



State Teachers Retirement System of Ohio

Actuarial Valuation Report as of June 30, 2025

Produced by Cheiron

December 2025

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December 11, 2025

Board of Trustees
State Teachers Retirement System of Ohio
275 East Broad Street
Columbus, Ohio 43215

Dear Members of the Board:

This report presents the most recent annual actuarial valuation as of June 30, 2025 of the State Teachers Retirement System of Ohio (“STRS Ohio”) and has been prepared in accordance with Ohio Revised Code Section 3307.51(A), which requires the board to have prepared annually by or under the supervision of an actuary an actuarial valuation of the pension assets, liabilities, and funding requirements of the STRS Ohio defined benefit plan. This report is for the use of STRS Ohio and its auditors in preparing financial reports in accordance with applicable law and accounting requirements. This report is not appropriate for other purposes. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

Included in the report are the following supporting schedules prepared by Cheiron to be included in the Financial, Actuarial and Statistical sections of the STRS Ohio *Annual Comprehensive Financial Report*:

- Financial/Required Supplementary Information
 - Schedule of Changes in Employers’ Net Pension Liability
 - Schedule of Employers’ Net Pension Liability
 - Schedule of Employers’ Contributions – Pension
 - Notes to Required Supplementary Information – Pension
 - Sensitivity of the Net Pension Liability to the Discount Rate Assumption
- Actuarial
 - Schedule of Valuation Data – Active Members
 - Schedule of Valuation Data – Retirees/Beneficiaries
 - Benefit Recipients Added to and Removed from the Rolls
 - Solvency Test
 - Analysis of Financial Experience
- Statistical
 - Actuarial Funded Ratio & Funding Period
 - Selected Funding Information – Defined Benefit Plan
 - Number of Benefit Recipients by Type
 - Summary of Active Membership Data
 - Benefit Payments by Type

Members of the Board

December 11, 2025

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In preparing our report, we relied on information (some oral and some written) supplied by STRS Ohio. This information includes, but is not limited to, the Plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23. Future actuarial measurements may differ significantly from the current measurements due to such factors as the following: plan experience differing from that anticipated by the assumptions; changes in assumptions; and changes in plan provisions or applicable law.

We certify that this report and its contents have been performed in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. In particular, the assumptions and methods used for funding purposes meet the requirements of the Actuarial Standards of Practice, in particular Standards Nos. 4, 27 and 44. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

Sincerely,

Cheiron



Bonnie Rightnour, FSA, MAAA, EA
Principal Consulting Actuary



Michael Noble, FSA, FCA, MAAA, EA
Principal Consulting Actuary

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
JUNE 30, 2025 ACTUARIAL VALUATION REPORT**

SECTION I – BOARD SUMMARY

The primary purpose of the actuarial valuation and this report is to:

- Measure and disclose as of the valuation date, the financial condition of the Plan,
- Indicate trends, both historical and prospective, in the financial progress of the Plan,
- Identify, assess, and disclose material risks of the Plan,
- Disclose details on STRS Ohio and Member contributions,
- Provide information to be included in the Annual Comprehensive Financial Report, and
- Provide information required for STRS Ohio’s financial reporting under GASB 67 and the collective employers’ disclosures under GASB 68.

In the balance of this Board Summary, we present (A) the key findings of this valuation including a summary of all key financial results, (B) a review of the historical trends, and (C) the projected financial outlook for STRS Ohio.

Key Findings of this Valuation

The key results of the June 30, 2025 Actuarial Valuation is as follows:

- The Unfunded Actuarial Liability (UAL) increased from \$18.9 billion as of June 30, 2024 to \$21.8 billion as of June 30, 2025. This increase is due to plan changes that increased benefits and liabilities, the payment of a supplemental benefit, liability losses, and investment losses.
- The fixed contribution rate is expected to cover the cost of ongoing benefit accruals (i.e., normal cost) and amortize the UAL over 11.8 years.
- The STRS Ohio funded ratio, the ratio of the Actuarial Value of Assets over Actuarial Liabilities decreased from 82.8% as of June 30, 2024 to 80.9% as of June 30, 2025.
- The Board approved a plan change to provide unreduced retirement benefits to those with 32 Years of Service (reduced benefit at 27 years) temporarily through 5/1/2030 stepping to 33 Years of Service (reduced benefit at 28 years) temporarily through 5/1/2032 stepping back to 34 Years of Service (reduced benefit at 29 years) indefinitely. The result of this plan change increased liabilities by \$1,239 million.
- The Board also approved a 1.5% COLA which increased liabilities by \$704 million.
- The Board approved a supplemental benefit payment to be made to in-pay participants in December 2024 in the amount of \$302 million in accordance with Ohio Revised Code Section 3307.671.

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- The unfunded actuarial liability increased by \$3,987 million more than expected when factoring in the plan changes.
 - During the year ending June 30, 2025, the Plan’s assets earned 10.48% (net of investment and administrative expenses) on a market value basis, but due to smoothing of prior investment gains and losses, the return on the Actuarial Value of Assets was 5.85% (as compared to 7.00% assumed for the fiscal year ending June 30, 2025). This resulted in an actuarial loss on investments of \$994 million.
 - The Plan experienced an actuarial liability experience loss of \$749 million, due largely to salary increases higher than expected and a higher number of retirements than expected.
 - The Plan changes increased the unfunded actuarial liability by \$2,244 million this year.

We have incorporated a Plan Design Lever Analysis as Section VIII to this report to allow the Board and Cheiron to evaluate whether additional benefit plan design changes may be made in accordance with the laws in effect at this time. Cheiron will perform full fiscal integrity evaluations of any levers requested by the Board in the spring concurrent with the economic assumption analysis.

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Table I-1 summarizes all the key results of the valuation with respect to the System’s membership, assets and liabilities, and contributions. The results are presented and compared for both the current and prior plan year.

Table I-1 State Teachers Retirements System of Ohio Summary of Principal Results					
	June 30, 2025			June 30, 2024	%
	<u>Defined Benefit</u>	<u>Combined</u>	<u>Total</u>	<u>Total</u>	<u>change</u>
Counts					
Active Members					
(i) Defined Benefit (DB)	164,746	7,760	172,506	174,836	(1.33%)
(ii) Defined Contribution			11,657	11,411	2.16%
Reemployed Retirees	16,732	-	16,732	17,139	(2.37%)
Inactive Members					
(i) Eligible for Allowances	20,809	907	21,716	21,451	1.24%
(ii) Eligible for Refunds Only	159,735	2,314	162,049	156,474	3.56%
(iii) Defined Contribution			6,289	6,035	4.21%
Retirees and Beneficiaries	157,690	709	158,399	156,594	1.15%
Total	519,712	11,690	549,348	543,940	0.99%
Total Payroll					
(i) Defined Benefit Plan Members	\$ 13,003,783,969	\$ 581,043,137	\$ 13,584,827,106	\$ 13,118,568,925	3.55%
(ii) Defined Contribution Plan Members			675,700,392	630,171,956	7.22%
(iii) Alternative Retirement Plan Members			985,736,089	926,022,197	6.45%
Total			\$ 15,246,263,587	\$ 14,674,763,078	3.89%
Annual Allowances	\$ 7,514,261,453	\$ 11,724,786	\$ 7,525,986,239	\$ 7,319,155,960	2.83%
Assets and Liabilities					
Actuarial Liability (AL) ¹	\$ 113,862,507,015	\$ 651,549,456	\$ 114,514,056,471	\$ 110,249,314,108	3.87%
Actuarial Value of Assets (AVA)			92,677,992,174	91,313,221,754	1.49%
Unfunded Actuarial Liability (UAL)			\$ 21,836,064,297	\$ 18,936,092,354	15.31%
Funded Ratio (AVA basis)			80.9%	82.8%	
Market Value of Assets (MVA)			\$ 96,329,094,922	\$ 91,007,698,408	5.85%
Funded Ratio (MVA basis)			84.1%	82.5%	
Funding Period			11.8 years	10.1 years	16.99%
Actual Contribution Rates					
			Fiscal Year 2025	Fiscal Year 2024	
Total Employer Pension Contribution	14.00%	14.00%	14.00%	14.00%	0.00%
Total Member Pension Contribution	14.00%	2.00%	13.46%	13.48%	(0.15%)
Allocation of Total Actual Contribution Rate					
Normal Cost	11.29%	4.60%	10.99%	10.84%	1.31%
Unfunded Actuarial Liability	16.71%	11.40%	16.48%	16.64%	(0.98%)
Total Contribution Rate	28.00%	16.00%	27.46%	27.48%	(0.07%)

¹Defined Benefit Actuarial Liability (AL) includes Defined Contribution Account Balances and prior Defined Contribution participants who have converted their account to an annuity.

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SECTION I – BOARD SUMMARY

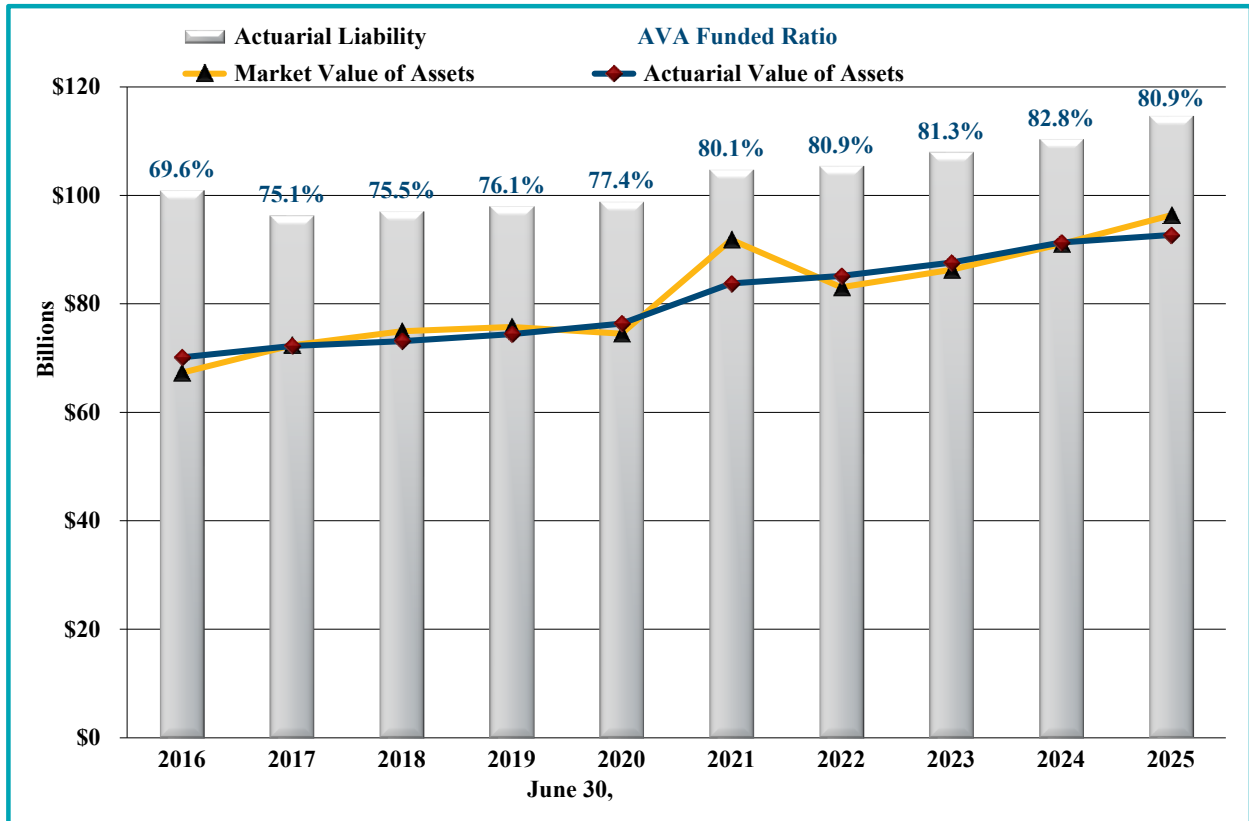
Historical Trends

It is important to take a step back from the latest results and view them in the context of the Plan’s recent history. On the next few pages, we present a series of charts which display key results in the valuations over the last few years.

Assets and Liabilities

In the following chart, the gray bars represent the Actuarial Liability (AL), the gold line is the Market Value of Assets (MVA), and the blue line is the Actuarial Value of Assets (AVA). The Plan’s funded ratio (ratio of AVA to AL) is shown above the bars.

While the Plan’s funded ratio has been steadily increasing since 2016, it still remains well below the target funded ratio of 100%. The drop in liability shown in 2017 is due to pension reform changes including changes in retirement eligibility requirements and subsidies as well as the reduction of the COLA to 0%. The increase in liability shown in 2021 is largely attributable to the change in the discount rate from 7.45% to 7.00%. In 2022 through 2025 the liabilities have increased due to various Plan changes decreasing the service requirement for unreduced retirement eligibility as well as granting three ad-hoc COLAs during this period.



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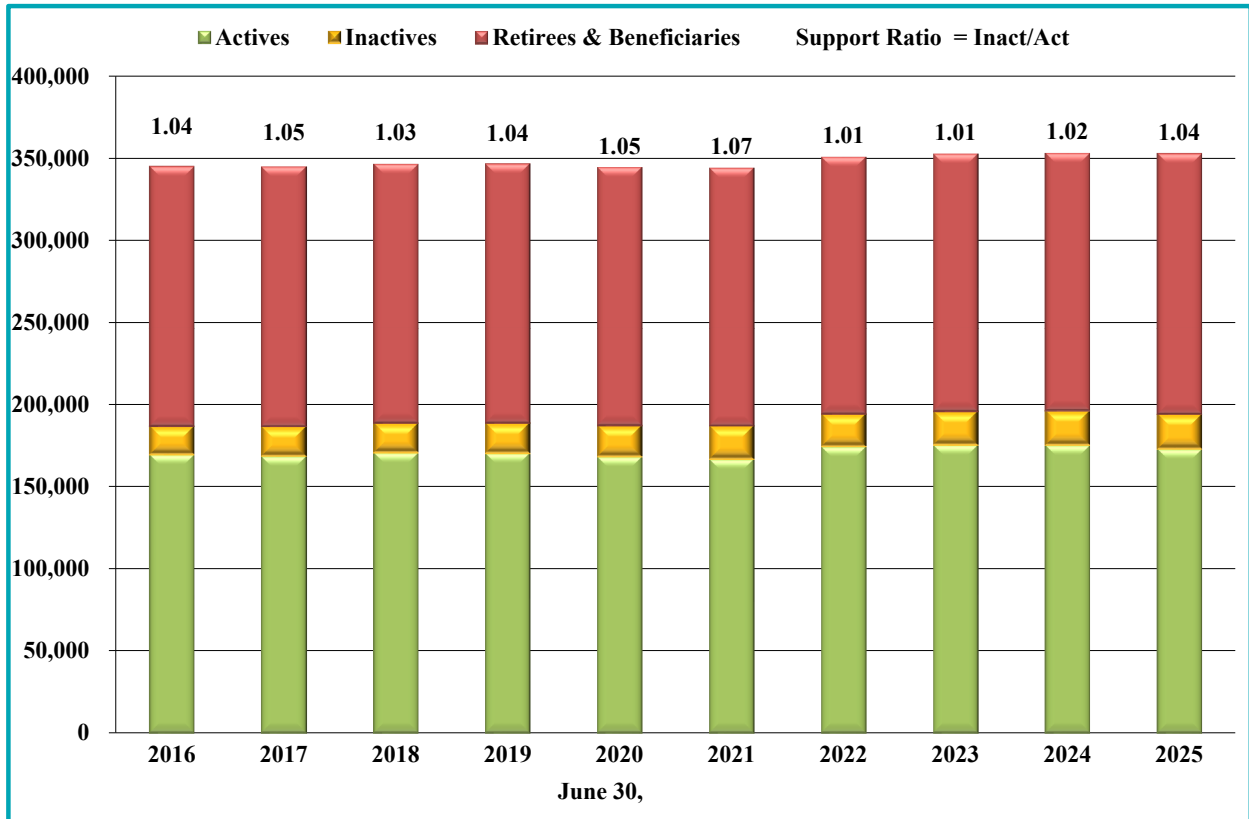
SECTION I – BOARD SUMMARY

Participant Trends

The following chart shows the membership counts of the Plan at successive valuations. The numbers, which appear above each bar, represent the ratio of inactive members (retirees, reemployed retirees, and inactive members eligible for deferred allowances) to active members at each valuation date. We refer to this ratio as the support ratio.

The more retired and inactive members there are relative to active members, the more challenging it is for a plan to make up for experience losses (investment and liability) with contributions that are tied to payroll.

The support ratio has remained relatively stable for the last 10 years. The slight increase in 2025 is reflective of the high number of retirements during the year, likely as a result of the changes in retirement eligibility.



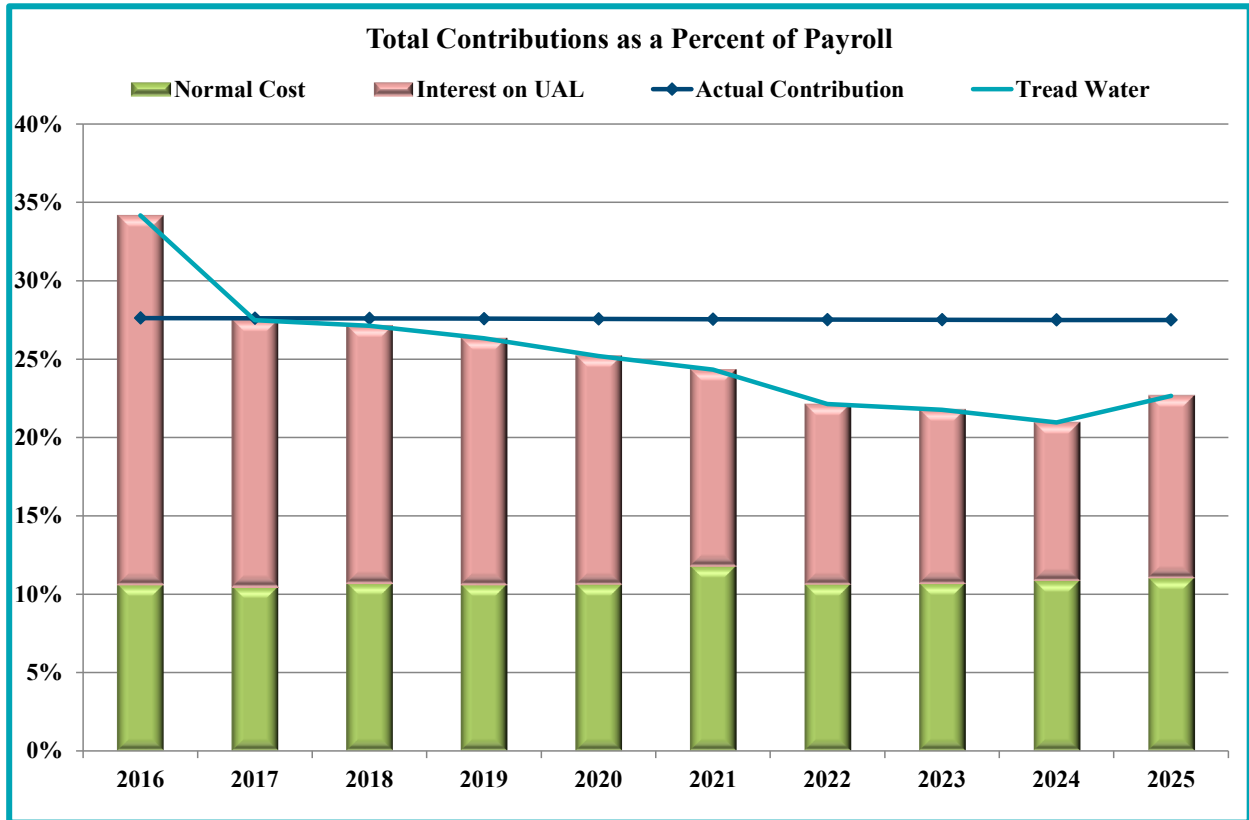
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SECTION I – BOARD SUMMARY

Contributions versus Tread Water

The following chart compares the fixed employer contribution rate to a rate we refer to as the tread water rate. The tread water rate is that rate of payroll which, if contributed, would result in the UAL remaining the same in the following year if all experience exactly matched the assumptions. The tread water rate is the full normal cost plus interest on the UAL.

As can be seen in the following chart, the total contribution rate was well below the tread water rate in 2016. After pension reform that went into effect in 2017, the total contribution rate has exceeded the tread water rate which has declined each year until 2025. In 2025, both the normal cost and UAL increased as a result of plan changes and actuarial losses, but the contribution rate still remains above the tread water rate.

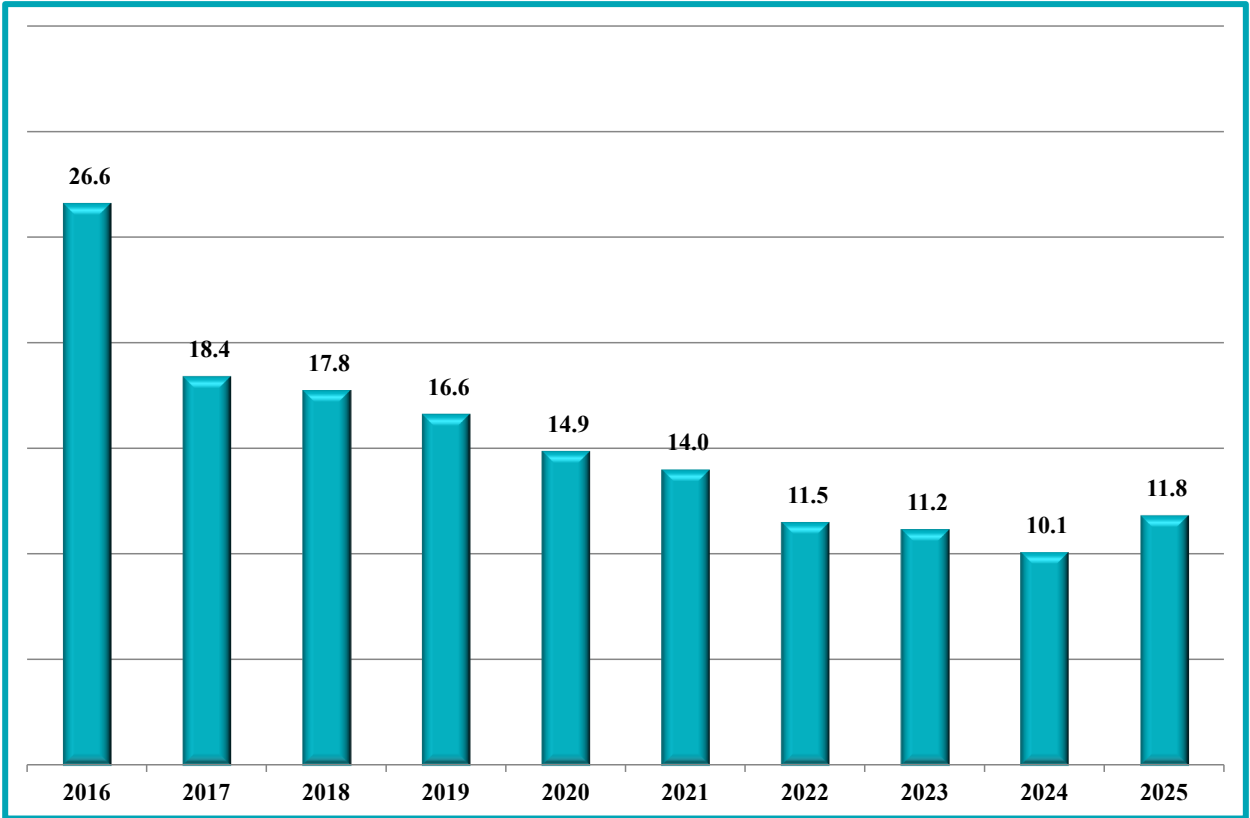


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SECTION I – BOARD SUMMARY

Amortization Periods

The following chart shows the equivalent amortization period for funding the UAL based on the Actuarial Value of Assets on the valuation date. Over this period, the equivalent amortization period has been decreasing. The pension reform changes in 2017 contributed to a significant decrease in the amortization period. The increase in the amortization period in 2025 is mainly attributable to the plan changes adopted by the Board in FYE 2025.



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SECTION I – BOARD SUMMARY

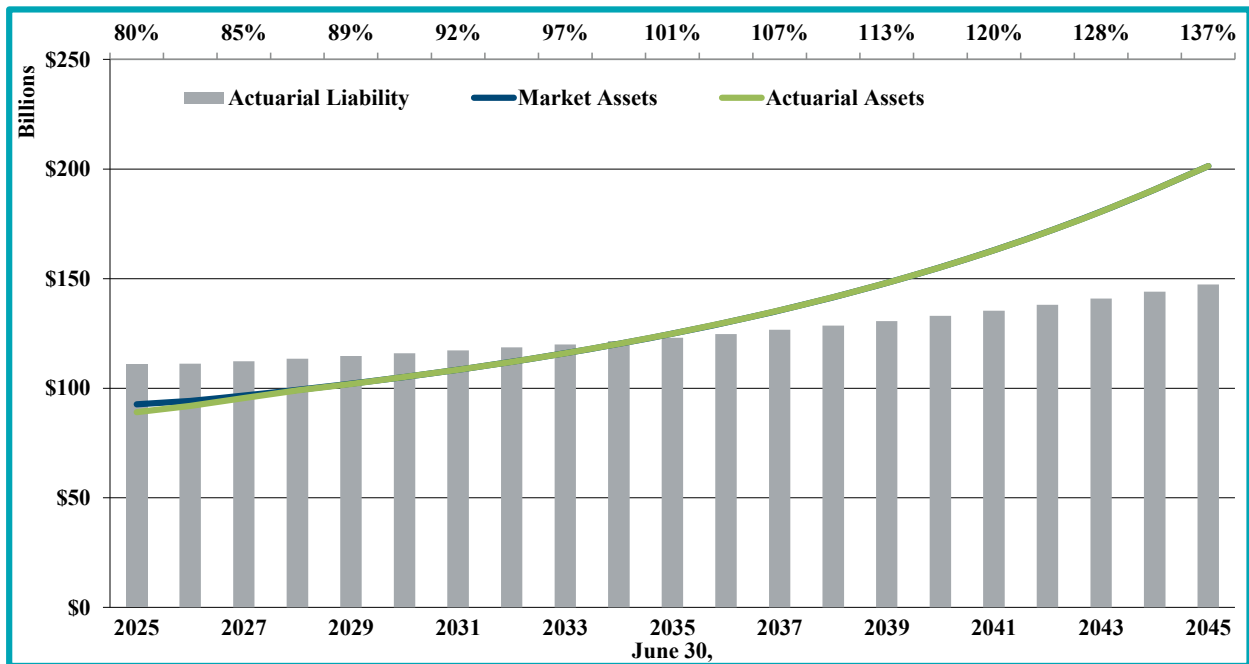
Future Expected Financial Trends

The analysis of projected financial trends is perhaps the most important component of this valuation. The chart presented in this section shows the expected progress of the Defined Benefit (DB) Plan’s funded level over the next 20 years. This baseline projection is based on all results exactly matching assumptions, including that employers and members will continue to contribute the same percentage of payroll as they are currently contributing for all future years.

The following projection chart compares the Market Value of Assets (blue line) and the smoothed Actuarial Value of Assets (green line) to the DB Plan’s Actuarial Liabilities (gray bars). In addition, at the top of the chart, we show the DB Plan’s funded ratio on an Actuarial Value of Assets basis (ratio of Actuarial Value of Assets to Actuarial Liabilities). The years on the X-axis represent the valuation date as of June 30 of the corresponding year.

Assuming all assumptions are exactly met, the DB Plan’s funded ratio on an Actuarial Value of Assets basis would improve from the current level of 80% to 137% by the 2046 valuation and is projected to reach 100% funded in 2035.

This baseline projection assumes an annual return on the Market Value of Assets each year of 7.00% and that there are no changes to the Plan provisions, employer, and employee contribution rates. In section II of this report, we provide some alternate scenarios that vary some of these factors to assess some of the primary risks of the Plan.



SECTION II – DISCLOSURES RELATED TO RISK

Introduction

Actuarial Standard of Practice (ASOP) No. 51 was published by the Actuarial Standards Board to provide guidance to actuaries on the assessment and disclosure of risks related to future pension plan experience deviating from assumptions. This section consolidates the information regarding assessment and disclosure of the Plan's risks and includes a number of additional items to help communicate and demonstrate these risks.

The Plan's actuarial valuation results are dependent on assumptions about future economic and demographic experience. Based on actuarial standards of practice, the assumptions represent a reasonable estimate for future experience. However, actual experience will not conform exactly to the assumptions and may differ significantly from the assumptions. This deviation is the risk that pension plan sponsors undertake in relying on a pension plan's actuarial valuation results.

This section of this report is intended to identify the primary drivers of these risks, provide background information and assessments about these identified risks and communicate the significance of these risks to this Plan.

Identification of Risks

We believe the primary risks to this Plan are:

- Investment risk,
- Benefit change risk,
- Contribution risk,
- Assumption change risk, and
- Longevity and other demographic risks.

Other risks that we have not identified may also turn out to be important.

Investment Risk is the potential for investment returns to deviate from what is expected. When actual investment returns are lower than the investment assumption used in the actuarial valuation, the UAL will increase and the period of time over which the UAL is expected to be paid will increase. But, when actual returns exceed the assumption, the resulting UAL measurements and resulting amortization period will be lower than anticipated.

Benefit Change Risk is the potential for the provisions of the Plan to be changed such that the benefits and liabilities are changed materially. In addition to the actual payments to and from the Plan being changed, future valuation measurements can also be impacted, with benefit changes leading to deviations between future measurements and those expected by the current valuation.

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SECTION II – DISCLOSURES RELATED TO RISK

Contribution Risk is the potential for actual future contributions to deviate from expected future contributions, or that the anticipated contributions will be inadequate to fund the Plan benefits. There are different sources of contribution risk ranging from the sponsor not making contributions in accordance with the funding policy to material changes in the contribution base (e.g., covered employees, covered payroll, sponsor revenue) that affect the amount of contributions the Plan will receive.

Assumption Change Risk is the potential for the environment to change such that future valuation assumptions are adjusted to be different than the current assumptions. For example, declines in interest rates over time may result in a change in the assumed rates of return used in the valuation. A healthier workforce may result in changes in employee behavior such that retirement rates are adjusted to reflect employees working longer. Assumption change risk is an extension of the other risks identified, but rather than capturing the risk as it is experienced, it captures the cost of recognizing a change in the environment when the current assumption is no longer reasonable. The historical review section will show that assumption changes have significantly impacted the funded status for this Plan.

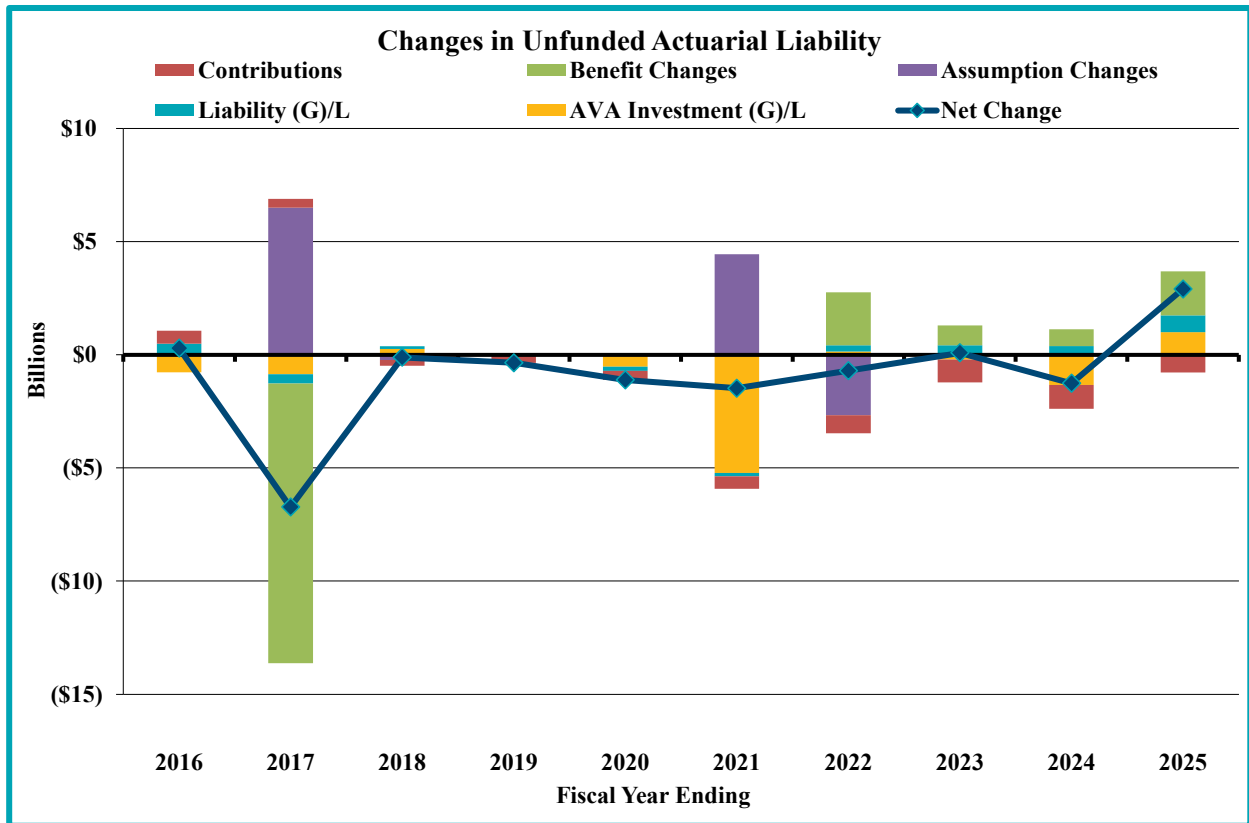
Longevity and Other Demographic Risk is the potential for mortality or other demographic experience to be different than expected. Generally, longevity and other demographic risks emerge slowly over time as the actual experience deviates from expected. In addition, the extensive number of assumptions related to longevity and demographic experience often result in offsetting factors contributing to the Plan's overall liability experience. As such, these risks are often dwarfed by other risks, particularly those due to investment returns. The following charts show that this has been true for this Plan, with the magnitude of the gains and losses from liability experience significantly smaller than those from investment experience, assumption changes, and benefit changes.

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SECTION II – DISCLOSURES RELATED TO RISK

Historical Review

In understanding the magnitude of some of these risks, it is useful to look at what factors have contributed to the Plan’s unexpected changes in Unfunded Actuarial Liability (UAL). These factors consist of annual actuarial experience gains and losses (both liability and investment), assumption changes, benefit changes, and contributions differing from tread water. The following chart shows how these factors have contributed to the change in the Plan’s UAL in individual years.

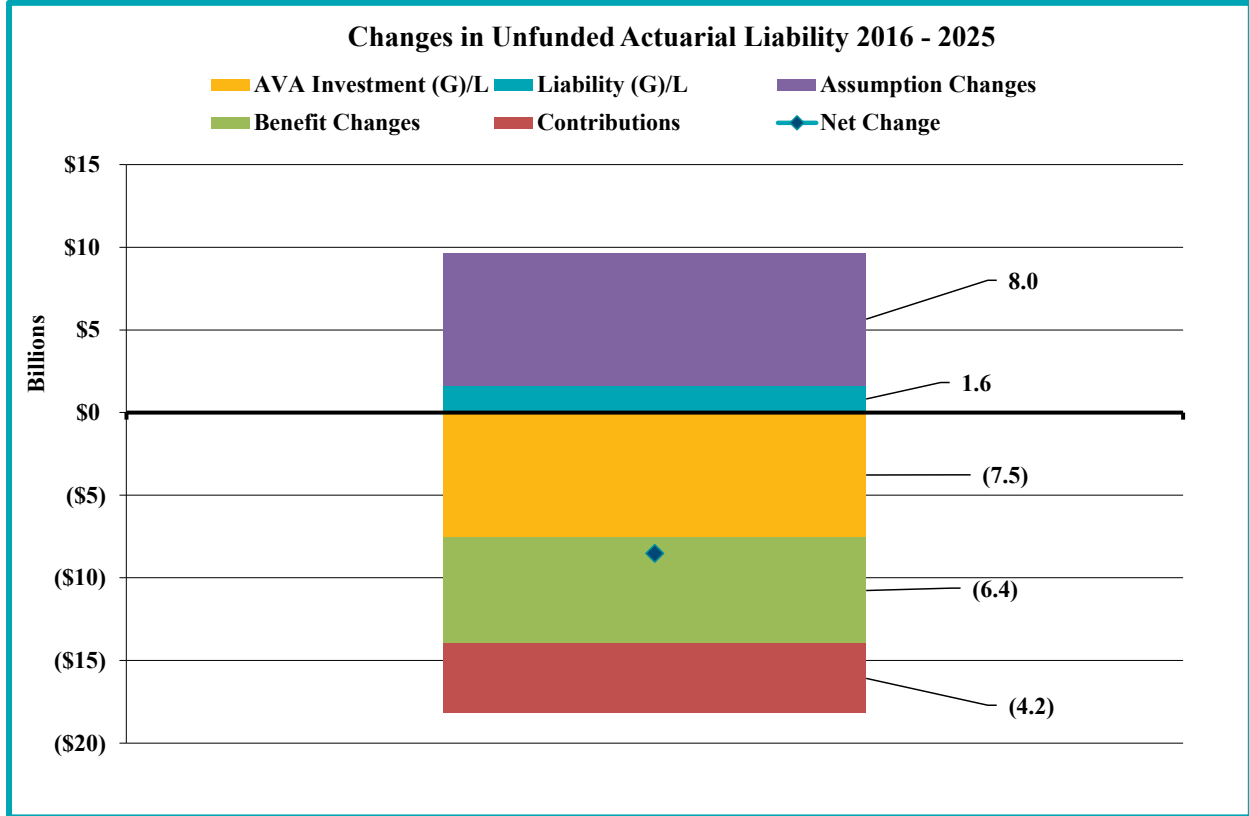


As described previously and is evident in this chart, benefit changes, assumption changes, and investment gains have been the most significant factors contributing to the changes in the Plan’s UAL in individual years. The fixed contribution shortfalls or excesses when compared to tread water have also had a more significant impact than annual liability gains or losses.

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SECTION II – DISCLOSURES RELATED TO RISK

Another way to examine how each of the factors contributed to the change in the UAL is to look at the cumulative impact of each factor. The following chart shows this impact over the past ten years.



Over this period, investment gains, benefit changes, and contributions served to decrease the UAL by \$18.1 billion while assumption changes and liability losses served to increase the UAL by \$9.6 billion, resulting in a net reduction in the UAL of \$8.5 billion over this period. This 10-year net decrease in the UAL has resulted in a corresponding decrease in the equivalent amortization period from 26.6 years to 11.8 years as well as improvement of the Plan's funded status from 69.6% to 80.9%.

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SECTION II – DISCLOSURES RELATED TO RISK

Assessment of Future Risks

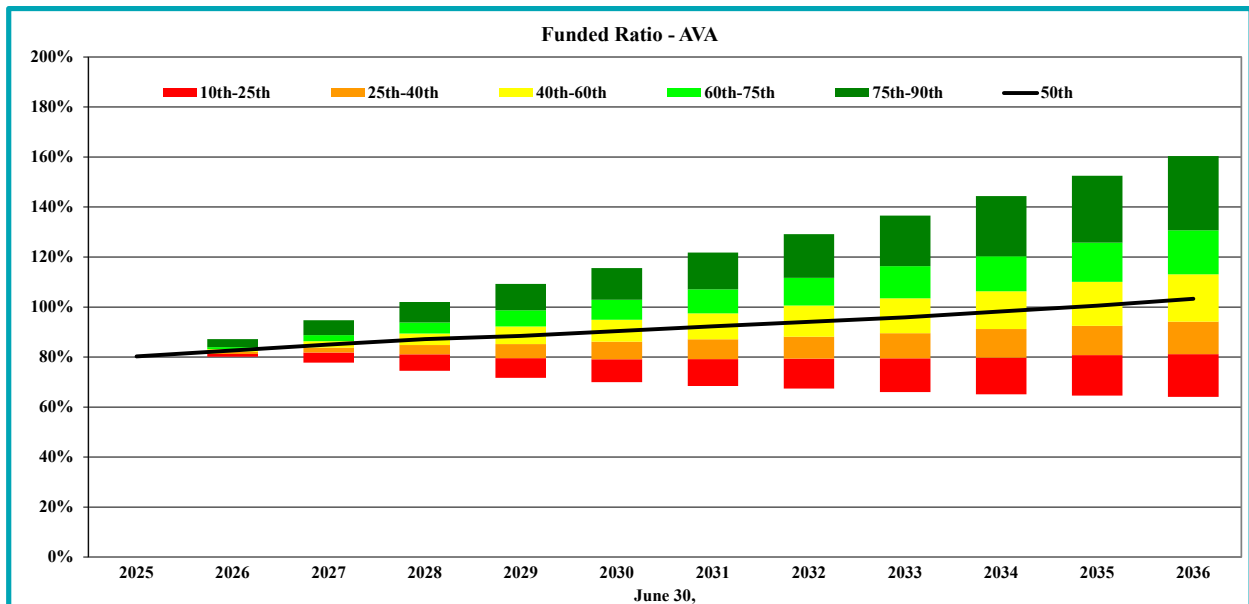
The fundamental risk to the Plan is that contributions will not adequately fund Plan benefits. In assessing this risk, we evaluate how not meeting expectations could impact the Plan’s funded status and the impact this has on the equivalent amortization period.

Stress Testing the Plan’s Funded Status

One of the ways to assess the investment risk is to project the impact of future investment returns not matching the assumptions.

Page 8 shows the baseline projection of the Plan. It is important to note that baseline projections, while useful, are not going to occur as experience never conforms exactly to assumptions every year.

In Meketa’s March 2025 Capital Market Assumptions summary, they reported a 10-year median expected return of 6.96%, with a standard deviation of 10.05%. It can be challenging to understand how the variation in returns can impact the Plan. One way to visualize this is with stochastic projections. The following graph shows the funded status distribution of the Plan under 5,000 separate scenarios with a mean geometric return of 6.96% and standard deviation of 10.05%. Even though the expected funded status in 2036 is about 103% there is more than a 10% probability that this will be below 65% or above 160%.



Assessing the risk that future measurements produced by the actuarial valuations will deviate from the actual values over time is complex and can never be exactly known.

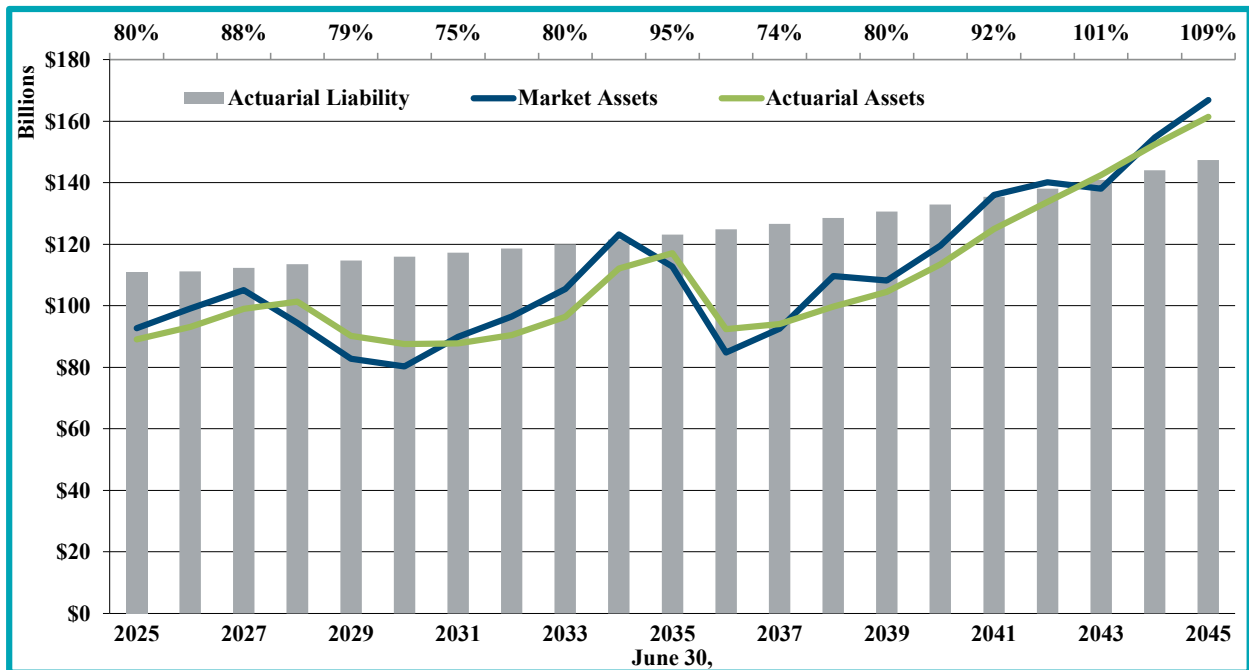
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SECTION II – DISCLOSURES RELATED TO RISK

As a demonstration of a single scenario of investment volatility, the following projection is included. This scenario is based on the Plan’s actual returns from July 1, 1998 to June 30, 2018. The annual returns used for this scenario are:

FYE	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Return	12.5%	10.3%	-6.5%	-8.3%	1.8%	17.2%	11.9%	13.5%	20.6%	-5.6%
FYE	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045
Return	-22.0%	13.5%	22.5%	1.7%	13.5%	16.5%	5.2%	0.4%	14.1%	9.5%

The average return over this 20-year period was 6.51%. Projecting these varying returns for the next 20 years shows there can be significant swings in funded status even though the average return over the period is only slightly lower than current expectations.



Assessing the Plan’s Key Risks

As previously discussed, the Plan’s experience will not conform exactly to the assumptions every year. Therefore, we investigate how the key risks identified earlier can impact the financial condition of the Plan in the future.

For each risk identified, we have analyzed the impact of:

1. Investment Risk:
 - a. One-year negative/positive shock: The return on assets being 7.00% each year except in plan year ending June 30, 2026 when the return will vary by one standard deviation (10.05%); and
 - b. Consistent return less/more than 7.00%: Return on assets being 1% lower or higher than the 7.00% expected return in all future years.

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SECTION II – DISCLOSURES RELATED TO RISK

2. Benefit Change Risk
 - a. Annual benefit changes that increase the liabilities of the Plan by 1% of assets
 - b. Consistent future Ad-Hoc COLA of 1%
3. Contribution Risk
 - a. Future payroll growth of only 2.0% each year
4. Assumption Change Risk
 - a. Lowering the discount rate to 6.5% beginning with the June 30, 2026 valuation (includes lowering the annual return on assets to match discount rate).
 - b. Assumption changes that result in a 5% increase in the actuarial liability and normal cost beginning with the June 30, 2026 valuation
5. Longevity and Other Demographic Risk
 - a. Mortality being 10% lower than current assumptions

The following table shows how different scenarios affect the year in which the Plan is expected to reach 100% funded and the projected equivalent amortization period in 2031.

Risk Assessed	Scenario	First year funded ratio exceeds 100%	Equivalent Amortization Period in 2031
Baseline		2035	3.4
Investment Risk			
One-year negative shock	-3.05% in FYE 2026	2041	9.3
One-year positive shock	+17.05% in FYE 2026	2030	0.0
Consistent return less than 7.00%	6.00% in all years	2041	5.6
Consistent return more than 7.00%	8.00% in all years	2032	1.3
Benefit Change Risk			
Annual de minimis benefit increase	1% of AVA each year	2044	6.7
Contribution Risk			
Lower than expected payroll growth	2% payroll growth	2035	3.9
Assumption Change Risk			
Lower discount rate	6.5% beginning July 1, 2026	2043	11.6
Demographic assumption changes	+5% AL and NC	2039	7.7
Demographic Risk			
Increased life expectancy	Mortality rates 10% lower than assumed	2039	7.5

SECTION II – DISCLOSURES RELATED TO RISK

Limitations of Assessments of Risk

The table above is not intended to be a comprehensive assessment of risk and is limited in scope. A more detailed assessment can be valuable to enhance the understanding of the risks identified above, especially when considering the effects of volatility from multiple drivers at the same time. However, given the risk assessment presented in this report and the discussions with the Board of Trustees during meetings, we believe these scenarios cover the primary risks facing the Plan at this time. We recommend the Trustees review the analysis provided annually and consider a more detailed analysis periodically and when there is a substantial change in the financial position or maturity of the Plan.

Assessing a Risk-Free Investment Strategy

The Plan invests in a diversified portfolio with the objective of maximizing investment returns at a reasonable level of risk. The lowest risk portfolio for a pension plan would be composed entirely of low-default-risk fixed income securities whose cash flows match the benefit cash flows of the Plan. Such a portfolio, however, would have a lower expected rate of return than a diversified portfolio. The Low-Default-Risk Obligation Measure (LDROM) represents what the DB actuarial liability would be if the Plan invested its assets in such a portfolio. As of June 30, 2025, we estimate that a portfolio composed only of US Treasury securities would have an expected return of 4.75% compared to the Plan's discount rate of 7.00%, and the LDROM would be \$142 billion compared to the Actuarial Liability of \$111 billion. The \$31 billion difference represents the expected value of bearing the risk of investing in the diversified portfolio. Alternatively, it can be seen as the cost of eliminating the investment risk.

Benefit security for members of the Plan relies on a combination of the assets in the Plan, the investment returns generated on those assets, and the promise of future contributions. If the Plan were to invest in the LDROM portfolio, the reported funded status would decrease but it would not change the amount of assets currently in the Plan. However, it would reduce expected future returns on assets as well as the expected volatility of those returns.

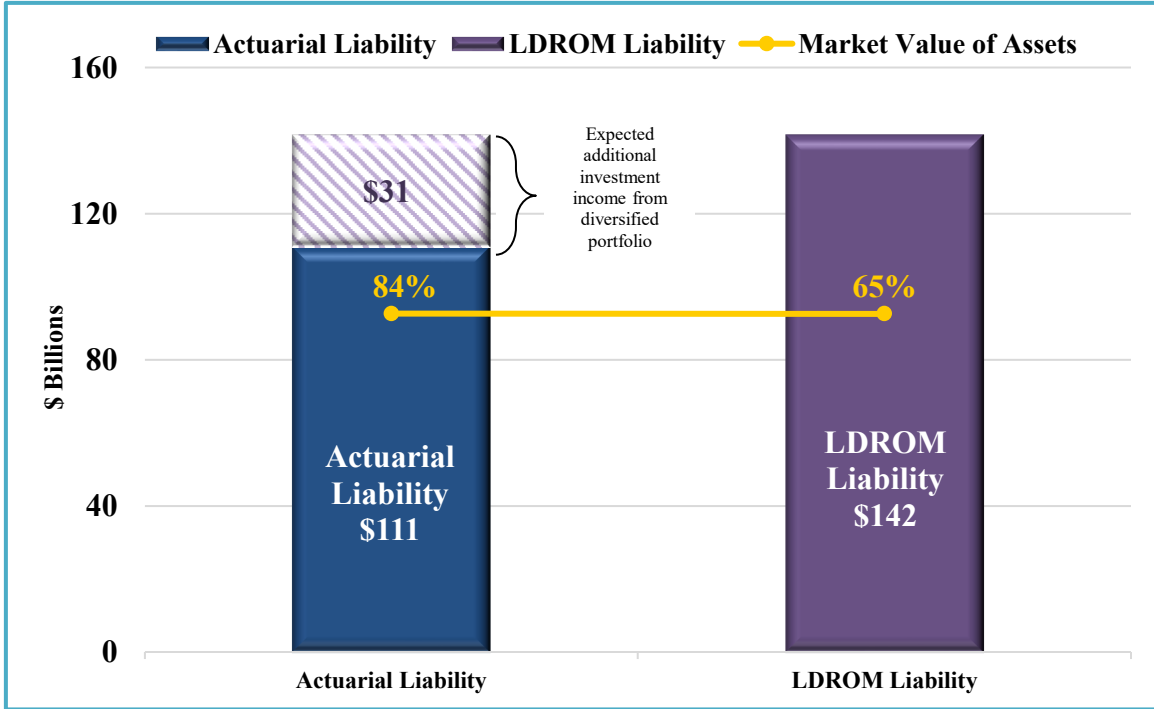
The chart below compares assets to:

- The Actuarial Liability using the current discount rate of 7.00%, and
- The Low-Default-Risk Obligation Measure based on a discount rate of 4.75%.

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SECTION II – DISCLOSURES RELATED TO RISK

The Actuarial Liability is shown as the blue bar, the LDROM as the purple bar and the Market Value of Assets as the gold line. The resulting funded ratio is shown in the bars. The difference between these liabilities represents the expected savings from investing in a diversified portfolio.



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SECTION II – DISCLOSURES RELATED TO RISK

Plan Maturity Measures

As pension plans become more mature, the identified risks are a more significant concern. Therefore, it is important to examine measures that indicate a pension plan’s maturity level.

The balance of this section discloses and examines two maturity measures for the Plan: the asset leverage ratio and the net cash flow ratio.

Asset Leverage Ratio

An important plan maturity measure is the asset leverage ratio—the Market Value of Assets divided by the Plan’s payroll. As a plan matures, its assets increase. The greater the Plan’s assets are relative to payroll, the more vulnerable the Plan is to investment volatility. This can result in higher volatility of contribution rates when measured as a percentage of payroll. The following example demonstrates this.

(\$ in millions)		
	Plan A	Plan B
Plan Assets	\$ 5,000	\$ 5,000
Payroll	\$500	\$1000
Asset Leverage Ratio	10.0	5.0
10% Investment Loss	\$500.0	\$500.0

This example shows two plans that both experience a 10% investment loss equaling \$500 million. Although their assets are the same, because of the size of payroll, Plan A’s asset leverage ratio is 10 and Plan B’s ratio is 5. This means that Plan A has to spread or amortize that loss over a payroll that is half as large as Plan B’s. To put it another way, other things being equal, Plan A would need to increase contributions as a percentage of payroll by twice the increase in contribution rate of Plan B in order to make up the same investment loss. Despite the fact that STRS Ohio’s contributions are based on a fixed statutory rate and experience gains and losses are not amortized over payroll, the asset leverage ratio still provides some insight into how much the statutory contribution rate would need to be changed if corrective actions were at some point ever necessary to maintain Plan solvency.

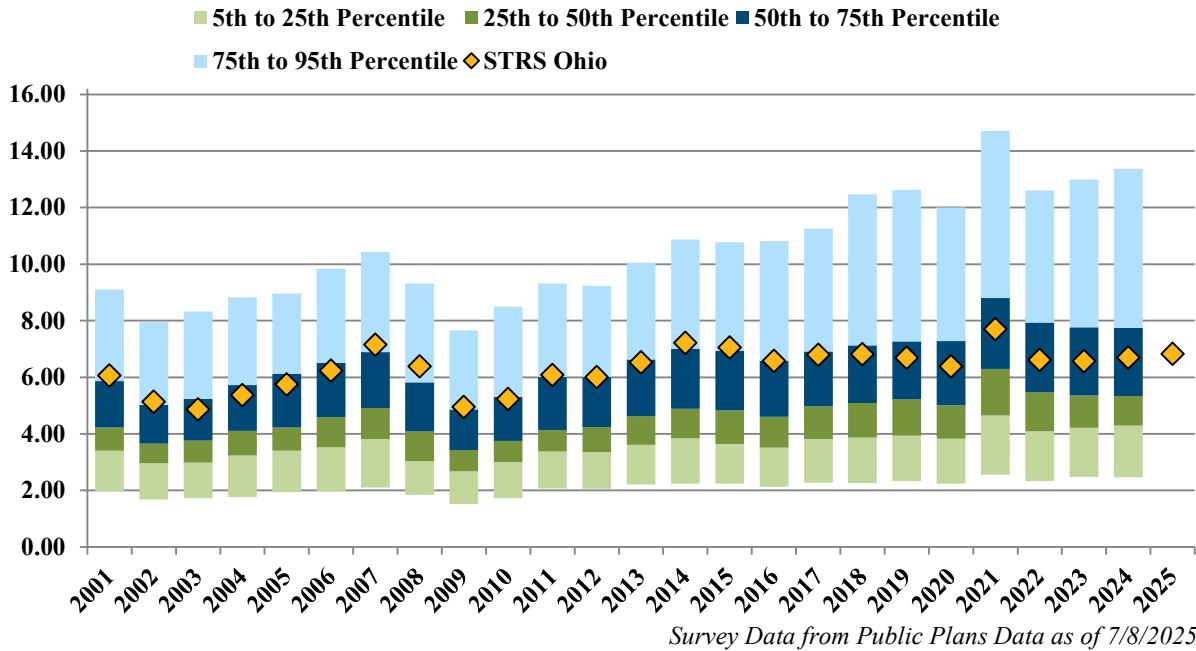
The Government Finance Officers Association (GFOA), MissionSquare Research Institute, the National Association of State Retirement Administrators (NASRA), and the Center for Retirement Research at Boston College maintain the Public Plans Data database that contains almost all state plans as well as many large municipal plans, covering over 95% of the membership in public plans as well as over 95% of the assets held by public pension plans. For purposes of the charts included in this section that compare STRS Ohio to this Public Plans database, we have excluded small Plans (defined as those that have less than \$1 billion in actuarial liability). The database contains information for approximately 200 of these large plans per year.

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION II – DISCLOSURES RELATED TO RISK

The following chart shows the asset leverage ratios for the large plans in this database since 2001. The colored bars represent the central 90% of the asset leverage ratios for the plans. STRS Ohio is represented by the gold diamond. From 2001 through 2017, STRS Ohio’s asset leverage ratio was close to the 75th percentile of all large plans. Since 2018, STRS Ohio’s asset leverage ratio has been around the 65th percentile. This means that STRS Ohio, by this measure, is more mature than 65 percent of all large plans, which is a slight improvement when compared to being more mature than over 75 percent of all large plans back in 2001.

Asset Leverage Ratio



Net Cash Flow Ratio

Another measure of plan maturity is the ratio of the net cash flow (contributions minus benefits and expenses) divided by the market value of plan assets. With shrinking workforces, aging Baby Boomers, and increasing life expectancies, plans pay out more in benefits than they receive in contributions, leading to negative net cash flows.

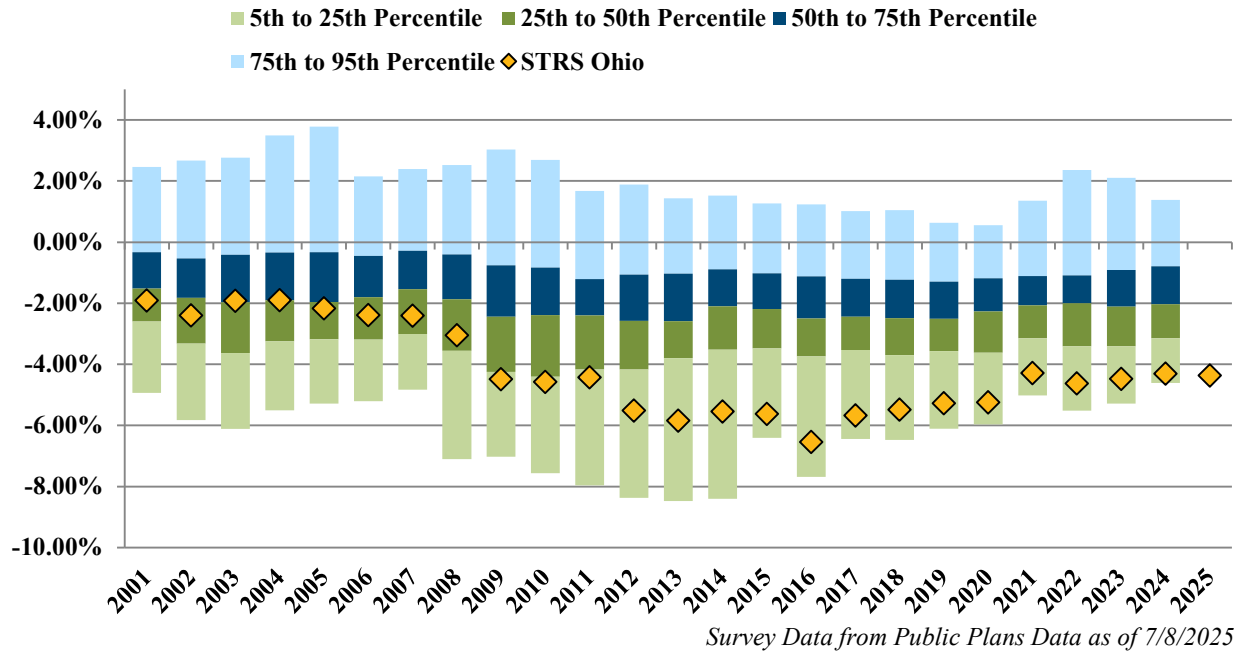
When plans with negative net cash flows suffer investment losses, they need to liquidate assets to pay the benefits and expenses that are in excess of contributions. That means these plans will need to earn higher returns to rebuild their assets to previous levels. Plans with significant negative cash flows are more vulnerable to market declines. In our opinion and based on our experience dealing with pension plans having negative cash flows, negative cash flows start becoming a concern once they exceed 5% of Plan assets, which was the case for STRS Ohio from 2012-2020.

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SECTION II – DISCLOSURES RELATED TO RISK

This chart compares STRS Ohio’s net cash flow ratio to other large plans from the Public Plan database since 2001. The Plan was close to the median of this universe in 2003, dropped into the bottom quartile in 2009 and is just above the 5th percentile in 2024. This demonstrates that on this measure STRS Ohio is maturing at a pace faster than other large public pension plans.

Net Cash Flow Rate



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SECTION III – ASSETS

Pension plan assets play a key role in the financial operation of the Plan and in the decisions that the Board may make with respect to future deployment of those assets. The level of assets, the allocation of assets among asset classes, and the methodology used to measure assets will likely impact benefit levels, employer contributions, and the ultimate security of participants' benefits.

In this section, we present detailed information on the Plan assets including:

- **Disclosure** of the Plan assets as of June 30, 2024 and June 30, 2025;
- Statement of the **changes** in market values during the year;
- Development of the **Actuarial Value of Assets**; and
- An assessment of **Investment Performance**.

Disclosure

There are two types of asset values disclosed in this valuation, the Market Value of Assets and the Actuarial Value of Assets. The market value represents a “snap-shot” or “cash-out” value, which provides the principal basis for measuring financial performance from one year to the next. The Actuarial Value of Assets are typically used by plans to smooth volatile market returns in order to provide for less volatile contributions. However, for plans like STRS Ohio that have a fixed contribution rate, the use of an Actuarial Value of Assets is not as relevant.

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION III – ASSETS

Table III-1 discloses and compares each asset value as of June 30, 2025 and June 30, 2024.

Table III-1					
Statement of Market Value of Assets as of June 30,					
	<u>2025</u>			<u>2024</u>	<u>% Change</u>
	<u>Defined Benefit</u>	<u>Defined Contribution</u>	<u>Total</u>	<u>Total</u>	
Assets					
Cash & Short-Term Investments	\$ 1,814,245,945	\$ 259,454,328	\$ 2,073,700,273	\$ 1,279,549,372	62.06%
Receivables	1,636,035,373	1,353,522	1,637,388,895	2,148,905,678	(23.80%)
Fixed Income	22,229,675,219	364,441,671	22,594,116,890	19,683,728,916	14.79%
Domestic Equities	21,924,506,696	2,267,654,385	24,192,161,081	23,517,436,628	2.87%
International Equities	19,799,057,517	538,450,130	20,337,507,647	19,410,889,905	4.77%
Real Estate	9,119,151,806	189,855,089	9,309,006,895	9,613,830,853	(3.17%)
Alternative Investments	19,195,128,011	0	19,195,128,011	18,158,572,364	5.71%
Invested Securities Lending Capital	1,109,937,831	0	1,109,937,831	527,242,627	110.52%
Capital Assets	278,936,519	0	278,936,519	279,652,585	(0.26%)
Accumulated Depreciation	(198,934,399)	0	(198,934,399)	(193,410,834)	2.86%
Total Assets	\$ 96,907,740,517	\$ 3,621,209,125	\$ 100,528,949,642	\$ 94,426,398,095	6.46%
Liabilities					
Securities Purchased and Other Investment Liabilities	\$ (1,061,936,821)	\$ 0	\$ (1,061,936,821)	\$ (694,380,446)	52.93%
Debt on Real Estate Investments	(1,883,211,878)	0	(1,883,211,878)	(2,036,145,730)	(7.51%)
Accrued Expenses and Other Liabilities	(61,849,212)	0	(61,849,212)	(59,657,004)	3.67%
Obligations Under Security Lending Program	(1,109,495,036)	0	(1,109,495,036)	(526,948,490)	110.55%
Net Pension Liability	(83,361,772)	0	(83,361,772)	(101,568,017)	(17.93%)
Total Liabilities	\$ (4,199,854,720)	\$ 0	\$ (4,199,854,720)	\$ (3,418,699,687)	22.85%
Market Value of Assets	\$ 92,707,885,797	\$ 3,621,209,125	\$ 96,329,094,922	\$ 91,007,698,408	5.85%

Numbers may not add due to rounding

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
JUNE 30, 2025 ACTUARIAL VALUATION REPORT**

SECTION III – ASSETS

Actuarial Value of Assets

The Actuarial Value of Assets represents a “smoothed” value developed by the actuary to reduce or eliminate volatile results which could develop from short-term fluctuations in the Market Value of Assets. For this Plan, the Actuarial Value of Assets is based on the Market Value of Assets with a four-year phase-in of actual investment return in excess of (or less than) expected investment income. Expected investment income is determined using the assumed investment return rate and the Actuarial Value of Assets (adjusted for receipts and disbursements during the year). The actual investment return for this purpose is determined net of all investment and administrative expenses. The Actuarial Value is further adjusted, if necessary, to be within 9% of the market value.

The next three tables show how the Actuarial Value of Assets is developed. Table III-2 shows the changes in the market and Actuarial Value of Assets, Table III-3 shows the development of the gain/(loss) on assets for purposes of determining the Actuarial Value of Assets, and Table III-4 shows the development of the Actuarial Value of Assets.

Table III-2 Changes in Value of Defined Benefit Assets¹		
	<u>Market Value of Assets</u>	<u>Actuarial Value of Assets</u>
1. Value of Assets - June 30, 2024	\$ 87,901,346,220	\$ 88,206,869,566
2. Calculation of Net Cash Flow		
(a) Member Contributions	\$ 1,852,848,709	\$ 1,852,848,709
(b) Employer Contributions	1,952,300,903	1,952,300,903
(c) Transfers between Plans/from Other Ohio Systems	119,252,680	119,252,680
(d) Benefit Payments and Refunds	(8,108,540,484)	(8,108,540,484)
(e) Net Cash Flow	\$ (4,184,138,192)	\$ (4,184,138,192)
3. Value of Assets - June 30, 2025	\$ 92,707,885,797	\$ 89,056,783,049
4. Net Investment Income [3. - 1. - 2.(e)]	\$ 8,990,677,769	\$ 5,034,051,675
5. Average Value of Assets [1. + 1/2*2.(e)]	\$ 85,809,277,124	\$ 86,114,800,470
6. Rate of Return [4. / 5.]	10.48%	5.85%
7. Assumed Rate of Return	7.00%	7.00%
8. Expected Net Investment Income [5. * 7.]	\$ 6,006,649,399	\$ 6,028,036,033
9. Investment Gain/(Loss) [4. - 8.]	\$ 2,984,028,370	\$ (993,984,358)

¹Defined Contribution Plan assets are not included.

Numbers may not add due to rounding

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION III – ASSETS

Table III-3	
Development of Gain/(Loss) on Assets for Smoothing¹	
1. DB Actuarial Value of Assets at June 30, 2024	\$ 88,206,869,566
2. Calculation of Net Cash Flow	
(a) Member Contributions	1,852,848,709
(b) Employer Contributions	1,952,300,903
(c) Transfers between Plans/from Other Ohio Systems	119,252,680
(d) Benefit Payments and Refunds	<u>(8,108,540,484)</u>
(e) Net Cash Flow	(4,184,138,192)
3. Average Actuarial Value of Assets [1. + 1/2 * 2.(e)]	86,114,800,470
4. Expected Income	6,028,036,033
5. Actual Income on Market Value of Assets	8,990,677,769
6. Gain/(Loss) for year ended June 30, 2025	\$ 2,962,641,736

¹Defined Contribution Plan assets are not included.

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION III – ASSETS

Table III-4		
Development of Actuarial Value of Assets		
	Original	Deferred Portion
	Gain/(Loss)	
Defer 0% of 2022 Gain/(Loss)	\$ (10,288,109,868)	\$ -
Defer 25% of 2023 Gain/(Loss)	982,575,622	245,643,906
Defer 50% of 2024 Gain/(Loss)	2,366,955,080	1,183,477,540
Defer 75% of 2025 Gain/(Loss)	2,962,641,736	<u>2,221,981,302</u>
Total Deferred Gain/(Loss) for AVA Calculation		\$ 3,651,102,748
Market Value of Assets at June 30, 2025		\$ 92,707,885,797
Total Unrecognized Gain/(Loss)		<u>3,651,102,748</u>
Preliminary Actuarial Value of Assets at June 30, 2025		\$ 89,056,783,049
Adjustment for 91% / 109% corridor		<u>0</u>
DB Actuarial Value of Pension Assets at June 30, 2025		\$ 89,056,783,049
Defined Contribution Plan Assets at June 30, 2025		<u>3,621,209,125</u>
Total Actuarial Value of Assets at June 30, 2025		\$ 92,677,992,174
Actuarial Value as a Percent of Market Value		96.2%

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION III – ASSETS

Investment Performance

The Market Value of Assets (MVA) earned 10.48% during the fiscal year ending June 30, 2025, which is more than the assumed 7.00% return for the period ending June 30, 2025. A return of 5.85% was experienced on the Actuarial Value of Assets (AVA), resulting in an actuarial loss for the year. Table III-5 shows the returns over the last 20 years.

Table III-5 Historic Investment Return		
Year Ending June 30,	Market Value	Actuarial Value
2025	10.5%	5.8%
2024	10.0%	8.6%
2023	8.4%	7.3%
2022	-5.4%	6.8%
2021	29.0%	14.6%
2020	3.6%	8.2%
2019	6.6%	7.5%
2018	9.5%	7.1%
2017	14.1%	9.0%
2016	0.4%	8.9%
2015	5.2%	9.5%
2014	16.5%	13.3%
2013	13.5%	12.1%
2012	1.7%	8.5%
2011	22.5%	9.2%
2010	13.5%	6.6%
2009	-22.0%	-17.7%
2008	-5.6%	7.0%
2007	20.6%	18.4%
2006	13.5%	11.0%
Average Returns		
Last 5 years:	10.0%	8.6%
Last 10 years:	8.3%	8.4%
Last 15 years:	9.4%	9.1%
Last 20 years:	7.7%	7.9%

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SECTION IV – LIABILITIES

In this section, we present detailed information on the Plan liabilities including:

- **Disclosure** of the Plan liabilities as of June 30, 2024 and June 30, 2025, and
- Statement of **changes** in these liabilities during the year.

Disclosure

Two types of liabilities are calculated and presented in this report. Each type is distinguished by the people ultimately using the figures and the purpose for which they are using them.

- **Present Value of Future Benefits:** Used for measuring all future plan obligations, represents the amount of money needed today to fully fund all benefits of the Plan both earned as of the valuation date and those expected to be earned in the future by current plan participants, under the current plan provisions and current assumptions.
- **Actuarial Liability:** Used for funding calculations, this liability is calculated as of the valuation date as the Present Value of Benefits allocated to service prior to that date using the Entry Age Normal cost funding method.

These liability amounts are not appropriate for measuring a settlement of the Plan's liabilities either by purchase of annuities or payment of lump-sums.

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SECTION IV – LIABILITIES

Table IV-1 discloses each of these liabilities for the current and prior valuations.

Table IV-1 Liability Detail				
	<u>June 30, 2025</u>			<u>June 30, 2024</u>
	<u>Defined Benefit</u>	<u>Combined</u>	<u>Total</u>	<u>Total</u>
<u>Present Value of Future Benefits</u>				
Active Member Benefits	\$ 51,572,831,867	\$ 816,204,891	\$ 52,389,036,758	\$ 50,267,153,585
Reemployed Retiree Benefits	277,595,223	-	277,595,223	279,997,890
Inactive Benefits				
(i) Deferred Annuity	1,496,563,849	24,615,685	1,521,179,534	1,455,057,765
(ii) Contribution Refund	494,734,839	1,827,019	496,561,858	462,879,764
Retiree & Beneficiary Benefits				
(i) Annuity & Pension Reserve Fund	69,650,004,205	133,113,048	69,783,117,253	67,948,404,391
(ii) Survivor's Benefit Fund	1,160,828,583	-	1,160,828,583	1,166,563,175
Present Value of Future Benefits (PVB)¹	\$ 124,652,558,566	\$ 975,760,643	\$ 125,628,319,209	\$ 121,580,056,570
<u>Actuarial Liability</u>				
Active Member Benefits	\$ 37,161,571,191	\$ 491,993,704	\$ 37,653,564,895	\$ 35,830,058,935
Reemployed Retiree Benefits	277,595,223	-	277,595,223	279,997,890
Inactive Benefits	1,991,298,688	26,442,704	2,017,741,392	1,917,937,529
Retiree & Beneficiary Benefits	70,810,832,788	133,113,048	70,943,945,836	69,114,967,566
Defined Benefit Plan Actuarial Liability	110,241,297,890	651,549,456	110,892,847,346	107,142,961,920
Defined Contribution Account Balances			3,621,209,125	3,106,352,188
Total Actuarial Liability (AL)	\$ 110,241,297,890	\$ 651,549,456	\$ 114,514,056,471	\$ 110,249,314,108
Total Actuarial Value of Assets (AVA)			\$ 92,677,992,174	\$ 91,313,221,754
Net Unfunded/(Surplus) Actuarial Liability (AL-AVA)			\$ 21,836,064,297	\$ 18,936,092,354

¹ Excludes the Defined Contribution Account Balances.

SECTION IV – LIABILITIES

Changes in Liabilities

Each of the liabilities disclosed in the prior table are expected to change at each valuation. The components of that change, depending upon which liability is analyzed, can include:

- New hires since the last valuation
- Benefits accrued since the last valuation
- Plan amendments changing benefits
- Passage of time which adds interest to the prior liability
- Benefits paid to retirees since the last valuation
- Participants retiring, terminating, or dying at rates different than expected (demographic experience)
- Participants' salaries increasing at rates different than expected
- A change in actuarial or investment assumptions
- A change in the actuarial funding method

Unfunded Liabilities will change due to the liability changes described above and also from changes in plan assets resulting from:

- Employer contributions differing from expected
- Investment earnings differing from expected
- A change in the method used to measure plan assets

In each valuation, we report on those elements of change which are of particular significance, potentially affecting the long-term financial outlook of the Plan. Below we present key changes in liabilities since the last valuation.

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION IV – LIABILITIES

Table IV-2 shows the components of the changes in the Actuarial Liability between June 30, 2024 and June 30, 2025.

Table IV-2	
Changes in Defined Benefit Actuarial Liability	
Liabilities as of June 30, 2024	\$ 107,142,961,920
Liabilities as of June 30, 2025	110,892,847,346
Liability Increase (Decrease)	3,749,885,426
Changes in Liability Due to:	
Method Changes	0
Plan Changes	
One-Time COLA paid in FYE 2026	703,725,731
Changes to Retirement Eligibility	1,238,559,467
Supplemental Benefit Payment	301,884,752
Assumption Changes	0
Experience (Gain)/Loss	748,949,501
Benefit Payments	(8,108,540,484)
Expected Growth - Interest, Accruals, and Other Sources	8,865,306,460

Table IV-3 shows the change in Actuarial Liability attributed to Experience (Gain)/Loss can be further broken down by source.

Table IV-3	
Experience (Gain)/Loss by Source as of June 30, 2025	
Salary Increase	\$ 366,641,640
Retirement Experience	\$ 366,767,044
Retiree Mortality	\$ (123,563,535)
New Entrants and Rehires	\$ 180,922,023
Termination	\$ (21,435,593)
Data composition and other changes	\$ (20,382,078)
Experience (Gain)/Loss	\$ 748,949,501

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SECTION V – CONTRIBUTIONS

In the process of evaluating the financial condition of any pension plan, as the actuary, we analyze the assets and liabilities to determine what level of contributions is needed to properly maintain (or improve if below 100%) the funded status of the Plan. Typically, the actuarial process will use a funding technique that will result in a pattern of contributions that are both stable and predictable.

Under Chapter 3307 of the Ohio Revised Code, members of the Defined Benefit Plan contribute 14.00% of payroll and members of the Combined Plan contribute 2.00% of payroll toward the Defined Benefit Plan. Employers contribute 14.00% of payroll for members in the Defined Benefit Plan and the Combined Plan. Beginning in fiscal year 2014, the Board allocated the total employer contribution rate towards pension and survivor benefits, and made no allocation to health care. Contributions in excess of the total normal cost are used to fund the Unfunded Actuarial Liability. Table V-1 shows the allocation of the total contribution rates.

Table V-1				
Development of Employer Contribution Rate				
	2025			2024
	Defined Benefit	Combined	Total	Total
Valuation Results				
DB Actuarial Liability	\$110,241,297,890	\$ 651,549,456	\$ 110,892,847,346	\$ 107,142,961,920
DB Actuarial Value of Pension Assets			<u>89,056,783,049</u>	<u>88,206,869,566</u>
Unfunded Actuarial Liability			\$ 21,836,064,297	\$ 18,936,092,354
Total Normal Cost	\$ 1,412,807,385	\$ 27,230,977	\$ 1,440,038,362	\$ 1,390,593,948
Actual Contribution Rates				
Total Employer Pension Contribution Rate	14.00%	14.00%	14.00%	14.00%
Total Member Contribution Rate	14.00%	2.00%	13.46%	13.48%
Allocation of Total Actual Contribution Rate				
Normal Cost Rate	11.29%	4.60%	10.99%	10.84%
Unfunded Actuarial Liability Rate	16.71%	11.40%	16.47%	16.64%

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION V – CONTRIBUTIONS

In addition to the above-mentioned contributions, employers contribute 2.91% of payroll for members of the Defined Contribution plan and the alternative retirement plan. These contributions are used to fund the Plan’s Unfunded Actuarial Liability. Based on the current contribution rates, the valuation indicates that the equivalent amortization period to fully amortize the Unfunded Actuarial Liability is 11.8 years. Table V-2 shows the development of the equivalent amortization period based on these contributions, before and after the plan changes.

Table V-2 Development of Funding Period Based on Actual Employer Contribution Rate			
	2025		2024
	Before Plan Changes	Final	Final
Valuation Results			
Total Defined Benefit Plan Payroll	\$ 13,849,860,302	\$ 13,849,860,302	\$ 13,511,595,698
STRS Defined Contribution Plan Payroll	\$ 695,971,404	\$ 695,971,404	\$ 649,077,115
Alternative Retirement Plan Payroll	\$ 1,015,308,172	\$ 1,015,308,172	\$ 953,802,863
Defined Benefit Actuarial Liability	\$ 108,950,562,148	\$ 110,892,847,346	\$ 107,142,961,920
DB Actuarial Value of Pension Assets*	89,369,189,091	89,056,783,049	88,206,869,566
Unfunded Actuarial Liability (UAL)	\$ 19,581,373,057	\$ 21,836,064,297	\$ 18,936,092,354
UAL Contribution Rate for Defined Benefit Plan**	16.60%	16.47%	16.64%
Defined Benefit Plan UAL Contribution**	\$ 2,299,392,611	\$ 2,281,469,846	\$ 2,247,902,990
Defined Contribution Plan UAL Contribution**	20,252,768	20,252,768	18,888,144
Alternative Retirement Plan UAL Contribution**	29,545,468	29,545,468	27,755,663
Total Contribution for UAL**	\$ 2,349,190,847	\$ 2,331,268,082	\$ 2,294,546,797
Amortization Period**	10.2 Years	11.8 Years	10.1 Years

*Estimated amount before payment of supplemental benefit is based on half year of assumed interest on benefits paid.

The Actuarially Determined Contribution, under the Board’s current funding policy, contains two components: normal cost and an amortization of the Unfunded Actuarial Liability (UAL). For this purpose, the funding method employed is the Entry Age Normal (EAN) actuarial cost method. Under this funding method, a total normal cost rate is determined as a level percentage of payroll for each active member. The normal cost rate multiplied by payroll equals the total normal cost for each member.

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SECTION V – CONTRIBUTIONS

The EAN Actuarial Liability is the difference between the Present Value of Future Benefits and the Present Value of Future Normal Costs. The difference between this EAN Actuarial Liability and the Actuarial Value of Assets is the Unfunded Actuarial Liability (UAL). Under the Board’s funding policy, the Initial UAL as of June 30, 2025 is amortized over 20 years. Beginning June 30, 2026, new annual incremental UAL layers consisting of all benefit changes, assumption and methodology changes, and experience gains and/or losses that have occurred since the previous valuation shall be amortized over a closed 20-year period.

Table V-3 shows the development of an Actuarially Determined Contribution rate and assesses contribution rate sufficiency. Based on this valuation, the Actuarially Determined Employer Contribution rate for Fiscal 2026 is 8.60% of payroll, which is less than the employer contribution rate of 14.00% of payroll employers are currently contributing for members of the Defined Benefit and Combined Plans in that fiscal year. Therefore, as of this valuation, and assuming all assumptions are realized, the total employer contribution rate is sufficient to cover the Actuarially Determined Employer Contribution Rate under the Board’s funding policy.

Table V-3		
Actuarially Determined Contribution and Contribution Rate Sufficiency		
	<u>2025</u>	<u>2024</u>
	<u>Total</u>	<u>Total</u>
Valuation Results		
Total Defined Benefit Plan Valuation Payroll	\$ 13,849,860,302	\$ 13,511,595,698
Total DB Actuarial Liability	\$ 110,892,847,346	\$ 107,142,961,920
DB Actuarial Value of Pension Assets	89,056,783,049	88,206,869,566
Unfunded Actuarial Liability	<u>\$ 21,836,064,297</u>	<u>\$ 18,936,092,354</u>
UAL Amortization Payment from Defined Benefit Plan*	\$ 1,533,629,091	\$ 1,282,989,672
Defined Benefit Plan Rate to Amortize UAL	11.07%	9.50%
Normal Cost Rate	10.99%	10.84%
Employee Contribution Rate	13.46%	13.48%
Actuarially Determined Employer Contribution Rate	8.60%	6.86%
Total Employer Contribution Rate	<u>14.00%</u>	<u>14.00%</u>
Contribution Sufficiency/(Deficiency)	5.40%	7.14%

*Assumes payments are made throughout the year

The actuarially determined contribution (ADC) in Table V-3 above is a reasonable actuarially determined contribution in accordance with Actuarial Standard of Practice (ASOP) No. 4. The ADC takes into account balancing benefit security, intergenerational equity, and stability of actuarially determined contributions, the demographics of plan members, the funding goals and objectives of the Board, and the need to accumulate assets to make benefit payments when due. The actuarial methods and assumptions are shown in Appendix B of this report.

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SECTION V – CONTRIBUTIONS

Table V-4 shows the development of the Unfunded Actuarial Liability Amortization Payment. For 2025, an initial Unfunded Actuarial Liability is amortized over 20 years, and gains and losses in future years will be added as new layers and each be amortized over 20-year periods.

Table V-4				
Unfunded Actuarial Liability Amortization Payment				
For Fiscal Year Ending 2026				
Valuation Results				
Total Actuarial Liability	\$ 114,514,056,471			
Total Actuarial Value of Pension Assets	92,677,992,174			
Unfunded Actuarial Liability	<u>\$ 21,836,064,297</u>			
		Remaining	Remaining	FYE 2026
Amortization Layers	Initial Amount	Years	Balance	Amortization
2025 Initial Unfunded Actuarial Liability	\$ 21,836,064,297	20	<u>\$ 21,836,064,297</u>	<u>\$ 1,583,427,327</u>
Sum of the Layers			<u>\$ 21,836,064,297</u>	<u>\$ 1,583,427,327</u>
Offsetting Amortization Payments				
STRS Defined Contribution Plan Payroll	\$ 695,971,404			
Alternative Retirement Plan Payroll	1,015,308,172			
Total DC and Alternative Plan Payroll	<u>\$ 1,711,279,576</u>			
DC and Alternative Plan Mitigating Rate		2.91%		
UAL Amortization Payment from DC and Alternative Plan*	\$ 49,798,236			
UAL Amortization for Defined Benefit Plan				
Total Defined Benefit Plan Valuation Payroll	\$ 13,849,860,302			
Total Amortization Payment	\$ 1,583,427,327			
Offsetting DC and Alternative Plan Payment	\$ 49,798,236			
UAL Amortization Payment from Defined Benefit Plan*	<u>\$ 1,533,629,091</u>			
UAL Amortization Rate for Defined Benefit Plan		11.07%		

*Assumes payments are made throughout the year

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SECTION VI – ACCOUNTING STATEMENT INFORMATION

GFOA Recommended Information

The Government Finance Officers Association (GFOA) maintains a checklist of items to be included in a public retirement plan’s Annual Comprehensive Financial Report in order to receive recognition for excellence in financial reporting.

We have prepared the following exhibits:

- Table VI-1: Analysis of Financial Experience
- Table VI-2: Schedule of Funded Liabilities by Type
- Table VI-3: Actuarial Funded Ratio and Funding Period

Table VI-1					
Analysis of Financial Experience (in thousands)					
Gains and (Losses) in Unfunded Actuarial Liability During Year Ended June 30					
Resulting from Differences Between Assumed Experience and Actual Experience					
Type of Activity	2021	2022	2023	2024	2025
Investment income	\$5,216,481	\$ (136,350)	\$ 207,313	\$ 1,340,095	\$ (993,984)
Payroll growth	N/A	N/A	N/A	N/A	N/A
Salary increases	236,539	(103,250)	(147,019)	(69,040)	(366,642)
Retirement and other separation experience	(287,427)	(443,876)	(410,665)	(424,048)	(505,871)
Death after retirement	208,369	269,162	146,376	110,373	123,564
Final plan reselection	N/A	N/A	N/A	N/A	N/A
Gain (or loss) during year	<u>\$ 5,373,962</u>	<u>\$ (414,314)</u>	<u>\$ (203,995)</u>	<u>\$ 957,380</u>	<u>\$ (1,742,933)</u>
Gain (or loss) due to assumption/method/plan amendment changes	<u>(4,433,797)</u>	<u>321,382</u>	<u>(885,246)</u>	<u>(740,882)</u>	<u>(1,942,285)</u>
Composite gain (or loss) during the year	<u>\$ 940,165</u>	<u>\$ (92,932)</u>	<u>\$(1,089,241)</u>	<u>\$ 216,498</u>	<u>\$ (3,685,218)</u>

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SECTION VI – ACCOUNTING STATEMENT INFORMATION

Table VI-2

Schedule of Funded Liabilities by Type (Dollars in Thousands)

Valuation Date June 30,	Aggregate Actuarial Liabilities for			Actuarial Value of Assets ¹ (Excl Healthcare)	Portion of Actuarial Liabilities Covered by Actuarial Value of Assets		
	Member Contributions ^{1 2} (1)	Retirees & Beneficiaries (2)	Employer Financed Portion ² (3)		(1)	(2)	(3)
2025	\$ 28,433,625	\$ 71,221,541	\$ 14,858,891	\$ 92,677,992	100%	90%	0%
2024	\$ 27,305,388	\$ 69,394,965	\$ 13,548,961	\$ 91,313,222	100%	92%	0%
2023	\$ 25,681,212	\$ 69,706,878	\$ 12,394,815	\$ 87,580,351	100%	89%	0%
2022	\$ 24,203,116	\$ 69,451,575	\$ 11,609,634	\$ 85,141,846	100%	88%	0%
2021	\$ 23,162,124	\$ 69,479,780	\$ 11,949,502	\$ 83,761,394	100%	87%	0%
2020	\$ 21,464,556	\$ 67,500,051	\$ 9,707,681	\$ 76,357,681	100%	81%	0%
2019	\$ 20,071,780	\$ 68,412,083	\$ 9,357,081	\$ 74,411,836	100%	79%	0%
2018	\$ 18,768,472	\$ 68,911,073	\$ 9,224,512	\$ 73,115,358	100%	79%	0%
2017	\$ 13,668,834	\$ 69,723,394	\$ 12,734,213	\$ 72,216,212	100%	84%	0%
2016	\$ 12,498,469	\$ 74,282,592	\$ 13,975,362	\$ 70,114,637	100%	78%	0%

1 Includes Defined Contribution Plan

2 Does not include any financing related to Retirees & Beneficiaries

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SECTION VI – ACCOUNTING STATEMENT INFORMATION

Table VI-3 Actuarial Funded Ratio, Funding Period and Funding Progress (Dollars in Thousands)							
Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Liability (b)	Unfunded Actuarial Liability (UAL) (c) = (b) - (a)	Funded Ratio (a) / (b)	Covered Payroll* (d)	UAL as % of Covered Payroll (c) / (d)	Funding Period
6/30/2025	\$ 92,677,992	\$ 114,514,056	\$ 21,836,064	80.9%	\$ 13,584,827	160.7%	11.8 years
6/30/2024	\$ 91,313,222	\$ 110,249,314	\$ 18,936,092	82.8%	\$ 13,118,569	144.3%	10.1 years
6/30/2023	\$ 87,580,351	\$ 107,782,905	\$ 20,202,554	81.3%	\$ 12,733,104	158.7%	11.2 years
6/30/2022	\$ 85,141,846	\$ 105,264,325	\$ 20,122,479	80.9%	\$ 12,224,438	164.6%	11.5 years
6/30/2021	\$ 83,761,394	\$ 104,591,406	\$ 20,830,012	80.1%	\$ 11,610,016	179.4%	14.0 years
6/30/2020	\$ 76,357,681	\$ 98,672,288	\$ 22,314,607	77.4%	\$ 11,392,013	195.9%	14.9 years
6/30/2019	\$ 74,411,836	\$ 97,840,944	\$ 23,429,108	76.1%	\$ 11,088,785	211.3%	16.6 years
6/30/2018	\$ 73,115,358	\$ 96,904,057	\$ 23,788,699	75.5%	\$ 10,775,526	220.8%	17.8 years
6/30/2017	\$ 72,216,212	\$ 96,126,440	\$ 23,910,228	75.1%	\$ 10,459,706	228.6%	18.4 years
6/30/2016	\$ 70,114,637	\$ 100,756,422	\$ 30,641,785	69.6%	\$ 10,069,268	304.3%	26.6 years

* Excludes the Defined Contribution and Alternative Retirement Plans.

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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

Overview

The purpose of this section is to provide accounting and financial disclosure information under Governmental Accounting Standards Board Statements 67 and 68 (GASB 67 and 68) for the State Teachers Retirement System of Ohio as of June 30, 2025. This information includes:

- Determination of the Discount Rate,
- Change in Net Pension Liability,
- Sensitivity of the Net Pension Liability to changes in the discount rate,
- Schedule of Changes in the Net Pension Liability and Related Ratios,
- Schedule of Employer Contributions,
- Disclosure of Collective Deferred Inflows and Outflows, including a detailed schedule of deferred items, and
- Calculation of Collective Annual Pension Expense.

Following procedures established by STRS Ohio, the information in this section includes both the Defined Benefit and Defined Contribution Plans except where otherwise noted.

The membership data, actuarial assumptions, and plan provisions for the GASB 67 and 68 calculations are the same as those used throughout this valuation, as are described in Appendices A, B and C of this Actuarial Valuation Report.

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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

Determination of Discount Rate

For purposes of determining the discount rate, we have performed a cash flow projection as described under Paragraph 41 of GASB Statement 67. With regard to the employer and employee contributions used for this projection, we have assumed that future employer and employee contributions would be made at the current rates set by State statute and that 100% of the contributions would be made to the pension plan, with none of these future contributions paid to the post-employment health care plan. Based upon these assumptions, the Plan’s fiduciary net position was projected to be available to make all future benefit payments for current plan members as of June 30, 2025. Consequently, the single equivalent rate used to determine the Total Pension Liability as of June 30, 2025 is 7.00%, the long-term expected rate-of-return as defined by GASB 67 and 68 as of that date. By comparison, the single equivalent rate used to determine the Total Pension Liability as of June 30, 2024 was also 7.00%.

Note Disclosures

Table VII-1 shows the changes in the Total Pension Liability (TPL), the Plan Fiduciary Net Position (i.e., fair value of plan assets), and the Net Pension Liability (NPL) during the measurement year.

Table VII-1 Change in Net Pension Liability			
	Increase (Decrease)		
	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) - (b)
Balances at 6/30/2024	\$ 110,249,314,108	\$ 91,007,698,408	\$ 19,241,615,700
Changes for the year:			
Service cost	1,390,593,948		1,390,593,948
Interest	7,531,570,471		7,531,570,471
Changes of benefits	2,244,169,949		2,244,169,949
Differences between expected and actual experience	1,329,712,832		1,329,712,832
Changes of assumptions	0		0
Contributions - employer*		2,146,807,396	(2,146,807,396)
Contributions - member		2,018,833,477	(2,018,833,477)
Net investment income		9,465,148,999	(9,465,148,999)
Benefit payments	(8,231,304,837)	(8,231,304,837)	0
Administrative expense		(78,088,521)	78,088,521
Net changes	<u>4,264,742,363</u>	<u>5,321,396,514</u>	<u>(1,056,654,151)</u>
Balances at 6/30/2025	<u>\$ 114,514,056,471</u>	<u>\$ 96,329,094,922</u>	<u>\$ 18,184,961,549</u>

* Includes DC Plan Contributions as well as the ARP contributions that are allocated to the DB Plan.

Benefit changes during the year increased the NPL \$2,244 million.

Investment gains and liability losses resulted in a decrease in the NPL of \$1,057 million. The NPL remaining as of June 30, 2025 is \$18.2 billion.

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

Changes in the discount rate affect the measurement of the TPL. Lower discount rates produce a higher TPL and higher discount rates produce a lower TPL. Because the discount rate does not affect the measurement of assets, the percentage change in the NPL can be very significant for a relatively small change in the discount rate. Table VII-2 shows the sensitivity of the NPL to the discount rate.

Table VII-2			
Sensitivity of Net Pension Liability to Changes in Discount Rate			
	1% Decrease 6.00%	Discount Rate 7.00%	1% Increase 8.00%
Total Pension Liability	\$ 126,669,791,839	\$ 114,514,056,471	\$ 104,234,838,925
Plan Fiduciary Net Position	<u>96,329,094,922</u>	<u>96,329,094,922</u>	<u>96,329,094,922</u>
Net Pension Liability	<u>\$ 30,340,696,917</u>	<u>\$ 18,184,961,549</u>	<u>\$ 7,905,744,003</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	76.0%	84.1%	92.4%

A one percent decrease in the discount rate increases the TPL by approximately 10.6% and increases the NPL by approximately 66.8%. A one percent increase in the discount rate decreases the TPL by approximately 9.0% and decreases the NPL by approximately 56.5%.

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

Required Supplementary Information

The schedules of Required Supplementary Information generally show 10 years of information after the implementation of GASB 67. Table VII-3 only shows the changes in NPL and related ratios required by GASB for the current and prior year.

Table VII-3		
Schedule of Changes in Net Pension Liability and Related Ratios		
	FYE 2025	FYE 2024
<u>Total Pension Liability</u>		
Service cost	\$ 1,390,593,948	\$ 1,329,067,496
Interest (includes interest on service cost)	7,531,570,471	7,369,189,468
Changes of benefit terms	2,244,169,949	740,882,262
Differences between expected and actual experience	1,329,712,832	834,997,057
Changes of assumptions	0	0
Benefit payments, including refunds of member contributions	<u>(8,231,304,837)</u>	<u>(7,807,727,403)</u>
Net change in total pension liability	\$ 4,264,742,363	\$ 2,466,408,880
Total pension liability - beginning	<u>110,249,314,108</u>	<u>107,782,905,228</u>
Total pension liability - ending	<u>\$ 114,514,056,471</u>	<u>\$ 110,249,314,108</u>
<u>Plan fiduciary net position</u>		
Contributions - employer*	\$ 2,146,807,396	\$ 2,038,135,654
Contributions - member	2,018,833,477	1,944,252,616
Net investment income	9,465,148,999	8,656,027,804
Benefit payments, including refunds of member contributions	(8,231,304,837)	(7,807,727,403)
Administrative expense	<u>(78,088,521)</u>	<u>(70,957,681)</u>
Net change in plan fiduciary net position	\$ 5,321,396,514	\$ 4,759,730,990
Plan fiduciary net position - beginning	<u>91,007,698,408</u>	<u>86,247,967,418</u>
Plan fiduciary net position - ending	<u>\$ 96,329,094,922</u>	<u>\$ 91,007,698,408</u>
Net pension liability - ending	<u>\$ 18,184,961,549</u>	<u>\$ 19,241,615,700</u>
Plan fiduciary net position as a percentage of the total pension liability	84.12%	82.55%
Covered payroll*	\$ 15,246,263,587	\$ 14,674,763,077
Net pension liability as a percentage of covered payroll*	119.27%	131.12%

*Includes amounts for Defined Contribution and Alternative Retirement Plan Participants.

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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

If an Actuarially Determined Contribution is calculated, the following schedule is required. An Actuarially Determined Contribution is a contribution amount determined in accordance with Actuarial Standards of Practice.

Table VII-4 Schedule of Employer Contributions					
	FYE 2025	FYE 2024	FYE 2023	FYE 2022	FYE 2021
Actuarially Determined Contribution* Contributions in Relation to the Actuarially Determined Contribution*	\$ 899,933,828	\$ 930,789,869	\$ 871,602,396	\$ 1,037,935,445	\$ 1,028,798,948
	<u>1,952,300,903</u>	<u>1,884,538,883</u>	<u>1,829,306,595</u>	<u>1,776,074,436</u>	<u>1,696,120,572</u>
Contribution Deficiency/(Excess) Covered Payroll*	<u>\$ (1,052,367,075)</u>	<u>\$ (953,749,014)</u>	<u>\$ (957,704,199)</u>	<u>\$ (738,138,991)</u>	<u>\$ (667,321,624)</u>
	\$13,584,827,106	\$13,118,568,925	\$12,733,103,542	\$12,224,437,526	\$11,610,016,164
Contributions as a Percentage of Covered Payroll*	14.37%	14.37%	14.37%	14.53%	14.61%
	FYE 2020	FYE 2019	FYE 2018	FYE 2017	FYE 2016
Actuarially Determined Contribution* Contributions in Relation to the Actuarially Determined Contribution*	\$ 1,081,661,891	\$ 1,088,328,150	\$ 1,056,430,306	\$ 1,054,862,000	\$ 1,178,129,000
	<u>1,662,016,780</u>	<u>1,614,188,340</u>	<u>1,565,679,329</u>	<u>1,514,285,000</u>	<u>1,466,938,000</u>
Contribution Deficiency/(Excess) Covered Payroll*	<u>\$ (580,354,889)</u>	<u>\$ (525,860,190)</u>	<u>\$ (509,249,023)</u>	<u>\$ (459,423,000)</u>	<u>\$ (288,809,000)</u>
	\$11,392,012,792	\$11,088,784,826	\$10,775,526,239	\$10,459,706,000	\$10,069,269,000
Contributions as a Percentage of Covered Payroll*	14.59%	14.56%	14.53%	14.48%	14.57%

**Excludes the Defined Contribution and Alternative Retirement Plans.*

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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

The notes below summarize the key methods and assumptions used to determine the Actuarially Determined Contributions (ADC) for FYE 2025.

Notes to Schedule

Valuation Date: June 30, 2024

Timing: Actuarially Determined Contributions are calculated based on the actuarial valuation at the beginning of the fiscal year.

Key Methods and Assumptions Used to Determine Contribution Rates

Actuarial Cost Method: Entry Age Normal cost method

Asset Valuation Method: 4-year smoothed market

Amortization Method: For ADC - Closed 30-year level percent of pay amortization of Unfunded Actuarial Liability as of July 1, 2015

Discount Rate: 7.00%

Inflation: 2.50%

Salary Increases: From 2.5% to 8.5% based on service

Mortality: *Post-Retirement:* Pub-2010 Teachers Healthy Annuitant Mortality Table, adjusted 110% for males, projected forward generationally using mortality improvement scale MP-2020 (Updated effective June 30, 2022).

Pre-Retirement: Pub-2010 Teachers Employee Table adjusted 95% for females, projected forward generationally using mortality improvement scale MP-2020 (Updated effective June 30, 2022).

Post-Retirement Disabled: Pub-2010 Teachers Disabled Annuitant Table projected forward generationally using mortality improvement scale MP-2020 (Updated effective June 30, 2022).

A complete description of the methods and assumptions used to Determine Contribution Rates for the year ending June 30, 2025 can be found in the June 30, 2024 Actuarial Valuation Report.

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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

GASB 68 Information

Employers that participate in STRS Ohio were required to implement GASB 68 for their first fiscal year that commenced after June 15, 2014. The amounts reported as of their fiscal year end (their reporting date) must be based on a measurement date up to 12 months and one day prior to their reporting date. Therefore, the GASB 68 schedules in this section, which are based on a June 30, 2025 measurement date, can be used for employers' reporting up until fiscal years ending June 30, 2026.

Because STRS Ohio is a cost-sharing multiple-employer pension fund, each employer participating in STRS Ohio must reflect a portion of the collective net pension liability, pension expense, deferred outflows, and deferred inflows in their financial statements. This section develops the collective amounts that are based on the aggregate of the employers, which will then be allocated to participating employers.

The impact of experience gains or losses and assumption changes on the TPL are recognized in expense over the average expected remaining service life of all active and inactive members of STRS Ohio. As of the measurement date, this recognition period was five years. During the measurement year, there was an experience loss of \$1,330 million.

The impact of investment gains or losses is recognized over a period of five years. During the measurement year, there was an investment gain of \$3,237 million.

The impact of plan changes is recognized immediately so they are not included in the deferred items schedule. During the measurement year, there was a benefit change that increased the TPL by \$2,244 million.

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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

Table VII-5 shows the detail related to the amounts of collective Deferred Outflows and Deferred Inflows for the current and prior years.

Table VII-5						
Calculation of Deferred Items Schedule						
Experience Recognition Year	Period	Total Amount	Remaining Years	Recognized in Pension Expense	Deferred Resources	
Recognition of Experience (Gains) and Losses						
2025	4	\$ 1,329,712,832	4	\$ 332,428,208	\$ 997,284,624	
2024	5	834,997,057	4	166,999,411	\$ 500,998,235	
2023	5	755,807,984	3	151,161,597	\$ 302,323,193	
2022	4	(42,146,204)	1	(10,536,551)	\$ 0	
2021	5	451,180,317	1	90,236,065	\$ 0	
Total		\$ 3,329,551,986		\$ 730,288,730	\$ 1,800,606,052	
Recognition of Assumption Changes						
2022	4	\$ (2,669,899,674)	1	\$ (667,474,917)	\$ 0	
2021	5	\$ 4,433,796,926	1	\$ 886,759,386	\$ 0	
Total		\$ 1,763,897,252		\$ 219,284,469	\$ 0	
Recognition of Investment (Gains) and Losses						
2025	5	\$ (3,237,188,525)	5	\$ (647,437,705)	\$ (2,589,750,820)	
2024	5	(2,752,734,034)	4	(550,546,807)	\$ (1,651,640,420)	
2023	5	(1,333,228,936)	3	(266,645,787)	\$ (533,291,575)	
2022	5	11,272,478,990	2	2,254,495,798	\$ 2,254,495,798	
2021	5	(15,806,273,192)	1	(3,161,254,640)	\$ 0	
Total		\$ (11,856,945,697)		\$ (2,371,389,141)	\$ (2,520,187,017)	

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

Table VII-6 summarizes the current balances of collective Deferred Outflows and Deferred Inflows of resources along with the net recognition over the next five years.

Table VII-6		
Schedule of Deferred Inflows and Outflows of Resources		
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 1,800,606,052	\$ -
Changes in assumptions	-	-
Net difference between projected and actual earnings on pension plan investments	-	2,520,187,017
Total	<u>\$ 1,800,606,052</u>	<u>\$ 2,520,187,017</u>
Amounts reported as deferred outflows and deferred inflows of resources will be recognized in pension expense as follows:		
Measurement year ended June 30:		
2026	1,440,454,715	
2027	(814,041,085)	
2028	(698,556,890)	
2029	(647,437,705)	
Thereafter	\$ 0	

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SECTION VII – GASB 67 AND 68 INFORMATION AS OF JUNE 30, 2025

The annual collective pension expense recognized by the participating employers can be calculated two different ways. First, it is the change in the amounts reported on the Statement of Net Position that relate to STRS Ohio and are not attributable to employer contributions. That is, it is the change in NPL plus the changes in Deferred Outflows and Deferred Inflows plus employer contributions.

Alternatively, annual pension expense can be calculated by its individual components. While GASB does not require or suggest the organization of the individual components shown in Table VII-7, we believe it helps to understand the level and volatility of pension expense.

Table VII-7 Calculation of Pension Expense		
	Measurement Year Ending	
	2025	2024
Change in Net Pension Liability	\$ (1,056,654,151)	\$ (2,293,322,110)
Change in Deferred Outflows	297,871,835	460,159,399
Change in Deferred Inflows	187,787,916	885,121,496
Employer Contributions	<u>2,146,807,396</u>	<u>2,038,135,654</u>
Pension Expense	\$ 1,575,812,996	\$ 1,090,094,439
Pension Expense as % of Payroll*	10.34%	7.43%
Operating Expenses		
Service cost	\$ 1,390,593,948	\$ 1,329,067,496
Employee contributions	(2,018,833,477)	(1,944,252,616)
Administrative expenses	<u>78,088,521</u>	<u>70,957,681</u>
Total	\$ (550,151,008)	\$ (544,227,439)
Financing Expenses		
Interest cost	\$ 7,531,570,471	\$ 7,369,189,468
Expected return on assets	<u>(6,227,960,474)</u>	<u>(5,903,293,770)</u>
Total	\$ 1,303,609,997	\$ 1,465,895,698
Changes		
Benefit changes	\$ 2,244,169,949	\$ 740,882,262
Recognition of assumption changes	219,284,469	219,284,466
Recognition of liability gains and losses	730,288,730	371,146,695
Recognition of investment gains and losses	<u>(2,371,389,141)</u>	<u>(1,162,887,243)</u>
Total	\$ 822,354,007	\$ 168,426,180
Pension Expense	\$ 1,575,812,996	\$ 1,090,094,439

**Includes Payroll for Defined Contribution and Alternative Retirement Plan Participants.*

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SECTION VIII – PLAN DESIGN LEVER ANALYSIS

Plan design levers are defined by STRS as potential ad-hoc changes to the Plan benefits or funding. The current plan design lever analysis includes options in three main categories, all of which are designed to enhance the benefits of members or the security of those benefits. The changes analyzed for this report are:

1. Changes to contributions
 - a. An increase of 1% in the employer contribution rate.
 - b. A reduction of 1% in the employee contribution rate.
2. COLAs
 - a. 3%, 2%, and 1% ongoing annual repeating simple COLAs to current and future eligible members and beneficiaries beginning in FY 2027.
 - b. 3%, 2%, and 1% permanent COLAs granted in FY 2027 to current eligible members and beneficiaries.
3. Eligibility for Unreduced Benefits
 - a. Service requirements for unreduced benefits for all future years changed to 33, 32, 31 and 30 years of service beginning in FY 2026 (change to 33 years to begin June 1, 2030 due to current requirement of 32 years through May 1, 2030). Coincident with each of these changes are changes to the service requirements for reduced benefits for all future years to 28, 27, 26 and 25 years of service respectively.

Note, legislative action would be required for changes to the employer contribution rate. Also, in accordance with Ohio law, an actuarial analysis would be required before enacting any of these changes.

The current plan design, as well as each plan design lever is measured as of the current valuation date with the expected impact on the June 30, 2026 and June 30, 2036 valuation results shown in the table below. The metrics included in the table are the:

- Change in the Normal Cost rate as of June 30, 2026
- Change in the Actuarial Liability as of June 30, 2026
- Expected Funded Ratio, and Funding Period as of June 30, 2026
- Expected Funded Ratio, and Funding Period as of June 30, 2036
- Supplemental Benefit Plan (SBP) Cost Impact

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SECTION VIII – PLAN DESIGN LEVER ANALYSIS

		Valuation metrics 6/30/2026		Outlook and funding policy metrics on 6/30/2026		Outlook and funding policy metrics on 6/30/2036		SBP
		<i>If results=assumptions FY2026</i>				<i>If results=assumptions FY2026-2036</i>		<i>Preliminary*</i>
		Normal Cost 2026	Actuarial Liability 2026	Funded Ratio 2026	Funding Period 2026	Funded Ratio 2036	Funding Period 2036	Cost Impact (\$M)
<i>Modeled as if FY2026 results exactly matched assumptions</i>								
Baseline	DB Plan, provisions as of FY2025	10.99%	\$ 111,162	84.7%	9.8	104.1%	0.0	N/A
		<i>Change</i>	<i>Change (\$M)</i>					
Contributions	+1% employer contribution rate	0.00%	\$ -	84.8%	9.0	106.2%	0.0	\$ (1,394)
	-1% employee contribution rate	-0.01%	\$ (25)	84.6%	10.6	102.2%	0.0	\$ 1,347
COLA	1% ongoing annual repeating simple COLA, FY2027+	0.58%	\$ 7,032	79.6%	15.2	92.7%	3.5	\$ 7,287
	2% ongoing annual repeating simple COLA, FY2027+	1.17%	\$ 14,064	75.2%	22.6	83.0%	10.3	\$ 14,574
	3% ongoing annual repeating simple COLA, FY2027+	1.75%	\$ 21,096	71.2%	34.0	74.8%	20.4	\$ 21,860
	Permanent 1% COLA, FY2027 only	0.00%	\$ 468	84.3%	10.1	103.4%	0.0	\$ 438
	Permanent 2% COLA, FY2027 only	0.00%	\$ 935	84.0%	10.4	102.7%	0.0	\$ 875
	Permanent 3% COLA, FY2027 only	0.00%	\$ 1,403	83.6%	10.7	101.9%	0.0	\$ 1,312
Eligibility	Unreduced retirement at 33 yrs, Reduced at 28 yrs, beginning 6/1/2030	0.17%	\$ 564	84.2%	10.3	102.9%	0.0	\$ 695
	Unreduced retirement at 32 yrs, Reduced at 27 yrs	0.36%	\$ 1,242	83.7%	10.8	101.5%	0.0	\$ 1,494
	Unreduced retirement at 31 yrs, Reduced at 26 yrs	0.61%	\$ 2,425	82.8%	11.9	99.2%	0.3	\$ 2,729
	Unreduced retirement at 30 yrs, Reduced at 25 yrs	0.86%	\$ 3,566	82.0%	12.9	97.0%	1.3	\$ 3,890

***SBP Cost Impact is Preliminary until assumptions for the FY 2026 valuation are determined.**

These projections assume that all assumptions are met throughout the projection period.

The SBP Cost Impact is measured as the change in the Actuarial Liability plus the change in the Present Value of all Future Normal Costs as of June 30, 2025 for the current plan population.

APPENDICES

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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APPENDIX A – MEMBERSHIP INFORMATION

Table A-1 Ohio State Teachers - Member Status Reconciliation									
		Reemployed Inactive Eligible		Inactive Eligible					
		Actives	Retirees	for Allowance	for Refunds Only	Retired	Disabled Beneficiaries	Total	
1.	June 30, 2024 Valuation	174,836	17,139	21,451	156,474	132,910	4,155	19,529	526,494
2.	Additions								
a.	New Entrants	13,702	1,941	-	-	-	-	-	15,643
b.	Total	13,702	1,941	-	-	-	-	-	15,643
3.	Reductions								
a.	Benefits Expired	-	-	-	-	-	-	-	-
b.	Refunds	(2,486)	(2,222)	(1,118)	(5,022)	-	-	-	(10,848)
c.	Deaths with no Beneficiaries	(60)	(24)	(39)	-	(2,618)	(145)	(1,208)	(4,094)
d.	Total	(2,546)	(2,246)	(1,157)	(5,022)	(2,618)	(145)	(1,208)	(14,942)
4.	Changes in Status								
a.	Rehired	5,238	-	(1,232)	(4,001)	-	(5)	-	-
b.	Inactive Eligible for Allowance	(3,061)	-	3,075	-	-	(14)	-	-
c.	Inactive Eligible for Refunds Only	(10,455)	-	(4)	14,550	-	-	-	4,091
d.	Retired	(5,037)	(111)	(436)	(7)	5,513	(33)	-	(111)
e.	Reemployed Retiree	(6)	9	-	(3)	-	-	-	-
f.	Disabled	(55)	-	(10)	-	-	65	-	-
g.	Death with Beneficiaries	(110)	-	(11)	-	(1,272)	(76)	1,469	-
h.	Plan Reselection	-	-	-	-	-	-	-	-
i.	Data Corrections	-	-	40	58	94	3	32	227
j.	Total	(13,486)	(102)	1,422	10,597	4,335	(60)	1,501	4,207
5.	June 30, 2025 Valuation	172,506	16,732	21,716	162,049	134,627	3,950	19,822	531,402

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APPENDIX A – MEMBERSHIP INFORMATION

Table A-2			
Summary of Membership Data as of June 30, 2025 (\$ in thousands)			
	Male	Female	Total
1. Defined Benefit Plan Active Members			
Number of Members	44,673	120,073	164,746
Annual Salaries (for period ending June 30, 2025)	\$ 3,521,888	\$ 8,648,751	\$ 12,170,639
Average Age	45.62	44.24	44.61
Average Service	13.77	13.53	13.60
2. Combined Plan Active Members			
Number of Members	1,677	6,083	7,760
Annual Salaries (for period ending June 30, 2025)	\$ 134,553	\$ 436,505	\$ 571,058
Average Age	44.36	41.97	42.49
Average Service	10.03	10.62	10.49
3. Total Defined Benefit and Combined Plan Active Members			
Number of Members	46,350	126,156	172,506
Annual Salaries (for period ending June 30, 2025)	\$ 3,656,441	\$ 9,085,256	\$ 12,741,697
Average Age	45.57	44.13	44.52
Average Service	13.63	13.39	13.46
4. Defined Benefit Inactive Members			
Eligible for Allowances	4,903	15,906	20,809
Eligible for Refunds Only	54,680	105,055	159,735
Total	59,583	120,961	180,544
5. Combined Benefit Inactive Members			
Eligible for Allowances	180	727	907
Eligible for Refunds Only	589	1,725	2,314
Total	769	2,452	3,221
6. Total Inactive Members			
Eligible for Allowances	5,083	16,633	21,716
Eligible for Refunds Only	55,269	106,780	162,049
Total	60,352	123,413	183,765

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APPENDIX A – MEMBERSHIP INFORMATION

Table A-2			
Summary of Membership Data as of June 30, 2025 (continued) (\$ in thousands)			
	Male	Female	Total
7. Retirees			
Number of Members	41,457	93,170	134,627
Annual Allowance	\$ 2,370,790	\$ 4,330,014	\$ 6,700,804
Average Allowance (in dollars)	\$ 57,187	\$ 46,474	\$ 49,773
8. Disabled Retirees			
Number of Members	1,129	2,821	3,950
Annual Allowance	\$ 50,707	\$ 110,558	\$ 161,265
Average Allowance (in dollars)	\$ 44,913	\$ 39,191	\$ 40,827
9. Beneficiaries Receiving Optional Allowances			
Number of Members	4,352	9,992	14,344
Annual Allowance	\$ 120,877	\$ 414,912	\$ 535,789
Average Allowance (in dollars)	\$ 27,775	\$ 41,524	\$ 37,353
10. Survivors' Benefit Fund Beneficiaries			
Number of Members	2,578	2,900	5,478
Annual Allowance	\$ 52,274	\$ 75,855	\$ 128,129
Average Allowance (in dollars)	\$ 20,277	\$ 26,157	\$ 23,390
11. Total Retirees and Beneficiaries			
Number of Members	49,516	108,883	158,399
Annual Allowance	\$ 2,594,648	\$ 4,931,339	\$ 7,525,987
Average Allowance (in dollars)	\$ 52,400	\$ 45,290	\$ 47,513

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APPENDIX A – MEMBERSHIP INFORMATION

**Table A-3
Schedule of Valuation Data - Active Members**

Fiscal Year Ended June 30,	Number of Active Members	Annualized Salaries*	Annual Average Pay	% Increase in Average Pay
2025	172,506	\$ 13,222,583	\$ 76,650	3.88%
2024	174,836	\$ 12,900,197	\$ 73,785	3.04%
2023	175,032	\$ 12,533,620	\$ 71,608	2.62%
2022	174,036	\$ 12,144,257	\$ 69,780	1.83%
2021	166,427	\$ 11,404,226	\$ 68,524	2.76%
2020	167,838	\$ 11,192,069	\$ 66,684	4.49%
2019	170,004	\$ 10,849,863	\$ 63,821	2.73%
2018	170,327	\$ 10,581,345	\$ 62,124	6.12%
2017	168,132	\$ 9,842,388	\$ 58,540	3.59%
2016	169,212	\$ 9,562,236	\$ 56,510	2.90%

*In thousands.

**Table A-4
Schedule of Valuation Data - Retirees/Beneficiaries**

Fiscal Year Ended June 30,	Number of Benefit Recipients	Annual Allowances (in thousands)	Annual Average Allowances	% Increase in Annual Allowances
2025	158,399	\$ 7,525,986	\$ 47,513	2.8%
2024	156,594	\$ 7,319,156	\$ 46,740	0.7%
2023	156,511	\$ 7,269,556	\$ 46,448	1.4%
2022	156,225	\$ 7,167,927	\$ 45,882	2.3%
2021	156,921	\$ 7,009,421	\$ 44,668	0.6%
2020	156,907	\$ 6,970,697	\$ 44,426	0.0%
2019	157,418	\$ 6,971,155	\$ 44,284	0.3%
2018	157,422	\$ 6,949,422	\$ 44,145	-0.1%
2017	158,039	\$ 6,955,309	\$ 44,010	0.9%
2016	157,938	\$ 6,896,162	\$ 43,664	1.4%

* Annual Allowances displayed for FYE 2022 and 2023 reflect the COLA adjustments that come into effect during FYE 2023 and 2024 for eligible members and beneficiaries while FYE 2025 reflect the COLA adjustments that were in effect as of 7/1/2025.

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APPENDIX A – MEMBERSHIP INFORMATION

Table A-5								
Schedule of Valuation Data - Retirees/Beneficiaries								
Fiscal Year Ended June 30,	Beginning Number of Benefit Recipients	Beginning Annual Allowances	Benefit Recipients Added	Payments Added	Benefit Recipients Removed	Payments Removed	Ending Number of Benefit Recipients	Ending Annual Allowance
2025	156,595	\$ 7,319,156	7,176	\$ 396,238	5,371	\$ 189,408	158,399	\$ 7,525,986
2024	156,511	\$ 7,269,556	5,397	\$ 293,811	5,313	\$ 244,211	156,595	\$ 7,319,156
2023	156,225	\$ 7,167,927	5,657	\$ 295,082	5,371	\$ 193,453	156,511	\$ 7,269,556
2022	156,921	\$ 7,009,421	4,995	\$ 350,311	5,691	\$ 191,805	156,225	\$ 7,167,927
2021	156,907	\$ 6,970,697	5,524	\$ 225,426	5,510	\$ 186,702	156,921	\$ 7,009,421
2020	157,418	\$ 6,971,155	4,363	\$ 165,151	4,874	\$ 165,609	156,907	\$ 6,970,697
2019	157,422	\$ 6,949,422	4,894	\$ 178,255	4,898	\$ 156,522	157,418	\$ 6,971,155
2018	158,039	\$ 6,955,309	3,847	\$ 128,494	4,464	\$ 134,381	157,422	\$ 6,949,422
2017	157,938	\$ 6,896,162	3,254	\$ 155,702	3,153	\$ 96,555	158,039	\$ 6,955,309
2016	158,116	\$ 6,801,181	2,675	\$ 177,665	2,853	\$ 82,684	157,938	\$ 6,896,162

* Annual Allowances displayed for FYE 2022 and 2023 reflect the COLA adjustments that come into effect during FYE 2023 and 2024 for eligible members and beneficiaries. Annual Allowances displayed for FYE 2025 reflect the COLA adjustments that were in effect as of 7/1/2025.

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APPENDIX A – MEMBERSHIP INFORMATION

Table A-6			
Benefit Payments by Type as of June 30, 2025			
Age Last Birthday	Number	Annual Allowance (in thousands)	Average Annual Allowance
Retirees			
Under 60	4,605	\$ 281,660	\$ 61,164
60-64	10,023	525,642	52,444
65-69	20,001	955,987	47,797
70-74	31,596	1,596,659	50,534
75-79	33,470	1,737,271	51,905
Over 79	34,932	1,603,587	45,906
Total*	134,627	\$ 6,700,806	\$ 49,773
Disabled Retirees			
Under 60	691	\$ 24,303	\$ 35,170
60-64	557	23,561	42,300
65-69	386	17,285	44,779
70-74	658	28,751	43,695
75-79	846	36,625	43,292
Over 79	812	30,740	37,857
Total	3,950	\$ 161,265	\$ 40,827
Beneficiaries Receiving Optional Allowances			
Under 60	5	\$ 228	\$ 45,636
60-64	88	3,631	41,259
65-69	364	15,251	41,898
70-74	1,225	53,719	43,853
75-79	2,595	112,765	43,455
Over 79	10,067	350,195	34,786
Total	14,344	\$ 535,789	\$ 37,353
Survivors' Benefit Fund Beneficiaries			
Under 60	1,264	\$ 18,818	\$ 14,887
60-64	365	8,834	24,203
65-69	432	10,586	24,506
70-74	805	21,702	26,959
75-79	845	23,207	27,464
Over 79	1,767	44,981	25,456
Total	5,478	\$ 128,129	\$ 23,390
Grand Total	158,399	\$ 7,525,989	\$ 47,513

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APPENDIX A – MEMBERSHIP INFORMATION

Table A-7 Benefit Payments by Type as of June 30, 2025				
Amount of Monthly Benefit	Total	Service	Disability	Survivor
NULL	29	0	27	2
\$ 1 - \$ 250	2,426	1,508	1	917
\$ 251 - \$ 500	4,251	3,527	11	713
\$ 501 - \$ 750	4,180	3,113	13	1,054
\$ 751 - \$ 1,000	3,924	2,711	22	1,191
\$ 1,001 - \$ 1,250	3,949	2,614	51	1,284
\$ 1,251 - \$ 1,500	3,810	2,491	67	1,252
\$ 1,501 - \$ 1,750	3,847	2,606	113	1,128
\$ 1,751 - \$ 2,000	4,087	2,900	193	994
Greater than \$ 2,000	128,235	113,496	3,452	11,287
Grand Total*	158,738	134,966	3,950	19,822

**STATE TEACHERS RETIREMENT SYSTEM OF OHIO
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APPENDIX B – SUMMARY OF ASSUMPTIONS AND METHODS

A. Actuarial Assumptions

1. Mortality Rates

Post-Retirement: Pub-2010 Teachers Healthy Annuitant Mortality Table, adjusted 110% for males, projected forward generationally using mortality improvement scale MP-2020 (Updated effective June 30, 2022).

Sample mortality rates prior to improvements are as follows:

Age	Male	Female
50	0.11%	0.07%
55	0.25%	0.19%
60	0.39%	0.29%
65	0.65%	0.45%
70	1.18%	0.77%
75	2.23%	1.46%
80	4.23%	2.82%
85	7.96%	5.39%
90	14.59%	10.09%
95	24.55%	18.03%
100	35.87%	28.16%

Pre-Retirement: Pub-2010 Teachers Employee Table adjusted 95% for females, projected forward generationally using mortality improvement scale MP-2020 (Updated effective June 30, 2022).

Sample mortality rates prior to improvement are as follows:

Age	Male	Female
25	0.02%	0.01%
30	0.02%	0.01%
35	0.03%	0.02%
40	0.04%	0.03%
45	0.07%	0.05%
50	0.11%	0.07%
55	0.17%	0.10%
60	0.26%	0.15%

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APPENDIX B – SUMMARY OF ASSUMPTIONS AND METHODS

*Post-Retirement
Disabled:*

Pub-2010 Teachers Disabled Annuitant Table projected forward generationally using mortality improvement scale MP-2020 (Updated effective June 30, 2022).

Sample mortality rates prior to improvement are as follows:

Age	Male	Female
45	1.01%	0.99%
50	1.61%	1.48%
55	2.11%	1.74%
60	2.50%	1.96%
65	3.04%	2.26%
70	3.90%	2.86%
75	5.19%	4.00%

2. Active Retirement Rates

The following rates of retirement are assumed for members eligible to retire with a reduced benefit (Updated effective June 30, 2024).

Defined Benefit Plan – Reduced Rates						
Age	Male	Female		Age	Male	Female
<=49	2.0%	2.0%		58	8.0%	10.0%
50-51	2.0%	2.0%		59	11.0%	10.0%
52	3.0%	3.0%		60	6.5%	9.0%
53	5.0%	5.0%		61	8.0%	10.0%
54	9.0%	9.0%		62	8.0%	11.0%
55	12.0%	13.0%		63	10.0%	12.0%
56-57	10.0%	11.0%		64	15.0%	25.0%

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APPENDIX B – SUMMARY OF ASSUMPTIONS AND METHODS

The following rates of retirement are assumed for members once they are eligible to retire with an unreduced benefit (Updated effective June 30, 2024).

Defined Benefit Plan – Unreduced Rates						
Age	Male	Female		Age	Male	Female
<=54	20%	20%		65	28%	36%
55	23%	18%		66	23%	28%
56	20%	20%		67	22%	26%
57	18%	20%		68	20%	25%
58	22%	22%		69	21%	25%
59	23%	26%		70-71	22%	25%
60	21%	28%		72	24%	25%
61-62	20%	28%		73	20%	25%
63	20%	30%		74	23%	28%
64	24%	30%		75+	100%	100%

Combined Plan Retirement Rates		
Age	Male	Female
60	10%	10%
61-63	10%	15%
64	18%	20%
65	25%	30%
66	10%	25%
67-68	10%	15%
69-74	15%	15%
75	100%	100%

3. Inactive Vested Retirement Rates

5% at each early retirement age through age 64 and 100% at age 65, or the first age at which unreduced benefits are available. (The assumed rates were adopted effective June 30, 2017 and reaffirmed effective June 30, 2022.)

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APPENDIX B – SUMMARY OF ASSUMPTIONS AND METHODS

4. Disability Rates

Select rates are shown below (Updated Rates effective June 30, 2022):

Age	Unisex Rates
Under 30	0.007%
30	0.007%
35	0.021%
40	0.035%
45	0.070%
50	0.126%
55	0.154%
60	0.175%
65 and Over	0.175%

5. Termination Rates

Termination rates based on service, for causes other than death, disability, or retirement (Updated Rates effective June 30, 2022).

Vested Terminations*		
Age	Male	Female
20	6.00%	6.00%
25	6.00%	6.00%
30	2.70%	3.55%
35	2.05%	2.00%
40	1.75%	1.40%
45	1.60%	1.25%
50	1.95%	1.60%
55	4.00%	3.60%
60	4.00%	3.60%

*Termination rates stop at first retirement eligibility.

Non-Vested Terminations		
Service	Male	Female
Under 1 Year	40.00%	35.00%
1 to 2 Years	16.00%	15.00%
2 to 3 Years	12.00%	8.00%
3 to 5 Years	9.00%	8.00%

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APPENDIX B – SUMMARY OF ASSUMPTIONS AND METHODS

6. Percent Electing a Deferred Termination Benefit

80% of future terminating members of the Defined Benefit and Combined Plans are assumed to elect a deferred termination benefit. The remaining 20% are assumed to take an immediate lump-sum. (Updated effective June 30, 2022).

95% of current terminated vested members of the Defined Benefit and Combined Plans are assumed to elect a deferred termination benefit. The remaining 5% are assumed to take a lump-sum on the valuation date. (Updated effective June 30, 2022).

7. Percent Married:

For valuation purposes, 80% of male members and 60% of female members are assumed to be married. Male members are assumed to be three years older than their spouses, and female members are assumed to be one year younger than their spouses. (The assumed age difference adopted effective June 30, 2017 and reaffirmed effective June 30, 2022.)

8. Dependents for Survivor's Benefit

The spouse is the only assumed beneficiary for the survivor's benefit.

9. Missing Data

Where data was missing, the field was populated with the prior year's data, if available, or the average value of similar members.

10. Investment Return Rate

7.00% per annum, compounded annually and net of all expenses.

11. LDRM Discount Rate

4.75% per annum based on matching cash flows for the System against US Treasury securities.

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APPENDIX B – SUMMARY OF ASSUMPTIONS AND METHODS

12. Salary Increase Rates

Total salary increases, as shown below for selected attained service (Updated effective June 30, 2022).

Service	Rate
<1	8.50%
1	8.20%
2	8.00%
3	7.00%
4	6.50%
5	6.30%
10	5.50%
15	4.50%
20	3.50%
25	3.00%
30+	2.50%

13. Payroll Growth Rates

3.00% per annum (Adopted effective June 30, 2017 and reaffirmed effective June 30, 2022).

14. Defined Contribution Plan

The Defined Contribution account balance is added to the Actuarial Liability and the Actuarial Value of Assets. If a member retires and elects to have the Defined Contribution Account balance paid as an annuity, then the account balance is transferred to the Defined Benefit Plan and the annuity is valued as part of the Defined Benefit Plan.

15. Changes in Assumptions Since Last Valuation

None.

16. Rationale for Assumptions

For rationale on the current assumptions, please refer to the Experience Study Report, dated March 11, 2022. In our professional judgment, the combined effect of the assumptions has no significant bias.

APPENDIX B – SUMMARY OF ASSUMPTIONS AND METHODS

B. Actuarial Methods

1. Actuarial Value of Assets

The Actuarial Value of Assets is based on the Market Value of Assets with a four-year phase-in of actual investment return in excess of (or less than) expected investment income. Expected investment income is determined using the assumed investment return rate and the Actuarial Value of Assets (adjusted for receipts and disbursements during the year). The actual investment return for this purpose is determined net of all investment and administrative expenses. The actuarial value is further adjusted, if necessary, to be within 9% of the market value.

2. Actuarial Funding Method

The funding method used for the valuation of both the Actuarial Liability and the LDROM liability is the Entry Age Normal (EAN) method. Under this funding method, a normal cost rate is determined as a level percentage of pay for each active participant. The normal cost rate multiplied by payroll equals the total normal cost for each participant. The normal cost contributions (Employer and Participant) will pay for projected benefits at retirement for each active participant.

The Actuarial Liability is the difference between the Present Value of Future Benefits and the Present Value of Future Normal Costs. The difference between this Actuarial Liability and the Actuarial Value of Assets is the Unfunded Actuarial Liability (UAL).

The portion of the actuarial liability in excess of plan assets, the UAL, is amortized to develop an additional cost that is added to each year's employer normal cost. Under this funding method, actuarial gains and losses are directly reflected in the size of the Unfunded Actuarial Liability. The amortization method is described below.

3. Amortization Method

The Actuarially Determined Contribution (ADC) is determined as the sum of (a) the employer normal cost rate, and (b) a level percentage of payroll required to amortize the Unfunded Actuarial Liability over a 20-year period as of 2025, with new 20-year layers for all future changes.

4. Disclosure Regarding Modeling

Cheiron utilizes ProVal, an actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate the liabilities, normal costs and projected benefit payments. We have relied on WinTech as the developer of ProVal. We have reviewed ProVal and have a basic understanding of it and have used ProVal in accordance with its original intended purpose. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of assumptions, material limitations or known weaknesses that would affect this report.

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Projections in this report were developed using P-scan, our proprietary tool for the intended purpose of developing projections. The projections shown in this report cover multiple individual scenarios and the variables are not necessarily correlated. We are not aware of any material inconsistencies, unreasonable output resulting from aggregation of assumptions, material limitations or known weaknesses that would affect the projections shown in this report.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Defined Benefit Plan

1. Eligibility for Membership

Immediate upon commencement of employment

2. Service Retirement

Eligibility: Age 65 with five years of service, or age 55 with 25 years of service, or 30 years of service regardless of age. Age and service requirements increased effective August 1, 2015.

Service credit requirements for retirement with an unreduced benefit increased as follows:

Unreduced Benefit for Retirement Between:	Minimum Age and Years of Service
Through 7/1/2015	Any age and 30 years; or age 65 and 5 years
8/1/2015–7/1/2017	Any age and 31 years; or age 65 and 5 years
8/1/2017–7/1/2019	Any age and 32 years; or age 65 and 5 years
8/1/2019–7/1/2021	Any age and 33 years; or age 65 and 5 years
8/1/2021–5/1/2025	Any age and 34 years; or age 65 and 5 years
6/1/2025–5/1/2030	Any age and 32 years; or age 65 and 5 years
6/1/2030–5/1/2032	Any age and 33 years; or age 65 and 5 years
6/1/2032 and later	Any age and 34 years; or age 65 and 5 years

Amount: For members eligible to retire on or before July 1, 2015 (i.e., age 60 with 5 years of service, age 55 with 25 years of service, or 30 years of service regardless of age), the annual amount is equal to the greater of (a) 2.2% of final average salary for the three highest years of earnings, multiplied by years of total Ohio service credit, or 2.5% of final average salary for the three highest years of earnings if the member has 35 or more years of service credit, multiplied by years of total Ohio service credit up to 30 years of service. For years of Ohio contributing service credit in excess of 30 years, the following percentages will apply:

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Years of Service	Percentage
31	2.5%
32	2.6
33	2.7
34	2.8
35	2.9
36	3.0
37	3.1
38	3.2
39	3.3

or (b) \$86 multiplied by years of service credit.

Effective August 1, 2015, the annual amount is equal to 2.2% of final average salary for the five highest years of earnings, multiplied by all years of service.

For members who were eligible to retire on July 1, 2015, the annual amount is greater of:

- a. the benefit amount calculated upon retirement under the new benefit formula, or
- b. the benefit amount the member would have received if he/she retired on July 1, 2015.

Annual salary is subject to the limit under IRC Section 401(a)(17).

For retirements prior to August 1, 2015, if the member has less than 30 years of service at retirement and is younger than age 65, the following reduction factors apply:

Attained Age	or	Years of Ohio Service Credit	% of Base Amount
58		25	75%
59		26	80
60		27	85
61			88
		28	90
62			91
63			94
		29	95
64			97
65		30 or more	100

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

The age and service credit requirements for an actuarially reduced benefit are as follows:

Actuarially Reduced Benefit for Retirement Between:	Minimum Age and Years of Service
Through 7/1/2015	Age 55 and 25 years; or age 60 and 5 years
8/1/2015–7/1/2017	Any age and 30 years; or age 55 and 26 years; or age 60 and 5 years
8/1/2017–7/1/2019	Any age and 30 years; or age 55 and 27 years; or age 60 and 5 years
8/1/2019–7/1/2021	Any age and 30 years; or age 55 and 28 years; or age 60 and 5 years
8/1/2021–7/1/2023	Any age and 30 years; or age 55 and 29 years; or age 60 and 5 years
8/1/2023–5/1/2024	Any age and 30 years; or age 60 and 5 years
6/1/2024–5/1/2025	Any age and 29 years; or age 60 and 5 years
6/1/2025–5/1/2030	Any age and 27 years; or age 60 and 5 years
6/1/2030–5/1/2032	Any age and 28 years; or age 60 and 5 years
6/1/2032 and later	Any age and 29 years; or age 60 and 5 years

The actuarially reduced benefit reflects a reduction for each year that the member retires before meeting eligibility for an unreduced benefit.

The benefits as a percentage of final average salary, which reflect the early retirement reduction, are shown in the booklet titled *Service Retirement and Plans of Payment for members enrolled in the Defined Benefit Plan 2025/2026*.

3. Disability Retirement

Eligibility: Membership before July 30, 1992, and election of this benefit, completion of five or more years of service, under age 60 and permanently incapacitated for the performance of duty.

Amount:

1. Annuity with a reserve equal to the member's accumulated contributions, plus
2. The difference between (1) and the greater of 2% of the average salary during the three highest years of earnings times total service plus years and months from date of disability to age 60. Maximum allowance is 75% of final average salary. Minimum allowance is 30% of final average salary.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

4. Disability Allowance

Eligibility: Membership after July 29, 1992, or membership before July 30, 1992, and election of this benefit, completion of five or more years of qualifying service and permanently incapacitated for the performance of duty. For membership on and after July 1, 2013, completion of ten years of qualifying service and permanently incapacitated for the performance of duty.

Amount: The greater of 2.2% of the average salary times total service. Maximum allowance is 60% of final average salary. Minimum allowance is 45% of final average salary. The disability allowance payment terminates at age 65 (or later if payment begins after age 60). After termination of the disability allowance, the member may apply for service retirement.

5. Death after Retirement

Lump-sum payment of \$1,000 upon death after service or disability retirement.

6. Survivor’s Benefit

Eligibility: Upon death after at least 1½ years of service credit for Ohio service with at least ¼ year of such service in the 2½ years preceding death or upon death of a disability retiree. For membership on or after July 1, 2013, upon death after at least five years of service credit for Ohio service and died not later than one year after the date service terminated.

Qualified survivors will receive the highest benefit from among the following for which they are eligible: dependent-based benefit, service-based benefit, and retirement-based benefit.

Qualified beneficiaries are the spouse, dependent children, and/or dependent parents over age 65.

Dependent-Based Benefit: Monthly survivor benefits are determined according to the number of qualified survivors. These benefits are payable as a percentage of final average salary. The percentages are as follows:

Number of Qualified Dependents	% of Final Average Salary
1	25%
2	40
3	50
4	55
5 or more	60

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Service – Based Benefit: If a member has 20 or more years of service before death, monthly survivor benefits are determined according to the number of years of service credit. These benefits are payable as a percentage of final average salary. The percentages are as follows:

Years of Service	% of Final Average Salary
20	29%
21	33
22	37
23	41
24	45
25	48
26	51
27	54
28	57
29 or more	60

Retirement–Based Benefit: If a member dies after meeting service retirement eligibility, the monthly survivor benefit is determined as if the member had actually retired and provided a 100% Joint and Survivor benefit to the qualified survivor. Early retirement reduction applies if the member is not eligible for unreduced benefit.

The primary beneficiary may withdraw the deceased member’s account in lieu of receiving monthly benefits if there are no children who are qualified survivors.

7. Lump - Sum Withdrawal Option

In lieu of any other pension or survivor benefits, a member who leaves the System can receive his/her member contributions with interest in a lump-sum according to the following schedule:

Credit Service	Lump-Sum
Less than 3 Years	Member Contributions with 2% Interest
3 or More Years and Less than 5 Years	Member Contributions with 3% Interest
5 Years or More	150% of Member Contributions with 3% Interest

The Board has the authority to modify the interest credited to member contributions.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

8. Forms of Payments

Benefits can be paid under the following forms of payment:

- Single Life Annuity;
- Joint and Survivor Annuity -100%, 50% or other; with or without reversion to Single Life Annuity; with one or multiple beneficiaries;
- Annuity certain and;
- Partial lump-sum option – from six to 36 times the monthly Single Life Annuity as a lump-sum with the remainder as an annuity.

9. Cost-of-Living Benefits

The benefit is increased each year by 2% of the base benefit. For members retiring on or after August 1, 2013, the 2% COLA would be paid beginning on the fifth anniversary of the retirement benefit. Future annual increases are calculated on the base benefit and are not compounded.

Effective July 1, 2017, the COLA has been reduced to zero.

Effective July 1, 2022, a one-time ad-hoc COLA of 3% of the base benefit was granted to eligible benefit recipients to begin on the anniversary of their retirement benefit in fiscal year 2023 as long as they retired prior to July 1, 2018.

Effective July 1, 2023, a one-time ad-hoc COLA of 1% of the base benefit was granted to eligible benefit recipients to begin on the anniversary of their retirement benefit in fiscal year 2024 as long as they retired prior to July 1, 2019.

Effective July 1, 2025, a one-time ad-hoc COLA of 1.5% of the base benefit was granted to eligible benefit recipients to begin on the anniversary of their retirement benefit in fiscal year 2026 as long as they retired prior to July 1, 2021.

10. Contributions

By Members: 14% of salary.

By Employers: 14% of salaries of their employees who are members.

Rehired Retirees: Rehired retirees who return to employment after retirement and their employers both contribute to the System. These contributions fund an additional benefit payable after termination of employment. The contributions and interest are paid as a lump-sum or converted to an additional annuity.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

11. Plan Changes Since Prior Valuation

In April 2025, the Board adopted a change in the service retirement eligibility requirements for both unreduced and actuarially reduced benefits. This change is effective for retirements beginning June 1, 2025. The change allows for unreduced retirement at 32 years of service through 5/1/2030, 33 years of service through 5/1/2032, and 34 years of service indefinitely. The change also allows for an actuarially reduced retirement at any age with 27 years of service through 5/1/2030, 28 years of service through 5/1/2032, and 29 years of service indefinitely. In addition, a one-time ad-hoc COLA of 1.5% effective during Fiscal Year Ending June 30, 2026 was granted to eligible retirees and beneficiaries.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

Combined Plan

1. Eligibility for Membership

New members hired on or after July 1, 2001, may elect in writing to participate in the Combined Plan.

2. Service (Normal) Retirement

Eligibility: Age 60 with five years of service.

Amount: The balance in the member's Defined Contribution account plus an annual amount equal to 1% of final average salary for the three highest paid years multiplied by years of total Ohio service credit.

Effective August 1, 2015, final average salary will be average of the member's five highest salary years.

Annual salary is subject to the limit under IRC Section 401(a)(17).

3. Early Retirement

Eligibility: Before age 60 with five years of service

Amount: The normal retirement benefit commencing at age 60. At age 50 or later, a member who elects to withdraw the full value of the member's Defined Contribution account may receive the withdrawal value of the formula benefit in a single sum or leave the formula benefit on account for a benefit payable at age 60.

4. Vesting

Eligibility: Completion of five years of service credit for the Defined Benefit portion. Member contributions and earnings are 100% vested at all times.

Amount: A member who terminates with five or more years of service credit can receive the actuarial equivalent present value of the Defined Benefit formula. Prior to age 50, a withdrawal must include both the Defined Benefit and Defined Contribution portions of the account.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

5. Late Retirement

Eligibility: After age 60 with five years of service.

Amount: The formula benefit described in the normal retirement section based on service credit and final average salary at termination without any actuarial adjustments.

6. Disability Allowance

Eligibility: Completion of five or more years of service and permanently incapacitated for the performance of duty. For membership on or after July 1, 2013, completion of ten years of qualifying service credit with STRS Ohio.

Amount: Members have the option of receiving disability benefits under the disability allowance program of the Defined Benefit Plan. All contributions and investment gains in the member's Defined Contribution account are used to fund the benefit. At age 65, the disability allowance converts to a service retirement benefit based on the 2.2% formula. Alternatively, the member can withdraw his/her Defined Contribution account in lieu of receiving the disability allowance.

7. Survivor's Benefit

Eligibility: Upon death after at least 1½ years of credit for Ohio service with at least 1/4 year of such service in the 2½ years preceding death or upon death of a disability retiree. For membership on or after July 1, 2013, upon death at least five years of qualifying service credit.

Amount: Qualified survivors have the option of receiving dependent-based, service-based, or retirement-based benefits described under the Defined Benefit plan. Both employer contributions and the member's contributions and any investment gains in the member's Defined Contribution account are used to fund the benefit. Survivors also have the option to withdraw the Defined Contribution and Defined Benefit portions of the Combined Plan account in lieu of receiving a monthly benefit.

APPENDIX C – SUMMARY OF PLAN PROVISIONS

8. Forms of Payment of Defined Benefit Portion

If the member withdraws his/her Defined Contribution account prior to age 50, then the formula Defined Benefit must be paid in a lump-sum. If the member is at least age 50, then the benefit can be paid as a Single Life Annuity, a Joint and Survivor Annuity as described under the Defined Benefit Plan, or as a lump-sum. All alternative forms of payment are the actuarially equivalent of the Single Life Annuity benefit payable at age 60.

9. Forms of Payment of Member’s Defined Contribution Account

If the member withdraws his/her Defined Contribution account prior to age 50, then the account must be paid in a lump-sum. If the member is at least age 50, then the member can elect that the actuarial equivalent of the Defined Contribution account be paid as a Single Life Annuity or a Joint and Survivor Annuity as described under the Defined Benefit plan.

10. Cost-of-Living Benefits

Not available on the service retirement benefit. For disability and survivor benefits, the basic benefit is increased by 2% of the original base benefit. For members retiring on or after August 1, 2013, the 2% COLA would be paid beginning on the fifth anniversary of the retirement benefit.

Effective July 1, 2017, the COLA has been reduced to zero.

Effective July 1, 2022, a one-time ad-hoc COLA of 3% of the base benefit was granted to eligible benefit recipients to begin on the anniversary of their retirement benefit in fiscal year 2023 as long as they retired prior to July 1, 2018.

Effective July 1, 2023, a one-time ad-hoc COLA of 1% of the base benefit was granted to eligible benefit recipients to begin on the anniversary of their retirement benefit in fiscal year 2024 as long as they retired prior to July 1, 2019.

Effective July 1, 2025, a one-time ad-hoc COLA of 1.5% of the base benefit was granted to eligible benefit recipients to begin on the anniversary of their retirement benefit in fiscal year 2026 as long as they retired prior to July 1, 2021.

11. Contributions

By Members: 14% of salary.

12.0% of salary is deposited into the member’s Defined Contribution account and 2.0% is applied to the Defined Benefit portion of the Combined Plan.

By Employers: 14% of salary is used to fund the Defined Benefit formula.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

12. Plan Changes Since Prior Valuation

A one-time ad-hoc COLA of 1.5% effective July 1, 2025 was granted for eligible disabled and survivor annuitants.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

Defined Contribution Plan

1. Eligibility for Membership

New members hired on or after July 1, 2001, may elect in writing to participate in the Defined Contribution Plan.

2. Service (Normal) Retirement

Eligibility: Termination after age 50.

Amount: The balance in the member's Defined Contribution account.

3. Early Retirement

Eligibility: Termination before age 50.

Amount: The balance in the member's Defined Contribution account.

4. Vesting

Eligibility: Members become vested at a rate of 20% per year in employer contributions and all gains and losses on those contributions. Member contributions and earnings are 100% vested immediately.

Amount: The balance in the member's Defined Contribution account.

5. Disability Allowance

Eligibility: Permanently incapacitated for the performance of duty and termination of employment.

Amount: The balance in the member's Defined Contribution account. At age 50, other payment options are available, but employment must first be terminated.

6. Survivor's Benefit

Eligibility: Upon death.

Amount: The balance in the member's Defined Contribution account. A spouse may either continue to manage the member's Defined Contribution account or withdraw the account.

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APPENDIX C – SUMMARY OF PLAN PROVISIONS

7. Optional Forms of Payment

The actuarial equivalent of the member's Defined Contribution account can be paid on or after age 50 as a Single Life Annuity or as a Joint and Survivor Annuity as described in the Defined Benefit Plan.

8. Cost-of-Living Benefits

Not available.

9. Contributions

By Members: 14% of salary is deposited into the member's Defined Contribution account.

By Employers: Effective July 1, 2022, 11.09% of salary is deposited into the member's Defined Contribution account. 2.91% of salaries are used to amortize the Unfunded Actuarial Liability of the Defined Benefit Plan.

In addition, 2.91% of salary of the salaries of Alternative Retirement Plan members is used to fund the Unfunded Actuarial Liability of the Defined Benefit Plan.

10. Plan Changes Since Prior Valuation

None

APPENDIX D – GLOSSARY OF TERMS

Funding

1. Actuarial Assumptions

Assumptions as to the occurrence of future events affecting pension costs, such as: mortality, withdrawal, disability, and retirement; changes in compensation; inflation; rates of investment earnings, and asset appreciation or depreciation; and other relevant items.

2. Actuarial Cost Method

A procedure for determining the Actuarial Present Value of pension plan benefits and expenses and for developing an allocation of such value to each year of service, usually in the form of a normal cost and an Actuarial Liability.

3. Actuarial Gain/(Loss)

A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two Actuarial Valuation dates, as determined in accordance with a particular actuarial cost method.

4. Actuarial Liability

The portion of the Actuarial Present Value of Projected Benefits which will not be paid by future normal costs. It represents the value of the past normal costs with interest to the valuation date.

5. Actuarial Present Value (Present Value)

The value as of a given date of a future amount or series of payments. The Actuarial Present Value discounts the payments to the given date at the assumed investment return and includes the probability of the payment being made. As a simple example: assume you owe \$100 to a friend one year from now. Also, assume there is a 1% probability of your friend dying over the next year, in which case you will not be obligated to pay him. If the assumed investment return is 10%, the Actuarial Present Value is:

$$\begin{array}{ccccccc}
 \text{Amount} & & \text{Probability of} & & \text{1/(1+Investment Return)} & & \\
 & & \text{Payment} & & & & \\
 \$100 & \times & (1 - .01) & \times & 1/(1+.1) & = & \$90
 \end{array}$$

6. Actuarial Valuation

The determination, as of a specified date, of the normal cost, Actuarial Liability, Actuarial Value of Assets, and related for a pension plan.

APPENDIX D – GLOSSARY OF TERMS

7. Actuarial Value of Assets

The value of cash, investments and other property belonging to a pension plan as used by the actuary for the purpose of an actuarial valuation. The purpose of an Actuarial Value of Assets is to smooth out fluctuations in market values. This way long-term costs are not distorted by short-term fluctuations in the market.

8. Actuarially Equivalent

Of equal Actuarial Present Value, determined as of a given date with each value based on the same set of actuarial assumptions.

9. Amortization Payment

The portion of the pension plan contribution which is designed to pay interest and principal on the Unfunded Actuarial Liability in order to pay for that liability in a given number of years.

10. Entry Age Normal Actuarial Cost Method

A method under which the Actuarial Present Value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between Entry Age and assumed exit ages.

11. Funded Percentage

The ratio of the Actuarial Value of Assets to the Actuarial Liabilities.

12. Investment Return Assumption

The assumed interest rate used for projecting dollar related values in the future.

13. Mortality Table

A set of percentages which estimate the probability of death at a particular point in time. Typically, the rates are annual and based on age and sex.

14. Normal Cost

That portion of the Actuarial Present Value of pension plan benefits and expenses, which is allocated to a valuation year by the actuarial cost method.

APPENDIX D – GLOSSARY OF TERMS

15. Projected Benefits

Those pension plan benefit amounts which are expected to be paid in the future under a particular set of actuarial assumptions, taking into account such items as the effect of advancement in age and increases in future compensation and service credits.

16. Unfunded Actuarial Liability

The excess of the Actuarial Liability over the Actuarial Value of Assets.

GASB

1. Actuarially Determined Contribution

A target or recommended contribution for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted.

2. Actuarial Valuation Date

The date as of which an actuarial valuation is performed. This date may be up to 24 months prior to the measurement date and up to 30 months prior to the employer's reporting date.

3. Deferred Inflow of Resources

An acquisition of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 68, these are experience gains on the Total Pension Liability, assumption changes reducing the Total Pension Liability, or investment gains that are recognized in future reporting periods.

4. Deferred Outflow of Resources

A consumption of net assets by a government employer that is applicable to a future reporting period. In the context of GASB 68, these are experience losses on the Total Pension Liability, assumption changes increasing the Total Pension Liability, or investment losses that are recognized in future reporting periods.

5. Entry Age Actuarial Cost Method

The actuarial cost method required for GASB 67 and 68 calculations. Under this method, the Actuarial Present Value of the Projected Benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between Entry Age and assumed exit ages. The portion of this Actuarial Present Value allocated to a valuation year is called the service cost. The portion of this Actuarial Present Value not provided for at a valuation date by the Actuarial Present Value of future service costs is called the Total Pension Liability.

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APPENDIX D – GLOSSARY OF TERMS

6. Measurement Date

The date as of which the Total Pension Liability and Plan Fiduciary Net Position are measured. The Total Pension Liability may be projected from the actuarial valuation date to the measurement date. The measurement date must be the same as the reporting date for the Plan.

7. Net Pension Liability

The liability of employers and nonemployer contributing entities for employees for benefits provided through a defined benefit pension plan. It is calculated as the Total Pension Liability less the Plan Fiduciary Net Position.

8. Plan Fiduciary Net Position

The fair or Market Value of Assets.

9. Reporting Date

The last day of the Plan or employer's fiscal year.

10. Service Cost

The portion of the Actuarial Present Value of Projected Benefit payments that is attributed to the current period of employee service in conformity with the requirements of GASB 67 and 68. The service cost is the normal cost calculated under the Entry Age actuarial cost method.

11. Total Pension Liability

The portion of the Actuarial Present Value of Projected Benefit payments that is attributed to past periods of employee service in conformity with the requirements of GASB 67 and 68. The Total Pension Liability is the Actuarial Liability calculated under the Entry Age actuarial cost method. This measurement generally is not appropriate for estimating the cost to settle the Plan's liabilities.