



A REPORT  
TO THE  
MONTANA  
LEGISLATURE

LEGISLATIVE AUDIT  
DIVISION

25-09

FINANCIAL AUDIT

# *Teachers' Retirement Board*

*For the Fiscal Year Ended  
June 30, 2025*

JANUARY 2026

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**FINANCIAL AUDITS**

Financial audits are conducted by the Legislative Audit Division to determine if the financial statements included in this report are presented fairly and the agency has complied with laws and regulations having a direct and material effect on the financial statements. In performing the audit work, the audit staff uses standards set forth by the American Institute of Certified Public Accountants and the United States Government Accountability Office. Financial audit staff members hold degrees with an emphasis in accounting and many staff members hold Certified Public Accountant (CPA) certificates.

The Single Audit Act Amendments of 1996 and the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards require the auditor to issue certain financial, internal control, and compliance reports in addition to those reports required by *Government Auditing Standards*. This individual agency audit report is not intended to comply with these reporting requirements and is therefore not intended for distribution to federal grantor agencies. The Legislative Audit Division issues a statewide biennial Single Audit Report which complies with the above reporting requirements. The Single Audit Report for the two fiscal years ended June 30, 2023, was issued August 19, 2024. The submission deadline for the Single Audit Report for the two fiscal years ended June 30, 2025, is March 31, 2026.

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# LEGISLATIVE AUDIT DIVISION

Angus Maciver, Legislative Auditor  
Kenneth E. Varns, Legal Counsel



Deputy Legislative Auditors:  
Alexa O'Dell  
William Soller  
Miki Cestnik

January 2026

The Legislative Audit Committee  
of the Montana State Legislature:

It is a pleasure to provide our financial audit report on the Teachers' Retirement Board (board) for the fiscal year ended June 30, 2025. The report contains the board-prepared financial statements and related notes for the Teachers' Retirement System (system). Additional information about the system's total net pension liability, investments, and contributions is included in the required supplementary information. Detailed information about the board's administrative and investment expenses is included in the supplementary information.

Our Independent Auditor's Report contains an unmodified opinion, meaning a reader can rely on the information presented, and is included on page A-1 of the report.

The board's written response to the audit is included in the audit report on page C-1. We thank the Executive Director and his staff for their cooperation and assistance throughout the audit.

Respectfully submitted,

*/s/ Angus Maciver*

Angus Maciver  
Legislative Auditor



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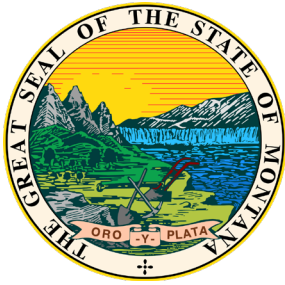
## APPOINTED AND ADMINISTRATIVE OFFICIALS

	<u>Name</u>	<u>City</u>	<u>Term Expires</u> <u>July 1</u>
<b>Teachers' Retirement Board</b>	Kari Elliott, Chair	Kalispell	2027
	Daniel Chamberlin, Vice Chair	Whitefish	2030
	Dee Brown	Hungry Horse	2026
	Brian Youngren	Ronan	2026
	Elliott Crump	Shelby	2028
	Daniel Trost	Helena	2029
<b>Administrative Officials</b>	Shawn Graham, Executive Director		
	Tammy Rau, Deputy Executive Director		
	Nolan Brilz, Accounting and Fiscal Manager		
	James Malizia, Chief Legal Counsel		

For additional information concerning the Teachers' Retirement Board, contact:

Shawn Graham, Executive Director  
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 P.O. Box 200139  
 Helena, MT 59620-0139  
 (406) 444-3134  
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# MONTANA LEGISLATIVE AUDIT DIVISION

## FINANCIAL AUDIT Teachers' Retirement Board FOR THE FISCAL YEAR ENDED JUNE 30, 2025

A report to the Montana Legislature

### BACKGROUND

The Teachers' Retirement Board (board) oversees the administration of the Teachers' Retirement System (system): a multiple-employer, cost-sharing, defined-benefit, public pension plan. The board is a fiduciary component unit of the State of Montana. Full-time members of the public teaching profession, including administrative and professional staff, are required by law to be members of the system.

The Montana Constitution requires the system to be funded on an actuarially sound basis. Board policy requires any unfunded liability of the system to amortize over a closed period of no more than 30 years. The most recent actuarial valuation, performed as of July 1, 2025, reports that the system's unfunded liability amortizes within 21 years.

Teachers' Retirement Board  
Chair: Kari Elliott

Executive Director:  
Shawn Graham

In fiscal year 2025, the board received approximately \$261 million in contributions from 365 employers and the State of Montana, supporting nearly 20,000 active participants. During the same period, the board paid nearly \$459 million to over 18,000 retirees and beneficiaries. The board experienced a positive 9.40 percent rate of return on investments. The rate of return exceeded the actuarial expected rate of return of 7.30 percent. The fiduciary net position increased by approximately \$265 million during fiscal year 2025.

### **AUDITOR'S OPINION (page A-1): UNMODIFIED**

We found the financial statements and related note disclosures of the system present fairly the activity of the system, in all material respects, and we issued an unmodified opinion. This means a reader can rely on the information presented.

For the full context of the system's financial activity, see the financial statements and notes beginning on page A-5.

### **RECOMMENDATIONS:**

In this report, we issued the following recommendations:

To the board: 0

To the legislature: 0

### **SUMMARY OF AUDIT WORK:**

The objective of our audit is to determine whether the system's financial statements and related note disclosures are free from material misstatement.

*(continued on back)*

For the full report or more information, contact the Legislative Audit Division.

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(Statewide)  
(800) 222-4446 or  
(Helena)  
(406) 444-4446

Text  
(704) 430-3930

Our work included:

- Reviewing support for benefit payments.
- Completing analytics over contributions revenue.
- Determining the reasonableness of investment balances and associated net investment income.
- Reviewing the financial statements and note disclosures to determine if they were presented accurately and supported.
- Evaluating the board's control systems, including the IT system to electronically process contributions and benefits.

The IT system also plays a role in housing member census data, such as gender, birth date, hire date, salary, and employment status, that the board's actuary relies on to calculate the system's total pension liability. We completed testing on this census data through a sample of new members across the state to determine the accuracy of the data retained by the board. We identified two errors in our sample of 119 employees from 52 different employers. These errors are not considered material to the census data as a whole, nor are they indicative of a systemic error.

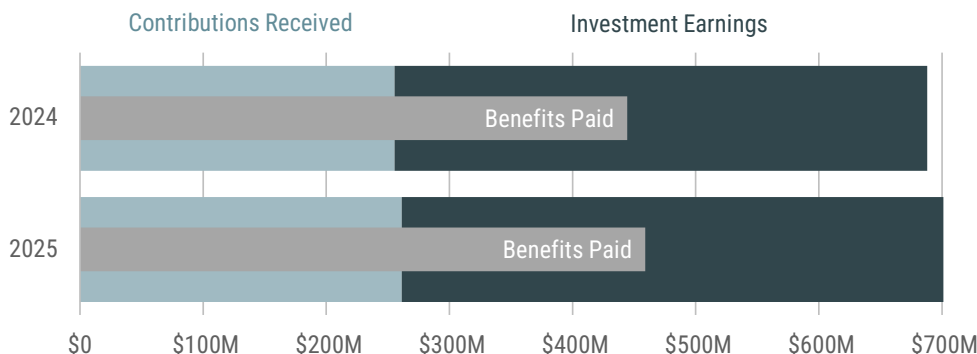
We performed analytical procedures over the census data in the system to help identify any obvious, systemic errors not identified in our sample that could affect the calculation of the total pension liability. Errors could include incorrect hire dates, errors in salary data, or a recipient being erroneously counted in more than one retirement system, to name a few. However, we did not identify material errors in this testing and determined that the data was reliable to accurately calculate the total pension liability.

Additionally, we hired an independent actuary to provide expertise during the audit. The actuary's work included reviewing the system's actuarial valuation and the assumptions and data underlying the calculation of the total pension liability. Our actuary determined that the methodology used by the board's actuary was reasonable and consistent with actuarial standards.

### **Operational Results**

As shown in Figure 1 (page S-3), the Teachers' Retirement System has three primary operations: receiving contributions from employers and members, paying benefits to retirees, and investing contributions received to pay future benefits in the future and to compensate for the difference between benefits paid out and contributions received.

Benefits paid out are typically greater than **contributions received**, so the system relies on **investment earnings** to make up for that gap.



Source: Compiled by the Legislative Audit Division.

Benefit and contribution requirements are dictated by state law. Benefit and contribution amounts are therefore relatively stable, absent changes to the statute, and increase each year slightly with wages. The system works with the Board of Investments to invest contributions and assets in accordance with its investment allocation plan. Investment income fluctuates each year but has an actuarially expected rate of return of 7.30 percent. An actuarially expected rate of return is based on an actuarially estimated growth rate to project the growth in fund assets. As of June 30, 2025, the board held approximately \$5.5 billion in investments and achieved investment income of over \$476 million in fiscal year 2025.

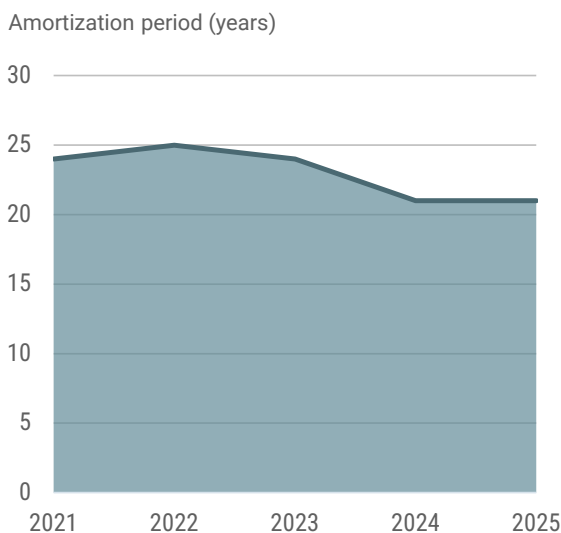
**Actuarial Soundness**

The Montana Constitution requires defined-benefit public retirement systems to be funded on an actuarially sound basis. The most recent actuarial valuation performed as of July 1, 2025, found the system’s unfunded liability of \$1.913 billion amortizes within 21 years. Despite a reduction in net pension liability, the amortization period remained unchanged between FY24 and FY25. Figure 2 shows the amortization period for the system at June 30 for the past five fiscal years.

The notes to the financial statement and required supplementary information disclose the system’s total and net pension liabilities. Total pension liability is an actuarial estimate of the present value of future benefit payments that will be made to current and former members based on their service as of June 30, 2025. Net pension liability is the total pension liability less the plan’s fiduciary net position.

Figure 2

The **amortization period** decreased from 2022 due to strong investment performance.



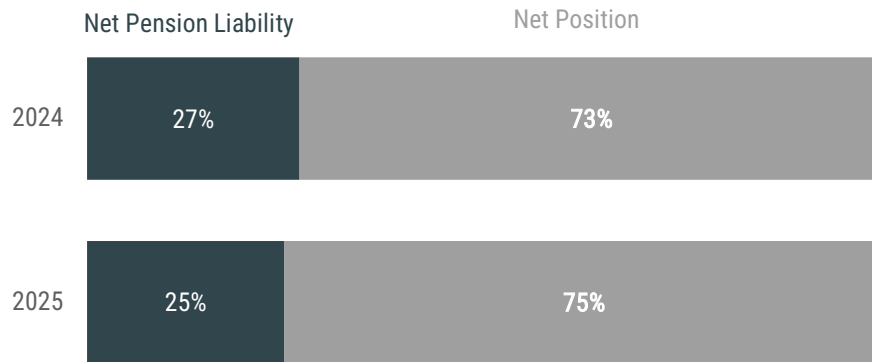
Source: Compiled by the Legislative Audit Division.

Net pension liability, therefore, measures the extent to which the value of the pension plan’s assets does not cover future pension benefits. The net pension liability also represents the total amount of pension liability to be proportionally allocated to employers and non-employer contributing entities for inclusion in their financials.

Figure 3 shows the total pension liability and net pension liability for the system as of June 30, 2025, and June 30, 2024. While total pension liability increased between the two fiscal years, net pension liability decreased slightly, as the overall increase in fiduciary net position exceeded the increase in liability. Additional trend information is included in the required supplementary information starting on page A-32.

Figure 3

Net Pension Liability decreased by approximately 2% from Fiscal Year 2024.



Source: Compiled by the Legislative Audit Division.

For the full context of the board’s financial activity, see the financial statements and notes beginning on page A-5.

**REPORT ON INTERNAL CONTROL AND COMPLIANCE**

**(page B-1):**

In this report, we identified the following:

Material Weaknesses in Internal Control: 0

Significant Deficiencies in Internal Control: 0

Material Non-Compliance: 0

Other Matters: 0

For the full context of this information, including the distinction between the types of items reported, see the report beginning on page B-1.

# **Independent Auditor's Report and Board Financial Statements**



Angus Maciver, Legislative Auditor  
Kenneth E. Varns, Legal Counsel



Deputy Legislative Auditors:  
Alexa O'Dell  
William Soller  
Miki Cestnik

## INDEPENDENT AUDITOR'S REPORT

The Legislative Audit Committee  
of the Montana State Legislature:

### **Report on the Audit of Financial Statements**

#### ***Opinion***

We have audited the financial statements of the Teachers' Retirement System (system), a fiduciary component unit of the State of Montana, which are comprised of the Statement of Fiduciary Net Position as of June 30, 2025, the related Statement of Changes in Fiduciary Net Position for the fiscal year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Teachers' Retirement System as of June 30, 2025, and the changes in fiduciary net position for the fiscal year then ended in conformity with accounting principles generally accepted in the United States of America.

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

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the system and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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

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

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

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

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

***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the following be presented to supplement the basic financial statements:

- Management's Discussion and Analysis
- Schedule of Changes in the Net Pension Liability - TRS Plan
- Schedule of the Net Pension Liability - TRS Plan
- Schedule of Investment Returns - TRS Plan
- Schedule of Employer and Non Employer Contributing Entities Contributions - TRS Plan
- Schedule of Proportionate Share of the Net Pension Liability - TRS as Employer of PERS Plan
- Schedule of Contributions - TRS as Employer of PERS Plan
- Other Post-employment Benefits Plan Information
- Related Notes to the Required Supplementary Information

Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of the financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consists of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

***Supplementary Information***

Our audit was conducted for the purpose of forming an opinion on the basic financial statements as a whole. The Schedule of Administrative Expenses, Schedule of Investment Expenses, and Schedule of Payments to Consultants are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

## Report on Other Legal and Regulatory Requirements

### *Other Reporting Required by Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated December 23, 2025, on our consideration of the system's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the system's internal control over financial reporting and compliance.

Respectfully submitted,

*/s/ Alexa O'Dell*

Alexa O'Dell, CPA  
Deputy Legislative Auditor  
Helena, MT

December 23, 2025

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## MANAGEMENT'S DISCUSSION AND ANALYSIS

The following discussion and analysis of the Montana Teachers' Retirement System (TRS or the System) provides a narrative overview of TRS's financial activities for the fiscal year ended June 30, 2025.

### Overview of the Financial Statements

The TRS financial statements, notes to the financial statements, and required supplementary information as of June 30, 2025 were prepared in conformity with GASB Statement No. 67, Financial Reporting for Pension Plans and GASB Statement No. 68, Accounting and Financial Reporting for Pensions.

Because of the long-term nature of a defined benefit pension plan, financial statements alone cannot provide sufficient information to properly reflect the System's ongoing plan perspective. The Statement of Fiduciary Net Position reflects the resources available to pay benefits to retirees and beneficiaries. The Statement of Changes in Fiduciary Net Position presents the changes that occurred in those resources for the fiscal year ended June 30, 2025.

The Notes to the Basic Financial Statements provide additional information that is essential to gain a full understanding of the data provided in the basic financial statements. The required supplementary information (RSI) consists of the following four schedules and notes to those schedules of the defined benefit pension plan administered by TRS: changes in the net pension liability, net pension liability, the money-weighted rate of investment returns, and employer contributions. The RSI also contains the following two schedules and notes to those schedules of the defined benefit pension plan that TRS participates in as an employer: proportionate share of the net pension liability and employer contributions. The RSI also contains a schedule and notes related to Other Post-employment Benefits (OPEB) information.

### Financial Highlights

- The TRS fiduciary net position increased by \$265.0 million from \$5.152 billion at 06/30/24 to \$5.417 billion at 06/30/25, representing an increase of 5.1% from year to year.
- The TRS plan net investment income/(loss) was \$476.6 million at 06/30/25 compared to \$432.6 million at 06/30/24.
- The TRS plan rate of return on investments during FY 2025 was 9.46% compared with the FY 2024 rate of return of 9.06%.
- The TRS benefit payments paid to benefit recipients increased 3.3% from \$444.4 million to \$459.0 million for FY 2025, which is consistent with previous increases.
- Withdrawals from the System increased by 17.3% from \$8.6 million in FY 2024 to \$10.1 million in FY 2025.

### Condensed Financial Information

For comparative purposes, the Condensed Financial Information for the fiscal year ended June 30, 2025 is presented with the previous fiscal year's financial information.

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**Fiduciary Net Position  
(in millions)**

	FY2025	FY2024	Percent Change*
Cash/Short-Term Investments	\$ 70.4	\$ 69.8	0.8%
Receivables	23.6	20.3	16.4%
Investments (Fair Value)	5,592.8	5,244.9	6.6%
Other Assets (Net)	2.2	2.4	(13.4%)
<b>Total Assets</b>	<b>5,689.0</b>	<b>5,337.3</b>	<b>6.6%</b>
Deferred Outflows	0.5	0.4	6.5%
Liabilities	272.2	185.6	46.7%
Deferred Inflows	0.3	0.3	(12.4%)
<b>Net Position</b>	<b>\$ 5,416.9</b>	<b>\$ 5,151.9</b>	<b>5.1%</b>

**Change in Fiduciary Net Position  
(in millions)**

	FY2025	FY2024	Percent Change*
Additions:			
Employer Contributions	\$ 122.3	\$ 117.4	4.1%
Plan Member Contributions	89.4	89.1	0.4%
Other Contributions	49.5	48.8	1.3%
Net Investment Income	476.6	432.6	10.2%
<b>Total Additions</b>	<b>737.9</b>	<b>688.0</b>	<b>7.2%</b>
Deductions:			
Benefit Payments	459.0	444.4	3.3%
Withdrawals	10.1	8.6	17.3%
Administrative and Other Expenses	3.8	4.0	(4.0%)
<b>Total Deductions</b>	<b>472.8</b>	<b>457.0</b>	<b>3.5%</b>
<b>Change in Net Position</b>	<b>\$ 265.0</b>	<b>\$ 231.0</b>	<b>14.7%</b>
Net Position - Beginning		4,920.8	4.2%
<b>Net Position - Ending</b>	<b>\$ 5,416.9</b>	<b>\$ 5,151.9</b>	<b>5.1%</b>

*\*Percentages are calculated based on the actual reported values in the Financial Statements rather than on the amounts rounded to the nearest million in the tables above.*

### Financial Analysis

- The increase in Employer, Plan Member, and Other Contributions are due do to an increase in Reportable Compensation to the System as a whole. Overall, wages reported to the System increased 2.7% from FY 2024 to FY 2025.
- The System's Return on Investments was above expectations in FY 2025, resulting in a net investment income of \$476.6 million.
- Net investment income for FY 2025 was up slightly from the previous fiscal year largely due to above average returns in domestic equities, international equities, and non-core fixed income securities.

- Total Liabilities increased 46.7% in FY 2025 to \$272.2 million. This increase was largely due to increased Securities Lending activity. Income from securities lending activity was up 91.4% from \$6.4 million in FY 2024 to \$12.2 million in FY 2025.
- The increase in benefit payments from year-to-year reflects an increase in the number of TRS benefit recipients, plus the 1.5% guaranteed annual benefit adjustment. The increase is comparable to previous fiscal years.
- Withdrawals from the System increased 17.3% from \$8.6 million in FY 2024 to \$10.1 million in FY 2025. This is likely due to more hourly and part-time TRS members that have no intention of becoming vested members, as well as, higher inflation leading to members needing to pull retirement funds to pay for basic needs.
- Administrative Expenses for FY 2025 were 0.80% of Benefit Payments. By the laws set forth in the Montana Code Annotated, TRS is required to keep Administrative Expenses under 1.5% of Benefit Payments.

### Overview of the Actuarial Funding

An actuarial valuation of the System is performed annually. As a result of the actuarial valuation of the benefits in effect under the Montana Teachers' Retirement System as of July 1, 2025, the statutory employer contributions are sufficient to amortize the Unfunded Actuarial Accrued Liability (UAAL) of the Retirement System within 21 years. The Funded Ratio is 73.44%.

MCA 19-20-201 requires the Valuation report to show how market performance is affecting the actuarial funding of the Retirement System. The July 1, 2025 fair value of assets is 128.2 million more than the actuarial value of assets. This is due to the smoothing of investment gains and losses over a four year period. If the fair value of assets was used, the amortization period would be 19 years, and the Funded Ratio would be 75.22%.

The TRS fair value of assets earned 9.37% net of investment and operating expenses. As a result of cumulative unrecognized losses, the actuarial assets earned 5.46% which is 1.84% less than the actuarial assumption of 7.30%. The return on the actuarial assets differs from the return on fair value of assets because the actuarial value of assets spreads gains and losses over four years.

The following table compares the annual returns for the past five fiscal years.

Fiscal Year	Fair Value Return	Actuarial Return	Fair Value Return Over/(Under) Assumption Rate	Actuarial Return Over/(Under) Assumption Rate
7/01/2020 - 6/30/2021	27.73%	10.68%	20.23%	3.18%
7/01/2021 - 6/30/2022	(4.13)%	8.14%	(11.63)%	0.64%
7/01/2022 - 6/30/2023	8.30%	7.66%	1.00%	0.36%
7/01/2023 - 6/30/2024	8.89%	9.09%	1.59%	1.79%
7/01/2024 - 6/30/2025	9.37%	5.46%	2.07%	(1.84)%

Asset gains or losses result when the return on the actuarial value of assets differs from the actuarial investment return assumption of 7.30% effective July 1, 2022.

The net result as of July 1, 2025 is that the fair value of assets is \$128.2 million more than the actuarial value of assets. This \$128.2 million in unrecognized asset gains will either offset any future investment losses or, if there are none, decrease the amortization period of the UAAL in future valuations.

As of July 1, 2025, the System's Actuarial Value of Assets increased by \$71.5 million from \$5.217 billion at July 1, 2024 to \$5.289 billion at July 1, 2025. The Actuarial Accrued Liability at July 1, 2025 was \$7.202 billion. This resulted in an UAAL of \$1.913 billion at July 1, 2025. This was a net increase in the unfunded position of \$104.6 million compared to July 1, 2024.

**TEACHERS' RETIREMENT SYSTEM**  
**A COMPONENT UNIT OF THE STATE OF MONTANA**  
**STATEMENT OF FIDUCIARY NET POSITION**  
**AS OF JUNE 30, 2025**

	2025
<b>Assets</b>	
Cash and Short-Term Investments	\$70,350,860
Receivables:	
Accounts Receivable	23,357,010
Interest Receivable	238,856
Total Receivables	23,595,866
Investments, at Fair Value: (Note B)	
Equity in Pooled Investments	\$5,325,487,028
Securities Lending Collateral (Note B)	267,349,204
Total Investments	\$5,592,836,232
Assets Used in Plan Operations (Note C):	
Leasehold Improvements	\$243,881
Accumulated Depreciation	(191,621)
Equipment and Intangible Assets	16,286
Accumulated Depreciation	(16,286)
Intangible Right to Use Building	2,810,123
Accumulated Depreciation	(661,206)
Total Other Assets	2,201,178
Total Assets	\$5,688,984,137
Pension Deferred Outflows (Note E)	\$277,529
OPEB Deferred Outflows (Note G)	\$174,295
<b>Liabilities</b>	
Accounts Payable	\$213,101
Securities Lending Liability (Note B)	267,349,204
Compensated Absences (Note B)	258,476
OPEB Liability (Note G)	89,791
Net Pension Liability (Note E)	1,979,140
Standard Lease (Note C)	2,350,979
Total Liabilities	\$272,240,691
Pension Deferred Inflows (Note E)	\$44,011
OPEB Deferred Inflows (Note G)	\$258,712
Net Position Restricted for Pension Benefits	\$5,416,892,548

*The accompanying Notes to the Financial Statements is an integral part of this financial statement.*

**TEACHERS' RETIREMENT SYSTEM**  
**A COMPONENT UNIT OF THE STATE OF MONTANA**  
**STATEMENT OF CHANGES IN FIDUCIARY NET POSITION**  
**FOR THE YEAR ENDED JUNE 30, 2025**

	2025
Additions	
Contributions:	
Employer	\$122,303,396
Plan member	89,439,118
Other	49,463,371
Total Contributions	\$261,205,886
Miscellaneous Income	\$26,501
Investment Income:	
Net Appreciation/(Depreciation) in Fair Value of Investments	\$501,515,231
Investment Earnings	3,236,119
Security Lending Income (Note B)	12,236,475
Investment Income/(Loss)	516,987,824
Investment Expense	(29,713,043)
Security Lending Expense (Note B)	(10,635,182)
Net Investment Income/(Loss)	\$476,639,600
Total Additions	\$737,871,986
Deductions	
Benefit Payments	\$458,959,746
Withdrawals	10,056,398
Administrative Expense	3,671,746
OPEB Expense (Note G)	(4,746)
Pension Expense (Note E)	164,124
Total Deductions	\$472,847,268
Net Increase (Decrease) in Fiduciary Net Position	\$265,024,718
Net Position Restricted for Pension Benefits	
Beginning of the Year	\$5,151,867,830
Restatement (Note B)	\$0
Net Position End of Year	\$5,416,892,548

*The accompanying Notes to the Financial Statements is an integral part of this financial statement.*

**TEACHERS’ RETIREMENT SYSTEM  
A COMPONENT UNIT OF THE STATE OF MONTANA  
NOTES TO THE FINANCIAL STATEMENTS  
FISCAL YEAR ENDED JUNE 30, 2024**

**NOTE A. DESCRIPTION OF THE PLAN**

Teachers’ Retirement System (TRS or the System) is a mandatory-participation multiple-employer cost-sharing defined-benefit public pension plan that provides retirement services to individuals employed as teachers, administrators, and other skilled public education professionals in Montana.

The Teachers’ Retirement System Board (the Board) and staff administer the retirement system in conformity with the laws set forth in Title 19, chapter 20 of the Montana Code Annotated, and administrative rules set forth in Title 2, chapter 44 of the Administrative Rules of Montana. Additional information pertaining to membership, benefit structure, and prior years’ actuarial valuations, as well as links to applicable statutes and administrative rules may be obtained by visiting the TRS website at [trs.mt.gov](http://trs.mt.gov).

The Montana Board of Investments (MBOI) manages the State’s Unified Investment Program, which includes the TRS plan investments as required by §19-20-501, MCA. Per the Montana Constitution, Article VIII Section 13(3), investment of TRS assets shall be managed in a fiduciary capacity in the same manner that a prudent expert acting in a fiduciary capacity and familiar with the circumstances would use in the conduct of an enterprise of a similar character with similar aims. MBOI’s stand-alone financial statements and information on investment policies, investment activity, investment management fees, and a listing of specific investments owned by the pooled asset accounts can be obtained from the Montana Board of Investments, P.O. Box 200126, Helena, MT 59620-0126. The MBOI website can be found at [investmentmt.com](http://investmentmt.com).

The Board is the governing body of the System. The System was established by the State of Montana in 1937 to provide retirement, death, and disability benefits to individuals employed in public education in Montana. TRS as an employer does not participate in the plan and acts only as the administrator of the plan.

**Board Composition**

The Board consists of six members, all appointed by the Governor. Three Board members must be teaching professionals who, when appointed, are active members of TRS; at least one of the active members must be an active classroom teacher. One Board member must be a retired teacher who was a member of TRS at the time of retirement. Two Board members are appointed from the public at large. TRS Board members serve staggered five-year terms. Three Board members constitutes a quorum.

**Reporting Entities**

At June 30, 2025, the number and type of reporting entities participating in the system were as follows:

Local School Districts, Counties, and Co-ops	350
Community Colleges	3
University System Reporting Units	5
State Agencies	7
<b>Total</b>	<b>365</b>

**System Membership**

At July 1, 2025, the date of the most recent actuarial valuation, system membership consisted of the following:

Retirees and Beneficiaries Currently Receiving Benefits	18,302
Terminated Members:	
Vested	2,395
Non-vested	6,490
Active Plan Members:	
Full-Time	13,492
Part-Time	6,659
Deceased Members Pending Account Settlement	396
<b>Total Membership</b>	<b>47,734</b>

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## Summary of Benefits

Through June 30, 2013, all members enrolled in TRS participated in a single-tiered plan (Tier One). In the Tier One plan, employees with a minimum of 25 years of service or who have reached age 60 with 5 years of service are eligible to receive an annual retirement benefit equal to creditable service years divided by 60 times the average final compensation. Final compensation is the average of the highest three consecutive years of earned compensation. Benefits fully vest after 5 years of creditable service. Vested employees may retire at or after age 50 and receive reduced retirement benefits.

Beginning July 1, 2013, new members in TRS participate in a second benefit tier (Tier Two), which differs from Tier One as follows:

- Tier Two uses a 5-year average final compensation (AFC) (as opposed to 3-year AFC in Tier One);
- Tier Two provides for unreduced service retirement benefits at age 60 with 5 years of creditable service or at age 55 with at least 30 years of creditable service (rather than at age 60 with 5 years of service or at any age with creditable service of 25 years in Tier One);
- Tier Two provides for early retirement benefits with 5 years of creditable service at age 55 (rather than age 50 in Tier One);
- Tier Two has a one percent higher normal employee contribution rate (though a temporary 1% supplemental employee contribution rate is also now currently in place for Tier One members), and
- Tier Two provides for an enhanced benefit calculation -  $1.85\% \times \text{AFC} \times \text{years of creditable service}$  — for members retiring with at least 30 years of creditable service and at least 60 years of age (rather than  $1.6667\% \times \text{AFC} \times \text{years of creditable service}$  for Tier One).

A guaranteed annual benefit adjustment (GABA) is payable on January 1st of each calendar year for each retiree who has received at least 36 monthly retirement benefit payments prior to that date. The GABA is applicable to both Tier One and Tier Two members. For Tier One members, the GABA is calculated at 1.5% of the benefit payable as of January 1st. For Tier Two members, the GABA to be calculated each year may vary from 0.5% to 1.5% based on the retirement system's funding status and the period required to amortize any unfunded accrued actuarial liability as determined in the prior actuarial valuation.

## Overview of Contributions

The TRS funding policy provides for monthly employee and employer contributions at rates specified by state law. Plan members, for the fiscal year ending June 30, 2025, were required to contribute 8.15% of their earned compensation. School district, education cooperative, county, and community college employers were required to contribute 9.47% of earned compensation. University System and State Agency employers were required to contribute 11.85% of earned compensation.

The TRS funding policy also provides for monthly supplemental contributions at rates specified by state law. The State's general fund contributes an additional 2.38% of earned compensation for school district, education cooperative, county, and community college employees each month. The State's general fund also contributes an additional 0.11% of earned compensation for all TRS members each month. These monthly general fund contributions along with an annual lump-sum contribution of \$25 million from the general fund make up the "Other" contribution category on the financial statements.

Each employer in the Montana University System contributes to TRS a supplemental employer contribution currently at a rate of 4.72% of the total compensation for employees participating in the Montana University System Retirement Program (MUS-RP).

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Contribution rates for FY 2024, 2025, and 2026 for school district, education cooperative, county, and community college employers are listed below.

Fiscal Year	Members	Employers	General Fund	Total
July 1, 2023– June 30, 2024	8.15%	9.47%	2.49%	20.11%
July 1, 2024– June 30, 2025	8.15%	9.47%	2.49%	20.11%
July 1, 2025– June 30, 2026	8.15%	9.47%	2.49%	20.11%

Contribution rates for FY 2024, 2025, and 2026 for state agencies and university system employers are listed below.

Fiscal Year	Members	Employers	General Fund	Total
July 1, 2023– June 30, 2024	8.15%	11.85%	0.11%	20.11%
July 1, 2024– June 30, 2025	8.15%	11.85%	0.11%	20.11%
July 1, 2025– June 30, 2026	8.15%	11.85%	0.11%	20.11%

Pursuant to §19-20-609, MCA, the employer contribution rate increased by 0.10% each year beginning July 1, 2014 through fiscal year 2024. Therefore, the fiscal year ended June 30, 2024 saw the last increase in contribution rates set forth under that provision. However, HB 924 passed in the 2025 Legislative Session. This law will increase employer contribution rates by 0.10% each year for 20 years starting July 1, 2027 through June 30, 2047.

## **NOTE B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

### **Basis of Accounting**

Teachers' Retirement System, a fiduciary component unit Pension Trust Fund of the State of Montana financial reporting entity, prepares its financial statements using the accrual basis of accounting. Member contributions and employer contributions are recognized when due. Revenues are recorded in the accounting period in which they are earned, realized, and become measurable in accordance with the terms of the System. Benefit payments and refunds are recognized in the accounting period in which they are due and payable in accordance with the benefit terms. Expenses are recognized in the period incurred. The System adheres to all applicable Governmental Accounting Standards Board (GASB) Statements.

### **Restatements**

Restatements relate to corrections of errors and changes in accounting policy from prior periods. The System had no restatements for the year ended June 30, 2025.

### **Significant Accounting Changes**

Significant accounting policies are specific accounting principles and methods used and considered to be the most appropriate to use in current circumstances in order to fairly present the financial statements. The System had no significant accounting changes for the year ended June 30, 2025.

### **Compensated Absences**

Compensated absences represent 100 percent of accrued vacation and 25 percent of accrued sick leave for TRS personnel. Compensated absences were recorded as a liability of \$258,476 at June 30, 2025. This represents net increase of \$1,918 from the previous fiscal year.

### **Investments**

The Montana Board of Investments (MBOI) manages the State's Unified Investment Program, which includes the TRS plan investments as required by §19-20-501, MCA. Per the Montana Constitution, Article VIII Section 13(3), investment of TRS assets shall be managed in a fiduciary capacity in the same manner that a prudent expert acting in a fiduciary capacity and familiar with the circumstances would use in the conduct of an enterprise of a similar character with similar aims. Investments administered by MBOI for TRS are subject to MBOI's investment risk policies. MBOI's stand-alone financial statements and information on investment policies, investment activity, investment management fees, and a listing

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of specific investments owned by the pooled asset accounts can be obtained from the Montana Board of Investments, P.O. Box 200126, Helena, MT 59620-0126. The MBOI website can be found at [investmentmt.com](http://investmentmt.com).

At June 30, 2025, TRS investments include the Short-Term Investment Pool (STIP) and the Consolidated Asset Pension Pool (CAPP).

#### **Short-Term Investment Pool (STIP)**

The Montana Public Retirement Plans investment in STIP will provide the Plans with exposure to Cash related investments. STIP will be managed internally by MBOI utilizing an active investment strategy. STIP invests primarily in short-term, high quality, fixed income securities with a maximum maturity of 397 days or less. Variable securities shall have a maximum maturity of 2 years. STIP shall maintain a dollar-weighted average portfolio maturity of 120 days or less. This Pool is managed to preserve principal while providing 24-hour liquidity for state agency and local government participants.

#### **Consolidated Asset Pension Pool (CAPP)**

CAPP invests directly in the underlying Pension Asset Classes (PACs) on behalf of the nine retirement systems within the MBOI Board-approved asset allocation ranges. Each PAC has an underlying set of MBOI Board-approved investment objectives and investment guidelines. Below is a short description of each PAC within the CAPP. For liquidity purposes, each PAC and external manager has a limited amount of cash/cash equivalents. With the exception of the Cash PAC, it is invested in the State Street Short-Term Investment Fund (STIF), which invests in high quality short-term securities. For external managers, it is invested per MBOI established guidelines.

#### **Domestic Equities PAC**

Invests primarily in US traded equity securities such as common stock. The type of portfolio structures utilized are separately managed accounts, commingled accounts, limited partnerships, or limited liability companies, and exchange traded funds.

#### **International Equities PAC**

Invests primarily in international equity securities that trade on foreign exchanges in developed and emerging markets. The type of portfolio structures utilized are separately managed accounts, commingled accounts, limited partnerships, or limited liability companies, and exchange traded funds.

#### **Private Investments PAC**

Invests in the entire capital structure of private companies. The type of portfolio structures include private partnership interests, separate accounts, commingled funds and exchange traded funds. The investments typically have well-defined strategies such as buyout, venture, or distressed debt. Private Equity investments are considered long-term. Exchange traded funds are utilized to minimize the cash position.

#### **Real Estate PAC**

Invests primarily in real estate properties. The type of portfolio structures include private partnership interests, real estate investment trusts (REITs), separate accounts, commingled funds and exchange traded funds. The funds typically have well-defined strategies such as core, value-add, or opportunistic. Real Estate investments generally require long, time horizon to realize the value of the assets. Exchange traded funds are utilized to minimize the cash position.

#### **Real Assets PAC**

Invests in energy, timber investments or other commodity related assets. The type of portfolio structures include private partnership interests, separate accounts, commingled funds and exchange traded funds. Natural Resources investments generally require a long, time horizon to realize the value of the asset.

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### Core Fixed Income PAC

Invests primarily in marketable, publicly traded, investment grade fixed income securities denominated in U.S. dollars. The type of portfolio structures include internally managed portfolios or externally managed separate accounts, commingled funds and limited partnerships.

### Non-Core Fixed Income PAC

Invests primarily in marketable, publicly traded, high yield corporate debt, emerging market debt, convertible debt and preferred securities. The type of portfolio structures include separately managed accounts, commingled accounts, and limited partnerships.

### Cash PAC

Invests primarily in highly liquid, money-market type securities. The type of portfolio structures include the internally managed Short-Term Investment Pool (STIP) or cash vehicles managed through MBOI's custodian or other Security Exchange Commission registered U.S. government money market funds.

TRS Investment Portfolio June 30, 2025		
Investment		Fair Value
Short-Term Investment Pool	\$	56,888,738
Consolidated Asset Pension Pool		5,325,487,028
<b>Total</b>	<b>\$</b>	<b>5,382,375,766</b>

### Consolidated Asset Pension Pool (CAPP)

CAPP is an internal investment pool managed and administered under the direction of the Montana Board of Investments (MBOI) as statutorily authorized by the Unified Investment Program. CAPP is a commingled internal investment pool and only the retirement systems can participate in CAPP. As necessary, redemptions are processed by MBOI in order to maintain required asset allocations and to provide liquidity for retirement benefits. The fair values of the investments in this category have been determined using the Net Asset Value (NAV) per share (or its equivalent) of the investment.

### Short-Term Investment Pool (STIP)

STIP is an external investment pool managed and administered under the direction of MBOI as statutorily authorized by the Unified Investment Program. It is a commingled pool for investment purposes and participant requested redemptions from the pool are redeemed the next business day. The fair values of the investments in this category have been determined using the NAV per share (or its equivalent) of the investment.

Refer to the fair value measurement note disclosures within MBOI's annual financial statements for the underlying investments within the fair value hierarchy. The hierarchy is no longer specific to pools. MBOI displays the hierarchy in the aggregate for all investment pools.

### Investments Measured at Net Asset Value

Investments	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Consolidated Asset Pension Pool (CAPP)	5,325,487,028	-	Monthly	30 days
Short-Term Investment Pool (STIP)	56,888,738	-	Daily	1 day
<b>Total investments measured at the NAV</b>	<b>\$ 5,382,375,766</b>			

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## Investment Risks

The investment risks for the pooled investments that TRS participates in are described in the following paragraphs. Investments are administered by MBOI, for TRS, as part of the State of Montana's Unified Investment Program. The MBOI Board approves all Investment Policy Statements (IPS), including risk policies. MBOI's stand-alone financial statements detail the investment risks associated with the securities held by the pools.

### Custodial Credit Risk

Custodial credit risk is the risk that, in the event of the failure of the counter-party to a transaction, MBOI will not be able to recover the value of the investment or collateral securities that are in the possession of an outside party. Per policy, the MBOI's custodial bank must be rated at least at the sixth highest investment grade rating by at least two Nationally Recognized Statistical Rating Organizations (NRSRO) annually.

As of June 30, 2025, all the public securities as well as securities held by the separate public equity account managers were registered in the nominee's name for the Montana Board of Investments and held in the possession of MBOI's custodial bank. The equity index funds, securities and demand deposit accounts held at non-custodial banks, direct real estate, mortgage, and loan investments were purchased and recorded in MBOI's name. Commingled fund investments are registered in the name of the Montana Board of Investments. Therefore, MBOI is not subject to custodial credit risk.

### Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributable to the magnitude of any single investment per issuer name. Investments explicitly guaranteed by the U.S. Government are excluded from the concentration of credit risk requirement. The concentration of credit risk is addressed within all IPSs as set by MBOI. A maximum of 4% of the net asset value of any internally managed core fixed income portfolio may be held in a single corporate parent issuer, foreign/quasi-governmental issuer, or securitized specific pool at any time.

The STIP IPS limits concentration of credit risk exposure by limiting exposure to individual issuers by asset class as follows (as a percentage of STIP Units Value at purchase):

- 3% to in any issuer for any permitted investments excluding U.S. Treasury and U.S. agency securities and repurchase agreements with a financial institution,
- 30% to any single issuer for U.S. agency securities,
- 5% to any single SEC registered 2a-7 fund for money market funds or FDIC-insured deposits,
- 5% to any single primary dealer or financial institution for repurchase agreements,
- 3% to any Montana domiciled bank for collateralized demand deposit accounts,
- 5% to the custodial bank for interest-bearing demand deposit accounts.

### Credit Risk

Credit risk is the risk that an issuer or other counter-party to an investment will not fulfill its obligation. Except for U.S. Government securities, CAPP's fixed income instruments have credit risk as measured by NRSRO ratings. Credit risk is contemplated for each individual portfolio in the IPS. Credit risk is managed by constraining portfolio purchases around investment grade NRSRO ratings as appropriate. The U.S. Government guarantees its securities directly or indirectly. Obligations of the U.S. Government or obligations explicitly guaranteed by the U.S. Government are not considered to have credit risk and do not require disclosure of credit risk.

As a matter of STIP investment policy, the MBOI's fixed income investment staff can only purchase securities from a pre-approved "Approved Issuer" list. By STIP policy, permitted money market investments include only SEC registered 2a-7 Institutional Money Market Funds that are considered "US Treasury" or "US Government" money market mutual funds according to the SEC regulations or short-term investment vehicle available through the custodial bank.

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### Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. Per MBOI policy, there are maximum restrictions that can be held on non-US securities in a foreign currency and only CAPP is allowed to have foreign currency exposure. According to the CAPP IPS, the Core Fixed Income Asset Class and Non-Core Asset Class sections have maximum restrictions that can be held. Currency exposures may be hedged, in a defensive manner, at the discretion of the active managers to preserve the U.S. dollar value of investment made.

TRS' position in CAPP is approximately 33.91% at June 30, 2025. The MBOI CAPP investments in EURO cash and securities had a fair value of approximately \$453.7 million at June 30, 2025. The MBOI CAPP had cash and securities with a foreign currency value of approximately \$1.548 billion at June 30, 2025.

### Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. MBOI uses effective duration as a measure of interest rate risk for all fixed income portfolios and STIP uses the weighted average maturity.

According to the STIP investment policy, "the STIP portfolio will minimize interest rate risk by:

- Structuring the investment portfolio so securities mature to meet cash requirements for ongoing operations thereby normally avoiding the need to sell securities on the open market prior to maturity;
- Maintaining a dollar-weighted average portfolio maturity (WAM) of 120 days or less (for this purpose, the date to the next coupon reset date will be used for all floating or variable rate securities), and
- STIP will maintain a reserve account."

The TRS investments subject to credit and interest rate risk at June 30, 2025 are categorized in the following table:

Investment	Fair Value 6/30/25	Credit Quality Rating 6/30/25	Effective Duration / Weighted Average Maturity 6/30/25
CAPP	5,325,487,028	N/R	N/A
STIP	56,888,738	N/R	0.16 yrs or 58 days WAM

With the exception of the U.S. Government securities, the fixed income instruments have credit risk as measured by major credit rating services. Obligations of the U.S. Government or obligation explicitly guaranteed by the U.S. Government are not considered to have credit risk and do not require disclosure of credit quality. For a more complete picture of the interest rate risk associated with CAPP please see the MBOI financial statements and IPSs. Interest rate risk is addressed within all IPS's as set by the MBOI Board. CAPP and STIP investments have been rated by investment security type. However, CAPP as an internal investment pool and STIP as an external investment pool, have not been rated.

### Securities Lending Activity

The MBOI is authorized by law to lend its securities and has contracted with the custodial bank, to lend the MBOI's securities to broker-dealers and other entities with a simultaneous agreement to return the collateral for the same securities in the future. On any day, including June 30th, the markets may move in a positive or negative direction resulting in under or over collateralization. The custodial bank compensates for market movement by recalculating on the following business day to meet the collateralization requirements. The MBOI and the custodial bank split the earnings 85% and 15% respectively, on securities lending activities. The MBOI retains all rights and risks of ownership during the loan period. The custodial bank indemnifies the MBOI's credit risk exposure to the borrowers. The custodial bank does not have the ability to sell collateral securities unless the borrower defaults. There were no failures by any borrowers to return or pay distributions thereon during the period that resulted in a declaration and notice of default of the borrower. There were no losses during the fiscal year resulting from a borrower default. As of June 30, 2025, no securities were recalled and not yet returned.

The MBOI has an established schedule with the custodial bank that identifies the minimum credit rating and margin requirements for each securities lending instrument.

### NOTE C. ASSETS USED IN PLAN OPERATIONS

Assets Used in Plan Operations consist of the amounts shown in the following table as of June 30, 2025. Assets under \$5,000 are expensed in the year purchased. Assets valued over \$5,000 are recorded at cost less straight-line depreciation/amortization over the estimated useful life of the asset. Capitalization thresholds are set forth in State of Montana accounting policy and vary by asset type between \$5,000 and \$500,000. TRS had no asset purchases that met the capitalization thresholds for the fiscal year ended June 30, 2025.

In July 2019 TRS moved to a new location. As part of the move, construction costs were incurred at the new location to make the space fit TRS business needs. The investment in the leasehold improvements at June 30, 2025 are shown below and on the Basic Financial Statements as part of the Leasehold Improvements less Accumulated Depreciation line items.

Assets Used in Plan Operations	2025
Leasehold Improvements	\$ 243,881
Less: Accumulated Depreciation	(191,621)
Intangible Right-to-Use Building	2,810,123
Less: Accumulated Depreciation	(661,206)
Net Other Assets	\$ 2,201,178

#### **Intangible Right-to-Use Lease Assets**

TRS enters into contracts that convey control of the right to use an underlying asset for a period of time, as specified in the contract, in an exchange or exchange-like transaction. For eligible contracts with a term greater than 12 months, TRS records intangible right-to-use lease assets and a related lease liability at the commencement date of the lease. The Standard Lease liability, on the Statement of Fiduciary Net Position, represents TRS's obligation to make lease payments arising from the lease and are measured at the present value of expected lease payments over the term of the lease. The contract does not provide information about the discount rate implicit in the lease. Therefore, TRS has elected to use its incremental borrowing rate of 1.65% at commencement date July 1, 2021 to calculate the present value of the expected lease payments. The intangible right-to-use building lease asset, under Assets Used in Plan Operations on the Statement of Fiduciary Net Position, is based on the initial measure of the lease liability, plus any payments made to the lessor at or before the commencement of the lease term and certain direct costs. The State of Montana has adopted a capitalization threshold of \$100,000 for intangible right-to-use lease assets. Intangible right-to-use lease assets are amortized over the term of the contract and the useful life of the underlying asset. Interest expense is recognized ratably over the contract term.

TRS negotiated a 19-year lease for office space in February 2019, at the location of 100 North Park Avenue, Helena, MT. The lease is payable monthly. The lease agreement contains a termination clause whereby TRS can terminate the lease for any reason, by providing 729 days (2 year) notice. TRS is not expected to terminate the lease and therefore, the lease liability and right-to-use asset include the entire lease period. The building lease expires on June 30, 2038. The lease provides for increases in future minimum annual rental payments based on an escalation scale of 3% per year. Since, these future increases are considered likely, they are included in the measurement of the lease liability.

The outstanding lease liability as of June 30, 2025 is \$2,350,979. Total future minimum lease payments under the lease agreement are as follows:

Fiscal Year Ended June 30:	Principal	Interest	Total Lease Payments
2026	\$ 130,695	\$ 37,806	\$ 168,501
2027	\$ 137,962	\$ 35,594	\$ 173,556
2028	\$ 145,501	\$ 33,261	\$ 178,763
2029	\$ 153,324	\$ 30,801	\$ 184,126
2030	\$ 161,439	\$ 28,210	\$ 189,649
2031-2035	\$ 939,840	\$ 97,240	\$ 1,037,080
2036-2038	\$ 682,218	\$ 17,720	\$ 699,938
Totals	\$ 2,350,979	\$ 280,634	\$ 2,631,613

### NOTE D. NET PENSION LIABILITY – TRS PLAN REPORTING

#### Net Pension Liability – TRS Plan

Fiscal Year Ending June 30, 2025	
Total Pension Liability	\$ 7,201,718,346
Fiduciary Net Position	\$ 5,416,892,548
Net Pension Liability	\$ 1,784,825,798
Ratio of Fiduciary Net Position to Total Pension Liability	75.22%

The net pension liability is the retirement system’s total pension liability (TPL) determined in accordance with GASB No. 67 less the fiduciary net position (FNP). As of June 30, 2025, the TRS net pension liability is \$1,784,825,798. July 1, 2025 is the date of the actuarial valuation upon which the TPL is based. Roll forward procedures were not used.

Actuarial valuation of the ongoing System involves estimates of the reported amounts and assumptions about probability of occurrence of events far into the future. Examples include assumptions about future employment, mortality, and future salary increases. Amounts determined regarding the net pension liability are subject to continual revision as actual results are compared with past expectations and new estimates are made about the future. The most recent experience study was performed in May of 2022 for the five year period ending July 1, 2021. The Schedule of Net Pension Liability presents multi-year trend information about whether the plan’s fiduciary net position is increasing or decreasing over time relative to the total pension liability. This schedule is presented in the Required Supplementary Information section.

#### Summary of Actuarial Assumptions – TRS Plan

The TPL as of June 30, 2025, is based on the results of an actuarial valuation date of July 1, 2025. There were several significant assumptions and other inputs used to measure the total pension liability.

The actuarial assumptions used in the July 1, 2025 valuation were based on the results of the last actuarial experience study, dated May 3, 2022. Among those assumptions were the following:

Salary Increases*	3.50% to 9.00%
Investment Rate of Return	7.30%
Price Inflation	2.75%
Payroll Growth	3.25%
Growth in Membership	0.00%
Post-retirement Benefit Increases (Starting Three Years After Retirement) - Tier 1 members	1.50%
Post-retirement Benefit Increases (Starting Three Years After Retirement) - Tier 2 members	0.50%
Interest on Member Accounts	2.00%

*\*Total Wage Increases include 3.50% general wage increase assumption and a range of 0.00% to 5.50% merit and longevity increases based on years of service.*

### Target Allocations – TRS Plan

Asset Class	Target Asset Allocation (a)	Long-Term Expected Real Rate of Return Arithmetic Basis (b)	Portfolio Long-Term Expected Rate of Return* (a) x (b)
Domestic Equity	30.00%	5.90%	1.77%
International Equity	17.00%	7.14%	1.21%
Private Investments	15.00%	9.13%	1.37%
Real Assets	5.00%	4.03%	0.20%
Real Estate	9.00%	5.41%	0.49%
Core Fixed Income	15.00%	1.14%	0.17%
Non-Core Fixed Income	6.00%	3.02%	0.18%
Cash	3.00%	(0.33%)	(0.01%)
Totals	100.00%		5.38%
			Inflation 2.75%
			Portfolio long-term expected rate of return 8.13%

*\*The portfolio long-term expected rate of return above of 8.13% differs from the total TRS long-term rate of return assumption of 7.30% (Discount Rate). The assumed rate of 7.30% is comprised of a 2.75% inflation rate and an expected long-term real rate of return of 4.55%.*

The long-term expected rate of return on pension plan investments of 7.30% is reviewed as part of regular experience studies prepared for the System about every five years. The current long-term rate of return is based on analysis in the experience study report dated May 3, 2022, without consideration for the administrative expense analysis shown. Several factors are considered in evaluating the long-term rate of return assumption including long-term historical data, estimates inherent in current market data, and an analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations for each asset class. These ranges were combined to develop the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The assumption is intended to be a long-term assumption (30 to 50 years) and is not expected to change absent a significant change in the asset allocation, a change in the underlying inflation assumption, or a fundamental change in the market that alters expected returns in future years.

The discount rate (long-term rate of return assumption) used to measure the total pension liability was 7.30%. The projection of cash flows used to determine the discount rate assumed that contributions from participating plan members, employers, and non-employer contributing entities will be made based on the Board's funding policy, which establishes the contractually required rates under Montana State Code. These rates are shown in the following tables. In addition to these contributions the State general fund will contribute \$25 million annually to the System payable July 1st of each year. Based on those assumptions, the System's fiduciary net position was projected to be adequate to make all the projected future benefit payments of current plan members through the year 2136. 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. No municipal bond rate was used in determining the discount rate.

**History of Legislated Contributions – School Districts, Community Colleges, Counties, and  
Education Cooperatives by Percent of Covered Payroll**

	<b>Members</b>	<b>Employers</b>	<b>General Fund</b>	<b>Total</b>
Prior to July 1, 2007	7.15%	7.47%	0.11%	14.73%
July 1, 2007 to June 30, 2009	7.15%	7.47%	2.11%	16.73%
July 1, 2009 to June 30, 2013	7.15%	7.47%	2.49%	17.11%
July 1, 2013 to June 30, 2014	8.15%	8.47%	2.49%	19.11%
July 1, 2014 to June 30, 2015	8.15%	8.57%	2.49%	19.21%
July 1, 2015 to June 30, 2016	8.15%	8.67%	2.49%	19.31%
July 1, 2016 to June 30, 2017	8.15%	8.77%	2.49%	19.41%
July 1, 2017 to June 30, 2018	8.15%	8.87%	2.49%	19.51%
July 1, 2018 to June 30, 2019	8.15%	8.97%	2.49%	19.61%
July 1, 2019 to June 30, 2020	8.15%	9.07%	2.49%	19.71%
July 1, 2020 to June 30, 2021	8.15%	9.17%	2.49%	19.81%
July 1, 2021 to June 30, 2022	8.15%	9.27%	2.49%	19.91%
July 1, 2022 to June 30, 2023	8.15%	9.37%	2.49%	20.01%
July 1, 2023 to June 30, 2027	8.15%	9.47%	2.49%	20.11%
July 1, 2027 to June 30, 2028	8.15%	9.57%	2.49%	20.21%
July 1, 2028 to June 30, 2029	8.15%	9.67%	2.49%	20.31%
July 1, 2029 to June 30, 2030	8.15%	9.77%	2.49%	20.41%
July 1, 2030 to June 30, 2031	8.15%	9.87%	2.49%	20.51%
July 1, 2031 to June 30, 2032	8.15%	9.97%	2.49%	20.61%
July 1, 2032 to June 30, 2033	8.15%	10.07%	2.49%	20.71%
July 1, 2033 to June 30, 2034	8.15%	10.17%	2.49%	20.81%
July 1, 2034 to June 30, 2035	8.15%	10.27%	2.49%	20.91%
July 1, 2035 to June 30, 2036	8.15%	10.37%	2.49%	21.01%
July 1, 2036 to June 30, 2037	8.15%	10.47%	2.49%	21.11%
July 1, 2037 to June 30, 2038	8.15%	10.57%	2.49%	21.21%
July 1, 2038 to June 30, 2039	8.15%	10.67%	2.49%	21.31%
July 1, 2039 to June 30, 2040	8.15%	10.77%	2.49%	21.41%
July 1, 2040 to June 30, 2041	8.15%	10.87%	2.49%	21.51%
July 1, 2041 to June 30, 2042	8.15%	10.97%	2.49%	21.61%
July 1, 2042 to June 30, 2043	8.15%	11.07%	2.49%	21.71%
July 1, 2043 to June 30, 2044	8.15%	11.17%	2.49%	21.81%
July 1, 2044 to June 30, 2045	8.15%	11.27%	2.49%	21.91%
July 1, 2045 to June 30, 2046	8.15%	11.37%	2.49%	22.01%
July 1, 2046 to June 30, 2047	8.15%	11.47%	2.49%	22.11%

**State and University Employers**

	<b>Members</b>	<b>Employers</b>	<b>General Fund</b>	<b>Total</b>
Prior to July 1, 2007	7.15%	7.47%	0.11%	14.73%
July 1, 2007 to June 30, 2009	7.15%	9.47%	0.11%	16.73%
July 1, 2009 to June 30, 2013	7.15%	9.85%	0.11%	17.11%
July 1, 2013 to June 30, 2014	8.15%	10.85%	0.11%	19.11%
July 1, 2014 to June 30, 2015	8.15%	10.95%	0.11%	19.21%
July 1, 2015 to June 30, 2016	8.15%	11.05%	0.11%	19.31%
July 1, 2016 to June 30, 2017	8.15%	11.15%	0.11%	19.41%
July 1, 2017 to June 30, 2018	8.15%	11.25%	0.11%	19.51%
July 1, 2018 to June 30, 2019	8.15%	11.35%	0.11%	19.61%

State and University Employers				
	Members	Employers	General Fund	Total
July 1, 2019 to June 30, 2020	8.15%	11.45%	0.11%	19.71%
July 1, 2020 to June 30, 2021	8.15%	11.55%	0.11%	19.81%
July 1, 2021 to June 30, 2022	8.15%	11.65%	0.11%	19.91%
July 1, 2022 to June 30, 2023	8.15%	11.75%	0.11%	20.01%
July 1, 2023 to June 30, 2027	8.15%	11.85%	0.11%	20.11%
July 1, 2027 to June 30, 2028	8.15%	11.95%	0.11%	20.21%
July 1, 2028 to June 30, 2029	8.15%	12.05%	0.11%	20.31%
July 1, 2029 to June 30, 2030	8.15%	12.15%	0.11%	20.41%
July 1, 2030 to June 30, 2031	8.15%	12.25%	0.11%	20.51%
July 1, 2031 to June 30, 2032	8.15%	12.35%	0.11%	20.61%
July 1, 2032 to June 30, 2033	8.15%	12.45%	0.11%	20.71%
July 1, 2033 to June 30, 2034	8.15%	12.55%	0.11%	20.81%
July 1, 2034 to June 30, 2035	8.15%	12.65%	0.11%	20.91%
July 1, 2035 to June 30, 2036	8.15%	12.75%	0.11%	21.01%
July 1, 2036 to June 30, 2037	8.15%	12.85%	0.11%	21.11%
July 1, 2037 to June 30, 2038	8.15%	12.95%	0.11%	21.21%
July 1, 2038 to June 30, 2039	8.15%	13.05%	0.11%	21.31%
July 1, 2039 to June 30, 2040	8.15%	13.15%	0.11%	21.41%
July 1, 2040 to June 30, 2041	8.15%	13.25%	0.11%	21.51%
July 1, 2041 to June 30, 2042	8.15%	13.35%	0.11%	21.61%
July 1, 2042 to June 30, 2043	8.15%	13.45%	0.11%	21.71%
July 1, 2043 to June 30, 2044	8.15%	13.55%	0.11%	21.81%
July 1, 2044 to June 30, 2045	8.15%	13.65%	0.11%	21.91%
July 1, 2045 to June 30, 2046	8.15%	13.75%	0.11%	22.01%
July 1, 2046 to June 30, 2047	8.15%	13.85%	0.11%	22.11%

*Pursuant to §19-20-609, MCA, the employer contribution rate will increase by 0.10% each year beginning July 1, 2028, through fiscal year 2047.*

### Sensitivity Analysis – TRS Plan

	1.0% Decrease (6.30%)	Current Discount Rate	1.0% Increase (8.30%)
Net Pension Liability	\$ 2,626,276,779	\$ 1,784,825,798	\$ 1,081,970,595

In accordance with GASB 67 regarding the disclosure of the sensitivity of the net pension liability to changes in the discount rate, the above table presents the net pension liability calculated using the discount rate of 7.30%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1.00% lower (6.30%) or 1.00% higher (8.30%) than the current rate.

### Schedule of Investment Returns – TRS Plan

TRS Plan Schedule of Investment Returns	
	2025
Annual Money Weighted Rate Return, Net of Investment Expense	9.46%

The annual money-weighted rate of return on pension plan investments expresses investment performance, net of pension plan investment expense, adjusted for the changing amounts actually invested.

### **NOTE E. NET PENSION LIABILITY – EMPLOYER REPORTING**

In accordance with GASB Statement 68, Accounting and Financial Reporting for Pensions, TRS is required to recognize and report certain amounts associated with their participation in the Public Employees' Retirement System (PERS). Statement 68 includes requirements to record and report employers' proportionate share of the collective Net Pension Liability, Pension Expense, Deferred Inflows and Deferred Outflows of resources associated with pensions.

In accordance with Statement 68, the State of Montana has a funding situation that is Special Funding whereby the State general fund provides statutorily required contributions to the PERS plan. Due to the existence of a special funding situation, TRS is required to report the portion of the State of Montana's proportionate share of the collective Net Pension Liability that is associated with TRS. The following table displays the amounts and the percentages of Net Pension Liability for the fiscal years ended June 30, 2025 and June 30, 2024 (reporting dates).

#### **Net Pension Liability – PERS Plan**

	Net Pension Liability as of 6/30/25	Net Pension Liability as of 6/30/24	Percent of Collective NPL as 6/30/25	Percent of Collective NPL as 6/30/24	Change in Percent of Collective NPL
TRS Proportionate Share	\$ 1,979,140	\$ 1,957,160	0.080921%	0.080200%	0.000721%
State of Montana Proportionate Share Associated with TRS	\$ 492,586	\$ 518,992	0.020140%	0.021267%	(0.001127)%
Total	\$2,471,726	\$2,476,152	0.101061%	0.101467%	(0.000406)%

At June 30, 2024, TRS recorded a liability of \$1,979,140 for its proportionate share of the Net Pension Liability. The Net Pension Liability was measured as of June 30, 2024, and the Total Pension Liability (TPL) used to calculate the Net Pension Liability was determined by an actuarial valuation as of June 30, 2024. Roll forward procedures were not used.

TRS' proportion of the Net Pension Liability was based on the employer contributions received by PERS during the measurement period July 1, 2023 through June 30, 2024, relative to the total employer contributions received from all of PERS' participating employers. At June 30, 2025, the TRS' proportion was 0.080921 percent.

#### **Summary of Actuarial Assumptions – PERS Plan**

##### ***Changes in actuarial assumptions and methods:***

There were no changes in assumptions or other inputs that affected the measurement of the TPL since the previous measurement date.

##### ***Changes in benefit terms:***

There have been no changes in benefit terms since the previous measurement date.

##### ***Changes in proportionate share:***

There were no changes between the measurement date of the collective Net Pension Liability and TRS's reporting date that are expected to have a significant effect on the TRS's proportionate share percentage of the collective NPL.

#### **Pension Expense – PERS Plan**

	Pension Expense as of 6/30/25
TRS Proportionate Share	\$ 137,726
Proportionate Share of Montana State General Fund Appropriation Associated with TRS	\$ 26,398
Total	\$ 164,124

At June 30, 2025, TRS recognized a Pension Expense of \$164,124 for its proportionate share of the PERS' pension expense. TRS also recognized grant revenue of \$26,398 for the support provided by the State of Montana for the proportionate share of the general fund contributions made to PERS that are associated with TRS.

### Deferred Inflows and Outflows – PERS Plan

At June 30, 2025, TRS reported its proportionate share of deferred outflows of resources and deferred inflows of resources related to TRS from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences Between Expected and Actual Experience	\$ 100,015	\$ 0
Changes in Actuarial Assumptions	\$ 0	\$ 0
Difference Between Projected and Actual Investment Earnings	\$ 0	\$ 44,011
Changes in Proportion and Differences Between TRS Contributions and Proportionate Share of Contributions	\$ 30,144	\$ 0
*Contributions Paid to PERS Subsequent to the Measurement Date – FY 2025 Contributions	\$ 147,370	\$ 0
Total	\$ 277,529	\$ 44,011

*\*Amounts reported as deferred outflows of resources related to pensions resulting from TRS's contributions in FY 2025 subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2026. Other amounts reported as deferred outflows and inflows of resources related to pensions will be recognized in pension expense as follows:*

Fiscal Year Ended June 30:	Amount Recognized as an Increase (or Decrease) to Pension Expense in Future Years
2026	\$ (36)
2027	\$ 136,078
2028	\$ (30,940)
2029	\$ (18,954)
Thereafter	–

### Plan Description – PERS Plan

The PERS-Defined Benefit Retirement Plan (DBRP), administered by the Montana Public Employee Retirement Administration (MPERA), is a multiple-employer, cost-sharing plan established July 1, 1945, and governed by Title 19, chapters 2 and 3, MCA. This plan provides retirement benefits to covered employees of the State, local governments, certain employees of the Montana University System, and school districts. Benefits are established by state law and can only be amended by the Legislature.

All new members are initially members of the PERS-DBRP and have a 12-month window during which they may choose to remain in the PERS-DBRP or join the PERS-Defined Contribution Retirement Plan (PERS-DCRP) by filing an irrevocable election. Members may not be members of both the defined contribution and defined benefit retirement plans. All new members from the universities also have a third option to join the university system's Montana University System Retirement Program (MUS-RP). For members that choose to join the PERS-DCRP or the MUS-RP, a percentage of the employer contributions will be used to pay down the liability of the PERS-DBRP.

The PERS-DBRP provides retirement, disability, and death benefits to plan members and their beneficiaries. Benefits are established by state law and can only be amended by the Legislature. Benefits are based on eligibility, years of service, and highest average compensation. Member rights are vested after five years of service.

**Summary of Benefits – PERS Plan*****Eligibility for Benefit****Service retirement:*

Hired prior to July 1, 2011:

- Age 60, 5 years of membership service;
- Age 65, regardless of membership service, or
- Any age, 30 years of membership service.

Hired on or after July 1, 2011:

- Age 65, 5 years of membership service;
- Age 70, regardless of membership service.

For PERS-DCRP Plan, members are eligible for benefit at termination of service.

*Early retirement, actuarially reduced:*

Hired prior to July 1, 2011:

- Age 50, 5 years of membership service, or
- Any age, 25 years of membership service.

Hired on or after July 1, 2011:

- Age 55, 5 years of membership service.

***Vesting***

Five years of membership service.

For PERS-DCRP Plan, members are vested immediately for participant's contributions and attributable income. Member's must have 5 years of membership to become eligible for the employer's contributions to individual accounts and attributable income.

***Member's Highest Average Compensation (HAC)***

Hired prior to July 1, 2011:

- Highest average compensation during any consecutive 36 months;

Hired on or after July 1, 2011:

- Highest average compensation during any consecutive 60 months;

Hired on or after July 1, 2013:

- 110% annual cap on compensation considered as part of a member's highest average compensation.

***Monthly Benefit Formula****Members hired prior to July 1, 2011:*

Less than 25 years of membership service:

- 1.785% of HAC per year of service credit;

25 years of membership service or more:

- 2% of HAC per year of service credit.
-

Members hired on or after July 1, 2011:

Less than 10 years of membership service:

- 1.5% of HAC per year of service credit.

10 years or more, but less than 30 years of membership service:

- 1.785% of HAC per year of service credit.

30 years or more of membership service:

- 2% of HAC per year of service credit.

For PERS-DCRP, Plan member's benefit depends entirely on vesting and individual account balance. Various payout options are available, including: taxable lump-sum payouts, periodic payments, per member instructions and IRS permitted rollovers.

**Guaranteed Annual Benefit Adjustment (GABA)**

After the member has completed 12 full months of retirement, the member's benefit increases by the applicable percentage (provided below) each January, inclusive of other adjustments to the member's benefit.

- GABA is 3% for members hired prior to July 1, 2007.
- GABA is 1.5% for members hired on or after July 1, 2007.
- Members hired on or after July 1, 2013:
  - (a) 1.5% for each year PERS is funded at or above 90%;
  - (b) 1.5% reduced by 0.1% for each 2.0% PERS is funded below 90%; and
  - (c) 0% whenever the amortization period for PERS is 40 years or more.

**Overview of Contributions – PERS Plan**

Rates are specified by state law for periodic member and employer contributions and are a percentage of the member's compensation. Contributions are deducted from each member's salary and remitted by participating employers. The State legislature has the authority to establish and amend contribution rates to the plan.

1. Member contributions to the system of 7.9% are temporary and will be decreased to 6.9% on January 1, following actuary valuation results that show the amortization period has dropped below 25 years and would remain below 25 years following the reduction of both the additional employer and additional member contribution rates.
2. Employer contributions to the system:
  - a. Effective July 1, 2014, following the 2013 Legislative Session, PERS-employer contributions increase an additional 0.1% a year and will continue over 10 years through 2024. The additional employer contributions including the 0.27% added in 2007 and 2009, will terminate on January 1, following an actuary valuation that shows the amortization period of the PERS-DBRP has dropped below 25 years and remains below the 25 years following the reduction of both the additional employer and member contributions rates.
    - i. Effective July 1, 2013, employers are required to make contributions on working retirees' compensation. Member contributions for working retirees are not required.
3. Non-employer Contributions:
  - a. Special Funding
    - i. The State contributes 0.1% of members' compensation on behalf of local government entities.
    - ii. The State contributes 0.37% of members' compensation on behalf of school district entities.
    - iii. The state contributed a Statutory Appropriation from the General Fund of \$35,329,705.

### Stand-Alone Statements – PERS Plan

The PERS financial information is reported in the Public Employees' Retirement Board's (PERB) Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2024. It is available from the PERB at 100 North Park Avenue, PO Box 200131, Helena MT 59620-0131, 406-444-3154.

ACFR information including PERS stand-alone financial statements and the GASB 68 report can be found on their website at [mpera.mt.gov](http://mpera.mt.gov).

The latest actuarial valuation and experience study can also be found at their website at [mpera.mt.gov](http://mpera.mt.gov).

### Actuarial Assumptions – PERS Plan

The total pension liability as of June 30, 2025, was determined on the results of an actuarial valuation date of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement. The actuarial assumptions and methods utilized in the June 30, 2024 valuation, were developed in the five-year experience study for the period ending 2021. However, the current long-term rate of return is based on analysis in the experience study, without consideration for the administrative expenses analysis shown in the experience study.

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General Wage Growth*	3.50%
*Includes Inflation at	2.75%
Merit Wage Increases	0% to 4.80%
Investment Return (net of pension plan investment expense, including inflation)	7.30%
Post-retirement Benefit Increases	
After the member has completed 12 full months of retirement, the member's benefit increases by the applicable percentage (provided below) each January, inclusive of other adjustments to the member's benefit.	
<ul style="list-style-type: none"> <li>• GABA is 3.0% for members hired prior to July 1, 2007.</li> <li>• GABA is 1.5% for members hired on or after July 1, 2007</li> <li>• GABA is 1.5% for members hired on or after July 1, 2013 for each year PERS is funded at or above 90%. The 1.5% is reduced by 0.1% for each 2.0% PERS is funded below 90%</li> <li>• GABA is 0.0% for members hired on or after July 1, 2013 for each year the PERS amortization period is 40 years or more</li> </ul>	
Mortality assumptions	
Active Participants - PUB-2010 General Amount Weighted Employer Mortality projected to 2021 for males and females. Projected generationally using MP-2021.	
Disabled Retirees - PUB-2010 General Amount Weighted Disabled Retiree Mortality table, projected to 2021, set forward one year for both males and females.	
Contingent Survivors - PUB-2010 General Amount Weighted Contingent Survivor Mortality projected to 2021 with ages set forward one year for males and females. Projected generationally using MP-2021.	
Healthy Retirees - PUB-2010 General Amount Weighted Healthy Retiree Mortality table projected to 2021, with ages set forward one year and adjusted 104% for males and 103% for females. Projected generationally using MP-2021.	

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### Discount Rate – PERS Plan

The discount rate used to measure the Total Pension Liability was 7.30%. The projection of cash flows used to determine the discount rate assumed that contributions from participating plan members, employers, and non-employer contributing entities will be made based on the PERS Board's funding policy, which establishes the contractually required rates under Montana Code Annotated. The State contributes 0.10% of salaries for local governments and 0.37% for school districts. In addition, the State contributes a statutory appropriation from the general fund. Based on those assumptions, the PERS' fiduciary net position was projected to be adequate to make all the projected future benefit payments of current plan members through the year 2128. 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. No municipal bond rate was incorporated in the discount rate.

### Target Allocations – PERS Plan

Asset Class	Target Asset Allocation	Long- Term Expected Real Rate of Return Arithmetic Basis
Cash Equivalents	3.0%	(0.33%)
Domestic Equity	30.0%	5.90%
International Equity	17.0%	7.14%
Private Investments	15.0%	9.13%
Real Assets	5.0%	4.03%
Real Estate	9.0%	5.41%
Core Fixed Income	15.0%	1.14%
Non-Core Fixed Income	6.0%	3.02%
Total	100.0%	

The long-term expected return on pension plan assets is reviewed as part of the regular experience studies prepared for the Plan. The long-term rate of return as of the measurement date, June 30, 2024, is based on analysis in the experience study report dated May 2, 2022 without consideration for the administrative expense analysis shown in the experience study. Several factors are considered in evaluating the long-term rate of return assumption including long-term historical data, estimates inherent in current market data, and an analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations for each asset class. These ranges were combined to develop the longterm expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The assumption is intended to be a long-term assumption (30 to 50 years) and is not expected to change absent a significant change in the asset allocation, a change in the underlying inflation assumption, or a fundamental change in the market that alters expected returns in future years.

The target asset allocation and best estimates of arithmetic real rates of return for each major asset class as of the most recent experience study, are summarized in the Target Allocations – PERS Plan table above.

### Sensitivity Analysis – PERS Plan

	1.0% Decrease (6.30%)	Current Discount Rate (7.30%)	1.0% Increase (8.30%)
TRS' Proportion of Net Pension Liability	\$ 2,885,157	\$ 1,979,140	\$ 1,219,400

In accordance with GASB 68 regarding the disclosure of the sensitivity of the net pension liability to changes in the discount rate, the above table presents the net pension liability calculated using the discount rate of 7.30%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1.00% lower (6.30%) or 1.00% higher (8.30%) than the current rate.

**Summary of Significant Accounting Policies – PERS Plan**

The Montana Public Employee Retirement Administration (MPERA) prepares its financial statements using the accrual basis of accounting. For the purposes of measuring the Net Pension Liability, deferred inflows of resources and deferred outflows of resources related to pensions, Pension Expense, information about the fiduciary net position, and additions to/ deductions from fiduciary net position have been determined on the same accrual basis as they are reported by MPERA. For this purpose, member contributions are recognized in the period in which contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Revenues are recognized in the accounting period they are earned and become measurable. Benefit payments and refunds are recognized in the accounting period when due and payable in accordance with the benefit terms. Expenses are recognized in the period incurred. Investments are reported at fair value. MPERA adheres to all applicable Governmental Accounting Standards Board (GASB) statements.

**Defined Contribution Plan – PERS Plan**

TRS contributed to the state of Montana Public Employee Retirement System Defined Contribution Retirement Plan (PERS-DCRP) for employees that have elected the DCRP. The PERS-DCRP is administered by the PERB and is reported as a multiple-employer plan established July 1, 2002, and governed by Title 19, chapters 2 & 3, MCA.

All new PERS members are initially members of the PERS-DBRP and have a 12-month window during which they may choose to remain in the PERS-DBRP or join the PERS-DCRP by filing an irrevocable election. Members may not be participants of both the defined benefit and defined contribution retirement plans.

Member and employer contribution rates are specified by state law and are a percentage of the member's compensation. Contributions are deducted from each member's salary and remitted by participating employers. The state Legislature has the authority to establish and amend contribution rates.

Benefits are dependent upon eligibility and individual account balances. Participants are vested immediately in their own contributions and attributable income. Participants are vested after 5 years of membership service for the employer's contributions to individual accounts and the attributable income. Non-vested contributions are forfeited upon termination of employment per 19-3-2117(5), MCA. Such forfeitures are used to cover the administrative expenses of the PERS-DCRP.

At the plan level for the measurement period ended June 30, 2024, the PERS-DCRP employer did not recognize any net pension liability or pension expense for the defined contribution plan. Plan level non-vested forfeitures for the 351 employers that have participants in the PERS-DCRP totaled \$1,345,278.

**NOTE F. TRS PLAN CONTRIBUTIONS**

The TRS funding policy provides for monthly employee and employer contributions at rates specified by state law. Plan members, for the fiscal year ending June 30, 2025, were required to contribute 8.15% of their earned compensation and the employer contribution rate for school district, education cooperative, county, and community college employers for the fiscal year ending June 30, 2025 was 9.47% of earned compensation. For state agency and university system employers, the employer contribution rate was 11.85% of members' earned compensation.

The State's general fund contributed an additional 2.38% of earned compensation for TRS members employed at school districts, community colleges, educational cooperatives, and counties in Montana. In addition, the State's general fund contributed 0.11% of earned compensation for all TRS members. The State's general fund also contributes a statutory supplemental contribution of \$25 million to TRS due on July 1st each year. Each employer in the Montana University System contributed 4.72% of earned compensation for all employees participating in the Montana University System Retirement Program (MUS-RP).

The TRS actuary determines the actuarial implications of the funding requirement in annual actuarial valuations. The actuarial method used to determine the implications of the statutory funding level is the entry age actuarial cost method, with both normal cost and amortization of the accrued liability determined as a level percentage of earned compensation.

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Contribution rates consist of an amount for normal cost, the estimated amount necessary to finance benefits earned by the members during the current year, and an amount for amortization of the unfunded actuarial accrued liability.

Contributions made by employers and members were in accordance with actuarially computed funding requirements. Information with regard to contributions to the System, for the year ended June 30, 2025, is indicated in the Required Supplemental Information, Schedule of Employer Contributions.

### **NOTE G. OTHER POST-EMPLOYMENT BENEFITS**

#### **Plan Description**

TRS through the State of Montana provides optional post-employment healthcare benefits in accordance with Section 2-18-704, MCA to the following employees and dependents who elect to continue coverage and pay administratively established contributions: (1) employees and dependents who retire under applicable retirement provisions and (2) surviving dependents of deceased employees. Medical, dental, and vision benefits are available through this plan. Dental and vision benefits are rated separately for retirees based on actual retiree cost, so there is no implicit subsidy. Thus, there is no liability for dental or vision valued in the most recent OPEB valuation.

In accordance with GASB Statement No. 75, Accounting and Financial Reporting for Post Employment Benefits Other than Pensions, TRS is required to recognize and report certain amounts associated with their employees and dependents that are eligible to receive health care through the State Group Benefits Plan administered by the Montana Department of Administration. Statement 75 includes requirements to record and report employers' proportionate share of the collective Total OPEB Liability, OPEB Expense, and Deferred Outflows and Deferred Inflows of Resources associated with OPEB.

The State of Montana OPEB plan is not administered through a trust; as such, there are no plan assets accumulated to offset the total OPEB liability. The State of Montana OPEB plan is reported as a single-employer plan.

The State of Montana pays for post-employment healthcare benefits on a pay-as-you-go basis. Section 2-18-811, MCA gives authority for establishing and amending the funding policy to the Department of Administration for the State group health insurance plan. Plan coverage is on a calendar year basis. For GASB Statement No. 75 reporting, the State Group Benefits Plan is considered a single-employer plan.

As of December 31, 2024, the State Plan's administratively established retiree medical contributions vary between \$504 and \$2,456 per month depending on the medical plan selected, family coverage, and Medicare eligibility. The plan is financed on a pay-as-you-go basis. Therefore, there are no investment objectives of the OPEB plan.

The following estimates were prepared based on an actuarial valuation prepared as of the year ending December 31, 2024 for the Department of Administration, with update procedures to roll forward the OPEB amounts to the measurement date of March 31, 2024. The resulting State of Montana Actuarial Valuation of Other Post-Employment Benefits (OPEB) contains the TRS data and is available at the following address.

Montana Department of Administration  
State Accounting Division  
Room 255, Mitchell Bldg  
125 N Roberts Street  
PO Box 200102  
Helena, MT 59620-0102

#### **Total OPEB Liability and Changes in Total OPEB Liability**

TRS' Total OPEB Liability as of June 30, 2025 was \$89,791. TRS proportionate share of the collective Total OPEB Liability was 0.19232%. The basis on which TRS' proportionate share was calculated was by taking TRS calculated OPEB Liability as a percentage of the Total OPEB Liability for the State of Montana.

## FINANCIAL SECTION

The following table presents the Changes in the Total OPEB Liability:

Schedule of Changes in Total OPEB Liability		TRS
Balance as of 06/30/24	\$	54,636
Changes for the Year:		
Service Cost		1,681
Interest		2,311
Diff b/w Expected and Actual Experience		17,060
Changes of Assumptions and Other Inputs		14,559
Benefit Payments (Contributions)		(456)
Net Changes in Total OPEB Liability		35,155
Balance as of 06/30/25	\$	89,791

### Actuarial Assumptions and Other Inputs

The Total OPEB Liability in the latest actuarial valuation dated December 31, 2024, the following assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified.

#### Actuarial Assumptions:

- Actuarial valuation date: December 31, 2024
- Actuarial measurement date: March 31, 2025
  - *Update procedures were used to roll forward the total OPEB liability to the measurement date March 31, 2025.*
- Discount rate: 4.57%
- Projected payroll increases: 3.50%
- Participation – Future retirees: 40.00% of future retirees are assumed to elect medical coverage. 70.00% of the future retirees who elect medical coverage and are married are assumed to elect spousal coverage as well.
- Marital status at retirement: Future retired members who elect to participate in the plan are assumed to be married at a rate of 70%.

Mortality – Contributing Members: For TRS employees, mortality follows the Pub-2010 Teacher table, projected generationally using MP-2021.

Mortality – Retired Members: For TRS retirees, mortality follows the Pub-2010 Retired Teacher table adjusted 102% for males and 103% for females, projected generationally using MP-2021.

Mortality – Surviving Beneficiaries: For TRS survivors, mortality follows the Pub-2010 Contingent Survivor table, projected generationally using MP-2021.

Mortality – Disabled Members: For TRS retirees, mortality follows the Pub-2010 General Disabled table, projected generationally using MP-2021.

#### Changes in actuarial assumptions and methods since last measurement date:

- Changes in actuarial assumptions include an increase in the discount rate from 4.12% to 4.57%. Projected Payroll increase based on 2024 TRS and MPERA pension report assumptions. Decrement tables updated per the October 2024 TRS and MPERA actuarial reports. Updated trend projections based short-term on industry expectations and longterm on the 2025 Getzen model. Due to Inflation Reduction Act, applied separate healthcare and contribution trend rates for Medical, Pre-65 Med/Rx, and Post-65 Med/Rx.

#### Changes in benefit terms since last measurement date:

- None.

**Sensitivity Analysis**

Sensitivity of the total OPEB liability to changes in the discount rate:

The following table presents the total OPEB liability of TRS if it were calculated using a discount rate that is 1.00% lower (3.57%) or 1.00% higher (5.57%) than the current discount rate (4.57%):

Discount Rate	1% Decrease (3.57%)	Discount Rate (4.57%)	1% Increase (5.57%)
Total OPEB Liability	\$128,803	\$89,791	\$61,335

Sensitivity of the total OPEB liability to changes in the healthcare cost trend rates:

The following table presents the total OPEB liability of TRS if it were calculated using healthcare cost trend rates that are 1.00% lower or 1.00% higher than the current healthcare cost trend rate:

Healthcare Rate	1% Decrease	Healthcare Cost Trend Rates	1% Increase
Total OPEB Liability	\$62,086	\$89,791	\$128,723

**OPEB Expense**

For the year ended June 30, 2025, TRS recognized an OPEB expense of (\$4,746).

**Deferred Outflow of Resources and Deferred Inflows of Resources Related to OPEB**

At June 30, 2025, TRS recorded deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflow of Resources	Deferred Inflow of Resources
Difference between expected and actual experience	\$19,634	\$121,839
Changes of assumptions of other inputs	\$154,661	\$136,873
*Benefit Payments associated with transactions subsequent to the measurement date of the total OPEB liability	\$0	\$0
Total	\$174,295	\$258,712

*\*Amounts reported as deferred outflows of resources related to OPEB resulting from TRS's Benefit Payments in FY 2025 (April 1, 2025 through June 30, 2025) subsequent to the measurement date will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2026. Other amounts reported as deferred outflows and inflows of resources related to OPEB will be recognized in OPEB expense as follows:*

Fiscal Year	Amount recognized as Increase or (Decrease) to OPEB Expense
2026	(\$8,738)
2027	(\$8,738)
2028	(\$8,738)
2029	(\$8,738)
2030	(\$8,391)
Thereafter	(\$41,074)

**NOTE H. PENDING LITIGATION**

As of June 30, 2025, TRS had no pending litigation that would significantly affect the information presented in this financial report.

**TEACHERS' RETIREMENT SYSTEM**  
**A COMPONENT UNIT OF THE STATE OF MONTANA**  
**REQUIRED SUPPLEMENTARY INFORMATION AND NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**  
**FISCAL YEAR ENDED JUNE 30, 2025**

**Schedule of Changes in the Net Pension Liability – TRS Plan**

	2025	2024	2023	2022	2021
<b>Total Pension Liability</b>					
Service Cost	\$ 98,799,378	\$ 97,009,415	\$ 95,850,764	\$ 96,144,734	\$ 81,016,509
Interest	502,963,888	491,203,044	479,511,418	463,209,558	461,973,793
Benefit Changes	-	-	-	-	-
Difference Between Expected and Actual Experience	43,346,261	32,119,659	28,621,052	21,772,825	21,712,947
Changes of Assumptions	-	-	-	(238,551,692)	200,170,596
Benefit Payments	(458,959,746)	(444,438,589)	(429,121,173)	(414,346,628)	(399,897,777)
Refunds of Contributions	(10,056,398)	(8,574,536)	(7,830,941)	(10,338,308)	(8,889,937)
<b>Net Change in Total Liability</b>	<b>176,093,383</b>	<b>167,318,993</b>	<b>167,031,120</b>	<b>(82,109,511)</b>	<b>356,086,131</b>
Total Pension Liability Beginning	\$ 7,025,624,963	\$ 6,858,305,970	\$ 6,691,274,850	\$ 6,773,384,361	\$ 6,417,298,230
Total Pension Liability Ending (a)	\$ 7,201,718,346	\$ 7,025,624,963	\$ 6,858,305,970	\$ 6,691,274,850	\$ 6,773,384,361
<b>Fiduciary Net Position</b>					
Contributions - Employer	\$ 122,303,396	\$ 117,432,624	\$ 113,441,533	\$ 109,672,148	\$ 103,219,072
Contributions - Member	89,439,118	89,106,467	87,024,738	85,736,884	81,120,904
Contributions - Non-Employer Contributing Entities	49,463,371	48,848,218	48,437,855	47,999,525	47,020,904
Miscellaneous Income	26,501	48,689	55,137	36,921	974,981
Net Investment Income	476,639,600	432,590,570	388,445,976	(207,441,090)	1,129,751,837
Benefit Payments	(458,959,746)	(444,438,589)	(429,121,173)	(414,346,628)	(399,897,777)
Administrative Expenses	(3,671,746)	(3,696,391)	(3,745,792)	(3,555,107)	(3,936,633)
Refund of Contributions	(10,056,398)	(8,574,536)	(7,830,941)	(10,338,308)	(8,889,937)
Other	(159,378)	(292,335)	(313,704)	(163,969)	(353,364)
<b>Net Change in Fiduciary Net Position</b>	<b>265,024,718</b>	<b>231,024,717</b>	<b>196,393,629</b>	<b>(392,399,624)</b>	<b>949,009,550</b>
Fiduciary Net Position - Beginning	5,151,867,830	4,920,843,113	4,724,449,484	5,116,849,108	4,167,839,558
Prior Period Adjustment	-	-	-	-	-
Fiduciary Net Position - Ending (b)	\$ 5,416,892,548	\$ 5,151,867,830	\$ 4,920,843,113	\$ 4,724,449,484	\$ 5,116,849,108
<b>Net Pension Liability - Ending (a - b)</b>	<b>\$ 1,784,825,798</b>	<b>\$ 1,873,757,133</b>	<b>\$ 1,937,462,857</b>	<b>\$ 1,966,825,366</b>	<b>\$ 1,656,535,253</b>

	2020	2019	2018	2017	2016
<b>Total Pension Liability</b>					
Service Cost	\$ 76,334,643	\$ 75,236,616	\$ 76,009,950	\$ 71,429,117	\$ 73,530,938
Interest	452,258,006	441,958,241	428,866,673	417,307,148	402,339,969
Benefit Changes	-	-	-	-	-
Difference Between Expected and Actual Experience	22,424,700	6,775,269	14,571,084	5,420,919	(5,245,998)
Changes of Assumptions	107,293,117	(6,059,430)	206,321,172	-	(12,445,656)
Benefit Payments	(384,396,941)	(367,779,905)	(352,854,025)	(333,633,717)	(320,810,259)
Refunds of Contributions	(5,171,751)	(6,008,447)	(5,322,642)	(7,355,344)	(5,086,816)
Net Change in Total Liability	268,741,774	144,122,344	367,592,212	153,168,123	132,282,178
Total Pension Liability Beginning	\$ 6,148,556,456	\$ 6,004,434,112	\$ 5,636,841,900	\$ 5,483,673,777	\$ 5,351,391,599
Total Pension Liability Ending (a)	\$ 6,417,298,230	\$ 6,148,556,456	\$ 6,004,434,112	\$ 5,636,841,900	\$ 5,483,673,777
<b>Fiduciary Net Position</b>					
Contributions - Employer	\$ 102,420,318	\$ 97,303,048	\$ 94,233,469	\$ 91,853,678	\$ 88,643,646
Contributions - Member	80,194,548	78,150,923	74,594,333	74,253,046	72,740,665
Contributions - Non-Employer Contributing Entities	45,948,388	45,495,334	45,005,672	44,414,109	43,902,606
Miscellaneous Income	51,927	31,040	31,829	27,504	29,123
Net Investment Income	112,588,645	227,892,287	343,720,833	427,042,359	71,487,661
Benefit Payments	(384,396,941)	(367,779,905)	(352,854,025)	(333,633,717)	(320,810,259)
Administrative Expenses	(3,767,693)	(2,947,109)	(2,849,527)	(2,459,458)	(2,318,818)
Refund of Contributions	(5,171,751)	(6,008,447)	(5,322,642)	(7,355,344)	(5,086,816)
Other	(204,156)	(174,476)	(157,777)	(211,532)	(142,849)
Net Change in Fiduciary Net Position	(52,336,715)	71,962,695	197,402,165	293,930,645	(51,555,041)
Fiduciary Net Position - Beginning	4,220,285,752	4,148,324,206	3,950,761,443	3,656,830,798	3,708,385,838
Prior Period Adjustment	(109,479)	(1,149)	160,598	-	-
Fiduciary Net Position - Ending (b)	\$ 4,167,839,558	\$ 4,220,285,752	\$ 4,148,324,206	\$ 3,950,761,443	\$ 3,656,830,798
Net Pension Liability - Ending (a - b)	\$ 2,249,458,672	\$ 1,928,270,704	\$ 1,856,109,906	\$ 1,686,080,457	\$ 1,826,842,979

**Note to RSI - Schedule of Changes in the Net Pension Liability and Schedule of Net Pension Liability**

The TPL contained in these schedules was provided by the System's actuary, Cavanaugh Macdonald Consulting, LLC. The TPL is measured as the TPL less the amount of the FNP of the Retirement System. Prior to the fiscal year ended June 30, 2018, the Net Investment Income, Net Change in Fiduciary Net Position, and Prior Period Adjustment items in the Schedule of Changes in Fiduciary Net Position matched the Statement of Changes in Net position. However, there was an ACFR only adjustment in FY2018 that was issued by the MBOI after the Schedule of Changes in Fiduciary Net Position above had been complete. The adjustment affected the Net Investment Income, Net Change in Fiduciary Net Position, and Prior Period Adjustment items by \$56,880 (the amount of the ACFR only adjustment).

**Schedule of the Net Pension Liability – TRS Plan**

	2025	2024	2023	2022	2021
Total Pension Liability	\$ 7,201,718,346	\$ 7,025,624,963	\$ 6,858,305,970	\$ 6,691,274,850	\$ 6,773,384,361
Fiduciary Net Position	5,416,892,548	5,151,867,830	4,920,843,113	4,724,449,484	5,116,849,108
Net Pension Liability	\$ 1,784,825,798	\$ 1,873,757,133	\$ 1,937,462,857	\$ 1,966,825,366	\$ 1,656,535,253
Ratio of Fiduciary Net Position to Total Pension Liability	75.22%	73.33%	71.75%	70.61%	75.54%
Covered Payroll	\$ 1,036,319,613	\$ 1,003,130,307	\$ 983,749,464	\$ 960,836,370	\$ 922,764,585
Net Pension Liability as a Percentage of Covered Payroll	172.23%	186.79%	196.95%	204.70%	179.52%

	2020	2019	2018	2017	2016
Total Pension Liability	\$ 6,417,298,230	\$ 6,148,556,456	\$ 6,004,434,112	\$ 5,636,841,900	\$ 5,483,673,777
Fiduciary Net Position	4,167,839,558	4,220,285,752	4,148,324,206	3,950,761,443	3,656,830,798
Net Pension Liability	\$ 2,249,458,672	\$ 1,928,270,704	\$ 1,856,109,906	\$ 1,686,080,457	\$ 1,826,842,979
Ratio of Fiduciary Net Position to Total Pension Liability	64.95%	68.64%	69.09%	70.09%	66.69%
Covered Payroll	\$ 880,667,518	\$ 857,467,932	\$ 829,708,595	\$ 818,122,561	\$ 795,920,906
Net Pension Liability as a Percentage of Covered Payroll	255.43%	224.88%	223.71%	206.09%	229.53%

**Schedule of Investment Returns – TRS Plan**

	2025	2024	2023	2022	2021
Annual Money Weighted Rate Return, Net of Investment Expense	9.46%	8.96%	8.40%	(4.14)%	27.71%

	2020	2019	2018	2017	2016
Annual Money Weighted Rate Return, Net of Investment Expense	2.72%	5.61%	8.88%	11.92%	1.99%

**Schedule of Employer and Non-employer Contributing Entities Contributions – TRS Plan**

	2025	2024	2023	2022	2021
Actuarially Determined Employer Contributions	\$ 171,766,767	\$ 166,280,842	\$ 161,879,388	\$ 157,671,673	\$ 150,239,539
Actual Contributions:					
Employers	122,303,396	117,432,624	113,441,533	109,672,148	103,219,072
Non-Employer Contributing Entities	\$ 49,463,371	\$ 48,848,218	\$ 48,437,855	\$ 47,999,525	\$ 47,020,467
Total	\$ 171,766,767	\$ 166,280,842	\$ 161,879,388	\$ 157,671,673	\$ 150,239,539
Annual Contribution Deficiency/ (Excess)	-	-	-	-	-
Covered Payroll	1,036,319,613	1,003,130,307	983,749,464	960,836,370	922,764,585
Actual Contributions as a Percentage of Covered Payroll	16.57%	16.58%	16.46%	16.41%	16.28%

	2020	2019	2018	2017	2016
Actuarially Determined Employer Contributions	\$ 148,368,706	\$ 143,107,320	\$ 139,239,141	\$ 136,267,787	\$ 132,546,252
Actual Contributions:					
Employers	102,420,318	97,303,048	94,233,469	91,853,678	88,643,646
Non-Employer Contributing Entities	\$ 45,948,388	\$ 45,495,334	\$ 45,005,672	\$ 44,414,109	\$ 43,902,606
Total	\$ 148,368,706	\$ 142,798,382	\$ 139,239,141	\$ 136,267,787	\$ 132,546,252
Annual Contribution Deficiency/ (Excess)	-	308,938	-	-	-
Covered Payroll	880,667,518	857,467,932	829,708,595	818,122,561	795,920,906
Actual Contributions as a Percentage of Covered Payroll	16.85%	16.65%	16.78%	16.66%	16.65%

**Note to RSI – Schedule of Employer Contributions**

The actuarially determined employer contributions and amount of those contributions actually made are presented in the schedule.

**Note to RSI – Actuarial Assumptions – TRS Plan**

The information presented in the required supplementary schedules was used in the actuarial valuation for purposes of determining the actuarially determined contribution rate. The assumptions and methods used for this actuarial valuation were recommended by the actuary and adopted by the Board. Additional information as of the latest actuarial valuation follows.

**Note to RSI – Changes of Benefit Terms – TRS Plan**

There have been no material changes of benefit terms in the past ten years.

**Note to RSI - Changes in Actuarial Assumptions and Methods – TRS Plan**

The following changes to the actuarial assumptions were adopted in 2022 for the GASB 67/68 report and disclosures, as well as, the TRS valuation:

- The discount rate was increased from 7.06% to 7.30%.
- The investment rate of return assumption was increased from 7.06% to 7.30%.
- The inflation rate was increased from 2.40% to 2.75%.
- Updated all mortality tables to the PUB-2010 tables for teachers.
- Updated the rates of retirement and termination.
- Updated the salary scale merit rates.

The following changes to the actuarial assumptions were adopted in 2021 for the GASB 67/68 report and disclosures only:

- The discount rate was lowered from 7.34% to 7.06%.
- The investment rate of return assumption was lowered from 7.34% to 7.06%.

The following changes to the actuarial assumptions were adopted in 2020 for the GASB 67/68 report and disclosures only:

- The discount rate was lowered from 7.50% to 7.34%.
- The investment rate of return assumption was lowered from 7.50% to 7.34%.
- The inflation rate was reduced from 2.50% to 2.40%.

The following changes to the actuarial assumptions were adopted in 2019:

- The Guaranteed Annual Benefit Adjustment (GABA) for Tier Two members is a variable rate between 0.50% and 1.50% as determined by the Board. Since an increase in the amount of the GABA is not automatic and must be approved by the Board, the assumed increase was lowered from 1.50% to the current rate of 0.50% per annum.

The following changes to the actuarial assumptions were adopted in 2018:

- Assumed rate of inflation was reduced from 3.25% to 2.50%
  - Payroll growth assumption was reduced from 4.00% to 3.25%
  - Investment return assumption was reduced from 7.75% to 7.50%.
  - Wage growth assumption was reduced from 4.00% to 3.25%
  - Mortality among contributing members, service retired members, and beneficiaries was updated to the following:
    - For Males and Females: RP-2000 Healthy Combined Mortality Table projected to 2022 adjusted for partial credibility setback for two years. The tables include margins for mortality improvement which is expected to occur in the future.
  - Mortality among disabled members was updated to the following:
    - For Males: RP 2000 Disabled Mortality Table, set back three years, with mortality improvements projected by Scale BB to 2022.
    - For Females: RP 2000 Disabled Mortality Table, set forward two years, with mortality improvements projected by Scale BB to 2022.
  - Retirement rates were updated.
  - Termination rates were updated.
  - Rates of salary increases were updated.
-

The following changes to the actuarial assumptions were adopted in 2016:

- The normal cost method has been updated to align the calculation of the projected compensation and the total present value of plan benefits so that the normal cost rate reflects the most appropriate allocation of plan costs over future compensation.

**Note to RSI – Method and Assumptions Used in Calculations of Actuarially Determined Contributions – TRS Plan**

The actuarial determined contribution rates are determined on an annual basis. The following actuarial methods and assumptions were used to determine contribution rates reported for the fiscal year ending June 30, 2025, which were based on the results of the July 1, 2024 actuarial valuation.

Actuarial Cost Method	Entry Age
Amortization Method	Level Percentage of Pay, Open
Remaining Amortization Period	21 years
Asset Valuation Method	4-year Smoothed Fair Value
Inflation	2.75 Percent
Salary Increase	3.50 – 9.00 Percent, Including Inflation for Non-University Members and 4.25 Percent for University Members including inflation;
Investment Rate of Return	7.30 Percent, Net of Pension Plan Investment Expense, and Including Inflation

**Schedule of Proportionate Share of the Net Pension Liability – TRS as Employer of PERS Plan**

	2025	2024
TRS' Proportion of the Net Pension Liability	0.0809%	0.0802%
TRS' Proportionate Share of the Net Pension Liability	\$1,979,140	\$1,957,160
State of Montana's Proportionate Share of the Net Pension Liability Associated With the TRS	\$492,586	\$518,992
Total NPL	\$2,471,726	\$2,476,152
Covered Payroll	\$1,568,181	\$1,474,627
TRS' Proportionate Share of the Net Pension Liability as a Percentage of Its Covered Payroll	126.2%	132.7%
Fiduciary Net Position as a Percentage of the Total Pension Liability	74.8%	73.9%

*The amounts presented above for each fiscal year were determined as of June 30th, the measurement date.*

**Schedule of Contributions – TRS as Employer of PERS Plan**

	2025	2024
Contractually Required Contributions	\$160,392	\$144,467
Contributions in Relation to the Contractually Required Contributions	\$160,392	\$144,467
Contribution Deficiency (Excess)	\$0	\$0
Covered Payroll	\$1,759,975	\$1,568,181
Contributions as a Percentage of Covered Payroll	9.11%	9.21%

*The amounts presented above for each fiscal year were determined as of June 30th, the most recent fiscal year end.*

2023	2022	2021	2020	2019	2018	2017	2016
0.0779%	0.0769%	0.0715%	0.0697%	0.0691%	0.0896%	0.0882%	0.0843%
\$1,851,315	\$1,394,112	\$1,885,625	\$1,457,558	\$1,443,205	\$1,745,606	\$1,502,397	\$1,177,820
\$531,650	\$394,640	\$571,643	\$456,803	\$464,136	\$0	\$0	\$0
\$2,383,265	\$1,788,752	\$2,457,268	\$1,914,361	\$1,907,341	\$1,745,606	\$1,502,397	\$1,177,820
\$1,352,969	\$1,342,785	\$1,185,534	\$1,137,253	\$1,123,898	\$1,098,725	\$1,043,891	\$971,504
136.8%	103.8%	159.1%	128.2%	128.4%	158.9%	143.9%	121.2%
73.7%	79.9%	68.9%	73.9%	73.5%	73.8%	74.7%	78.4%

2023	2022	2021	2020	2019	2018	2017	2016
\$134,862	\$121,685	\$120,353	\$105,067	\$98,953	\$96,318	\$93,062	\$89,095
\$134,862	\$121,685	\$120,353	\$105,067	\$98,953	\$96,318	\$93,062	\$89,095
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$1,474,627	\$1,352,969	\$1,342,785	\$1,185,534	\$1,137,460	\$1,123,898	\$1,098,725	\$1,043,891
9.15%	8.99%	8.96%	8.86%	8.70%	8.57%	8.47%	8.53%

**Note to RSI – Changes of Benefit Terms – PERS Plan**

The following changes to the plan provision were made as identified:

**2017 Legislative Changes:***Working Retiree Limitations*

If a PERS retiree returns as an independent contractor to what would otherwise be PERS-covered employment, general contractor overhead costs are excluded from PERS working retiree limitations.

*Refunds*

1. Terminating members eligible to retire may, in lieu of receiving a monthly retirement benefit, refund their accumulated contributions in a lump sum.
2. Terminating members with accumulated contributions between \$200 and \$1,000 who wish to rollover their refund must do so within 90 days of termination of service.
3. Trusts, estates, and charitable organizations listed as beneficiaries are entitled to receive only a lump-sum payment.

*Interest credited to member accounts*

Effective July 1, 2017, the interest rate credited to member accounts increased from 0.25% to 0.77%.

*Lump-sum payouts*

Effective July 1, 2017, lump-sum payouts in all systems are limited to the member's accumulated contributions rather than the present value of the member's benefit.

*Disabled PERS Defined Contribution (DC) Members*

PERS members hired after July 1, 2011 have a normal retirement age of 65. PERS DC members hired after July 1, 2011 who became disabled were previously only eligible for a disability benefit until age 65. Effective July 1, 2017, these individuals will be eligible for a disability benefit until they reach 70, thus ensuring the same 5-year time period available to PERS DC disabled members hired prior to July 1, 2011 who have a normal retirement age of 60 and are eligible for a disability benefit until age 65.

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## Note to RSI – Changes in Actuarial Assumptions and Methods – PERS Plan

### Method and assumptions used in calculations of actuarially determined contributions

The following actuarial assumptions and methods were used to determine contribution rates reported for fiscal year ending June 30, 2024, which were based on the results of the June 30, 2023 actuarial valuation:

General Wage Growth*	3.50%
Investment Rate of Return*	7.30%, net of pension plan investment and administrative expenses
*Includes inflation at	2.75%
Merit salary increases	0% to 8.47%
Asset valuation method	4-year smoothed fair value
Actuarial cost method	Entry age Normal
Amortization method	Level percentage of payroll, open
Remaining amortization period	30 years
Mortality (Active Participants)	PUB-2010 General Amount Weighted Employee Mortality projected to 2021 for males and females. Projected generationally using MP-2021.
Mortality (Disabled Retirees)	PUB-2010 General Amount Weighted Disabled Retiree mortality table, projected to 2021, set forward one year for both males and females.
Mortality (Contingent Survivors)	PUB-2010 General Amount Weighted Contingent Survivor Mortality projected to 2021 with ages set forward one year for males and females. Projected generationally using MP-2021.
Mortality (Healthy Retirees)	PUB-2010 General Amount Weighted Healthy Retiree Mortality Table projected to 2021, with ages set forward one year and adjusted 104% for males and 103% for females. Projected generationally using MP-2021.

### Other Post-employment Benefits Plan Information

	2025*	2024*	2023*	2022*	2021*	2020*	2019*	2018*
TRS Proportionate Share of the Total OPEB Liability	0.19232%	0.17275%	0.17275%	0.19026%	0.19026%	0.18724%	0.24391%	0.27378%
TRS Total OPEB Liability	\$89,791	\$54,636	\$53,547	\$235,221	\$280,653	\$88,643	\$135,851	\$138,145
Covered-Employee Payroll	\$1,759,975	\$1,633,775	\$1,352,969	\$1,342,785	\$1,185,534	\$1,137,253	\$1,123,898	\$1,098,725
TRS Total OPEB Liability as a percentage of covered-employee payroll	5.10%	3.34%	3.96%	17.52%	23.67%	7.79%	12.09%	12.57%

\*The amounts presented above for each fiscal year were determined as of March 31st, the measurement date. Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

### Note to RSI – OPEB Information

The State of Montana OPEB plan is not administered through a trust; as such, there are no plan assets accumulated to offset the total OPEB liability. The State of Montana OPEB plan is reported as single-employer plan.

### Actuarial assumptions and other inputs

The total OPEB liability in the latest actuarial valuation dated December 31, 2024, the following assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

- Actuarial valuation date: December 31, 2024
- Actuarial measurement date\*: March 31, 2025

- Actuarial cost method: Entry age normal funding method
- Amortization method: Level percent of payroll, open basis
- Asset valuation method: Not applicable since no assets meet the definition of plan assets under GASB 75
- Actuarial Assumptions:
  - Discount rate: 4.57%
  - Projected payroll increases: 3.50%
  - Participation: Future retirees 40.00%, Future eligible spouses 70.00%
  - Marital status at retirement: 70.00%

\* *Update procedures were used to roll forward the total OPEB liability to the measurement date March 31, 2025.*

*Mortality – Contributing members:* For TRS employees, mortality follows the Pub-2010 Teacher table, projected generationally using MP-2021.

*Mortality – Retired:* For TRS retirees, mortality follows the Pub-2010 Retired Teacher table adjusted 102% for males and 103% for females, projected generationally using MP-2021.

*Mortality – Surviving Beneficiaries:* For TRS survivors, mortality follows the Pub-2010 Contingent Survivor table, projected generationally using MP-2021.

*Mortality – Disabled:* For TRS retirees, mortality follows the Pub-2010 General Disabled table, projected generationally using MP-2021.

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**TEACHERS' RETIREMENT SYSTEM  
A COMPONENT UNIT OF THE STATE OF MONTANA  
SUPPORTING SCHEDULES / SUPPLEMENTARY INFORMATION  
FISCAL YEAR ENDED JUNE 30, 2025**

**SCHEDULE OF ADMINISTRATIVE EXPENSES**

Expenses for the administration of the plan, excluding certain non-budgeted items, are budgeted and approved by the TRS Board. The administrative costs of TRS are financed through realized investment income. The expenses may not exceed 1.50% of retirement benefits paid. Administrative expenses for the fiscal year ended June 30, 2025, were 0.80% of benefits paid. The administrative expenses by category are outlined below:

Administrative Expenses		2025
Personal Services:		
Salaries	\$	1,759,975
Other Compensation		4,800
Employee Benefits		583,624
<b>Total Budgeted Personal Services</b>	<b>\$</b>	<b>2,348,399</b>
Operating Expenses:		
Contracted Services	\$	895,695
Supplies and Material		72,377
Communications		131,280
Travel		18,379
Rent		3,241
Repair and Maintenance		13,859
Other Expenses		92,973
<b>Total Budgeted Operating Expenses</b>	<b>\$</b>	<b>1,227,805</b>
Non-Budgeted Expenses:		
OPEB Contribution Expense	\$	1,619
Pension Contribution Offset		(148,036)
Compensated Absences		1,918
Depreciation Expense		34,840
Lease Amortization Expense		165,301
Lease Interest Expense		39,899
<b>Total Non-Budgeted Expenses</b>	<b>\$</b>	<b>95,543</b>
<b>Total Administrative Expenses</b>	<b>\$</b>	<b>3,671,746</b>

**SCHEDULE OF INVESTMENT EXPENSES**

Investment	MBOI	External Managers	Other	Total
Short-Term Investment Pool	\$ 128,808	N/A	\$ 3,236	\$ 132,044
Consolidated Asset Pension Pool	\$ 1,807,124	\$ 22,164,394	\$ 5,609,481	\$ 29,580,999
<b>Totals</b>	<b>\$ 1,935,934</b>	<b>\$ 22,164,394</b>	<b>\$ 5,612,717</b>	<b>\$ 29,713,043</b>

**SCHEDULE OF PAYMENTS TO CONSULTANTS**

Costs included in the table below are a result of administrative expenses, as well as several costs associated with the M-Trust project as of June 30, 2025.

	2025
Actuarial Services	\$ 133,463
IT Enhancement Consulting Services	115,741
Legal Services	223
Audit Services	93,304
Medical Evaluations	6,259
IT Contracts	13,273
IT Maintenance Services and Consulting	144,000
IT Enhancement Services and Consulting	8,000
<b>Total Consultant Payments</b>	<b>\$ 514,263</b>

# Report on Internal Control and Compliance



# LEGISLATIVE AUDIT DIVISION

Angus Maciver, Legislative Auditor  
Kenneth E. Varns, Legal Counsel



B-1

Deputy Legislative Auditors:  
Alexa O'Dell  
William Soller  
Miki Cestnik

## REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

The Legislative Audit Committee  
of the Montana State Legislature:

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to the financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Teachers' Retirement System (system), prepared by the Teachers' Retirement Board, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the system's basic financial statements, and have issued our report thereon dated December 23, 2025.

### ***Report on Internal Control Over Financial Reporting***

In planning and performing our audit of the financial statements, we considered the system's internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the system's internal control. Accordingly, we do not express an opinion on the effectiveness of system's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal controls was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

***Report on Compliance and Other Matters***

As part of obtaining reasonable assurance about whether the system's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

***Purpose of this Report***

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the system's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the system's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Respectfully submitted,

*/s/ Alexa O'Dell*

Alexa O'Dell, CPA  
Deputy Legislative Auditor  
Helena, MT

December 23, 2025

TEACHERS' RETIREMENT  
BOARD

BOARD RESPONSE



**TEACHERS' RETIREMENT SYSTEM**

GREG GIANFORTE, GOVERNOR

trs.mt.gov

STATE OF MONTANA

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406-444-3134

January 15, 2026

Angus Maciver, Legislative Auditor  
Legislative Audit Division  
Room 160, State Capitol  
PO Box 201705  
Helena MT 59620-1705RECEIVED  
January 20, 2026  
LEGISLATIVE AUDIT DIV.

Dear Mr. Maciver:

Thank you for the opportunity to provide a response to the financial audit report of the Teachers' Retirement Board for the fiscal year ending June 30, 2025. The Teachers' Retirement Board appreciates the services provided by your staff in conducting the audit. TRS had a 9.4% return on investments in fiscal year 2025 which increased our fiduciary net position by about \$265 million. As of July 1, 2025, the Teachers' Retirement System is 73.4% funded and can fully amortize any unfunded liabilities in 21 years.

We are pleased with the unmodified opinion on the financial statements for the fiscal year ending June 30, 2025, which included no recommendations from the auditor. I would like to thank you, Deputy Auditor O'Dell and your staff (Adam Hefenieder, Jenna Stamper, Jeane Carstensen-Garrett, Zachary Cook, Tracey Riley and Tyler Julian) for their professionalism and courtesy as they conducted the audit.

Sincerely,

*/s/ Shawn Graham*Shawn Graham  
Executive Director  
Teachers' Retirement System