prior to or interrupting membership.

(Continued)

(g) Tier Reinstatement

In accordance with Chapter 640 of the Laws of 1998, any active member who had a prior membership may elect to be reinstated to their original date and tier of membership.

(h) Permanent Cost-of-Living Adjustment (COLA)

Section 532-a of the Education Law provides a permanent cost-of-living benefit to both current and future retired members. This benefit will be paid commencing September of each year to retired members who have attained age 62 and have been retired for five years or attained age 55 and have been retired for 10 years. Disability retirees must have been retired for five years, regardless of age, to be eligible. The annual COLA percentage is equal to 50.0% of the increase in the Consumer Price Index (CPI), not to exceed 3.0% nor be lower than 1.0%. It is applied to the first $18,000 dollars of the maximum annual benefit. The applicable percentage payable beginning September 2024 is 1.8%.

Members who retired prior to July 1, 1970 are eligible for a minimum benefit of $17,500 dollars for 35 years of credited full-time New York State service. Certain members who retire pursuant to the provisions of Article 14 of the RSSL are eligible for automatic cost-of-living supplementation based on the increase in the Consumer Price Index with a maximum per annum increase of 3.0%.

(2) Contributions

(a) Employer Contributions

Pursuant to Article 11 of the New York State Education Law, employers are required to contribute at an actuarially determined rate adopted annually by the Retirement Board. The actuarially determined contribution rate applied to 2023-24 salaries is 9.76%. A reconciliation of total required employer contributions presented in the schedule of employer allocations and additions from employer contributions per the System's statement of changes in fiduciary net position for fiscal year June 30, 2024 is as follows:

Total required employer contributions	$	1,863,529,329
Miscellaneous billing adjustments		10,929,587
Additions from employer contributions	$	1,874,458,916

(b) Member Contributions

Tier 3 and Tier 4 members are required by law to contribute 3.0% of salary to the System. Effective October 2000, contributions were eliminated for Tier 3 and 4 members with 10 or more years of service or membership. Effective January 1, 2010, Tier 5 members are required by law to contribute 3.5% of salary throughout their active membership. Effective April 1, 2012, Tier 6 members are required by law to contribute between 3.0% and 6.0% of salary throughout their active membership in accordance with a schedule based upon salary earned. Pursuant to Article 14 and Article 15 of the RSSL, those member contributions are used to help fund the benefits provided by the System. However, if a member dies or leaves covered employment with less than five years of credited service for Tiers 3 -6, the member contributions with interest calculated at 5.0% per annum are refunded to the employee or designated beneficiary. Eligible Tier 1 and Tier 2 members may make member contributions under certain conditions pursuant to the provisions of Article 11 of the Education Law and Article 11 of the RSSL. Upon termination of membership, such accumulated member

contributions are refunded. At retirement, such accumulated member contributions can be withdrawn or are paid as a life annuity.

(3) Basis of Presentation

The schedule of employer allocations and schedule of pension amounts by employer (collectively, the Schedules) present amounts that are elements of the financial statements of the System or of its participating employers. Accordingly, they do not purport to be a complete presentation of the net position or changes in net position of either the System or its participating employers. The amounts presented in the Schedules were prepared in accordance with U.S. generally accepted accounting principles. Such preparation requires management of the System to make a number of estimates and assumptions relating to the reported amounts. Due to the inherent nature of these estimates, actual results could differ from those estimates. The deferred outflows do not include employer contributions subsequent to the measurement date, which should be determined individually by each employer, if applicable.

(4) Employer Allocation Percentages

GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, requires participating employers in the Plan to recognize their proportionate share of the collective net pension liability, collective deferred outflows of resources, collective deferred inflows of resources and collective pension expense. The employer allocation percentages presented in the Schedule of Employer Allocations and applied to amounts presented in the Schedule of Pension Amounts by Employer are based on the ratio of each employer's actuarially determined contribution to the System's total actuarially determined employer contribution for the fiscal year ended June 30, 2024. The employer allocation percentages have been rounded for presentation purposes. Therefore, use of these percentages to recalculate individual employer amounts presented in the schedule of pension amounts by employer may result in immaterial differences due to this rounding.

(5) Summary of Significant Accounting Policies

The System's financial statements from which the System's fiduciary net position is determined are prepared using the economic resource measurement focus and accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has a legal requirement to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan. Plan investments are reported at fair value. For detailed information on how investments are valued, please refer to the System's Annual Comprehensive Financial Report.

(6) Collective Net Pension Liability (Asset) and Actuarial Information

The components of the net pension liability (asset) of the participating school districts at June 30, 2024 are as follows:

Total pension liability	$142,837,826,465
Plan fiduciary net position	145,821,434,780
School districts' net pension liability (asset)	$ (2,983,608,315)
Plan fiduciary net position as a percentage of total pension liability	102.1 %

Notes to Schedule of Employer Allocations and Schedule of
Pension Amounts by Employer

June 30, 2024

(a) **Actuarial Methods and Assumptions**

The total pension liability at June 30, 2024 measurement date was determined using an actuarial valuation as of June 30, 2023, with update procedures used to roll forward the total pension liability to June 30, 2024, using the following actuarial methods and assumptions:

Actuarial cost method	Entry age normal
Inflation	2.40%
Projected salary increases	Rates of increase differ based on service. They have been calculated based upon recent NYSTRS member experience and were updated as of June 30, 2024.

Service	Rate
5	5.18%
15	3.64
25	2.50
35	1.95

Projected COLAs	1.3% compounded annually
Investment rate of return	6.95% compounded annually, net of pension plan investment expense, including inflation.

Annuitant and active mortality rates are based on plan member experience, with adjustments for mortality improvements based on Society of Actuaries Scale MP2021 for June 30, 2024, applied on a generational basis.

The demographic actuarial assumptions and the salary scale are based on the results of an actuarial experience study for the period July 1, 2015 to June 30, 2020. NYSTRS runs one-year and five-year experience studies annually in order to gauge the appropriateness of the assumptions. For full details, please refer to the Recommended Actuarial Assumptions 2021 Report, which can be found on the System's website located at www.nystrs.org.

The long-term expected rate of return on pension plan investments was determined in accordance with Actuarial Standard of Practice (ASOP) No. 27, *Selection of Economic Assumptions for Measuring Pension Obligations* and generally accepted accounting principles. ASOP No. 27 provides guidance on the selection of an appropriate assumed investment rate of return. Consideration was given to expected future real rates of return (expected returns, net of pension plan investment expense and inflation) for each major asset class as well as historical investment data and plan performance.

The Long-Term Expected Real Rates of Return are presented by asset allocation classification. Best estimates of arithmetic real rates of return for each major asset class included in the System's target asset allocation as of the measurement date of June 30, 2024 are summarized in the following table:

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Notes to Schedule of Employer Allocations and Schedule of
Pension Amounts by Employer

June 30, 2024

	Target allocation	Long-term expected real rate of return*
Asset class:		
Domestic equity	33%	6.6%
International equity	15	7.4
Global equity	4	6.9
Real estate equity	11	6.3
Private equity	9	10.0
Domestic fixed income	16	2.6
Global bonds	2	2.5
Private debt	2	5.9
Real estate debt	6	3.9
High-yield bonds	1	4.8
Cash equivalents	1	0.5
Total	100%	

*Real rates of return are net of pension plan investment expenses and long-term inflation expectations.

(b) Discount Rate

The discount rate used to measure the total pension liability as of June 30, 2024 was 6.95%. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current member contribution rates and that contributions from school districts will be made at statutorily required rates, actuarially determined. Based on those assumptions, the System'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.

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

The following presents the net pension liability (asset) of the NYSTRS participating school districts calculated using the discount rate of 6.95% for June 30, 2024, as well as what the school districts' net pension liability (asset) would be if it were calculated using a discount rate that is 1-percentage-point lower (5.95%) or 1-percentage-point higher (7.95%) than the current rate:

1% Decrease (5.95%)	Current discount rate (6.95%)	1% Increase (7.95%)
$ 13,781,458,821	$ (2,983,608,315)	$ (17,083,479,587)

(Continued)

(7) Collective Deferred Outflows of Resources and Deferred Inflows of Resources

Annual changes to the net pension liability (asset) resulting from differences between expected and actual experience with regard to economic and demographic factors and from changes of assumptions about future economic or demographic factors or other inputs are deferred and amortized over a closed period equal to the average of the expected remaining service lives of all members and beneficiaries that are provided with pension benefits determined for the period during which the changes occurred. Differences between projected and actual earnings on pension plan investments are amortized over a closed five-year period. The following presents a summary of changes in the collective deferred outflows of resources and deferred inflows of resources (excluding employer-specific amounts) for the year ended June 30, 2024:

Deferred outflows of resources	Year of Deferral	Amortization period	Beginning balance on prior measurement period deferrals	Current measurement period additions	Amortization of amounts recognized in current period pension expense	End of year balance
Differences between expected and actual experience	2017	7.1	$ 10,252,051	$ —	$ (10,252,051)	$ —
	2018	7.1	149,392,063	—	(135,810,969)	13,581,094
	2019	7.1	222,955,602	—	(106,169,335)	116,786,267
	2020	7.1	510,776,379	—	(164,766,573)	346,009,806
	2021	6.8	312,329,727	—	(82,192,034)	230,137,693
	2022	6.6	175,449,245	—	(38,141,140)	137,308,105
	2023	6.7	1,391,734,307	—	(244,163,913)	1,147,570,394
	2024	6.7	—	1,435,686,391	(214,281,551)	1,221,404,840
Total			2,772,889,374	1,435,686,391	(995,777,566)	3,212,798,199
Changes of assumptions	2017	7.1	42,900,127	—	(42,900,127)	—
	2021	6.8	2,370,464,577	—	(623,806,467)	1,746,658,110
	2022	6.6	48,739,858	—	(10,595,622)	38,144,236
Total			2,462,104,562	—	(677,302,216)	1,784,802,346
Total deferred outflows of resources			$ 5,234,993,936	$ 1,435,686,391	$ (1,673,079,782)	$ 4,997,600,545

Deferred inflows of resources	Year of Deferral	Amortization period	Beginning balance on prior measurement period deferrals	Current measurement period additions	Amortization of amounts recognized in current period pension expense	End of year balance
Differences between expected and actual experience	2015	9.4	$ 6,852,909	$ —	$ (6,852,909)	$ —
Total			6,852,909	—	(6,852,909)	—
Net difference between projected and actual investment earnings on pension plan investments	2020	5	(887,690,455)	—	887,690,455	—
	2021	5	10,245,880,651	—	(5,122,940,325)	5,122,940,326
	2022	5	(12,029,363,697)	—	4,009,787,899	(8,019,575,798)
	2023	5	2,086,595,539	—	(521,648,885)	1,564,946,654
	2024	5	—	5,808,414,806	(1,161,682,961)	4,646,731,845
Total			(584,577,962)	5,808,414,806	(1,908,793,817)	3,315,043,027
Changes of assumptions	2019	7.1	411,980,391	—	(196,181,139)	215,799,252
	2020	7.1	124,621,763	—	(40,200,569)	84,421,194
Total			536,602,154	—	(236,381,708)	300,220,446
Total deferred inflows of resources			$ (41,122,899)	$ 5,808,414,806	$ (2,152,028,434)	$ 3,615,263,473

The collective deferred outflows of resources and deferred inflows of resources (excluding employer-specific amounts) reported in the tables above will be amortized in the collective pension expense as follows:

Year ended June 30:

2025	$ (1,535,168,252)
2026	3,655,201,603
2027	(598,894,214)
2028	(673,995,443)
2029	385,196,293
Thereafter	149,997,085
Total	$ 1,382,337,072

The previous amounts do not include employer specific deferred outflows of resources and deferred inflows of resources related to changes in proportion. These amounts should be recognized (amortized) by each employer over the average of the expected remaining service lives of all members and beneficiaries that are provided with pension benefits determined for the period during which the changes occurred.

(8) Allocable Plan Pension Expense

The components of allocable plan pension expense, for the year ended June 30, 2024, comprises the following:

Service cost	$	1,871,742,948
Interest on total pension liability		9,556,552,495
Changes of benefit terms		54,879,616
Member contributions		(258,471,825)
Projected earnings on pension plan investments		(9,176,408,169)
Pension plan administrative expense		88,041,600
Other changes in fiduciary net position		(16,342,668)
Amortization of deferred inflows/outflows of resources:		
Amortization of differences between expected and actual experience		988,924,657
Amortization of changes of assumptions		440,920,508
Amortization of differences between expected and actual investment earnings on investments		(1,908,793,817)
Total allocable plan pension expense	$	1,641,045,345

Audit Committee Meeting   December 11, 2024

RESOLUTION ACCEPTING THE INDEPENDENT AUDITOR'S REPORT ON THE SCHEDULE OF EMPLOYER ALLOCATIONS AND SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

RESOLVED, That the report of Plante Moran, PC on the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer as of and for the fiscal year ended June 30, 2024, as presented to the Audit Committee, is accepted.

Internal Audit Update

Audit Committee December 11, 2024

Kathy Ebert, CPA, CIA
Managing Director of Internal Audit

REPORT HIGHLIGHTS

Direct Equity Real Estate

Engagement Objectives

The objective of this engagement was to provide reasonable assurance that the external real estate advisor we reviewed has implemented proper controls to manage the System's properties to ensure all revenues are collected, qualified vendors are selected and monitored, all expenses are appropriate; and electronic data is secure with access limited to only those with a business need.

Risk

There is a risk that internal control weaknesses in revenue collection, procurement, vendor management, and IT processes may allow fraudulent activities to occur and/or erroneous accounting entries, which can lead to misstated asset values or earnings.

As a result of this audit, the risk is assessed at low.

Background

Responsible Departments & Units

- Real Estate Department
- External Real Estate Advisor (Cabot Properties, L.P.)

The Real Estate Department is responsible for selecting and monitoring advisors for direct real estate investments.

The external real estate advisor is responsible for advising and managing a portfolio of NYSTRS industrial properties. Additionally, the advisor is responsible for the selection and monitoring of property management.

Project Facts

Audit Period

July 01, 2023 to June 30, 2024

Numbers at a Glance

Cabot Portfolio Under Review as of June 30, 2024

Population:

Properties Managed	14
Property Value	$355,150,302

Sample:

3 Properties	$123,798,999

REPORT HIGHLIGHTS

Domestic Long-Term Fixed Income Portfolio

Engagement Objectives

The objective of this engagement was to provide reasonable assurance that the controls used in managing and accounting for the Domestic Fixed Income Portfolio are in place and working effectively.

Risk

There is a risk that internal control weaknesses in cash forecasting, fixed income investment selection, trade settlement, investment accounting and reporting, and software access rights could lead to an inability of the System to meet its obligations.

As a result of this audit, the risk is assessed at low.

Background

Responsible Departments & Units

- Fixed Income Department
- Investment Operations Department (IOD)

The Fixed Income Department is responsible for maximizing investment returns while protecting capital and making investments that support the retiree payroll liability of the System, consistent with current economic and market conditions.

The IOD is responsible for preparing a twelve-month cash flow forecast, facilitating trade settlement for the internally managed portfolios, and performing all investment accounting and reporting.

Project Facts

Audit Period

July 01, 2023 to June 30, 2024

Numbers at a Glance

Population:

| LTB Trades | 682 |
| Face Value | $4,345,144,668 |

Sample:

| LTB Trades | 40 |
| Face Value | $186,900,000 |

REPORT HIGHLIGHTS

Abandoned Accounts

Engagement Objectives

The objective of this engagement was to provide reasonable assurance controls exist and are working as intended to ensure unclaimed member contributions are abandoned according to statue, recorded accurately, and payments are made efficiently and accurately to eligible recipients.

Risk

There is a risk abandoned contributions are not accurately accounted for or appropriately refunded.

As a result of this audit, the risk is assessed at high.

Background

Responsible Departments & Units

Member & Employer Services (MES) Department

Finance Department
- General Accounting Unit

Member Benefits Department
- Estimates, Refunds, & Retiree Services (ERRS)

MES Management is responsible for identifying abandoned member contributions, reporting the amount to Finance, and the Retirement Board.

General Accounting Unit is responsible for recording abandoned contributions within the Pension Accumulation Fund in the General Ledger and maintaining detailed records within the Access Abandoned Accounts Database (Database).

ERRS is responsible for issuing refunds of abandoned contributions when requests are received.

Project Facts

Audit Period

September 1, 2023 to August 31, 2024

Numbers at a Glance

Abandoned Accounts		
	Members	Refunds
Population	852	210
Sample	74	40
Percent	8.7%	19%

TO: Dr. L. Oliver Robinson
Dr. Phyllis S. Harrington
Mr. Eric J. Iberger
Mr. David P. Keefe
Ms. Jennifer H. Longtin

CC: Mr. Tom Lee

FROM: Ms. Kathy Ebert
Managing Director of Internal Audit

DATE: December 11, 2024

RE: Proposed changes to the Internal Audit Charter

The Audit Committee is required to review the Internal Audit Charter annually and to recommend any changes to the Retirement Board.

The NYSTRS' internal audit function adheres to the International Professional Practices Framework's authoritative guidance as promulgated by the Institute of Internal Auditors' (IIA). As discussed at the October 30, 2024 Audit Committee meeting, the changes being proposed by staff are a result of the IIA's new Global Internal Audit Standards, which are effective January 9, 2025.

Additionally, the vulnerability assessment and penetration test of the System's information technology infrastructure was removed. This will now be performed by the Risk Management Department and the results will be reported to the Risk Committee of the Retirement Board.

Included for your review and consideration are the proposed changes in two formats (a mark-up and a clean version).

Please feel free to contact me with any questions at (518) 948-6680.

Thank you.

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
INTERNAL AUDIT DEPARTMENT CHARTER
JANUARY ~~28~~30, 2025~~1~~

Basis for the Internal Audit Function

The Codes, Rules and Regulations of the State of New York indicate that the New York State Teachers' Retirement System (NYSTRS or the System) shall have on its staff an internal auditor who shall report to the Retirement Board and shall submit to the Retirement Board regular reports of the audits of the system's records and accounting procedures including recommendations for improvement and correction [11 CRR-NY-136-1.4 (g)]. Further, the policy of NYSTRS is to establish and support an Internal Audit Department with sufficient resources and skills to properly evaluate System activities.

Purpose

The purpose of the internal audit function is to strengthen NYSTRS' ability to create, protect, and sustain value by providing the Retirement Board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances NYSTRS':

- Successful achievement of its objectives.

- Governance, risk management, and control processes.

- Decision-making and oversight.

- Reputation and credibility with its stakeholders.

- Ability to serve the public interest.

NYSTRS' internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The IIA's Global Internal Audit Standards^{TM}, which are set in the public interest.

- The internal audit function is independently positioned with direct accountability to the board.

- Internal auditors are free from undue influence and committed to making objective assessments.

Commitment to Adhering to the Global Internal Audit Standards

The NYSTRS' internal audit function adheres to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The Managing Director of Internal Audit will report annually to the Retirement Board via the Audit Committee and the Executive Director and CIO regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

~~Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. To this end, the Internal Audit Department will furnish management and the Board with analyses, recommendations, counsel, and information concerning the activities reviewed.~~

Mission

~~The mission of the internal audit profession, as promulgated by the Institute of Internal Auditors (IIA), is: *To enhance and protect organizational value by providing risk-based objective assurance, advice, and insight.*~~

The mission statement of the NYSTRS Internal Audit Department~~, in conjunction with above,~~ is: *To be a strategic business partner by conducting high quality, risk-based assurance and advisory~~consulting~~ engagements which are aligned with the System's mission and objectives.*

Mandate

Authority

NYSTRS' Retirement Board grants the internal audit function the mandate to provide the Audit Committee and the Executive Director and CIO with objective assurance, advice, insight, and foresight.

The internal audit function's authority is created by its direct reporting relationship to the Retirement Board and its administrative reporting relationship to the Executive Director and CIO.

The Retirement Board authorizes the internal audit function to:

- Have full, free, and unrestricted access to all NYSTRS activities, records, property, and personnel.

- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.

- Obtain assistance from the necessary personnel of NYSTRS and other specialized services from within or outside NYSTRS to complete internal audit services.

Independence, Organizational Position, and Reporting Relationships

The Managing Director of Internal Audit will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. To provide for the independence of the Internal Audit Department, its personnel report to the Managing Director of Internal Audit who, in turn, reports administratively to the ~~Executive Director~~ Executive Director and CIO and functionally to the Board via the Audit Committee.

The Internal Audit Department shall have no responsibility for, or authority over, any activities reviewed. ~~The Director of Internal Audit and staff of the Internal Audit Department are authorized to have full, free, and unrestricted access to all NYSTRS activities, records, property, and personnel.~~ The Managing Director of Internal Audit must apprise the Audit Committee of any restrictions or interference of internal audit activities and discuss the implications with the Audit Committee. The Managing Director of Internal Audit will confirm to the B~~b~~oard, at least annually, the organizational independence of the internal audit function.

~~Administration~~Roles and Responsibilities

The primary role of the internal audit function is to conduct internal audit activities and to deliver internal audit services. An internal audit function's responsibilities comprise its accountability and obligations to carry out its role.

~~The Director of Internal Audit and all staff members of the Internal Audit Department shall follow the International Professional Practices Framework (IPPF), as promulgated by the IIA.~~

The Managing Director of Internal Audit shall:

1. ~~d~~Develop the annual risk-based audit plan, which works toward increasing the efficiency and effectiveness of operations and compliance with applicable laws, rules, and regulations. Said plan shall be submitted to the ~~Executive Director~~ Executive Director and CIO and to the Audit Committee for review and approval.

1.

2. Communicate periodically, but no less than annually, with the Executive Director and CIO and the Audit Committee:

    a. The internal audit function's mandate

    b. The internal audit plan and performance relative to the plan

    c. Internal audit resource requirements, budget and any significant interim revisions to either

    d. Results of assurance and advisory services

2. ~~P~~~~The Director of Internal Audit shall p~~rovide the ~~Executive Director~~ Executive Director and CIO and the Audit Committee with an annual report on the Internal Audit Department's activities and accomplishments, audit personnel, suspected fraudulent activities, and any unwarranted restrictions placed on audit activity.

3.

3. ~~The Director of Internal Audit shall e~~Establish and maintain a Quality Assurance and Improvement Program designed to provide reasonable assurance that departmental activities are performed in an efficient and effective manner; and are perceived by stakeholders as adding value.

4.

~~4.~~5. ~~The Director of Internal Audit shall c~~Coordinate and administer external audit services including, but not limited to, ~~pertaining to~~ financial and actuarial audits. ~~The Director of Internal Audit shall also cause to be conducted an annual vulnerability assessment and penetration test of the System's information technology infrastructure.~~

~~Responsibilities~~ *Scope and Types of Internal Audit Services*

The scope of internal audit services covers the entire breadth of the organization, including all NYSTRS' activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the ~~b~~Board and management on the adequacy and effectiveness of governance, risk management, and control processes for NYSTRS.

Internal audit engagements may include evaluating whether:

1. Risks relating to the achievement of NYSTRS' strategic objectives are appropriately identified and managed.

2. The actions of NYSTRS' Board, management, employees, and contractors or other relevant parties comply with NYSTRS' policies, procedures, and applicable laws, regulations, and governance standards.

3. The results of operations and programs are consistent with established goals and objectives.

4. Operations and programs are being carried out effectively and efficiently.

5. Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact NYSTRS.

6. The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.

7. Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

Assurance Services

An assurance engagement is an objective examination of evidence for the purpose of providing an independent assessment on governance, risk management, and control processes for the System (i.e., audits or reviews). Examples of assurance engagements may include financial, performance, compliance, system security, and due diligence engagements. Regardless of the approach to individual audits or reviews, the total effort shall include the following goals:

1. Audit or review System activities at appropriate intervals using a risk-based approach.

2. Evaluate the adequacy and effectiveness the System's internal control processes in responding to risks within the System's governance, operations, and information systems. regarding the:

3. Achievement of the System's strategic objectives.

4. Reliability and integrity of financial and operational information.

5. Effectiveness and efficiency of operations and programs.

6. Safeguarding of assets.

7.2. Compliance with laws, regulations, policies, procedures, and contracts.

8.3. Prepare written reports covering the results of assurance engagements, the audit opinions formed, and the jointly developed plans for action. Distribute reports to the Audit Committee, Executive Director Executive Director and CIO and appropriate management staff.

9.4. In conjunction with the operating departments, develop and monitor plans for action to address opportunities for improvement noted during engagements.

10.5. Periodically review the System's Governance Manual and governance processes.

Advisory Services

The internal audit function shall not assume management responsibility. The nature and scope of advisory services may be agreed with the party requesting the service. Opportunities for improving the efficiency

of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management. **Consulting Services**

~~Consulting services consist of advisory and related client service activities, the nature and scope of which are agreed with the client, are intended to add value and improve an organization's governance, risk management, and control processes without the internal auditor assuming management responsibility.~~ Examples of advisory engagements include counsel, advice, facilitation, and training.

Basis for the Internal Audit Function

The Codes, Rules and Regulations of the State of New York indicate that the New York State Teachers' Retirement System (NYSTRS or the System) shall have on its staff an internal auditor who shall report to the Retirement Board and shall submit to the Retirement Board regular reports of the audits of the system's records and accounting procedures including recommendations for improvement and correction [11 CRR-NY-136-1.4 (g)]. Further, the policy of NYSTRS is to establish and support an Internal Audit Department with sufficient resources and skills to properly evaluate System activities.

Purpose

The purpose of the internal audit function is to strengthen NYSTRS' ability to create, protect, and sustain value by providing the Retirement Board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances NYSTRS':

- Successful achievement of its objectives.

- Governance, risk management, and control processes.

- Decision-making and oversight.

- Reputation and credibility with its stakeholders.

- Ability to serve the public interest.

NYSTRS' internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The IIA's Global Internal Audit Standards™, which are set in the public interest.

- The internal audit function is independently positioned with direct accountability to the board.

- Internal auditors are free from undue influence and committed to making objective assessments.

Commitment to Adhering to the Global Internal Audit Standards

The NYSTRS' internal audit function adheres to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The Managing Director of Internal Audit will report annually to the Retirement Board via the Audit Committee and the Executive Director and CIO regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

Mission

The mission statement of the NYSTRS Internal Audit Department is: *To be a strategic business partner by conducting high quality, risk-based assurance and advisory engagements which are aligned with the System's mission and objectives.*

Mandate

Authority

NYSTRS' Retirement Board grants the internal audit function the mandate to provide the Audit Committee and the Executive Director and CIO with objective assurance, advice, insight, and foresight.

The internal audit function's authority is created by its direct reporting relationship to the Retirement Board and its administrative reporting relationship to the Executive Director and CIO.

The Retirement Board authorizes the internal audit function to:

- Have full, free, and unrestricted access to all NYSTRS activities, records, property, and personnel.

- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.

- Obtain assistance from the necessary personnel of NYSTRS and other specialized services from within or outside NYSTRS to complete internal audit services.

Independence, Organizational Position, and Reporting Relationships

The Managing Director of Internal Audit will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. To provide for the independence of the Internal Audit Department, its personnel report to the Managing Director of Internal Audit who, in turn, reports administratively to the Executive Director and CIO and functionally to the Board via the Audit Committee.

The Internal Audit Department shall have no responsibility for, or authority over, any activities reviewed. The Managing Director of Internal Audit must apprise the Audit Committee of any restrictions or interference of internal audit activities and discuss the implications with the Audit Committee. The Managing Director of Internal Audit will confirm to the Board, at least annually, the organizational independence of the internal audit function.

Roles and Responsibilities

The primary role of the internal audit function is to conduct internal audit activities and to deliver internal audit services. An internal audit function's responsibilities comprise its accountability and obligations to carry out its role.

The Managing Director of Internal Audit shall:

1. Develop the annual risk-based audit plan, which works toward increasing the efficiency and effectiveness of operations and compliance with applicable laws, rules, and regulations. Said plan shall be submitted to the Executive Director and CIO and to the Audit Committee for review and approval.

2. Communicate periodically, but no less than annually, with the Executive Director and CIO and the Audit Committee:

    a. The internal audit function's mandate

    b.   The internal audit plan and performance relative to the plan

    c.   Internal audit resource requirements, budget and any significant interim revisions to either

    d.   Results of assurance and advisory services

3.   Provide the Executive Director and CIO and the Audit Committee with an annual report on the Internal Audit Department's activities and accomplishments, audit personnel, suspected fraudulent activities, and any unwarranted restrictions placed on audit activity.

4.   Establish and maintain a Quality Assurance and Improvement Program designed to provide reasonable assurance that departmental activities are performed in an efficient and effective manner; and are perceived by stakeholders as adding value.

5.   Coordinate and administer external audit services including, but not limited to, financial and actuarial audits.

Scope and Types of Internal Audit Services

The scope of internal audit services covers the entire breadth of the organization, including all NYSTRS' activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the Board and management on the adequacy and effectiveness of governance, risk management, and control processes for NYSTRS.

Internal audit engagements may include evaluating whether:

1.   Risks relating to the achievement of NYSTRS' strategic objectives are appropriately identified and managed.

2.   The actions of NYSTRS' Board, management, employees, and contractors or other relevant parties comply with NYSTRS' policies, procedures, and applicable laws, regulations, and governance standards.

3.   The results of operations and programs are consistent with established goals and objectives.

4.   Operations and programs are being carried out effectively and efficiently.

5.   Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact NYSTRS.

6.   The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.

7.   Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

Assurance Services

Examples of assurance engagements may include financial, performance, compliance, system security, and due diligence engagements. Regardless of the approach to individual audits, the total effort shall include the following goals:

1. Audit System activities at appropriate intervals using a risk-based approach.

2. Evaluate the adequacy and effectiveness the System's internal control processes in responding to risks within the System's governance, operations, and information systems.

3. Prepare written reports covering the results of assurance engagements, the audit opinions formed, and the jointly developed plans for action. Distribute reports to the Audit Committee, Executive Director and CIO and appropriate management staff.

4. In conjunction with the operating departments, develop and monitor plans for action to address opportunities for improvement noted during engagements.

5. Periodically review the System's Governance Manual and governance processes.

Advisory Services

The internal audit function shall not assume management responsibility. The nature and scope of advisory services may be agreed with the party requesting the service. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management. Examples of advisory engagements include counsel, advice, facilitation, and training.

INTERNAL AUDIT DEPARTMENT CHARTER

RESOLVED, That the amended Internal Audit Department Charter, as presented to and reviewed by the Retirement Board, is hereby approved and recommended to be adopted as the charter of the Retirement System's Internal Audit Department.

New York State
Teachers'
Retirement
System

10 Corporate Woods Drive
Albany, New York 12211

800-348-7298
nystrs.org

TO:	Dr. L. Oliver Robinson
	Dr. Phyllis S. Harrington
	Mr. Eric J. Iberger
	Mr. David P. Keefe
	Ms. Jennifer H. Longtin
CC:	Mr. Tom Lee
FROM:	Ms. Kathy Ebert
	Managing Director of Internal Audit
DATE:	October 30, 2024
RE:	Proposed changes to the Audit Committee Charter

The Audit Committee is required to review the Audit Committee Charter annually and recommend any changes to the Retirement Board.

The NYSTRS' internal audit function adheres to the International Professional Practices Framework's authoritative guidance as promulgated by the Institute of Internal Auditors' (IIA). As discussed at the October 30, 2024 Audit Committee meeting, the changes being proposed by staff are a result of the IIA's new Global Internal Audit Standards, which are effective January 9, 2025. A notable recommended change is to include the new requirement to discuss the "essential conditions" with the Audit Committee.

Additionally, it is recommended to add language to coordinate discussions with the Risk Committee, as necessary, at the discretion of the Committee chairs. This mirrors language in the Charter for the Risk Committee.

Included for your review and consideration are the those proposed changes, which are provided in two formats (a mark-up and a clean version).

Please feel free to contact me with any questions at (518) 948-6680. Thank you.

Charter of the Audit Committee

The Audit Committee assists the Retirement Board in overseeing the system of internal controls, including information technology security control; the audit process, and the System's process for monitoring compliance with laws, rules and regulations.

The Audit Committee has the following primary responsibilities:

General

1. Provides an avenue of communication among the independent auditors, the internal auditors, management, and the Retirement Board. In consultation with management, the independent auditors, and the internal auditors, considers the integrity of the System's internal control structure; and discusses steps management has taken to monitor, control and report significant risk exposures.

2. Understands the scope of the internal and external auditors' review of internal controls, and obtains reports on significant findings and recommendations, together with management's responses.

2.3. Coordinates discussions with the Risk Committee, as necessary, at the discretion of the Committee chairs.

3.4. Reviews the findings of any examinations by regulatory agencies, and any auditor observations together with management's responses.

4.5. Obtains information and training for Committee members to enhance expertise in internal controls and risk management in order for the Committee to adequately oversee the audit process.

5.6. Meets four times a year, with authority to convene additional meetings as circumstances require. The Committee may hold private meetings with auditors, and executive sessions as permitted by law. The Committee will invite members of management, auditors or others to attend meetings and provide pertinent information, as necessary. Meeting agendas will be prepared and provided to members in advance, along with appropriate briefing materials. Minutes will be prepared as required by law.

External Audit

6.7. Recommends Retirement Board approval of the appointment, discharge, retention, fees and other significant compensation to be paid to the independent auditors for audit and non-audit services. If the System's financial statement audit has been performed by a single auditing firm for five or more years, determines whether to engage a new audit firm or request a rotation of the lead and reviewing audit partners assigned to the System's audit.

7.8. On an annual basis, reviews the performance of the independent auditors and reviews and discusses with the independent auditors any significant relationships or conflicts that may impair the auditors' independence.

8.9. Reviews the independent auditors' audit plan and discusses the scope, staffing, reliance upon management and the System's internal auditors, and general audit approach.

9.10. Reviews the System's annual audited financial statements prior to their distribution. This review shall include discussion with management and the

independent auditors of any significant issues regarding accounting principles, practices and judgments as well as matters required to be communicated at audit Committee meetings in accordance with generally accepted auditing standards.

Internal Audit

10.11.   Assures and maintains, through the organizational structure of the System and by other means, the independence of the internal audit process.

12. Ensures that internal auditors have full, free and unrestricted access to all activities, personnel, property, records, documents, information and systems in the organization. Ensures there are no unjustified restrictions or limitations placed on internal audit activities.

11.13.   Discuss with the Managing Director of Internal Audit the "essential conditions" described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.

12.14.   Reviews annually the charter of the internal audit function, annually which includes the internal audit mandate and the scope and types of internal audit services and approves any changes.

13.15.   Reviews and approves the annual internal audit plan, which includes the internal audit function's human resources administration and budgets.

14.16.   Receives and reviews all internal audit reports and the internal audit function's performance relative to its plan.

15.17.   Reviews the responsiveness and timeliness of management's follow-up activities pertaining to any notable observations of significance.

16.18.   Meets as deemed necessary with the Managing Director of Internal Audit, but not less than four times a year.

17.19.   Reviews the performance of the Managing Director of Internal Audit on an annual basis.

20. Approves the qualifications, appointment, replacement or dismissal of the Managing Director of Internal Audit.

18.21.   Ensure a quality assurance and improvement program has been established and review the results annually.

19.22.   Reviews and recommends appropriate action regarding any audit concerns brought forward by the Managing Director of Internal Audit that involve the Executive Director and CIO.

Administration and Communication

20.23.   Reviews mechanisms for reporting complaints or instances of potential fraud, waste and abuse, questionable accounting, and auditing practices. Receives and reviews reports of how internal complaints were handled to ensure practices are in place and working satisfactorily. Conducts or authorizes investigations into any matters within its scope of responsibility.

21.24.   Obtains regular updates from management regarding compliance matters.

22.25.   Meets as deemed necessary with the General Counsel.

Other

23.26.   Reviews this charter annually and recommends changes, if any, to the Retirement Board.

24.27.   Performs any other activities consistent with this charter that the Retirement Board deems appropriate.

The Audit Committee shall include three or more Retirement Board members independent of System management, major vendors, consultants and auditors. The President of the Retirement Board shall consider the Retirement Board members' understanding of auditing, accounting and financial matters when appointing the Chair and Committee members. The Committee shall also retain the services of one or more Audit Committee Financial Experts to provide advice and counsel to the Committee. Any Audit Committee Financial Expert so retained shall possess the requisite education and experience defined in the GFOA Best Practice pertaining to Audit Committees.

(Source: NYSTRS Bylaws; Nonprofit Governance and Management, American Society of Corporate Secretaries, 2002; Example Audit Committee Charter, Association of Public Pension Fund Auditors, Inc., 2003; Government Finance Officers Association, Audit Committees, Best Practice, 2008)

Charter of the Audit Committee

The Audit Committee assists the Retirement Board in overseeing the system of internal controls, including information technology security control; the audit process, and the System's process for monitoring compliance with laws, rules and regulations.

The Audit Committee has the following primary responsibilities:

General

1. Provides an avenue of communication among the independent auditors, the internal auditors, management, and the Retirement Board. In consultation with management, the independent auditors, and the internal auditors, considers the integrity of the System's internal control structure; and discusses steps management has taken to monitor, control and report significant risk exposures.

2. Understands the scope of the internal and external auditors' review of internal controls, and obtains reports on significant findings and recommendations, together with management's responses.

3. Coordinates discussions with the Risk Committee, as necessary, at the discretion of the Committee chairs.

4. Reviews the findings of any examinations by regulatory agencies, and any auditor observations together with management's responses.

5. Obtains information and training for Committee members to enhance expertise in internal controls and risk management in order for the Committee to adequately oversee the audit process.

6. Meets four times a year, with authority to convene additional meetings as circumstances require. The Committee may hold private meetings with auditors, and executive sessions as permitted by law. The Committee will invite members of management, auditors or others to attend meetings and provide pertinent information, as necessary. Meeting agendas will be prepared and provided to members in advance, along with appropriate briefing materials. Minutes will be prepared as required by law.

External Audit

7. Recommends Retirement Board approval of the appointment, discharge, retention, fees and other significant compensation to be paid to the independent auditors for audit and non-audit services. If the System's financial statement audit has been performed by a single auditing firm for five or more years, determines whether to engage a new audit firm or request a rotation of the lead and reviewing audit partners assigned to the System's audit.

8. On an annual basis, reviews the performance of the independent auditors and reviews and discusses with the independent auditors any significant relationships or conflicts that may impair the auditors' independence.

9. Reviews the independent auditors' audit plan and discusses the scope, staffing, reliance upon management and the System's internal auditors, and general audit approach.

10. Reviews the System's annual audited financial statements prior to their distribution. This review shall include discussion with management and the

independent auditors of any significant issues regarding accounting principles, practices and judgments as well as matters required to be communicated at audit Committee meetings in accordance with generally accepted auditing standards.

Internal Audit

11. Assures and maintains, through the organizational structure of the System and by other means, the independence of the internal audit process.

12. Ensures that internal auditors have full, free and unrestricted access to all activities, personnel, property, records, documents, information and systems in the organization. Ensures there are no unjustified restrictions or limitations placed on internal audit activities.

13. Discuss with the Managing Director of Internal Audit the "essential conditions" described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.

14. Reviews annually the charter of the internal audit function, which includes the internal audit mandate and the scope and types of internal audit services and approves any changes.

15. Reviews and approves the annual internal audit plan, which includes the internal audit function's human resources administration and budgets.

16. Receives and reviews all internal audit reports and the internal audit function's performance relative to its plan.

17. Reviews the responsiveness and timeliness of management's follow-up activities pertaining to any notable observations of significance.

18. Meets as deemed necessary with the Managing Director of Internal Audit, but not less than four times a year.

19. Reviews the performance of the Managing Director of Internal Audit on an annual basis.

20. Approves the qualifications, appointment, replacement or dismissal of the Managing Director of Internal Audit.

21. Ensure a quality assurance and improvement program has been established and review the results annually.

22. Reviews and recommends appropriate action regarding any audit concerns brought forward by the Managing Director of Internal Audit that involve the Executive Director and CIO.

Administration and Communication

23. Reviews mechanisms for reporting complaints or instances of potential fraud, waste and abuse, questionable accounting, and auditing practices. Receives and reviews reports of how internal complaints were handled to ensure practices are in place and working satisfactorily. Conducts or authorizes investigations into any matters within its scope of responsibility.

24. Obtains regular updates from management regarding compliance matters.

25. Meets as deemed necessary with the General Counsel.

Other

26. Reviews this charter annually and recommends changes, if any, to the Retirement Board.

27. Performs any other activities consistent with this charter that the Retirement Board deems appropriate.

The Audit Committee shall include three or more Retirement Board members independent of System management, major vendors, consultants and auditors. The President of the Retirement Board shall consider the Retirement Board members' understanding of auditing, accounting and financial matters when appointing the Chair and Committee members. The Committee shall also retain the services of one or more Audit Committee Financial Experts to provide advice and counsel to the Committee. Any Audit Committee Financial Expert so retained shall possess the requisite education and experience defined in the GFOA Best Practice pertaining to Audit Committees.

(Source: NYSTRS Bylaws; Nonprofit Governance and Management, American Society of Corporate Secretaries, 2002; Example Audit Committee Charter, Association of Public Pension Fund Auditors, Inc., 2003; Government Finance Officers Association, Audit Committees, Best Practice, 2008)

AUDIT COMMITTEE CHARTER

RESOLVED, That the amended Audit Committee Charter, as presented to and reviewed by the Retirement Board, is hereby approved and recommended to be adopted as the charter of the Retirement System's Audit Committee.

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
Audit Committee Charter – Accomplishments Report
For the Year Ending: 12/31/24

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
Composition: The Audit Committee shall include three or more Board members independent of System management, major vendors, consultants and auditors. The President of the Retirement Board shall consider the members' understanding of auditing, accounting and financial matters when appointing the Chair and Committee members.	Test for independence, based on the System's Code of Conduct. Minimal independence standards would prohibit employees or those with direct financial interests in entities serving the organization from serving on the audit committee. Additionally, an organization's independent auditors should not serve on the audit committee or on the board of directors.	Indicate in the audit committee minutes whenever a new member is appointed.	Annually at the January meeting, or whenever a change in status of any audit committee member occurs.	12/13/2024 The Audit Committee consists of 5 Board Members. The Committee is also advised by an Audit Committee Financial Expert, who is a CPA not affiliated with the System's external audit firm.

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
Audit Committee Charter – Accomplishments Report
For the Year Ending: 12/31/24

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
1. Provide an avenue of communication among the independent auditors, the internal auditors, management, and the Board. In consultation with management, the independent auditors, and the internal auditors, consider the integrity of the System's internal control structure; and discuss the steps management has taken to monitor, control and report significant risk exposures.	In-person or hybrid meetings should be held at least four times a year. All members are expected to attend each meeting either in person, via telephone conference, or videoconference. Telephone conference meetings may be held more frequently. The agendas for meetings should be prepared and provided to members in advance, along with appropriate briefing materials (e.g., audit reports).	Prepare minutes that document decisions made, and actions planned following meetings and review for approval. Meeting minutes should be filed with the board of trustees.	Committee minutes should be distributed as soon as possible, but no later than before the next meeting.	12/11/2024 Four meetings were held: in January, April, October, and December. Agendas were provided prior to each meeting; minutes were issued for each meeting and approved at the subsequent meeting.

2. Understand the scope of the internal and external auditors' review of internal control, and obtain reports on significant findings and recommendations, together with management's responses.	Receive internal audit reports during the committee meetings, external real estate audit semi-annually, and the external financial statement audit annually. Discuss any necessary plans for action.	Internal audit and external auditors will provide detailed reports on any significant findings and recommendations.	Internal Audit Reports – January, April, October, and December. External Financial Audit Report – October and December. External Real Estate Audit status report –April and October	12/11/2024 Internal Audit issued and presented 15 reports to the Committee from 1/1/2024-12/11/2024. At the 4/24/2024 10/30/2024 Audit Committee meetings, Plante Moran presented their audit plan and audit report respectively; Cohn Reznick presented audit results and audit planning for the next period.

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Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
3. Review the findings of any examinations by regulatory agencies, and any auditor observations together with management's responses.	Periodically, and once every 5 years by the NYS Department of Financial Services (DFS), the System is subject to audit or review by an outside regulatory agency. The Audit Committee should be apprised of any such engagement and be provided with the results. The Audit Committee should ensure that management takes appropriate steps to address any findings noted by the regulatory agency.	A timely response to the regulatory agency.	As required.	12/11/2024 The DFS started their quinquennial audit in 2022 for the 5 years ended 6/30/2021. The DFS has not issued a final report for this audit.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
4. Obtain information and training to enhance the committee members' expertise in internal control and risk management so that the committee may adequately oversee the audit process.	Obtain the information and training needed to enhance the committee members' understanding of the role of auditors so the committee may adequately oversee the audit functions. Ascertain that the audit committee has the requisite financial expertise as defined by the organization. Audit Committee members should utilize a portion of their training budget for formal training in risk and control areas. Subscribe to risk and control based periodicals.	Indicate in audit committee meeting minutes how committee members can obtain financial expertise that is available to them. Completion of risk and control seminars.	Annually or whenever a change in status of any audit committee member occurs. Attendance at courses when available.	12/11/2024 The Committee received a brief educational presentation on: Implementing the 2024 IIA Global Internal Audit Standards on October 30, 2024. Additional training regarding this topic will be in 2025.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
5. Meets quarterly, with authority to convene additional meetings as circumstances require. The Committee may hold private meetings with auditors, and executive sessions as permitted by law. The Committee will invite members of management, auditors or others to attend meetings and provide pertinent information, as necessary. Meeting agendas will be prepared and provided to members in advance, along with appropriate briefing materials. Minutes will be prepared as required by law.	In conjunction with other committees, develop and post an annual calendar of meetings for the given year.	Meeting agendas and meeting minutes.	Four times a year	12/11/2024 Four meetings were held: in January, April, October, and December. Agendas were provided prior to each meeting; minutes were issued for each meeting and approved at the subsequent meeting.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
6. Recommend Board approval of the appointment, retention, fees and other significant compensation to be paid to the independent auditors for audit and non-audit services. If the System's financial statement audit has been performed by a single auditing firm for five or more years, determine whether to engage a new audit firm or request a rotation of the lead and reviewing audit partners assigned to the System's audit.	Ensure that Internal Audit issues a Request For Proposal (RFP) for financial audit services every 5 years. Oversee the process to select the external auditor and make the final selection based on candidates recommended by management. If the incumbent firm is retained for another 5-year period, consider lead auditor and partner rotation.	Audit Committee resolution should reflect the selection of an external auditor every 5 years.	RFP process should commence immediately after the conclusion the audit for the fifth year. The external auditor should be selected at the October Board Meeting.	9/13/2021 Plante Moran was selected as the System and Trust auditor for the next five years ending June 30, 2022 to 2026. 10/12/2021 Cohn Reznick was selected to provide audit and tax services for the System's wholly owned real estate Investments for next six fiscal periods ending within calendar years from 2022 to 2027.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
7. On an annual basis, review the performance of the independent auditors and review and discuss with the independent auditors any significant relationships they have that might impair the auditors' independence.	Solicit feedback from management concerning the reliability and quality of the external auditor's work. Question the independent auditors about any real or perceived conflicts of interest they might have in performing the audit of NYSTRS' financial statements.	Audit Committee minutes.	Board/Management discussion regarding the annual audit should occur every year in October at the conclusion of the audit. Discuss independence with the external auditor when they deliver their annual report in October.	10/30/2024 Independence is discussed by Plante Moran and Cohn Reznick as a required communication when they delivered their report and status update. During the executive session, discussed with management the external auditors' performance.
8. Review the independent auditors' audit plan and discuss the scope, staffing, reliance upon management and the System's internal auditors, and general audit approach.	At the beginning of the audit cycle, ask the external auditor about any changes in scope or approach for the upcoming year	Record discussion and any action steps in audit committee meeting minutes	April and October	4/24/2024 Plante Moran and Cohn Reznick presented their audit plan for the 6/30/24 fiscal year. 10/30/2024 Cohn Reznick presented their audit plan for the 12/31/2024 year end audits.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
9. Review the System's annual audited financial statements prior to their distribution. This review shall include discussion with management and the independent auditors of any significant issues regarding accounting principles, practices and judgments as well as matters required to be communicated to the audit committee in accordance with generally accepted auditing standards.	Discuss the financial statements with emphasis on changes in reporting, new and unusual transactions, and financial trends. Review with management and the independent auditors the effect of any regulatory and accounting changes, as well as other unique transactions and financial relationships, if any. Review all material written communications between the independent auditors and management, such as any management letter or schedule of unadjusted differences.	Record discussion and any action steps in audit committee meeting minutes.	Annually, at the April and October AC/Board Meetings.	4/24/2024 Cohn Reznick delivered their report on the 6/30/2023 and 12/30/2023 year end audits along with required communications. 10/30/2024 Plante Moran delivered their report on the 6/30/2024 financial statements along with required communications. 10/30/2024 Cohn Reznick delivered their report on the 12/30/2023 and 6/30/2024 year end audits along with required communications.

10. Assure and maintain, through the organizational structure of the System and by other means, the independence of the internal audit process.	Publish and maintain an Internal Audit Charter Review at least once each year, and update if necessary.	Resolution adopting and approving the Internal Audit Charter	December Board Meeting.	12/11/2024 Audit Committee Charter and Internal Audit Department Charter reviewed at 12/11/2024 Audit Committee Meeting and changes to both Charters will be approved at the 1/29/2025 Retirement Board meeting. Annually every June, Independence/ Objectivity Certifications are signed by each member of the Internal Audit Department.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
11. Ensure that internal auditors have full, free and unrestricted access to all activities, personnel, property, documents, information and systems in the organization. Ensure there are no unjustified restrictions or limitations placed on internal audit activities.	Ensure that this language appears in the Internal Audit Charter. Ask the Director of Internal Audit if there have been any scope limitations during the year.	Resolution by the board adopting and approving the Internal Audit Charter.	This should be continually in force.	12/11/2024 IA Charter containing this language was reviewed by the Audit Committee. 12/11/24 Director of Internal Audit affirmed there have been no restrictions during presentation of IA Annual Report.
12. Reviews and approves the charter of the internal audit function.	Meet with the Director of Internal Audit annually to discuss the overall functioning of the Internal Audit Department; discuss whether it is adequately staffed and has the resources to perform its function.	Internal Audit Charter needs to be reviewed periodically to ensure it supports the Internal Audit Department's needs.	December	12/11/2024 Internal Audit Charter is reviewed and approved by the Audit Committee at the December meeting.
13. Reviews and approves the annual internal audit plan.	Receive the Internal Audit Plan from the Director of Internal Audit. Review the Plan to ensure it provides comprehensive audit coverage of System operations.	Annual Resolution approving the Internal Audit Plan.	January board meeting.	1/24/2024 IA Audit Plan as presented to and recommended by the AC on 1/24/2024 was approved by the Retirement Board on 1/25/24.

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Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
14. Receives and reviews all internal audit reports.	Review the reports of the internal audit team for all audits completed since the prior audit committee meeting. Review any material weaknesses or significant deficiencies with internal audit management	Record discussion and any action steps in audit committee meeting minutes.	Audit Committee meetings four times a year	12/11/2024 Internal Audit issued and presented 15 reports to the Committee from 1/1/2024-12/11/2024.
15. Reviews the responsiveness and timeliness of management's follow-up activities pertaining to any material weaknesses or significant deficiencies.	Discuss management's response to any material weaknesses or significant deficiencies with internal audit management	Record discussion and any action steps in audit committee meeting minutes.	Audit Committee meetings four times a year	12/11/2024 Status Report of Internal Audit Findings and Recommendations issued and discussed during each committee meeting
16. Meet as deemed necessary with the Director of Internal Audit, but not less than quarterly.	Establish these sessions in conjunction with regularly scheduled meetings or as necessary.	Record discussion and any action steps in audit committee meeting minutes.	Audit Committee meetings four times a year	12/11/2024 Met as necessary in conjunction with regularly scheduled meetings.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
17. Reviews the performance of the Director of Internal Audit on an annual basis.	To provide more timely feedback, the Committee evaluates the Director of Internal Audit during an executive session at the conclusion of each Audit Committee meeting.	Discussion with Director of Internal Audit.	December	12/11/24 During executive session discussions about personnel matters, the Audit Committee has the opportunity to provide feedback to the Director of Internal Audit. Feedback is requested every meeting; however, this is an agenda item in executive session of the December meeting.
18. Reviews and concurs in the qualifications, appointment, replacement or dismissal of the Director of Internal Audit.	Conducts final interviews after candidates are vetted by Human Resources and the Executive Director.	Recommendation to the Retirement Board on any necessary action.	As needed	12/11/2024 N/A – No changes in this year.
19. Review and recommend appropriate action regarding any audit concerns brought forward by the Director of Internal Audit that involve the Executive Director.	Meet privately with the Director of Internal Audit at least once per year	Record discussion and any action steps in audit committee meeting minutes.	As needed	12/11/2024 N/A – No concerns brought forward.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
20. Receives and reviews reports of how complaints were handled to satisfy itself that the mechanisms for reporting instances of potential fraud, waste or abuse, and questionable accounting or auditing practices are in place and working satisfactorily.	Director of Internal Audit shall maintain a fraud hotline and report complaints, along with the actions taken to address those complaints, to the Audit Committee. Ensure that proper steps are taken to investigate complaints and resolve them in a timely fashion.	Discuss the status or resolution of each complaint. Record in audit committee meeting minutes.	Audit Committee meetings four times a year or as needed	12/11/2024 Fraud, Waste or Abuse Reports were issued and discussed at each committee meeting. Minutes were issued for each meeting and approved at the subsequent meeting.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
21. Obtain regular updates from management regarding compliance matters.	Discuss whether the organization is in compliance with laws and regulations that govern the environment(s) in which it operates, as well as other applicable laws and regulations. Establish these sessions in conjunction with regularly scheduled meetings or as necessary.	Report to the board that the review has taken place and any matters that need to be brought to its attention.	Review at least annually.	10/30/24 A compliance update was provided by the Risk Management team during the October Risk Committee meeting.

Audit Committee Charter	Steps to Accomplish the Objective (Checklist)	Deliverable	When to Achieve (Frequency Due Date)	Date Completed
22 Meet as deemed necessary with the General Counsel.			As necessary.	12/11/2024 N/A – Not deemed necessary.
23. Review this charter annually and recommend changes, if any, to the Board.	Annually, assess the appropriateness of each point in the charter in light of the previous year's experience. Assess the completeness of the charter in light of new best practices and new legal or regulatory requirements.	Report to the board on the appropriateness of the audit committee charter and any revisions recommended.	December	12/11/2024 AC Charter was reviewed, and changes will be recommended to the Board at the 1/30/25 meeting.
24. Perform any other activities consistent with this Charter that the Board deems appropriate.	Contingent upon the additional activity assigned. Monitor developments in the regulatory and legislative and legal environment and respond to any new requirements as needed.	Report to the Board on additional activities.	As required.	12/11/2024 N/A – No other activities assigned.

Internal Audit Annual Required Communications

Audit Committee December 11, 2024

Kathy Ebert, CPA, CIA
Managing Director of Internal Audit

Lei Zhang, CPA, CIA, CIDA, CISA
Assistant Director of Internal Audit

Key Essential Conditions - Required Communications - 2024

December Meeting	Standard	Action
	6.1, 6.2, 6.3	Review and approve internal audit charter, including purpose statement and mandate
	6.3	Confirm unrestricted access to data, records, information, personnel, and physical properties.
	7.1	Confirm independence and objectivity annually; report directly/functionally to the Audit Committee
	7.1	CAE performance evaluation

January Meeting	Standard	Action
	6.3, 8.1	Approve internal audit strategy and audit plan
	8.2	Discuss and approve sufficiency of resources to fulfill mandate and audit plan
	8.3	Discuss Quality Assurance and Improvement program
	8.3	Review and approve performance objectives
	8.4	Discuss and approve External Quality Assessment plan

Minimally Four Times a Year	Standard	Action
	8.1	Provide an internal audit update, including audit results at each meeting
	6.3, 7.1	Support the CAE through regular, direct communication and periodic sessions without management

Key Essential Conditions - Required Communications - 2024

As necessary	Standard	Action
	7.2	Approve CAE roles and responsibilities and necessary qualifications
	8.1	Agree on frequency and nature of periodic updates

Annually	Standard	Action
	6.3, 8.1	IA resources and budget is approved during the annual budget process

Every 5 years	Standard	Action
	8.4	Review EQA results, approve action plans and monitor results.

Appendix – Essential Conditions

Domain III: Governing the Internal Audit Function

Each Standard in this Domain includes "essential conditions" of the board, senior management and the audit executive to enable an effective internal audit function.

6. Authorized by the Board

The board establishes, approves, and supports the mandate of the internal audit function.

- 6.1 Internal Audit Mandate
- 6.2 Internal Audit Charter
- 6.3 Board and Senior Management Support

7. Positioned Independently

The board establishes and protects the internal audit function's independence and qualifications.

- 7.1 Organizational Independence
- 7.2 Chief Audit Executive Qualification

8. Overseen by the Board

The board oversees the internal audit function to ensure the function's effectiveness.

- 8.1 Board Interaction
- 8.2 Resources
- 8.3 Quality
- 8.4 External Quality Assessment

The Internal Audit Charter and the Audit Committee Charter need to be updated to reflect the new Standards

Essential Conditions – Standard 6.1 Internal Audit Mandate

Board

- Discuss with the chief audit executive (CAE) and senior management the appropriate authority, role, and responsibilities of the internal audit function.

- Approve the internal audit charter, which includes the internal audit mandate and the scope and types of internal audit services.

Senior Management

- Participate in discussions with the board and CAE and provide input on expectations for the internal audit function that the board should consider when establishing the internal audit mandate.

- Support the internal audit mandate throughout the organization and promote the authority granted to the internal audit function.

Essential Conditions – Standard 6.2 Internal Audit Charter

Board

- Discuss with the CAE and senior management other topics that should be included in the internal audit charter to enable an effective internal audit function.

- Approve the internal audit charter

- Review the internal audit charter with the CAE to consider changes affecting the organization, such as the employment of a new CAE or changes in the type, severity, and interdependencies of risks to the organization.

Senior Management

- Communicate with the board and CAE about management's expectations that should be considered for inclusion in the internal audit charter.

Essential Conditions – Standard 6.3 Board and Senior Mgt Support

Board

- Champion the internal audit function to enable it to fulfill the Purpose of Internal Auditing and pursue its strategy and objectives.

- Work with senior management to enable the internal audit function's unrestricted access to the data, records, information, personnel, and physical properties necessary to fulfill the internal audit mandate.

- Support the CAE through regular, direct communications.

- Demonstrate support by:
  - Specifying that the CAE reports to a level within the organization that allows the internal audit function to fulfill the internal audit mandate.
  - Approving the internal audit charter, internal audit plan, budget, and resource plan.
  - Making appropriate inquiries of senior management and the chief audit executive to determine whether any restrictions on the internal audit function's scope, access, authority, or resources limit the function's ability to carry out its responsibilities effectively.
  - Meeting periodically with the chief audit executive in sessions without senior management present

Senior Management

- Support recognition of the internal audit function throughout the organization.

- Work with the board and management throughout the organization to enable the internal audit function's unrestricted access to the data, records, information, personnel, and physical properties necessary to fulfill the internal audit mandate.

Essential Conditions – Standard 7.1 Organizational Independence

Board

- Establish a direct reporting relationship with the CAE to enable fulfillment of its mandate.

- Authorize the appointment and removal of the CAE.

- Provide input to support CAE performance evaluation and remuneration.

- Provide the CAE with opportunities to discuss significant and sensitive matters with the board, including meetings without senior management present.

- Require that the CAE be positioned at a level that enables performance of responsibilities without interference from management.

- Acknowledge the actual or potential impairments to the internal audit function's independence when approving roles or responsibilities for the CAE that are beyond the scope of internal auditing.

- Engage with senior management and the CAE to establish appropriate safeguards if CAE roles and responsibilities impair or appear to impair the internal audit function's independence.

- Engage with senior management to ensure that the internal audit function is free from interference when determining its scope, performing internal audit engagements, and communicating results.

Essential Conditions – Standard 7.1 Organizational Independence

Senior Management

- Position the internal audit function at a level within the organization that enables it to perform its services and responsibilities without interference, as directed by the board.

- Recognize the CAE's direct reporting relationship with the board.

- Engage with the board and the CAE to understand any potential impairments to the internal audit function's independence caused by nonaudit roles or other circumstances and support the implementation of appropriate safeguards to manage such impairments.

- Provide input to the board on the appointment and removal of the CAE.

- Solicit input from the board on the performance evaluation and remuneration of the CAE.

Essential Conditions – Standard 7.2 Chief Audit Executive Qualification

Board

- Review the requirements necessary for the CAE to manage the internal audit function, as described in Domain IV: Managing the Internal Audit Function.

- Approve the CAE's roles and responsibilities and identify the necessary qualifications, experience, and competencies to carry out these roles and responsibilities.

- Engage with senior management to appoint a qualified CAE to manage the internal audit function effectively and ensure the quality performance of internal audit services.

Senior Management

- Engage with the board to determine the CAE's qualifications, experience, and competencies.

- Enable CAE's appointment, development, and remuneration through human resources.

Essential Conditions – Standard 8.1 Board Interaction

Board

- Communicate with the CAE to understand how the internal audit function is fulfilling its mandate.

- Communicate on the organization's strategies, objectives, and risks to assist the CAE with determining internal audit priorities.

- Set expectations with the CAE for:
    - Frequency of communications.
    - The criteria for determining escalation process.
    - The process for escalating matters of importance to the board.

- Understand the effectiveness of the governance, risk management, and control processes based on the results of internal audit engagements and discussions with senior management.

- Discuss with the CAE disagreements and provide support to enable the CAE to perform the responsibilities outlined in the internal audit mandate.

Senior Management

- Communicate senior management's perspective on the organization's strategies, objectives, and risks to assist the CAE with determining internal audit priorities.

- Assist the board in understanding the effectiveness of the organization's governance, risk management, and control processes.

- Work with the board and the CAE on the process for escalating matters of importance to the board.

Essential Conditions – Standard 8.2 Resources

Board

- Collaborate with senior management to provide the internal audit function with sufficient resources to fulfill the internal audit mandate and achieve the internal audit plan.

- Discuss with the CAE, at least annually, the sufficiency, both in numbers and capabilities, of internal audit resources to fulfill the internal audit mandate and achieve the internal audit plan.

- Consider the impact of insufficient resources on the internal audit mandate and plan.

- Engage with senior management and the CAE on remedying the situation if the resources are determined to be insufficient.

Senior Management

- Engage with the board to provide the internal audit function with sufficient resources to fulfill the internal audit mandate and achieve the internal audit plan.

- Engage with the board and the chief audit executive on any issues of insufficient resources and how to remedy the situation.

Essential Conditions – Standard 8.3 Quality

Board

- Discuss with the CAE the quality assurance and improvement program.

- Approve the internal audit function's performance objectives at least annually.

- Assess the effectiveness and efficiency of the internal audit function. Such an assessment includes:
  - Reviewing the internal audit function's performance objectives, including its conformance with the Standards, laws and regulations; ability to meet the internal audit mandate; and progress towards completion of the internal audit plan.
  - Considering the results of the internal audit function's quality assurance and improvement program.
  - Determining the extent to which the internal audit function's performance objectives are being met.

Senior Management

- Provide input on the internal audit function's performance objectives.

- Participate with the board in an annual assessment of the CAE and internal audit function.

Essential Conditions – Standard 8.4 External Quality Assessment

Board

- Discuss with the CAE the plans to have an external quality assessment (EQA).

- Collaborate to determine the scope and frequency of the EQA.

- Consider the responsibilities and regulatory requirements of the internal audit function and the CAE, as described in the internal audit charter, when defining the scope of the EQA.

- Review and approve the CAE's EQA plan:
  - The scope and frequency of assessments.
  - The competencies and independence of the external assessor or assessment team.
  - The rationale for choosing to conduct a self-assessment with independent validation instead of an EQA.

- Require EQA or self- assessment with independent validation results directly from the assessor.

- Review and approve the CAE's action plans to address identified deficiencies and opportunities for improvement.

- Approve a timeline to complete action plans and monitor progress.

Senior Management

- Collaborate to determine scope and frequency of EQA.

- Review EQA results, collaborate on action plans that address identified deficiencies and opportunities for improvement, and agree on a timeline for action plan completion.

Executive Session

Audit Committee December 11, 2024