



# GASB 75 Actuarial Valuation Report

The State of Tennessee

Local Education Employee Group Plan

For the Fiscal Year Ending June 30, 2021

Measurement Date June 30, 2020

## Introduction

This report documents the results of the actuarial valuation for the fiscal year ending June 30, 2021 of the Local Education Employee Group Plan. These results are based on a Measurement Date of June 30, 2020 and include medical benefits provided to the retirees and covered spouses by the State and certain Local Employers. All reporting requirements are included in the employer's financial statement. The information provided in this report is intended strictly for documenting plan disclosure information and reporting requirements for the State and Local Employers.

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

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

Models are used to estimate underlying per capita medical and prescription drug claims costs and plan design actuarial values, subsequently utilized as assumption inputs for valuation models used to develop the liabilities for June 30, 2020 and future valuations. The model used for the development of plan design actuarial value components was developed by experts outside of Aon, specifically Optum. The models used to estimate the Incurred But Not Paid (IBNP) Claims and COVID-19 claims impact were developed internally by Aon. All these models used for development of the per capita claims costs and future trend rates are centralized, monitored, and maintained by a dedicated expert team.

A valuation model was used to develop the liabilities for the July 1, 2020 valuation. The valuation model relies on ProVal software, which was developed by Winklevoss Technologies, LLC. Experts within Aon selected this software and determined it is appropriate for performing valuations. We coded and reviewed the software for the provisions, assumptions, methods, and data of The Local Education Employee Group Plan.

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

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

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

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

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

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

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

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

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

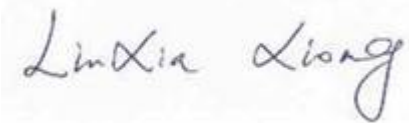
To our knowledge, no colleague of Aon providing services to the State of Tennessee or the Local Employers has any material direct or indirect financial interest in the State of Tennessee or the Local Employers. Thus, we believe there is no relationship existing that might affect our capacity to prepare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



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# **Accounting Requirements**

## Development of GASB 75 Net OPEB Expense

### Calculation Details

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

<b>Collective</b>	<b>Fiscal Year Ending June 30, 2020</b>	<b>Fiscal Year Ending June 30, 2021</b>
(1) Collective OPEB Liability	\$ 820,373,772	\$ 922,560,467
(2) Plan Fiduciary Net Position	<u>0</u>	<u>0</u>
(3) Net OPEB Liability	\$ 820,373,772	\$ 922,560,467
(4) Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	0%	0%
(5) Deferred Outflow of Resources for Contributions Made After Measurement Date	\$ 42,527,915	\$ 42,865,197
<b>State Share</b>	<b>Fiscal Year Ending June 30, 2020</b>	<b>Fiscal Year Ending June 30, 2021</b>
(1) State Share of OPEB Liability	\$ 232,296,286	\$ 260,058,196
(2) Plan Fiduciary Net Position	<u>0</u>	<u>0</u>
(3) Net OPEB Liability	\$ 232,296,286	\$ 260,058,196
(4) Plan Fiduciary Net Position as a Percentage of the State Share of OPEB Liability	0%	0%
(5) Deferred Outflow of Resources for Contributions Made After Measurement Date	\$ 13,144,364	\$ 13,219,597
<b>Employer Share</b>	<b>Fiscal Year Ending June 30, 2020</b>	<b>Fiscal Year Ending June 30, 2021</b>
(1) Employer Share of OPEB Liability	\$ 588,077,486	\$ 662,502,271
(2) Plan Fiduciary Net Position	<u>0</u>	<u>0</u>
(3) Net OPEB Liability	\$ 588,077,486	\$ 662,502,271
(4) Plan Fiduciary Net Position as a Percentage of the Employer Share of OPEB Liability	0%	0%
(5) Deferred Outflow of Resources for Contributions Made After Measurement Date	\$ 29,383,551	\$ 29,645,600

## Expense

The following table illustrates the OPEB expense under GASB 75.

	<b>Fiscal Year Ending June 30, 2020</b>	<b>Fiscal Year Ending June 30, 2021</b>
(1) Service Cost	\$ 45,975,847	\$ 40,337,910
(2) Interest Cost	30,387,384	29,471,046
(3) Expected Investment Return	0	0
(4) Employee Contributions	0	0
(5) Administrative Expense	0	0
(6) Plan Changes	820,611	1,074,794
(7) Amortization of Unrecognized		
(a) Liability (Gain)/Loss	(4,315,809)	(6,554,976)
(b) Asset (Gain)/Loss	0	0
(c) Assumption Change (Gain)/Loss	<u>(8,295,361)</u>	<u>2,407,633</u>
(8) Total Expense	\$ 64,572,672	\$ 66,736,407
(a) State Share of Expense	\$ 17,886,333	\$ 18,666,417
(b) Employer Share of Expense	\$ 46,686,339	\$ 48,069,990



## Collective Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows as of June 30, 2021 under GASB 75.

	<b>Net Deferred Outflows/(Inflows)</b>
(1) Difference Between Actual and Expected Experience	\$ (48,510,570)
(2) Net Difference Between Expected and Actual Earnings on OPEB Plan Investments	0
(3) Assumption Changes	<u>28,682,775</u>
(4) Sub Total	\$ (19,827,795)
(5) Contributions Made in Fiscal Year Ending June 30,2021 After Measurement Date	<u>42,865,197</u>
(6) Total	\$ 23,037,402

## Amortization of Collective Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2021.

Date Established	Type of Base	Period		Balance		Annual Payment
		Original	Remaining	Original	Remaining	
6/30/2021	Liability (Gain)/Loss	Varies	Varies	\$ (19,220,362)	\$ (16,802,993)	\$ (2,417,369)
6/30/2021	Assumptions	Varies	Varies	\$ 93,051,222	\$ 82,357,962	\$ 10,693,260
6/30/2020	Liability (Gain)/Loss	Varies	Varies	\$ 34,963,652	\$ 27,798,484	\$ 3,582,584
6/30/2020	Assumptions	Varies	Varies	\$ (61,820,956)	\$ (48,108,914)	\$ (6,856,021)
6/30/2019	Liability (Gain)/Loss	Varies	Varies	\$ (82,666,634)	\$ (59,506,061)	\$ (7,720,191)
6/30/2019	Assumptions	Varies	Varies	\$ 27,097,711	\$ 18,995,329	\$ 2,700,794
6/30/2018	Assumptions	Varies	Varies	\$ (41,083,202)	\$ (24,561,602)	\$ (4,130,400)
	Total Charges				\$ (19,827,795)	\$ (4,147,343)

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

### Year End June 30:

2022	\$(4,147,343)
2023	\$(4,147,343)
2024	\$(4,147,265)
2025	\$(4,147,214)
2026	\$(4,018,501)
Total Thereafter	\$ 779,871

## State Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows as of June 30, 2021 under GASB 75.

	<b>Net Deferred Outflows/(Inflows)</b>
(1) Difference Between Actual and Expected Experience	\$ (13,185,550)
(2) Net Difference Between Expected and Actual Earnings on OPEB Plan Investments	0
(3) Proportion Changes	(1,508,148)
(4) Assumption Changes	<u>8,183,312</u>
(5) Sub Total	\$ (6,510,386)
(6) Contributions Made in Fiscal Year Ending June 30,2021 After Measurement Date	<u>13,219,597</u>
(7) Total	\$ 6,709,211

## Amortization of State Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2021.

Date Established	Type of Base	Period		Balance		Annual Payment
		Original	Remaining	Original	Remaining	
6/30/2021	Change in Proportion	Varies	Varies	\$ (2,109,177)	\$ (1,919,512)	\$ (189,665)
6/30/2021	Liability (Gain)/Loss	Varies	Varies	\$ (4,052,478)	\$ (3,529,875)	\$ (522,603)
6/30/2021	Assumptions	Varies	Varies	\$ 26,480,986	\$ 23,452,966	\$ 3,028,020
6/30/2020	Change in Proportion	Varies	Varies	\$ 14,824,222	\$ 11,485,738	\$ 1,669,242
6/30/2020	Liability (Gain)/Loss	Varies	Varies	\$ 10,897,582	\$ 8,658,540	\$ 1,119,525
6/30/2020	Assumptions	Varies	Varies	\$ (17,385,405)	\$ (13,548,030)	\$ (1,918,689)
6/30/2019	Change in Proportion	Varies	Varies	\$ (16,017,255)	\$ (11,074,374)	\$ (1,647,627)
6/30/2019	Liability (Gain)/Loss	Varies	Varies	\$ (25,462,769)	\$ (18,314,215)	\$ (2,382,849)
6/30/2019	Assumptions	Varies	Varies	\$ 7,466,504	\$ 5,245,285	\$ 740,404
6/30/2018	Assumptions	Varies	Varies	\$ (11,618,825)	\$ (6,966,909)	\$ (1,162,978)
	Total Charges				\$ (6,510,386)	\$ (1,267,220)

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

### Year End June 30:

2022	\$ (1,267,220)
2023	\$ (1,267,220)
2024	\$ (1,267,197)
2025	\$ (1,267,183)
2026	\$ (1,234,300)
Total Thereafter	\$ (207,266)

## Employer Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows as of June 30, 2021 under GASB 75.

	<b>Net Deferred Outflows/(Inflows)</b>
(1) Difference Between Actual and Expected Experience	\$ (35,325,020)
(2) Net Difference Between Expected and Actual Earnings on OPEB Plan Investments	0
(3) Proportion Changes	1,508,148
(4) Assumption Changes	<u>20,499,463</u>
(5) Sub Total	\$ (13,317,409)
(6) Contributions Made in Fiscal Year Ending June 30,2021 After Measurement Date	<u>29,645,600</u>
(7) Total	\$ 16,328,191

## Amortization of Employer Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2021.

Date Established	Type of Base	Period		Balance		Annual Payment
		Original	Remaining	Original	Remaining	
6/30/2021	Change in Proportion	Varies	Varies	\$ 2,109,177	\$ 1,919,512	\$ 189,665
6/30/2021	Liability (Gain)/Loss	Varies	Varies	\$ (15,167,884)	\$ (13,273,118)	\$ (1,894,766)
6/30/2021	Assumptions	Varies	Varies	\$ 66,570,236	\$ 58,904,996	\$ 7,665,240
6/30/2020	Change in Proportion	Varies	Varies	\$ (14,824,222)	\$ (11,485,738)	\$ (1,669,242)
6/30/2020	Liability (Gain)/Loss	Varies	Varies	\$ 24,066,070	\$ 19,139,944	\$ 2,463,059
6/30/2020	Assumptions	Varies	Varies	\$ (44,435,551)	\$ (34,560,884)	\$ (4,937,332)
6/30/2019	Change in Proportion	Varies	Varies	\$ 16,017,255	\$ 11,074,374	\$ 1,647,627
6/30/2019	Liability (Gain)/Loss	Varies	Varies	\$ (57,203,865)	\$ (41,191,846)	\$ (5,337,342)
6/30/2019	Assumptions	Varies	Varies	\$ 19,631,207	\$ 13,750,044	\$ 1,960,390
6/30/2018	Assumptions	Varies	Varies	\$ (29,464,377)	\$ (17,594,693)	\$ (2,967,422)
	Total Charges				\$ (13,317,409)	\$ (2,880,123)

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

### Year End June 30:

2022	\$(2,880,123)
2023	\$(2,880,123)
2024	\$(2,880,068)
2025	\$(2,880,031)
2026	\$(2,784,201)
Total Thereafter	\$ 987,137

## Interest Rate Sensitivity (Collective)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2021:

	<b>1% Decrease (1.21%)</b>	<b>Current Rate (2.21%)</b>	<b>1% Increase (3.21%)</b>
Collective Share of OPEB Liability	\$ 989,992,775	\$ 922,560,467	\$ 857,746,683

## Healthcare Cost Trend Sensitivity (Collective)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2021:

	<b>1% Decrease</b>	<b>Trend Rate</b>	<b>1% Increase</b>
Collective Share of OPEB Liability	\$ 818,920,287	\$ 922,560,467	\$ 1,045,064,548

## Interest Rate Sensitivity (Collective)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease (2.51%)</b>	<b>Current Rate (3.51%)</b>	<b>1% Increase (4.51%)</b>
Collective Share of OPEB Liability	\$ 882,795,778	\$ 820,373,772	\$ 761,272,112

## Healthcare Cost Trend Sensitivity (Collective)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease</b>	<b>Trend Rate</b>	<b>1% Increase</b>
Collective Share of OPEB Liability	\$ 731,731,070	\$ 820,373,772	\$ 924,925,451

## Interest Rate Sensitivity (State Share)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2021:

	<b>1% Decrease (1.21%)</b>	<b>Current Rate (2.21%)</b>	<b>1% Increase (3.21%)</b>
State Share of OPEB Liability	\$ 279,109,511	\$ 260,058,196	\$ 241,750,706

## Healthcare Cost Trend Sensitivity (State Share)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2021:

	<b>1% Decrease</b>	<b>Trend Rate</b>	<b>1% Increase</b>
State Share of OPEB Liability	\$ 230,788,497	\$ 260,058,196	\$ 294,665,328

## Interest Rate Sensitivity (State Share)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease (2.51%)</b>	<b>Current Rate (3.51%)</b>	<b>1% Increase (4.51%)</b>
State Share of OPEB Liability	\$ 250,085,321	\$ 232,296,286	\$ 215,461,319

## Healthcare Cost Trend Sensitivity (State Share)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease</b>	<b>Trend Rate</b>	<b>1% Increase</b>
State Share of OPEB Liability	\$ 207,055,572	\$ 232,296,286	\$ 262,087,294

## Interest Rate Sensitivity (Employer Share)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2021:

	<b>1% Decrease (1.21%)</b>	<b>Current Rate (2.21%)</b>	<b>1% Increase (3.21%)</b>
Employer Share of OPEB Liability	\$ 710,883,264	\$ 662,502,271	\$ 615,995,977

## Healthcare Cost Trend Sensitivity (Employer Share)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2021:

	<b>1% Decrease</b>	<b>Trend Rate</b>	<b>1% Increase</b>
Employer Share of OPEB Liability	\$ 588,131,790	\$ 662,502,271	\$ 750,399,220

## Interest Rate Sensitivity (Employer Share)

The following table illustrates the impact of interest rate sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease (2.51%)</b>	<b>Current Rate (3.51%)</b>	<b>1% Increase (4.51%)</b>
Employer Share of OPEB Liability	\$ 632,710,457	\$ 588,077,486	\$ 545,810,793

## Healthcare Cost Trend Sensitivity (Employer Share)

The following table illustrates the impact of healthcare cost trend sensitivity on the Net OPEB Liability for fiscal year ending June 30, 2020:

	<b>1% Decrease</b>	<b>Trend Rate</b>	<b>1% Increase</b>
Employer Share of OPEB Liability	\$ 524,675,498	\$ 588,077,486	\$ 662,838,157

## Disclosure—Changes in the Net OPEB Liability and Related Ratios

### Changes in the Net OPEB Liability and Related Ratios<sup>1</sup>

	June 30, 2018	June 30, 2019	June 30, 2020	June 30, 2021
<b>Total OPEB Liability</b>				
Service Cost	\$ 52,675,939	\$ 48,917,141	\$ 45,975,847	\$ 40,337,910
Interest Cost	27,223,649	32,741,406	30,387,384	29,471,046
Changes of Benefit Terms	0	(54,732,038)	820,611	1,074,794
Differences Between Expected and Actual Experiences	0	(83,500,489)	34,935,799	(19,220,362)
Changes of Assumptions	(41,110,030)	27,097,373	(61,820,956)	93,051,222
Benefit Payments	(45,518,325)	(49,772,240)	(46,347,190)	(42,527,915)
<b>Net Change in Total OPEB Liability</b>	\$ (6,728,767)	\$ (79,248,847)	\$ 3,951,495	\$ 102,186,695
<b>Total OPEB Liability (Beginning)</b>	902,399,891	895,671,124	816,422,277	820,373,772
<b>Total OPEB Liability (Ending)</b>	\$ 895,671,124	\$ 816,422,277	\$ 820,373,772	\$ 922,560,467
<b>Proportion Determination</b>				
Collective Actuarial Accrued Liability	\$ 895,671,124	\$ 816,422,277	\$ 820,373,772	\$ 922,560,467
Employer Proportion	71.31%	73.51%	71.68%	71.81%
Employer Actuarial Accrued Liability	\$ 638,746,894	\$ 600,175,993	\$ 588,077,486	\$ 662,502,271
Employer Share of Total OPEB Liability (Beginning)	\$ 643,359,313	\$ 638,746,894	\$ 600,175,993	\$ 588,077,486
Employer Share of Total OPEB Liability (End)	\$ 638,746,894	\$ 600,175,993	\$ 588,077,486	\$ 662,502,271
State Proportion	28.66%	26.49%	28.32%	28.19%
State Actuarial Accrued Liability	\$ 256,924,230	\$ 216,246,284	\$ 232,296,286	\$ 260,058,196
State Share of Total OPEB Liability (Beginning)	\$ 259,040,578	\$ 256,924,230	\$ 216,246,284	\$ 232,296,286
State Share of Total OPEB Liability (End)	\$ 256,924,230	\$ 216,246,284	\$ 232,296,286	\$ 260,058,196
<b>Covered-Employee Payroll</b>	N/A	N/A	N/A	N/A
<b>Total OPEB Liability as a Percentage of Payroll</b>	N/A	N/A	N/A	N/A

<sup>1</sup> GASB 75 was effective first for employer fiscal years beginning after June 15, 2017.

# Appendix



## Participant Data

The actuarial valuation was based on personnel information as of July 1, 2020. Following are some of the pertinent characteristics from the personnel data as of that date, and as of the prior year.

	<b>July 1, 2019</b>	<b>July 1, 2020</b>
<hr/>		
Actives Participants		
Number	51,104	48,249
Average Age	48.3	48.7
Average Service	15.0	15.6
Inactives Participants (Retirees, Covered Spouses, Surviving Spouses, Disableds, and Deferred Vesteds)		
Number	4,344	4,265
Average Age	61.0	61.0
Total Participants		
Number	55,448	52,514

## Health Care Claims Development

The sample per capita claims cost assumptions shown below by age, benefit, and plan represent the true underlying baseline experience estimated for Local Education Employee Group Plan's sponsored postretirement benefits and costs. These rates are used in the expense calculation for the period 7/1/2020–06/30/2021 and disclosures as of June 30, 2021.

<b>Medical/Rx/Admin</b>	
<b>Age</b>	<b>(Annual)</b>
55	\$ 9,332
60	\$ 11,534
65	\$ 6,147
70	\$ 7,270
75	\$ 8,135
80	\$ 8,558
85	\$ 8,855
90+	\$ 9,020

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

### Historical Claims and Enrollment Basis

The average medical or Rx per capita claims costs were developed from actual claims experience and enrollment for the period from March 1, 2017 through February 29, 2020. Claims and enrollment information was provided by the State of Tennessee's health care vendors. The annualized paid claims experience for each respective historical base period was adjusted to an incurred basis by adding the change the estimated change in reserve. Claims experience was adjusted for differences in plan design between the historical periods and the projection period using plan design relative values from Aon's actuarial models. No adjustment was necessary for large claims. The average medical or Rx per capita claims costs from each respective historical base period were trended to, already centered at the mid-point of the annual period following the valuation date.

In order to improve the credibility of a single projection estimate, a combination of estimates from the distinct historical periods was used, placing 50% credibility on the most recent period, 33% on the next most recent, and 17% on the oldest period. Finally, average medical or Rx per capita claims costs were then age-adjusted based on the demographics of the population, and the assumed health care aging factors shown in the table below.

Per capita administration and other fixed costs were developed and added onto the per capita claims cost assumptions using information supplied by the State of Tennessee. These per capita assumed administrative costs were based on actual 2020 per employee rates, which were converted from a per employee basis to a per member basis using the most recent election file provided by the by the State of Tennessee's. For 2020, \$322 annually per person was added for pre-65 retirees, post-65 retirees and spouses.

### Health Care Aging (Morbidity) Factors:

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

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

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

### Health Care Cost Trend Rates:

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

<b>Year</b>	<b>Pre-65</b>	<b>Post-65</b>
2021	9.02%	7.56%
2022	5.14%	6.16%
2023	4.92%	5.88%
2024	5.71%	5.92%
2025	5.50%	5.64%
2026	5.28%	5.37%
2027	5.07%	5.10%
2028	4.85%	4.82%
2029	4.68%	4.58%
2030	4.57%	4.50%
2031+	4.50%	4.50%

For 2021 to 2023, trends include estimated impacts from COVID-19. We expect COVID-19 impact to be short-term in nature, with claims trend returning to normal in 2024 and beyond. Therefore, we do not believe COVID-19 has a significant impact on long-term claims costs projections and plan liabilities. The estimated impact to trend for these years is 0.6% for pre-65 and 0.2% for post-65, on average.

## Actuarial Assumptions and Methods

The following outlines the assumptions and method Aon will use in determining the GASB expense calculations for the Local Education Employee Group Plan for the fiscal year ending June 30, 2021.

Actuarial Method	Entry Age Normal Cost Method
Normal Cost	Determined for each active employee as the Actuarial Present Value of benefits allocated to the valuation year. The benefit attributed to the valuation year is that incremental portion of the total projected benefit earned during the year in accordance with the plan provisions. This allocation is based on each individual's service between date of hire and date the individual becomes fully eligible for benefits.
Asset Valuation Method	Market Value of Assets as of the Measurement Date
Discount Rate	2.21% based on Bond Buyer GO 20-Bond Municipal Bond Index as of the Measurement Date.
Mortality Rates	<p>Healthy: RP-2014 Employees and Healthy Annuitants mortality table projected generationally with MP-2016 from the central year.</p> <p>Post-retirement tables are Blue Collar and adjusted with a 2% load for males and a -3% load for females, projected generationally from 2014 with MP-2016.</p> <p>Disabled: Reflects those used by TCRS and are taken from the gender distinct table published in the IRS Revenue Ruling 96-7 for disabled lives with a 10% load.</p>
Valuation Date	July 1, 2020
Measurement Date	June 30, 2020
Census Data	July 1, 2020
Fiscal Year Ending	June 30, 2021
Inflation	Long-term price inflation is assumed to be 2.10% per year.
Data Assumptions	In cases of a discrepancy between expected service and service reported for this valuation, imputed service was used.

Salary Increases	Assumed salary increases are the same as used by TCRS: 8.72% at age 20 graded to 3.44% at age 70 (with 4.00% weighted average).									
Retirement Rates Active Participants	See Tables 1-3.									
Withdrawal Rates	See Table 4-5.									
Disability Rates	See Table 6.									
Coverage Acceptance Rates	See Table 7.									
Future participation	Active employees currently declining coverage are assumed to opt into the plan in the future and accept retiree coverage at a 10% rate. Covered employees are assumed to remain covered until retirement.									
Initial Gross Monthly Premiums	<table border="0"> <thead> <tr> <th></th> <th style="text-align: right;"><u>2020</u></th> <th style="text-align: right;"><u>2021</u></th> </tr> </thead> <tbody> <tr> <td>Retiree</td> <td style="text-align: right;">\$613.00</td> <td style="text-align: right;">\$625.00</td> </tr> <tr> <td>Spouse</td> <td style="text-align: right;">\$580.00</td> <td style="text-align: right;">\$592.00</td> </tr> </tbody> </table>		<u>2020</u>	<u>2021</u>	Retiree	\$613.00	\$625.00	Spouse	\$580.00	\$592.00
	<u>2020</u>	<u>2021</u>								
Retiree	\$613.00	\$625.00								
Spouse	\$580.00	\$592.00								
Administrative Expenses	Administrative expenses are included in the Per Capita Costs.									
Per Capita Costs	Expected monthly Per Capita Costs were developed for year following the Actuarial Valuation Date.									
Decrement Timing	Decrements of all types are assumed to occur at the middle of the year.									
Eligibility Testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.									
Decrement Relativity	Decrement rates are treated as absolute rates of decrement.									

## Method Changes

There have been no method changes since the prior year.

## Assumption Changes

The financial accounting valuation reflects the following assumption changes:

- The discount rate decreased from 3.51% to 2.21%. This increased the liability for State and Local Employer by 10%.
- Long-term price inflation decreased from 2.20% to 2.10%.
- The medical and drug trend rate assumptions were updated to reflect more recent experience as of the Measurement Date. This increased the liability for State by 8.8%, and decreased the liability for Local Employer by 3.3%.
- A change in expected per capita health claims to reflect more recent information as of the Measurement Date. This decreased the liability for State by 5.4%, while the impact to Local Employer was minimal.
- Coverage acceptance rates were updated for certain employers to reflect more recent subsidy amounts.

## Actuarial Assumptions and Methods

Table 1

### Retirement Rates—Early Retirement Eligible

<b>Age</b>	<b>Male</b>	<b>Female</b>
<b>55</b>	3.1393%	3.8475%
<b>56</b>	3.3924%	4.4798%
<b>57</b>	4.0562%	5.0000%
<b>58</b>	4.5206%	5.0000%
<b>59</b>	4.6014%	5.0000%



Table 2

**Retirement Rates—30 Years of Service Before Age 60**

Years of Service	1st Year Eligible		Year 2+	
	Male	Female	Male	Female
30	19.0%	19.0%	7.0%	7.0%
31	19.0%	19.0%	7.0%	7.0%
32	19.0%	19.0%	7.0%	8.0%
33	19.0%	19.0%	8.5%	9.0%
34	19.0%	19.0%	9.0%	10.0%
35	19.0%	19.0%	10.0%	10.0%
36	19.0%	19.0%	12.0%	12.0%
37	19.0%	19.0%	12.0%	14.0%
38	19.0%	19.0%	13.0%	14.0%
39	19.0%	19.0%	14.0%	15.0%
40	19.0%	19.0%	15.0%	17.0%
41	19.0%	19.0%	16.0%	20.0%
42	19.0%	19.0%	22.0%	26.0%
43	19.0%	19.0%	16.0%	19.5%
44	19.0%	19.0%	18.0%	24.0%
45	19.0%	19.0%	35.0%	37.5%
46	19.0%	19.0%	16.0%	24.0%
47	19.0%	19.0%	16.0%	24.0%
48	19.0%	19.0%	16.0%	24.0%
49	19.0%	19.0%	16.0%	24.0%
50	19.0%	19.0%	16.0%	34.0%
51	19.0%	19.0%	17.0%	40.0%
52	19.0%	19.0%	17.0%	40.0%
53	19.0%	19.0%	17.0%	40.0%
54	19.0%	19.0%	17.0%	40.0%
55	19.0%	19.0%	100.0%	100.0%

Table 3

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

Age	10-15 YOS		15+ YOS	
	Male	Female	Male	Female
60	15.0%	17.0%	23.0%	25.0%
61	16.0%	20.0%	24.0%	28.0%
62	22.0%	26.0%	30.0%	34.0%
63	16.0%	19.5%	24.0%	27.5%
64	18.0%	24.0%	26.0%	32.0%
65	35.0%	37.5%	43.0%	45.5%
66	16.0%	24.0%	24.0%	32.0%
67	16.0%	24.0%	24.0%	32.0%
68	16.0%	24.0%	24.0%	32.0%
69	16.0%	24.0%	24.0%	32.0%
70	16.0%	34.0%	24.0%	42.0%
71	17.0%	40.0%	25.0%	48.0%
72	17.0%	40.0%	25.0%	48.0%
73	17.0%	40.0%	25.0%	48.0%
74	17.0%	40.0%	25.0%	48.0%
75	100.0%	100.0%	100.0%	100.0%

Table 4—1 of 2

## Termination Rates—Male

Age	Years of Service				
	0	1	2-4	5-29	30+
15	18.0000%	13.5000%	10.0000%	10.0000%	0.0000%
16	18.0000%	13.5000%	10.0000%	10.0000%	0.0000%
17	18.0000%	13.5000%	10.0000%	10.0000%	0.0000%
18	18.0000%	13.5000%	10.0000%	10.0000%	0.0000%
19	18.0000%	13.5000%	10.0660%	10.0660%	0.0000%
20	18.0000%	13.5000%	9.9922%	9.9922%	0.0000%
21	18.0000%	13.5000%	9.8260%	9.8260%	0.0000%
22	18.0000%	13.5000%	9.5798%	9.5798%	0.0000%
23	18.0000%	13.5000%	9.2650%	9.2650%	0.0000%
24	18.0000%	13.5000%	8.8930%	8.8930%	0.0000%
25	18.0000%	13.5000%	8.4741%	8.4741%	0.0000%
26	18.0000%	13.5000%	8.0184%	8.0184%	0.0000%
27	18.0000%	13.5000%	7.5353%	7.5353%	0.0000%
28	18.0000%	13.5000%	7.0336%	7.0336%	0.0000%
29	18.0000%	13.5000%	6.5216%	6.5216%	0.0000%
30	18.0000%	13.5000%	6.0070%	6.0070%	0.0000%
31	18.0000%	13.5000%	5.4968%	5.4968%	0.0000%
32	18.0000%	13.5000%	4.9977%	4.9977%	0.0000%
33	18.0000%	13.5000%	4.5157%	4.5157%	0.0000%
34	18.0000%	13.5000%	4.0561%	4.0561%	0.0000%
35	18.0000%	13.5000%	3.6238%	3.6238%	0.0000%
36	18.0000%	13.5000%	3.2231%	3.2231%	0.0000%
37	18.0000%	13.5000%	2.8577%	2.8577%	0.0000%
38	18.0000%	13.5000%	2.5307%	2.5307%	0.0000%
39	18.0000%	13.5000%	2.2448%	2.2448%	0.0000%
40	18.0000%	13.5000%	2.0019%	2.0019%	0.0000%
41	18.0000%	13.5000%	1.8034%	1.8034%	0.0000%
42	18.0000%	13.5000%	1.6502%	1.6502%	0.0000%
43	18.0801%	13.5000%	1.5426%	1.5426%	0.0000%
44	18.2205%	13.5000%	1.4804%	1.4804%	0.0000%

Table 4—2 of 2

## Termination Rates—Male

Age	Years of Service				
	0	1	2-4	5-29	30+
45	18.3902%	13.5000%	1.4627%	1.4627%	0.0000%
46	18.5908%	13.5000%	1.4880%	1.4880%	0.0000%
47	18.8242%	13.5000%	1.5544%	1.5544%	0.0000%
48	19.0920%	13.6031%	1.6594%	1.6594%	0.0000%
49	19.3957%	13.8644%	1.7997%	1.7997%	0.0000%
50	19.7370%	14.1800%	1.9718%	1.9718%	0.0000%
51	20.1171%	14.5555%	2.1714%	2.1714%	0.0000%
52	20.5375%	14.9964%	2.3936%	2.3936%	0.0000%
53	20.9995%	15.5089%	2.6331%	2.6331%	0.0000%
54	21.5042%	16.0990%	2.8838%	2.8838%	0.0000%
55	22.0528%	16.7730%	3.1393%	3.1393%	0.0000%
56	22.6463%	17.5376%	3.3924%	3.3924%	0.0000%
57	23.2857%	18.3996%	4.0562%	4.0562%	0.0000%
58	23.9719%	19.3659%	4.5206%	4.5206%	0.0000%
59	24.7057%	20.4438%	4.6014%	4.6014%	0.0000%
60	25.4878%	21.6408%	4.6639%	0.0000%	0.0000%
61	26.3190%	22.9646%	5.0000%	0.0000%	0.0000%
62	27.1997%	23.5000%	5.0000%	0.0000%	0.0000%
63	28.0000%	23.5000%	5.0000%	0.0000%	0.0000%
64	28.0000%	23.5000%	5.0000%	0.0000%	0.0000%
65	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
66	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
67	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
68	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
69	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
70	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
71	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%

Table 5—1 of 2

Termination Rates—Female

Age	Years of Service				
	0	1	2-4	5-29	30+
15	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
16	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
17	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
18	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
19	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
20	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
21	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
22	18.0000%	13.5000%	10.5000%	10.5000%	0.0000%
23	18.0000%	13.5000%	10.5153%	10.5153%	0.0000%
24	18.0000%	13.5000%	10.2970%	10.2970%	0.0000%
25	18.0000%	13.5000%	9.9913%	9.9913%	0.0000%
26	18.0000%	13.5000%	9.6109%	9.6109%	0.0000%
27	18.0000%	13.5000%	9.1678%	9.1678%	0.0000%
28	18.0000%	13.5000%	8.6737%	8.6737%	0.0000%
29	18.0000%	13.5000%	8.1395%	8.1395%	0.0000%
30	18.0000%	13.5000%	7.5757%	7.5757%	0.0000%
31	18.0000%	13.5000%	6.9924%	6.9924%	0.0000%
32	18.0000%	13.5000%	6.3991%	6.3991%	0.0000%
33	18.0000%	13.5000%	5.8046%	5.8046%	0.0000%
34	18.0000%	13.5000%	5.2173%	5.2173%	0.0000%
35	18.0000%	13.5000%	4.6452%	4.6452%	0.0000%
36	18.0000%	13.5000%	4.0956%	4.0956%	0.0000%
37	18.0000%	13.5000%	3.5752%	3.5752%	0.0000%
38	18.0000%	13.5000%	3.0905%	3.0905%	0.0000%
39	18.0000%	13.5000%	2.6472%	2.6472%	0.0000%
40	18.0000%	13.5000%	2.2505%	2.2505%	0.0000%
41	18.0000%	13.5000%	1.9052%	1.9052%	0.0000%
42	18.0000%	13.5000%	1.6153%	1.6153%	0.0000%
43	18.0801%	13.5000%	1.3847%	1.3847%	0.0000%
44	18.2205%	13.5000%	1.2164%	1.2164%	0.0000%

Table 5—2 of 2

Termination Rates—Female

Age	Years of Service				
	0	1	2-4	5-29	30+
45	18.3902%	13.5000%	1.1130%	1.1130%	0.0000%
46	18.5908%	13.5000%	1.0767%	1.0767%	0.0000%
47	18.8242%	13.5000%	1.1089%	1.1089%	0.0000%
48	19.0920%	13.6031%	1.2107%	1.2107%	0.0000%
49	19.3957%	13.8644%	1.3826%	1.3826%	0.0000%
50	19.7370%	14.1800%	1.6246%	1.6246%	0.0000%
51	20.1171%	14.5555%	1.9361%	1.9361%	0.0000%
52	20.5375%	14.9964%	2.3160%	2.3160%	0.0000%
53	20.9995%	15.5089%	2.7627%	2.7627%	0.0000%
54	21.5042%	16.0990%	3.2741%	3.2741%	0.0000%
55	22.0528%	16.7730%	3.8475%	3.8475%	0.0000%
56	22.6463%	17.5376%	4.4798%	4.4798%	0.0000%
57	23.2857%	18.3996%	5.0000%	5.0000%	0.0000%
58	23.9719%	19.3659%	5.0000%	5.0000%	0.0000%
59	24.7057%	20.4438%	5.0000%	5.0000%	0.0000%
60	25.4878%	21.6408%	5.0000%	0.0000%	0.0000%
61	26.3190%	22.9646%	5.0000%	0.0000%	0.0000%
62	27.1997%	23.5000%	5.0000%	0.0000%	0.0000%
63	28.0000%	23.5000%	5.0000%	0.0000%	0.0000%
64	28.0000%	23.5000%	5.0000%	0.0000%	0.0000%
65	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
66	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
67	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
68	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
69	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
70	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%
71	28.0000%	23.5000%	0.0000%	0.0000%	0.0000%

Table 6  
Disability Rates

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

Table 7

**Participation Rates**

<b>Subsidy Level (State and Local Combined)</b>	<b>Total Acceptance Rate</b>	<b>Percentage of Retirees Electing Dual Coverage</b>
90% or more	100%	47%
85%	91%	45%
80%	88%	44%
75%	85%	42%
70%	82%	40%
65%	79%	38%
60%	75%	36%
55%	71%	34%
50%	67%	32%
45%	63%	29%
40%	59%	27%
35%	54%	24%
30%	49%	20%
25%	43%	20%
20%	36%	20%
15%	27%	20%
10% or less	25%	20%



## Actuarial Assumptions and Methods

### Discussion of Actuarial Assumptions and Methods

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

### Calculation of Normal Costs and Liabilities

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

### Accounting Information under GASB 75

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

The total OPEB liability represents the actuarial present value of benefits based on the entry age normal cost method as of the measurement date. The service cost represents the actuarial present value of benefits that are attributed to the 2021 fiscal year, reflecting the effect of assumed future health care claim cost and/or pay increases.

The OPEB expense is the annual amount to be recognized in the income statement as the cost of OPEB benefits for this plan for the period ending June 30, 2021.

## Plan Provisions

### Eligibility to Participate

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

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

Members whose first employment with a participating local education or state agency began prior to July 1, 2015 and who meet the eligibility rules described on page 45 may continue health insurance at retirement until becoming age-eligible for Medicare. Employees whose first employment with a participating local education agency (and state agency, if applicable) began on or after July 1, 2015, will not be eligible to continue insurance coverage at retirement except for COBRA benefits described below.

### Employer Subsidy

The tables on the following pages summarize the current total monthly subsidy amounts provided by the Local Education employers. Local education employers not listed below are presumed not to offer any direct premium subsidies, however, eligible teachers retired from unlisted employers receive State subsidy only. These subsidy amounts are based on premium rates that became effective on January 1, 2020 and are generally increasing (or decreasing) as the rates established by the plan change. Coverage for children of retirees is available (until their limiting age). However, for measuring the long-term costs, the relatively few children covered by retirees coupled with the short duration of their coverage remaining results in costs that are not material in the long term. Consequently, only spouses are included in the valuation.

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Alcoa City Schools	Instructional Staff - 30+ Yrs	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 20-29 Yrs	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
	Instructional Staff - Less Than 20 Yrs	\$ 470.25	\$ 470.25	\$ 510.25	\$ 510.25	\$ 441.00	\$ 441.00	\$ 481.00	\$ 481.00	\$ 342.00	\$ 342.00	\$ 382.00	\$ 382.00	\$ 402.75	\$ 402.75	\$ 442.75	\$ 442.75
	Support Staff - 10 Yrs	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00
Athens City Schools	Instructional Staff - 25 Yrs, 5 Yrs with ACS, \$1,000.00 lump sum or monthly payment for 5 years	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34
	Instructional Staff - 30 Yrs, 5 Yrs with ACS, \$2,000.00 lump sum or monthly payment for 5 years	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67
	Support Staff - 25 Yrs at ACS, \$1,000.00 lump sum or monthly payment for 5 years	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34	\$ 83.34
	Support Staff - 30 Yrs at ACS, \$2,000.00 lump sum or monthly payment for 5 years	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67
Bradley County BOE	Instructional Staff - 15-30 Yrs	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 322.85	\$ 322.85	\$ 322.85	\$ 322.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 15 Yrs	\$ 501.60	\$ 501.60	\$ 501.60	\$ 501.60	\$ 469.60	\$ 469.60	\$ 469.60	\$ 469.60	\$ 346.80	\$ 346.80	\$ 346.80	\$ 346.80	\$ 429.60	\$ 429.60	\$ 429.60	\$ 429.60
	Support Staff - 20 Yrs	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 528.30	\$ 528.30	\$ 528.30	\$ 528.30	\$ 410.40	\$ 410.40	\$ 410.40	\$ 410.40	\$ 483.30	\$ 483.30	\$ 483.30	\$ 483.30
	Support Staff - 30 Yrs	\$ 627.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
Bristol TN City Schools	Instructional Staff - 30 Yrs including 8 yrs with BTCS, Age 60, Disability	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00
	Support Staff - 30 Yrs, Age 60, 8 yrs with BTCS, Disability	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Campbell County Schools	Instructional Staff - 30 Plus Yrs, Age 55 to 60, Age 55 = 10 yrs Age 60 = 5 yrs	\$ 344.85	\$ 470.25	\$ 384.85	\$ 500.25	\$ 323.40	\$ 440.25	\$ 363.40	\$ 470.25	\$ 250.80	\$ 342.00	\$ 290.80	\$ 372.00	\$ 295.35	\$ 402.75	\$ 335.35	\$ 432.75
	Instructional Staff - 20 - 29 YRS, Age 55 to 60, Age 55 = 10 yrs Age 60 = 5 yrs	\$ 407.55	\$ 470.25	\$ 447.55	\$ 500.25	\$ 382.20	\$ 440.25	\$ 422.20	\$ 470.25	\$ 296.40	\$ 342.00	\$ 336.40	\$ 372.00	\$ 349.05	\$ 402.75	\$ 389.05	\$ 432.75
Carter County Schools (Hired Before 7/1/13)	Instructional Staff - 30 Yrs	\$ 307.35	\$ 307.35	\$ 307.35	\$ 307.35	\$ 264.67	\$ 264.67	\$ 264.67	\$ 264.67	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 20-29 Yrs, Age 55	\$ 370.05	\$ 370.05	\$ 370.05	\$ 370.05	\$ 323.47	\$ 323.47	\$ 323.47	\$ 323.47	\$ 296.40	\$ 296.40	\$ 296.40	\$ 296.40	\$ 349.05	\$ 349.05	\$ 349.05	\$ 349.05
	Instructional Staff - Less than 20 Yrs, Age 55	\$ 432.75	\$ 432.75	\$ 432.75	\$ 432.75	\$ 382.27	\$ 382.27	\$ 382.27	\$ 382.27	\$ 342.00	\$ 342.00	\$ 342.00	\$ 342.00	\$ 402.75	\$ 402.75	\$ 402.75	\$ 402.75
	Support Staff - 25 Yrs, Age 55, w/ CCS least 15 yrs/10 preceding	\$ 589.50	\$ 589.50	\$ 589.50	\$ 589.50	\$ 528.27	\$ 528.27	\$ 528.27	\$ 528.27	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
Cheatham County Schools	Instructional Staff - 30 Yrs w/ TCRS or Age 55 yrs old with 20 yrs service in the CCSD	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 20 - 29 Yrs w/ TCRS or Age 55 yrs old with 20 yrs service in the CCSD	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
Cleveland City Schools	Instructional Staff - 30 Yrs, Age 55-65	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 264.70	\$ 264.70	\$ 264.70	\$ 264.70	\$ 205.20	\$ 205.20	\$ 205.20	\$ 205.20	\$ 241.65	\$ 241.65	\$ 241.65	\$ 241.65
	Instructional Staff - 20 Yrs, Age 55-65	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.50	\$ 323.50	\$ 323.50	\$ 323.50	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 15 Yrs, Age 55-65	\$ 407.55	\$ 407.55	\$ 407.55	\$ 407.55	\$ 382.30	\$ 382.30	\$ 382.30	\$ 382.30	\$ 296.40	\$ 296.40	\$ 296.40	\$ 296.40	\$ 349.05	\$ 349.05	\$ 349.05	\$ 349.05
	Support Staff - 15, Age 55-65	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 528.30	\$ 528.30	\$ 528.30	\$ 528.30	\$ 410.40	\$ 410.40	\$ 410.40	\$ 410.40	\$ 483.30	\$ 483.30	\$ 483.30	\$ 483.30
Cocke County Schools	Instructional Staff - 30 Yrs w/ TCRS or age 60	\$ 314.05	\$ 314.05	\$ 314.05	\$ 314.05	\$ 314.05	\$ 314.05	\$ 314.05	\$ 314.05	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 314.05	\$ 314.05	\$ 314.05
	Support Staff - 10 Yrs, Age 60	\$ 571.00	\$ 571.00	\$ 571.00	\$ 571.00	\$ 571.00	\$ 571.00	\$ 571.00	\$ 571.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Coffee County Schools	Instructional Staff - 30 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 322.85	\$ 322.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 20-29 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 322.85	\$ 322.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - Less than 20 Yrs, Age 60, 25 Yrs w/ TCRS and 15 Yrs w/ CCSS	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 322.85	\$ 322.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 30 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 322.85	\$ 322.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 20-29 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 322.85	\$ 322.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - Less than 20 Yrs, Age 60, or 25 Yrs w/ TCRS and 15 Yrs w/ CCSS	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 322.85	\$ 322.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
Cumberland County Schools	Instructional Staff - 30+ Yrs, w/ at least 20 Yrs continually served in Cumberland County	\$ 344.85	\$ 627.00	\$ 384.85	\$ 667.00	\$ 323.40	\$ 587.00	\$ 363.40	\$ 627.00	\$ 250.80	\$ 456.00	\$ 290.80	\$ 496.00	\$ 295.35	\$ 537.00	\$ 335.35	\$ 577.00
	Instructional Staff - 20-29 Yrs, Age 55, w/ at least 20 continually in Cumberland County School District	\$ 282.15	\$ 550.35	\$ 300.15	\$ 586.35	\$ 264.15	\$ 515.70	\$ 282.15	\$ 551.70	\$ 205.20	\$ 400.05	\$ 223.20	\$ 436.05	\$ 241.65	\$ 471.15	\$ 259.65	\$ 507.15
	Support Staff - 30 Yrs of creditable service w/ Cumberland County Schools	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Dyer County BOE	Instructional Staff - 30+ Yrs	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 20-29 Yrs	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
	Support Staff - 20+ Yrs	\$ 422.72	\$ 422.72	\$ 449.69	\$ 449.69	\$ 395.76	\$ 395.76	\$ 422.72	\$ 422.72	\$ 307.44	\$ 307.44	\$ 334.40	\$ 334.40	\$ 362.05	\$ 362.05	\$ 389.01	\$ 389.01
Dyersburg City Schools	Instructional Staff - 30 Yrs w/ TCRS & 20 Yrs w/ Dyersburg City Schools, Age 55	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Support Staff - 30 Yrs, Age 60, all w/ Dyersburg City Schools	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00
Elizabethon City Schools	Instructional Staff - 30 + Yrs & 10 yrs FT w/ our system	\$ 344.85	\$ 344.85	\$ 384.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 20-29 Yrs, Age 55, 10 yrs FT with our system	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
	Instructional Staff - less than 20 Yrs, Age 55, 10 yrs FT with our system	\$ 470.25	\$ 470.25	\$ 510.25	\$ 510.25	\$ 441.00	\$ 441.00	\$ 481.00	\$ 481.00	\$ 342.00	\$ 342.00	\$ 382.00	\$ 382.00	\$ 402.75	\$ 402.75	\$ 442.75	\$ 442.75
	Support Staff - 10 Yrs, Age 55, all yrs must be FT service w/ ECS	\$ 615.00	\$ 615.00	\$ 615.00	\$ 615.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
Fentress County Schools	Instructional Staff - 30 Yrs	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77	\$ 190.77
Franklin County Schools (Hired before 7/1/2014)	Instructional Staff - 30 Yrs, Retired after 7/1/2014	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15
	Instructional Staff - 25 Yrs, Age 60, Retired after 7/1/2014	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 282.15	\$ 282.15	\$ 282.15	\$ 282.15
	Instructional Staff - 25 Yrs, Age 60, Retired prior to 7/1/2014	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 282.15	\$ 304.85	\$ 304.85	\$ 304.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 30 Yrs, Retired prior to 7/1/2014	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 282.15	\$ 304.85	\$ 304.85	\$ 304.85	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 20 Yrs, Age 60, been a 12 month employee for the past 5 yrs	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
	Support Staff - 25 Yrs, Age 62	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 564.30	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Franklin Special School District (DOH Prior to 2009-2010 school year)	Instructional Staff - 30 Yrs, Must have at least 10 years service credit with district/TCRS	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 20-29 Yrs, Must have at least 10 years service credit with district/TCRS	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
	Instructional Staff - less than 20 Yrs, Must have at least 10 years service credit with district/TCRS	\$ 470.25	\$ 470.25	\$ 510.25	\$ 510.25	\$ 441.00	\$ 441.00	\$ 481.00	\$ 481.00	\$ 342.00	\$ 342.00	\$ 382.00	\$ 382.00	\$ 402.75	\$ 402.75	\$ 442.75	\$ 442.75
	Support Staff - 10 Yrs, all with district/TCRS	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00
	Instructional Staff - 25 Yrs, Age 55, 15 Yrs in Giles County preceding retirement	\$ 297.39	\$ 297.39	\$ 297.39	\$ 297.39	\$ 297.39	\$ 297.39	\$ 297.39	\$ 297.39	\$ 296.40	\$ 296.40	\$ 296.40	\$ 296.40	\$ 297.39	\$ 297.39	\$ 297.39	\$ 297.39
Giles County Schools	Support Staff - 30 Yrs, 30 years in Giles County	\$ 540.71	\$ 540.71	\$ 540.71	\$ 540.71	\$ 540.71	\$ 540.71	\$ 540.71	\$ 540.71	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00

Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access		
	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	
Grainger County Schools Instructional Staff - 10+ years with TCRS, the last 10 must be continuous with Grainger Co. Schools; retiree must be at least 55 years old with exception of "High Needs" they must have prior contracted approval from Director and must have 30+ years with TCRS - the last 5 years continuous with Grainger Co. Schools.	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 342.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	
Grainger County Schools Support Staff - Must have at least 10 years with TCRS. They must have 10 years continuous with Grainger Co. Schools. Retiree may have less than 30 years as long as they are at least 55 years of age.	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	\$ 345.00	
Greene County Schools	Instructional Staff - 20 Yrs, Age 60	\$ 407.55	\$ 407.55	\$ 407.55	\$ 407.55	\$ 382.20	\$ 382.20	\$ 382.20	\$ 382.20	\$ 296.40	\$ 296.40	\$ 296.40	\$ 296.40	\$ 349.05	\$ 349.05	\$ 349.05	\$ 349.05
	Instructional Staff - 30 Yrs	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 20 Yrs, Age 60	\$ 627.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
	Support Staff - 30 Yrs	\$ 627.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
Greenville City Schools	Instructional Staff - 30+ Yrs	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 20-29 Yrs	\$ 407.55	\$ 407.55	\$ 407.55	\$ 407.55	\$ 382.20	\$ 382.20	\$ 382.20	\$ 382.20	\$ 296.40	\$ 296.40	\$ 296.40	\$ 296.40	\$ 349.05	\$ 349.05	\$ 349.05	\$ 349.05
	Instructional Staff - less than 20 Yrs	\$ 470.25	\$ 470.25	\$ 470.25	\$ 470.25	\$ 441.00	\$ 441.00	\$ 441.00	\$ 441.00	\$ 342.00	\$ 342.00	\$ 342.00	\$ 342.00	\$ 402.75	\$ 402.75	\$ 402.75	\$ 402.75
	Support Staff - 15 Yrs, or age 60	\$ 627.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00



	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Hamblen County Schools	Instructional Staff - 30 Yrs, Age 60	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 20-29 Yrs, Age 60	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
	Instructional Staff - Less than 20 Yrs, Age 60	\$ 470.25	\$ 470.25	\$ 510.25	\$ 510.25	\$ 441.00	\$ 441.00	\$ 481.00	\$ 481.00	\$ 342.00	\$ 342.00	\$ 382.00	\$ 382.00	\$ 402.75	\$ 402.75	\$ 442.75	\$ 442.75
	Support Staff - 30 Yrs, Age 60	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00
	Support Staff - 15 yrs, Age 60	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00
Hardin County Schools	Instructional Staff - 30 Yrs in TCRS, Last 20 consecutive Yrs in Hardin County Schools	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 30 Yrs in TCRS, Last 20 consecutive years in Hardin County Schools	\$ 627.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Hawkins County Schools	Instructional Staff -10 - 19 Yrs, Age 60, The retiree must have been enrolled in the health insurance with at least 3 years of continuous coverage immediately prior to term	\$ 319.77	\$ 632.73	\$ 319.77	\$ 632.73	\$ 300.12	\$ 584.46	\$ 300.12	\$ 584.46	\$ 242.25	\$ 452.64	\$ 232.56	\$ 452.64	\$ 273.87	\$ 533.97	\$ 273.87	\$ 533.97
	Instructional Staff - 20 - 29 Yrs, Age 60, The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to term	\$ 257.07	\$ 501.43	\$ 257.07	\$ 501.43	\$ 241.32	\$ 469.86	\$ 241.32	\$ 469.86	\$ 196.65	\$ 363.84	\$ 196.65	\$ 363.84	\$ 220.17	\$ 429.27	\$ 220.17	\$ 429.27
	Instructional Staff - 30 + Yrs, The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to term	\$ 194.37	\$ 379.13	\$ 194.37	\$ 379.13	\$ 182.52	\$ 355.26	\$ 182.52	\$ 355.26	\$ 151.05	\$ 275.59	\$ 141.36	\$ 275.59	\$ 166.47	\$ 324.57	\$ 166.47	\$ 324.57

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Hawkins County Schools (Cont.)	Support Staff - 10-19 Yrs, Age 60, The retiree must have been enrolled in the health insurance with at least 3 years of continuous coverage immediately prior to term	\$ 476.52	\$ 929.48	\$ 476.52	\$ 929.48	\$ 446.12	\$ 870.96	\$ 446.12	\$ 810.96	\$ 356.25	\$ 675.64	\$ 346.56	\$ 675.64	\$ 408.12	\$ 795.72	\$ 408.12	\$ 795.72
	Support Staff - 20-29 Yrs, Age 60, The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to term	\$ 476.52	\$ 929.48	\$ 476.52	\$ 929.48	\$ 446.12	\$ 870.96	\$ 446.12	\$ 870.96	\$ 356.25	\$ 675.64	\$ 346.56	\$ 675.64	\$ 408.12	\$ 795.72	\$ 408.12	\$ 795.72
	Support Staff - 30+ Yrs, The retiree must have been enrolled in the health insurance with at least 12 months of continuous coverage immediately prior to term	\$ 476.52	\$ 929.48	\$ 476.52	\$ 929.48	\$ 446.12	\$ 870.96	\$ 446.12	\$ 870.96	\$ 356.25	\$ 675.64	\$ 346.56	\$ 676.19	\$ 408.12	\$ 795.72	\$ 408.12	\$ 795.72
Henry County BOE (Retired by 6/30/13)	Instructional Staff - 30 Yrs, 10 Yrs with HCBOE, Subsidy Limited to 10 yrs	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 25-29 Yrs, 10 Yrs with HCBOE, Subsidy Limited to 10 Yrs	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Hickman County Schools	Instructional Staff - 10-19 Yrs in County, Max 6 Years	\$ 219.45	\$ 183.45	\$ 233.45	\$ 195.45	\$ 205.45	\$ 171.90	\$ 219.45	\$ 183.90	\$ 159.60	\$ 133.35	\$ 173.60	\$ 145.35	\$ 187.95	\$ 157.05	\$ 201.95	\$ 169.05
	Instructional Staff - 20-29 Yrs in County, Max 6 Years	\$ 282.15	\$ 305.75	\$ 300.15	\$ 325.75	\$ 264.15	\$ 286.50	\$ 282.15	\$ 306.50	\$ 205.20	\$ 222.25	\$ 223.20	\$ 242.25	\$ 241.65	\$ 261.75	\$ 259.65	\$ 281.75
	Instructional Staff - 30+ Yrs in County, 6 Years Max	\$ 344.85	\$ 366.90	\$ 366.85	\$ 390.90	\$ 322.85	\$ 343.80	\$ 344.85	\$ 367.80	\$ 250.80	\$ 266.70	\$ 272.80	\$ 290.70	\$ 295.35	\$ 314.10	\$ 317.35	\$ 338.10
	Instructional Staff - 35 Continuous Yrs in County, Age 56, 10 Years Max	\$ 344.85	\$ 366.90	\$ 366.85	\$ 390.90	\$ 322.85	\$ 343.80	\$ 344.85	\$ 367.80	\$ 250.80	\$ 266.70	\$ 272.80	\$ 290.70	\$ 295.35	\$ 314.10	\$ 317.35	\$ 338.10
Humboldt City Schools	Instructional Staff - 20+ Yrs	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 344.85	\$ 344.85	\$ 344.85	\$ 250.80	\$ 344.85	\$ 290.80	\$ 344.85	\$ 295.35	\$ 344.85	\$ 335.35	\$ 344.85
	Instructional Staff - 10-19 Yrs	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 250.80	\$ 313.50	\$ 290.80	\$ 313.50	\$ 295.35	\$ 313.50	\$ 313.50	\$ 313.50
	Instructional Staff - 5-9 Yrs	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75
	Support Staff - 20+ Yrs	\$ 627.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 456.00	\$ 537.00	\$ 627.00	\$ 577.00	\$ 627.00
	Support Staff - 10-19 Yrs	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50	\$ 313.50
	Support Staff - 5-9 Yrs	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75	\$ 156.75
Humphreys County Schools	Instructional Staff - 20-29 Yrs, Must be with Board for 20 years	\$ 407.55	\$ 794.95	\$ 447.55	\$ 874.95	\$ 382.20	\$ 744.90	\$ 422.20	\$ 824.90	\$ 296.40	\$ 577.20	\$ 336.40	\$ 657.20	\$ 349.05	\$ 680.55	\$ 389.05	\$ 760.55
	Instructional Staff - 30 Yrs, Must have 20 years with the Board	\$ 344.85	\$ 672.65	\$ 384.85	\$ 752.65	\$ 323.40	\$ 630.30	\$ 363.40	\$ 710.30	\$ 250.80	\$ 488.40	\$ 290.80	\$ 568.40	\$ 295.35	\$ 575.85	\$ 335.35	\$ 655.85
Jackson-Madison County BOE	Instructional Staff - 30+ Yrs	\$ 125.85	\$ 61.65	\$ 125.85	\$ 61.65	\$ 147.40	\$ 114.30	\$ 147.40	\$ 114.30	\$ 159.80	\$ 177.40	\$ 159.80	\$ 177.40	\$ 161.35	\$ 156.85	\$ 161.35	\$ 156.85
	Instructional Staff - 20-29 Yrs	\$ 188.55	\$ 183.95	\$ 188.55	\$ 183.95	\$ 206.20	\$ 228.90	\$ 206.20	\$ 228.90	\$ 205.40	\$ 266.20	\$ 205.40	\$ 266.20	\$ 215.05	\$ 261.55	\$ 215.05	\$ 261.55
	Instructional Staff - Less than 20 Yrs	\$ 251.25	\$ 306.25	\$ 251.25	\$ 306.25	\$ 265.00	\$ 343.50	\$ 265.00	\$ 343.50	\$ 251.00	\$ 355.00	\$ 251.00	\$ 355.00	\$ 268.75	\$ 366.25	\$ 268.75	\$ 366.25
	Support Staff - 10 Yrs, Age 55	\$ 408.00	\$ 612.00	\$ 408.00	\$ 612.00	\$ 411.00	\$ 630.00	\$ 411.00	\$ 630.00	\$ 365.00	\$ 578.00	\$ 365.00	\$ 578.00	\$ 403.00	\$ 628.00	\$ 403.00	\$ 628.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Jefferson County Schools	Instructional Staff - 30+ Yrs, Employed by JCS 10 consecutive years	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 20-29 Yrs, Age 60, Employed by JCS 10 consecutive years	\$ 407.55	\$ 407.55	\$ 407.55	\$ 407.55	\$ 382.20	\$ 382.20	\$ 382.20	\$ 382.20	\$ 296.40	\$ 296.40	\$ 296.40	\$ 296.40	\$ 349.05	\$ 349.05	\$ 349.05	\$ 349.05
	Instructional Staff - Less than 20 Yrs, Age 60, Employed by JCS 10 consecutive years	\$ 470.25	\$ 470.25	\$ 470.25	\$ 470.25	\$ 441.00	\$ 441.00	\$ 441.00	\$ 441.00	\$ 342.00	\$ 342.00	\$ 342.00	\$ 342.00	\$ 402.75	\$ 402.75	\$ 402.75	\$ 402.75
	Support Staff - 30 Yrs, Age 60, Retirees are eligible either when they have 30 yrs of service in TCRS, or they are at least age 60 and qualify for retirement per TCRS guidelines. Retiree must also have been employed by Jefferson County Schools for a minimum of 10 consecutive Yrs.	\$ 627.00	\$ 627.00	\$ 627.00	\$ 627.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
Johnson County Board of Education	Instructional Staff - 30+ Yrs	\$ 344.85	\$ 344.85	\$ 0.00	\$ 0.00	\$ 323.40	\$ 323.40	\$ 0.00	\$ 0.00	\$ 250.80	\$ 250.80	\$ 0.00	\$ 0.00	\$ 295.35	\$ 323.40	\$ 0.00	\$ 0.00
	Instructional Staff - 25-29 Yrs	\$ 407.55	\$ 407.55	\$ 0.00	\$ 0.00	\$ 382.20	\$ 382.20	\$ 0.00	\$ 0.00	\$ 296.40	\$ 296.40	\$ 0.00	\$ 0.00	\$ 349.05	\$ 349.05	\$ 0.00	\$ 0.00
	Instructional Staff - 20-24 Yrs	\$ 301.00	\$ 301.00	\$ 0.00	\$ 0.00	\$ 301.00	\$ 301.00	\$ 0.00	\$ 0.00	\$ 296.40	\$ 301.00	\$ 0.00	\$ 0.00	\$ 301.00	\$ 301.00	\$ 0.00	\$ 0.00
	Support Staff - 30 Yrs	\$ 602.00	\$ 602.00	\$ 0.00	\$ 0.00	\$ 587.00	\$ 587.00	\$ 0.00	\$ 0.00	\$ 456.00	\$ 456.00	\$ 0.00	\$ 0.00	\$ 537.00	\$ 537.00	\$ 0.00	\$ 0.00
	Support Staff - 25-29 Yrs	\$ 451.50	\$ 451.50	\$ 0.00	\$ 0.00	\$ 451.50	\$ 451.50	\$ 0.00	\$ 0.00	\$ 451.50	\$ 451.50	\$ 0.00	\$ 0.00	\$ 451.50	\$ 451.50	\$ 0.00	\$ 0.00
	Support Staff - 20-24 Yrs	\$ 301.00	\$ 301.00	\$ 0.00	\$ 0.00	\$ 301.00	\$ 301.00	\$ 0.00	\$ 0.00	\$ 301.00	\$ 301.00	\$ 0.00	\$ 0.00	\$ 301.00	\$ 301.00	\$ 0.00	\$ 0.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Kingsport City Schools	Instructional Staff - 10 Yrs	\$ 329.18	\$ 642.08	\$ 329.18	\$ 642.08	\$ 299.78	\$ 584.33	\$ 299.78	\$ 584.33	\$ 239.40	\$ 466.20	\$ 239.40	\$ 466.20	\$ 281.93	\$ 549.68	\$ 281.93	\$ 549.68
	Instructional Staff - 20 Yrs	\$ 285.29	\$ 556.47	\$ 285.29	\$ 556.47	\$ 259.81	\$ 506.42	\$ 259.81	\$ 506.42	\$ 207.48	\$ 404.04	\$ 207.48	\$ 404.04	\$ 244.34	\$ 476.39	\$ 244.34	\$ 476.39
	Instructional Staff - 30 Yrs	\$ 241.40	\$ 470.86	\$ 241.40	\$ 470.86	\$ 219.84	\$ 428.51	\$ 219.84	\$ 428.51	\$ 175.56	\$ 341.88	\$ 175.56	\$ 341.88	\$ 206.75	\$ 403.10	\$ 206.75	\$ 403.10
	Support Staff - 10 yrs	\$ 438.90	\$ 856.10	\$ 438.90	\$ 856.10	\$ 410.90	\$ 802.20	\$ 410.90	\$ 802.20	\$ 319.20	\$ 622.30	\$ 319.20	\$ 622.30	\$ 375.90	\$ 732.90	\$ 375.90	\$ 732.90
Lake County Schools	Instructional Staff - 25 Yrs, Age 55	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00
Lauderdale County Schools	Instructional Staff - 25 yrs	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
Lawrence County Schools	Instructional Staff - 30 Yrs, must have 10 years in Lawrence County	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 20-29 Yrs, Age 55+, must have 10 yrs in Lawrence Co	\$ 407.55	\$ 407.55	\$ 407.55	\$ 407.55	\$ 382.20	\$ 382.20	\$ 382.20	\$ 382.20	\$ 296.40	\$ 296.40	\$ 296.40	\$ 296.40	\$ 349.05	\$ 349.05	\$ 349.05	\$ 349.05
	Instructional Staff - 17 years, Age 55+, 17 yrs w/ 10 yrs in Lawrence County	\$ 470.25	\$ 470.25	\$ 470.25	\$ 470.25	\$ 441.00	\$ 441.00	\$ 441.00	\$ 441.00	\$ 342.00	\$ 342.00	\$ 342.00	\$ 342.00	\$ 402.75	\$ 402.75	\$ 402.75	\$ 402.75
	Support Staff - 30 Yrs	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
Lebanon Special School District	Instructional Staff - 30 Yrs, Age 53, 25 yrs w/ LSSD	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 25+ Yrs FullTime w/ LSSD, Age 53, must be enrolled in state plan 1 yr prior to retirement	\$ 532.95	\$ 532.95	\$ 532.95	\$ 532.95	\$ 498.95	\$ 498.95	\$ 498.95	\$ 498.95	\$ 387.60	\$ 387.60	\$ 387.60	\$ 387.60	\$ 456.45	\$ 456.45	\$ 456.45	\$ 456.45
Lenoir City Schools	Instructional Staff - 30 Yrs, Age 55	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00
Lewis County Schools	Instructional Staff - 20 Years	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
	Support Staff - 20 Years	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
Loudon County Schools	Instructional Staff - 30 Yrs, 20 Yrs w/ Loudon County	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00
Macon County Schools	Instructional Staff - 30 Yrs, 20 Yrs w/ Macon County	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Manchester City Schools	Instructional Staff - 30 Yrs w/ TCRS, 10 Yrs w/ MCS & active employee with MCS at retirement	\$ 344.85	\$ 344.85	\$ 366.85	\$ 366.85	\$ 322.85	\$ 322.85	\$ 344.85	\$ 344.85	\$ 250.80	\$ 250.80	\$ 272.80	\$ 272.80	\$ 295.35	\$ 295.35	\$ 317.35	\$ 317.35
	Instructional Staff - 10 Yrs w/ MCS, Age 60, Active employee with MCS at retirement	\$ 344.85	\$ 344.85	\$ 366.85	\$ 366.85	\$ 322.85	\$ 322.85	\$ 344.85	\$ 344.85	\$ 250.80	\$ 250.80	\$ 272.80	\$ 272.80	\$ 295.35	\$ 295.35	\$ 317.35	\$ 317.35
	Support Staff - 25 Yrs w/ MCS, Age 62, Active employee with MCS at retirement	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00
Marshall County Schools	Instructional Staff - 30+ Yrs, Meet TCRS Requirements	\$ 238.26	\$ 238.26	\$ 265.90	\$ 265.90	\$ 223.44	\$ 223.44	\$ 251.08	\$ 251.08	\$ 173.28	\$ 173.28	\$ 200.92	\$ 200.92	\$ 204.06	\$ 204.06	\$ 200.92	\$ 200.92
	Instructional Staff - 20-29 Yrs, Age 60, TCRS Requirements	\$ 281.58	\$ 281.58	\$ 309.22	\$ 309.22	\$ 264.07	\$ 264.07	\$ 291.70	\$ 291.70	\$ 204.79	\$ 204.79	\$ 232.42	\$ 232.42	\$ 241.16	\$ 241.16	\$ 268.80	\$ 268.80
	Instructional Staff - 10-20 Yrs, Age 60, TCRS Requirements	\$ 324.90	\$ 324.90	\$ 352.54	\$ 352.54	\$ 304.69	\$ 304.69	\$ 332.33	\$ 332.33	\$ 236.29	\$ 236.29	\$ 263.93	\$ 263.93	\$ 278.26	\$ 278.26	\$ 305.90	\$ 305.90
	Support Staff - 30+ Yrs, For Support Personnel To Receive County Paid Portion of Premium: 30+ yrs they do NOT have to have insurance for a certain number of years. 20-29 yrs they have to have insurance for 2 years prior to retiring. 15-19 yrs they have to have insurance for 3 years prior to retiring.	\$ 520.41	\$ 520.41	\$ 553.61	\$ 553.61	\$ 487.21	\$ 487.21	\$ 520.41	\$ 520.41	\$ 378.48	\$ 378.48	\$ 411.68	\$ 411.68	\$ 445.71	\$ 445.71	\$ 478.91	\$ 478.91

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Maury County Schools	Instructional Staff - less than 20 Yrs, 10 Yrs w/ Maury County	\$ 470.25	\$ 470.25	\$ 510.25	\$ 510.25	\$ 441.00	\$ 441.00	\$ 481.00	\$ 481.00	\$ 342.00	\$ 342.00	\$ 382.00	\$ 382.00	\$ 402.75	\$ 402.75	\$ 442.75	\$ 442.75
	Instructional Staff - 20-29 Yrs, 10 Yrs w/ Maury County	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
	Instructional Staff - 30+ Yrs, 10 Yrs w/ Maury County	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Support Staff - 10 Yrs, retirement eligible	\$ 627.00	\$ 627.00	\$ 667.00	\$ 667.00	\$ 587.00	\$ 587.00	\$ 627.00	\$ 627.00	\$ 456.00	\$ 456.00	\$ 496.00	\$ 496.00	\$ 537.00	\$ 537.00	\$ 577.00	\$ 577.00
McNairy County Schools	Instructional Staff - 30+ Yrs	\$ 92.93	\$ 0.00	\$ 100.05	\$ 0.00	\$ 87.00	\$ 0.00	\$ 88.05	\$ 0.00	\$ 68.40	\$ 0.00	\$ 74.40	\$ 0.00	\$ 80.55	\$ 0.00	\$ 86.55	\$ 0.00
	Instructional Staff - 20-29 Yrs	\$ 81.51	\$ 0.00	\$ 86.71	\$ 0.00	\$ 76.31	\$ 0.00	\$ 81.51	\$ 0.00	\$ 59.28	\$ 0.00	\$ 64.48	\$ 0.00	\$ 69.81	\$ 0.00	\$ 75.01	\$ 0.00
	Instructional Staff - 10-19 Yrs	\$ 68.97	\$ 0.00	\$ 73.37	\$ 0.00	\$ 64.87	\$ 0.00	\$ 68.97	\$ 0.00	\$ 50.15	\$ 0.00	\$ 54.56	\$ 0.00	\$ 59.07	\$ 0.00	\$ 63.47	\$ 0.00
Milan Special School District	Instructional Staff - All (Entity pays proportion of retiree's only premium. This portion is 100% for employees with 30+. The percentage is reduced 3% for each year of service with Milan SSD less 30+)	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Based
	Support Staff 10+ (Entity pays proportion of retiree's premium. This portion is 100% for employees with 30+. The percentage is reduced 3% for each year of service with Milan SSD less 30+)	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Base	Formula Based



	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Millington Municipal Schools	Instructional Staff - 30+ Yrs	\$ 31.35	\$ 61.15	\$ 33.35	\$ 65.15	\$ 29.35	\$ 57.30	\$ 31.35	\$ 61.30	\$ 22.80	\$ 44.45	\$ 24.80	\$ 48.45	\$ 26.85	\$ 52.35	\$ 28.85	\$ 56.35
	Support Staff - 30+ Yrs	\$ 313.50	\$ 611.50	\$ 333.50	\$ 651.50	\$ 293.50	\$ 573.00	\$ 313.50	\$ 613.00	\$ 228.00	\$ 444.50	\$ 248.00	\$ 484.50	\$ 268.50	\$ 523.50	\$ 288.50	\$ 563.50
	Support Staff - 20 Yrs, Age 60	\$ 219.45	\$ 428.05	\$ 233.45	\$ 456.05	\$ 205.45	\$ 401.10	\$ 219.45	\$ 429.10	\$ 159.60	\$ 311.15	\$ 173.60	\$ 339.15	\$ 187.95	\$ 366.45	\$ 201.95	\$ 394.45
	Support Staff - Less Than 20 Yrs, Age 60	\$ 156.75	\$ 305.75	\$ 166.75	\$ 325.75	\$ 146.75	\$ 286.50	\$ 156.75	\$ 306.50	\$ 114.00	\$ 222.25	\$ 124.00	\$ 242.25	\$ 134.25	\$ 261.75	\$ 144.25	\$ 281.75
Monroe County BOE	Instructional Staff - 20 Yrs	\$ 344.85	\$ 344.85	\$ 344.85	\$ 344.85	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
Moore County Schools	Instructional Staff - 30 Yrs	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Support Staff - 30 Yrs	\$ 344.85	\$ 344.85	\$ 366.85	\$ 366.85	\$ 322.85	\$ 322.85	\$ 344.85	\$ 344.85	\$ 250.80	\$ 250.80	\$ 272.80	\$ 272.80	\$ 295.35	\$ 295.35	\$ 317.35	\$ 317.35
Morgan County Schools	Instructional Staff - 5 Yrs, \$2,000 Annual Lump Sum for 5 yrs or until they reach age 65	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67	\$ 166.67
Oak Ridge Schools	Instructional Staff - 30 + Yrs, Age 60	\$ 293.12	\$ 0.00	\$ 327.12	\$ 0.00	\$ 274.89	\$ 0.00	\$ 308.89	\$ 0.00	\$ 213.18	\$ 0.00	\$ 247.18	\$ 0.00	\$ 251.05	\$ 0.00	\$ 285.05	\$ 0.00
	Instructional Staff - 20-29 Yrs, Age 60	\$ 346.42	\$ 0.00	\$ 380.42	\$ 0.00	\$ 324.87	\$ 0.00	\$ 358.87	\$ 0.00	\$ 251.94	\$ 0.00	\$ 285.94	\$ 0.00	\$ 296.69	\$ 0.00	\$ 330.69	\$ 0.00
	Instructional Staff - Less Than 20 Yrs, Age 60	\$ 399.71	\$ 0.00	\$ 433.71	\$ 0.00	\$ 374.85	\$ 0.00	\$ 408.85	\$ 0.00	\$ 290.70	\$ 0.00	\$ 324.70	\$ 0.00	\$ 342.34	\$ 0.00	\$ 376.34	\$ 0.00
Overton County Schools	Instructional Staff - 30 Yrs, Age 55, Employed for a minimum of 15 yrs w/last 5 yrs of continuous service	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
Polk Co BOE	Instructional Staff - 30+ Yrs, All Yrs service w/ Polk County Board of Education	\$ 344.85	\$ 344.85	\$ 384.85	\$ 384.85	\$ 323.40	\$ 323.40	\$ 363.40	\$ 363.40	\$ 250.80	\$ 250.80	\$ 290.80	\$ 290.80	\$ 295.35	\$ 295.35	\$ 335.35	\$ 335.35
	Instructional Staff - 25-29 Yrs, All Yrs service w/ Polk County Board of Education	\$ 407.55	\$ 407.55	\$ 447.55	\$ 447.55	\$ 382.20	\$ 382.20	\$ 422.20	\$ 422.20	\$ 296.40	\$ 296.40	\$ 336.40	\$ 336.40	\$ 349.05	\$ 349.05	\$ 389.05	\$ 389.05
Roane County Schools	Instructional Staff - 30 Yrs of TCRS service, Age 55, Last 5 yrs must be in Roane Co.	\$ 219.45	\$ 428.05	\$ 233.45	\$ 456.05	\$ 205.45	\$ 401.10	\$ 219.45	\$ 429.10	\$ 159.60	\$ 311.15	\$ 173.60	\$ 339.15	\$ 187.95	\$ 366.45	\$ 201.95	\$ 394.45
	Support Staff - 30 Yrs, Age 55, Last 5 yrs in Roane Co.	\$ 501.60	\$ 978.40	\$ 533.60	\$ 1,042.40	\$ 469.60	\$ 916.80	\$ 501.60	\$ 980.80	\$ 364.80	\$ 711.20	\$ 396.80	\$ 775.20	\$ 429.60	\$ 837.60	\$ 461.60	\$ 901.60

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Robertson County Schools	Instructional Staff - 15-19 Yrs, Age 55	\$ 156.75	\$ 305.75	\$ 166.75	\$ 325.75	\$ 146.75	\$ 286.50	\$ 156.75	\$ 306.50	\$ 114.00	\$ 222.25	\$ 124.00	\$ 242.25	\$ 134.25	\$ 261.75	\$ 144.25	\$ 281.75
	Instructional Staff - 20-24 Yrs, Age 55	\$ 219.45	\$ 428.05	\$ 233.45	\$ 456.05	\$ 205.45	\$ 401.10	\$ 219.45	\$ 429.10	\$ 159.60	\$ 311.15	\$ 173.60	\$ 339.15	\$ 187.95	\$ 366.45	\$ 201.95	\$ 394.45
	Instructional Staff - 25+ Yrs, Age 55	\$ 282.15	\$ 550.35	\$ 300.15	\$ 586.35	\$ 264.15	\$ 515.70	\$ 282.15	\$ 551.70	\$ 205.20	\$ 400.05	\$ 223.20	\$ 436.05	\$ 241.65	\$ 471.15	\$ 259.65	\$ 507.15
Rogersville City Schools	Instructional Staff - 10 - 15 Yrs w/ TCRS, & 5 yrs of continuous w/ RCS and be enrolled in the RCS insurance plan for 5 yrs, Age Benefit will cease at age 65, 1 Yr of Ins paid by the district	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
	Instructional Staff - 16 - 24 Yrs w/ TCRS, & 5 yrs of continuous w/ RCS and be enrolled in the RCS insurance plan for 5 yrs, Age Benefit will cease at age 65, 2 yrs of insurance paid by the district	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 296.40	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
	Instructional Staff - 25+ Yrs w/ TCRS, & 5 yrs of continuous w/ RCS and be enrolled in the RCS insurance plan for 5 yrs, Age Benefit will cease at age 65, 3 yrs of insurance paid by the district	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 250.80	\$ 300.00	\$ 290.80	\$ 300.00	\$ 295.35	\$ 300.00	\$ 300.00	\$ 300.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Rogersville City Schools (Cont.)	Support Staff - 10-15 Yrs, 5 yrs continuous service @ RCS and 5 yrs of continuous yrs in the insurance plan, Age Will cease at age 65, 1 yr of insurance paid by the district	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
	Support Staff - 16-24 Yrs, 5 yrs continuous service @ RCS and 5 yrs of continuous yrs in the insurance plan, Age Will cease at age 65, 2 yr of insurance paid by the district	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
	Support Staff - 25+ Yrs, 5 yrs continuous service @ RCS and 5 yrs of continuous yrs in the insurance plan, Age Will cease at age 65, 3 yr of insurance paid by the district	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 30.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
Scott County Schools	Instructional Staff - 30 Yrs, Age 60, Last 10 yrs being w/ Scott County School System	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 250.80	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00
	Support Staff - 30 Yrs, Age 60, Last 10 yrs being w/ Scott County School System	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00	\$ 283.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Sevier County Schools	Instructional Staff - Less than 20 Yrs, 10 yrs w/ Sevier County Schools	\$ 470.25	\$ 532.92	\$ 510.25	\$ 532.92	\$ 441.00	\$ 498.95	\$ 481.00	\$ 498.95	\$ 342.00	\$ 387.60	\$ 382.00	\$ 387.60	\$ 402.75	\$ 456.45	\$ 442.75	\$ 456.45
	Instructional Staff - 20-29 Yrs, 10 yrs w/ Sevier County Schools	\$ 407.55	\$ 532.95	\$ 447.55	\$ 532.95	\$ 382.20	\$ 498.95	\$ 422.20	\$ 498.95	\$ 296.40	\$ 387.60	\$ 336.40	\$ 387.60	\$ 349.05	\$ 456.45	\$ 389.05	\$ 456.45
	Instructional Staff - 30+ Yrs, 10 yrs w/ Sevier County Schools	\$ 344.85	\$ 532.95	\$ 384.85	\$ 532.95	\$ 323.40	\$ 498.95	\$ 363.40	\$ 498.95	\$ 250.80	\$ 387.60	\$ 290.80	\$ 387.60	\$ 295.35	\$ 456.45	\$ 335.35	\$ 456.45
	Support Staff - 10 Yrs w/Sevier County Schools	\$ 532.95	\$ 532.95	\$ 532.95	\$ 532.95	\$ 498.95	\$ 498.95	\$ 498.95	\$ 498.95	\$ 387.60	\$ 387.60	\$ 387.60	\$ 387.60	\$ 456.45	\$ 456.45	\$ 456.45	\$ 456.45
Sullivan County BOE	Instructional Staff - 15 Yrs, Age 60, 15 yrs w/ SCBE	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 25 Yrs, Age 55, 15 yrs w/ SCBE	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Instructional Staff - 30 Yrs, 15 yrs w/ SCBE	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 323.40	\$ 250.80	\$ 250.80	\$ 250.80	\$ 250.80	\$ 295.35	\$ 295.35	\$ 295.35	\$ 295.35
	Support Staff - 30 Yrs, 15 yrs w/ SCDE	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
	Support Staff - 25 Yrs, Age 55, 15 yrs w/ SCDE	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
	Support Staff - 15 Yrs, Age 60	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 587.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 456.00	\$ 537.00	\$ 537.00	\$ 537.00	\$ 537.00
Tipton County Schools	Instructional Staff - 20 Yrs, all w/ Tipton County System	\$ 78.00	\$ 130.00	\$ 78.00	\$ 130.00	\$ 78.00	\$ 130.00	\$ 78.00	\$ 130.00	\$ 78.00	\$ 130.00	\$ 78.00	\$ 130.00	\$ 78.00	\$ 130.00	\$ 78.00	\$ 130.00

	Service Requirement	PPO Premier BCBS & Cigna Local Plus		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna Local		PPO Standard Cigna Open Access		HealthSavings CDHP BCBS & Cigna		HealthSavings CDHP Cigna Open		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Trenton Special School District	Instructional Staff - <30 Yrs, and Age 52, Pays % of Retiree's Premium Based on Formula - Years of Service TSSD Divided by 30 Times Individual Premium Minus Maximum State Portion Equals Amount Paid by TSSD	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based
	Support Staff - <30 Yrs, and Age 52, Pays % of Retiree's Premium Based on Formula (Years of Service TSSD Divided by 30 Times Individual Premium Minus Maximum State Portion Equals Amount Paid by TSSD	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based	Formula Based
Tulahoma City Schools	Instructional Staff - 30 Yrs, Age 60	\$ 344.85	\$ 672.65	\$ 384.85	\$ 752.65	\$ 323.40	\$ 630.30	\$ 363.40	\$ 710.30	\$ 250.80	\$ 488.40	\$ 290.80	\$ 568.40	\$ 295.35	\$ 575.85	\$ 335.35	\$ 655.85
	Instructional Staff - 20-29 Yrs, Age 60	\$ 407.55	\$ 794.95	\$ 447.55	\$ 816.00	\$ 382.20	\$ 744.90	\$ 422.20	\$ 816.00	\$ 296.40	\$ 577.20	\$ 336.40	\$ 657.20	\$ 349.05	\$ 680.55	\$ 389.05	\$ 760.55
	Instructional Staff - 10-19 Yrs, Age 60	\$ 470.25	\$ 816.00	\$ 510.25	\$ 816.00	\$ 441.00	\$ 816.00	\$ 481.00	\$ 816.00	\$ 342.00	\$ 666.00	\$ 382.00	\$ 746.00	\$ 402.75	\$ 785.25	\$ 442.75	\$ 816.00
	Support Staff - 25 Yrs, Age 60	\$ 537.00	\$ 816.00	\$ 537.00	\$ 816.00	\$ 537.00	\$ 816.00	\$ 537.00	\$ 816.00	\$ 456.00	\$ 816.00	\$ 496.00	\$ 816.00	\$ 537.00	\$ 816.00	\$ 537.00	\$ 816.00

	Service Requirement	PPO Premier BCBS & Cigna		PPO Premier Cigna Open Access		PPO Standard BCBS & Cigna		PPO Standard Cigna Open		HealthSavings CDHP BCBS &		HealthSavings CDHP Cigna		PPO Limited BCBS & Cigna Local		PPO Limited Cigna Open Access	
		Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse	Retiree Only	Retiree + Spouse
Unicoi County Schools	Instructional Staff - 30 Yrs	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
Union County Schools	Instructional Staff - 25 Yrs, up to 7 years	\$ 83.33	\$ 104.17	\$ 83.33	\$ 104.17	\$ 83.33	\$ 104.17	\$ 83.33	\$ 104.17	\$ 83.33	\$ 104.17	\$ 83.33	\$ 104.17	\$ 83.33	\$ 104.17	\$ 83.33	\$ 104.17
Van Buren County Schools	Instructional Staff - 30+ Yrs	\$ 344.85	\$ 672.65	\$ 384.85	\$ 752.65	\$ 323.40	\$ 630.30	\$ 363.40	\$ 710.30	\$ 250.80	\$ 488.40	\$ 290.80	\$ 568.40	\$ 295.35	\$ 575.85	\$ 335.35	\$ 655.85
	Instructional Staff - 20-29 Yrs	\$ 407.55	\$ 794.95	\$ 447.55	\$ 874.95	\$ 382.20	\$ 744.90	\$ 422.20	\$ 824.90	\$ 296.40	\$ 577.20	\$ 336.40	\$ 657.20	\$ 349.05	\$ 680.55	\$ 389.05	\$ 760.55
	Instructional Staff - Less than 20 Yrs	\$ 470.25	\$ 917.25	\$ 510.25	\$ 997.25	\$ 441.00	\$ 859.50	\$ 481.00	\$ 939.50	\$ 342.00	\$ 666.00	\$ 382.00	\$ 746.00	\$ 402.75	\$ 785.25	\$ 442.75	\$ 865.25
Washington County Schools	Instructional Staff - 10 Yrs, Must be TCRS Retirement Eligible																
		\$ 160.92	\$ 251.92	\$ 160.92	\$ 251.92	\$ 160.92	\$ 251.92	\$ 160.92	\$ 251.92	\$ 160.92	\$ 251.92	\$ 160.92	\$ 251.92	\$ 160.92	\$ 251.92	\$ 160.92	\$ 251.92
Wayne County Schools	Instructional Staff - 25+ Yrs	\$ 344.85	\$ 672.65	\$ 384.85	\$ 752.65	\$ 323.40	\$ 630.30	\$ 363.40	\$ 710.30	\$ 250.80	\$ 488.40	\$ 290.80	\$ 568.40	\$ 295.35	\$ 575.85	\$ 335.35	\$ 655.85
	Instructional Staff - 30+ Yrs	\$ 344.85	\$ 672.65	\$ 384.85	\$ 752.65	\$ 323.40	\$ 630.30	\$ 363.40	\$ 710.30	\$ 250.80	\$ 488.40	\$ 290.80	\$ 568.40	\$ 295.35	\$ 575.85	\$ 335.35	\$ 655.85

## Retiree Contributions

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

The chart on the following page summarizes the current total monthly contribution amounts required by the health plan (before application of any State or employer contributions) to maintain medical/prescription coverage. These rates went into effect on January 1, 2020. Coverage for children of retirees is available (until their limiting age). However, for measuring the long-term costs, the relatively few children covered by retirees coupled with the short duration of their coverage remaining results in costs that are not material in the long term. Consequently, only spouses are included in the valuation.

<b>ALL REGIONS</b>		
	<b>BCBST &amp; CIGNA LOCAL PLUS</b>	<b>CIGNA OPEN ACCESS</b>
<b>PREMIER PPO</b>		
Retiree Only	\$627.00	\$667.00
Retiree + Child(ren)	\$1,034.00	\$1,074.00
Retiree + Spouse	\$1,223.00	\$1,303.00
Retiree + Spouse + Child(ren)	\$1,630.00	\$1,710.00
Spouse Only	\$596.00	\$636.00
Child(ren) Only	\$407.00	\$447.00
Spouse + Child(ren)	\$1,002.00	\$1,042.00
<b>STANDARD PPO</b>		
Retiree Only	\$587.00	\$627.00
Retiree + Child(ren)	\$969.00	\$1,009.00
Retiree + Spouse	\$1,146.00	\$1,226.00
Retiree + Spouse + Child(ren)	\$1,526.00	\$1,606.00
Spouse Only	\$559.00	\$599.00
Child(ren) Only	\$381.00	\$421.00
Spouse + Child(ren)	\$939.00	\$979.00
<b>LOCAL CDHP/HSA</b>		
Retiree Only	\$456.00	\$496.00
Retiree + Child(ren)	\$751.00	\$791.00
Retiree + Spouse	\$889.00	\$969.00
Retiree + Spouse + Child(ren)	\$1,184.00	\$1,264.00
Spouse Only	\$433.00	\$473.00
Child(ren) Only	\$295.00	\$335.00
Spouse + Child(ren)	\$728.00	\$768.00
<b>LIMITED PPO</b>		
Retiree Only	\$537.00	\$577.00
Retiree + Child(ren)	\$885.00	\$925.00
Retiree + Spouse	\$1,047.00	\$1,127.00
Retiree + Spouse + Child(ren)	\$1,395.00	\$1,475.00
Spouse Only	\$509.00	\$549.00
Child(ren) Only	\$347.00	\$387.00
Spouse + Child(ren)	\$858.00	\$898.00



State-provided Subsidy

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

Teachers Monthly Premium Subsidy	
30+ years of service	55%
20-29 years of service	65%
15-19 years of service	75%
Support Staff	100%

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

Eligibility for Retirement  
Vested Termination

**Group I eligibility retirements under TCRS**

- Full vesting starts after 5 years of creditable service
- However, no other postemployment benefits are available under the Local Education Plan to employees not meeting criteria described

25-Year Retirement

**Group I eligibility retirements under TCRS**

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

Early Retirement

**Group I eligibility retirements under TCRS:**

- Age 55 and vested

Normal Retirement

**Group I eligibility retirements under TCRS**

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

Eligibility for Retiree Medical Insurance

**TCRS Participants**

- 10 years of creditable service and 3 years of continuous insurance coverage in the plan immediately prior to final termination of employment. The date retirement pension benefits start (effective date of retirement with TCRS) must be on or before the date your active coverage ends. This requirement for immediate commencement of

benefits will be waived if you become insured by the state or a participating local government agency with no lapse in coverage, or

- 20 years of creditable service and 1 year insurance coverage in the plan immediately prior to final termination for retirement. The date retirement pension benefits start (effective date of retirement with TCRS) may be up to five years. The five-year requirement will be waived if you become insured by the state or a participating local government agency with no lapse in coverage.
- If the individual is retiring through TCRS, they must be receiving a monthly retirement benefit to continue coverage as a retiree. TCRS participants who choose a lump-sum retirement benefit are not eligible to continue insurance at retirement.

### **Other Participants**

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

- Age 55 at the time employment ends with at least 10 but less than 20 total years of creditable service and 3 years of continuous insurance coverage in the plan immediately prior to final termination for retirement, or
- Age 55 at the time employment ends and 20 years of creditable service and 1 year of continuous insurance coverage in the plan immediately prior to final termination for retirement. The period of time between your final termination date and attainment of age 55 may be up to 5 years, or
- 25 years of creditable service and 1 year of continuous insurance coverage in the plan immediately prior to final termination for retirement. The period of time between your final termination date and commencement of retirement insurance may be up to 5 years.
- Eligible school board members must be enrolled in the plan for at least one full year immediately prior to retirement, AND must be age 55 or older with at least 20 years of service as a member of the same school board from which they retire or 30 years of service as a member of the same school board from which they retire at any age.

## Disability Retirement

Retirees who have a date of hire prior to July 1, 2015, who were insured through a participating local education agency at the time of an injury or illness which resulted in their disability (as must be determined to be disabled by TCRS or the Social Security Administration) may continue coverage provided that no lapse in medical coverage has occurred by meeting either the requirements for TCRS participants or for non-TCRS participants outlined above, or by having at least five years creditable service with the employer immediately prior to final termination due to disability

## Plan Benefits

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

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

- Dental and vision benefits for retirees and their dependents are fully paid by the retirees, as they are by employees and their dependents. Consequently, these benefits are not considered as other post-

employment benefits for the purposes of GASB Statement No. 75.

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

#### Duration of Benefits

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

## Plan Changes Since the Prior Year

- The following employers had a change in age or service requirements or subsidy amounts:
  - Cheatham County Schools
  - Grainger Co Schools
  - Lewis Co Schools
  - Millington Municipal Schools
  - Morgan Co Schools
  - Scott Co Schools
  - Van Buren Co Schools