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August 3, 2009

Teachers' Retirement Board
California State Teachers' Retirement System

**Re: Defined Benefit Supplement Program
Actuarial Valuation as of June 30, 2008**

Dear Members of the Board:

At your request, we have performed an actuarial valuation of the Defined Benefit Supplement Program of the State Teachers' Retirement Plan as of June 30, 2008. Details about the actuarial valuation are contained in the following report.

In preparing the valuation report, we relied without audit on information furnished by CalSTRS. Although we did not audit this data, we compared the data for this and the prior valuation and tested for reasonableness. Based on these tests, we believe the data to be sufficiently accurate for the purposes of our calculations. Since the valuation results are dependent on the integrity of the data supplied, the results can be expected to differ if the underlying data is incomplete or missing. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

The findings have been determined according to actuarial assumptions and methods that were chosen on the basis of recent experience of the DBS Program and of current expectations concerning future economic conditions. In our opinion, the assumptions used in the actuarial valuation are appropriate for purposes of the valuation, are internally consistent, and reflect reasonable expectations. The assumptions represent our best estimate of future conditions affecting the DBS Program. The Teachers' Retirement Board has sole authority to determine the actuarial assumptions and methods used for the valuation of the DBS Program. The Board adopted all of the actuarial methods and assumptions used in the 2008 valuation.

Future actuarial measurements of the DBS Program will vary from those presented in this report due to such factors as the following: actual experience differs from that projected by the assumptions, actuarial assumptions are revised in the future, or changes are made to the benefit or contribution provisions in the applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements.

We certify that the information included in this report is complete and accurate to the best of my knowledge and belief. All calculations have been prepared in accordance with generally recognized and accepted actuarial principles and practices that are consistent with the applicable Standards of Practice adopted by the American Academy of Actuaries.

Milliman's work product was prepared exclusively for CalSTRS for a specific and limited purpose. It is a complex, technical analysis that assumes a high level of knowledge concerning CalSTRS operations, and uses CalSTRS data, which Milliman has not audited. It is not for the use or benefit of any third party for any purpose. Any third party recipient of Milliman's work product who desires professional guidance should not rely upon Milliman's work product, but should engage qualified professionals for advice appropriate to its own specific needs.

Milliman has been engaged by CalSTRS as an independent actuary. Any distribution of this report must be provided in its entirety including this cover letter, unless prior written consent is obtained from Milliman.

I, Mark Olleman, am a member of the American Academy of Actuaries and a Fellow of the Society of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

I, Nick Collier, am a member of the American Academy of Actuaries and an Associate of the Society of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,



Mark C. Olleman, FSA, EA, MAAA
Consulting Actuary



Nick J. Collier, ASA, EA, MAAA
Consulting Actuary

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This valuation was prepared solely for CalSTRS for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work.

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

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California State Teachers' Retirement System

Defined Benefit Supplement Program - 2008 Actuarial Valuation

SECTION 1

SUMMARY OF THE FINDINGS

The Defined Benefit Supplement (DBS) Program was established on January 1, 2001. All contributing members of the Defined Benefit Program participate in the DBS Program.

Date of Valuation	Number of Non- Retired Participants		Accumulated Account Balances
	Active	Total	
June 30, 2004	444,315	488,213	\$ 2,025,399,713
June 30, 2005	449,773	506,007	2,722,431,556
June 30, 2006	453,131	521,930	3,460,291,326
June 30, 2007	455,453	535,524	4,308,179,023
June 30, 2008	460,395	549,596	5,434,170,775

The Actuarial Value of Assets for this valuation is the Fair Market Value as certified to us by CalSTRS. The actual return for the year, as measured using uniform cash flow throughout the year, was about -6.8% net of investment and administrative expenses.

<i>(\$Thousands)</i>	Year Ended June 30, 2008	Year Ended June 30, 2007
Additions		
Contributions	\$ 802,380	\$ 749,844
Earnings	<u>(387,798)</u>	<u>798,120</u>
Total Additions	\$ 414,582	\$ 1,547,964
Deductions		
Benefits	\$ 157,151	\$ 115,247
Expenses	<u>2,903</u>	<u>2,464</u>
Total Deductions	\$ 160,054	\$ 117,711
Net Increase (Decrease)	\$ 254,528	\$ 1,430,253
Net Assets		
Beginning of Year	\$ 5,381,585	\$ 3,951,327
Accounting Adjustments	0	5
Net Increase (Decrease)	<u>254,528</u>	<u>1,430,253</u>
End of Year	\$ 5,636,113	\$ 5,381,585
Estimated Net Rate of Return	-6.8%	18.6%

California State Teachers' Retirement System Defined Benefit Supplement Program - 2008 Actuarial Valuation

The DBS Program continues to have an Actuarial Surplus. As of June 30, 2008 the Actuarial Value of Assets of the DBS Program exceeded the Actuarial Obligation by \$8,769,000. If the experience had emerged as assumed, the Actuarial Surplus was expected to grow from \$759,539,000 to \$818,403,000. The difference between the actual and expected Actuarial Surplus is the actuarial gain or loss for the year.

- There was an actuarial loss of \$832,776,000 due to the actual investment return being less than the assumed long-term return of 7.75%, and
- There was an actuarial gain of \$23,142,000 due primarily to the current year interest credits being less than 7.75% during the year. The Minimum Interest Rate for 2007-08 was 5.25%.
- The net actuarial loss \$809,634,000, which brought the Funded Ratio to 100.16%.

The valuation results are based on the June 30, 2008 fair market value of assets. This value does not reflect the any investment losses that have occurred since that date which have been significant. These losses will likely cause a material increase in the Unfunded Actuarial Obligation as of June 30, 2009 and a decrease in the Funded Ratio.

<i>(\$Thousands)</i>	June 30, 2008	June 30, 2007
Actuarial Balance Sheet		
Actuarial Obligation (before Add'l Credits)	\$ 5,627,344	\$ 4,426,823
Actuarial Value of Assets	<u>5,636,113</u>	<u>5,381,585</u>
Unfunded Actuarial Obligation	\$ (8,769)	\$ (954,762)
Additional Earnings Credit	0	189,991
Additional Annuity Credit	<u>0</u>	<u>5,232</u>
Final Unfunded Actuarial Obligation	\$ (8,769)	\$ (759,539)
Funded Ratio		
Before Add'l Credits	100.16%	121.57%
After Add'l Credits	100.16%	116.43%
(Assets ÷ Actuarial Obligation)		
Actuarial (Gain) or Loss		
Investment Return on Assets	\$ 832,776	\$ (454,171)
Interest Credits on Accounts	<u>(23,142)</u>	<u>(138,718)</u>
Actuarial (Gain) or Loss	\$ 809,634	\$ (592,889)
Expected UAO at End of Year	<u>(818,403)</u>	<u>(361,873)</u>
Total Unfunded Actuarial Obligation	\$ (8,769)	\$ (954,762)

California State Teachers' Retirement System Defined Benefit Supplement Program - 2008 Actuarial Valuation

The Board established a Policy on June 9, 2006 that was effective for the Additional Earnings Credit and Additional Annuity Credit decisions beginning in 2006.

The Board's Policy calls for a two-step determination of the allocation as shown in detail in this report. Based on the Board's Policy, we recommended that no Additional Earnings Credit or Additional Annuity Credit be granted as of June 30, 2008. The Board adopted this recommendation.

The following chart shows a history of prior Board actions.

<i>(\$Thousands)</i>	Available Reserves and Unallocated Gains (Losses)	Additional Credits Adopted	Final Gain and Loss Reserve
Valuation Date			
June 30, 2001	\$ (6,253)	\$ 0	\$ (6,253)
June 30, 2002	(51,292)	0	(51,292)
June 30, 2003	(47,366)	0	(47,366)
June 30, 2004	168,630	0	168,630
June 30, 2005	266,978	0	266,978
June 30, 2006	423,269	88,201	335,068
June 30, 2007	954,762	195,223	759,539
June 30, 2008	8,769	0	8,769

California State Teachers' Retirement System

Defined Benefit Supplement Program - 2008 Actuarial Valuation

Section 2

Actuarial Certification

The major findings of the 2008 Actuarial Valuation are contained in this report. This report reflects the benefit provisions and contribution rates in effect as of the valuation date. To the best of our knowledge and belief, this report is complete and accurate and contains sufficient information to fully and fairly disclose the funded condition of the Defined Benefit Supplement Program as of June 30, 2008.

In preparing the valuation report, we relied without audit on information furnished by CalSTRS. Although we did not audit this data, we compared the data for this and the prior valuation and tested for reasonableness. Based on these tests, we believe the data to be sufficiently accurate for the purposes of our calculations. Since the valuation results are dependent on the integrity of the data supplied, the results can be expected to differ if the underlying data is incomplete or missing. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

The findings have been determined according to actuarial assumptions and methods that were chosen on the basis of recent experience of the DBS Program and of current expectations concerning future economic conditions. In our opinion, the assumptions used in the actuarial valuation are appropriate for purposes of the valuation, are internally consistent, and reflect reasonable expectations. The assumptions represent our best estimate of future conditions affecting the DBS Program. The Teachers' Retirement Board has sole authority to determine the actuarial assumptions and methods used for the valuation of the DBS Program. The Board adopted all of the actuarial methods and assumptions used in the 2008 valuation.

Future actuarial measurements of the DBS Program will vary from those presented in this report due to such factors as the following: actual experience differs from that projected by the assumptions, actuarial assumptions are revised in the future, or changes are made to the benefit or contribution provisions in the applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with Actuarial Standards of Practice promulgated by the Actuarial Standards Board and applicable Guides to Professional Conduct, amplifying Opinions, and supporting Recommendations of the American Academy of Actuaries.

I, Mark Olleman, am a member of the American Academy of Actuaries and a Fellow of the Society of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

I, Nick Collier, am a member of the American Academy of Actuaries and an Associate of the Society of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.



Mark C. Olleman, FSA, MAAA
Consulting Actuary



Nick J. Collier, ASA, EA, MAAA
Consulting Actuary

California State Teachers' Retirement System

Defined Benefit Supplement Program - 2008 Actuarial Valuation

SECTION 3

FINDINGS OF THE ACTUARIAL VALUATION

An actuarial valuation is performed as of June 30 of each year, the last day of the Program's plan year. The primary purpose of the valuation is to determine the financial condition of the DBS Program through the measurement of the Gain and Loss Reserve. We also describe recent changes in the Program's financial condition and provide certain disclosure information in accordance with the Governmental Accounting Standards Board Statement No. 25.

The findings have been determined according to actuarial assumptions that were adopted on the basis of recent experience and current expectations of future experience. In our opinion, the assumptions used in the valuation are reasonably related to the past experience of the DBS Program and represent our best estimate of future conditions affecting the Program. Nevertheless, the emerging costs of the Program will vary from those presented in this report to the extent that actual experience differs from that projected by the actuarial assumptions.

ACTUARIAL VALUE OF ASSETS

The Actuarial Value of Assets for this valuation is the Fair Market Value as reported by CalSTRS. A Statement of Program Assets for the last two plan years is shown in **TABLE 1**, and the Statement of Change in Program Assets is shown in **TABLE 2**.

The investment return for 2007-08 was calculated to be -6.8% net of all investment and administrative expenses, and assuming uniform cash flow throughout the year. This is an estimate only for the purpose of comparing investment experience from one year to the next and differs from information provided by your investment advisors.

ACTUARIAL BALANCE SHEET

Under the Traditional Unit Credit Actuarial Cost Method, when the assumed investment return is equal to the assumed interest crediting rate, the Normal Cost is equal to the contributions made during the year and the Actuarial Obligation is equivalent to the current sum of the Members' Account Balances plus a reserve for current annuity payments. **TABLE 3** shows the Actuarial Obligation for this and the prior valuation.

For the purpose of this valuation, the account information was provided to us by CalSTRS. We checked the information for reasonableness by reviewing the individual member records supplied to us. We independently calculated the value of the annuitized benefits.

California State Teachers' Retirement System Defined Benefit Supplement Program - 2008 Actuarial Valuation

The excess of the Actuarial Obligation over the Actuarial Value of Assets is called the Unfunded Actuarial Obligation. If the Actuarial Value of Assets exceeds the Actuarial Obligation, the difference is called the Actuarial Surplus.

If all experience emerged as assumed every year, the DBS Program would have an Actuarial Surplus at the end of each year before any Additional Earnings Credit or Additional Annuity Credit. This is because the Minimum Interest Rate is less than the assumed earnings rate. In order to retain an Actuarial Surplus, the investment returns over a long period of time must exceed the combination of the Minimum Interest Rates, the Additional Earnings Credits, and the Additional Annuity Credits.

Although we expect this to be the case, investment performance for several prior years was below the long-term assumption.

ACTUARIAL GAINS AND LOSSES

The Minimum Interest Rate for the year ending on the valuation date was 5.25%. Since the assumed total earnings rate is 7.75% per year, the Actuarial Obligation was less than expected. The total actuarial gain on the Actuarial Obligation was \$23,142,000.

The assumed earnings rate on the invested assets is 7.75% per year. The actual return for the year was about -6.8% (net of investment and administrative expenses and assuming uniform cash flow though the year, which is slightly different than how interest is actually posted), which produced an investment loss of \$832,776,000.

The net actuarial loss due to all causes was \$809,634,000 as shown in **TABLE 4**.

GAIN AND LOSS RESERVE

TABLE 5 shows the derivation of the Gain and Loss Reserve. After each actuarial valuation, the Teachers' Retirement Board decides on the adjustment to the prior year's Gain and Loss Reserve and the Additional Earnings Credit, if any.

On June 5, 2009, the Teachers' Retirement Board allocated the unallocated loss to funding. None of the current Gain and Loss Reserve will be used for Additional Earnings Credits or Additional Annuity Credits.

California State Teachers' Retirement System

Defined Benefit Supplement Program - 2008 Actuarial Valuation

ADDITIONAL CREDITS BASED ON BOARD POLICY

Based on the Board's Policy, we recommended that no Additional Earnings Credit or Additional Annuity Credit be granted as of June 30, 2008. This recommendation was adopted by the Board.

The Board's Policy calls for a two-step determination of the allocation.

- The first step in the process allocates the excess of the Actuarial Surplus over twice the Minimum Interest Rate in the year after the valuation date, but limited by the long-term assumed rate of earnings.

First Allocation

Long-term Net Investment Return	7.75%
Minimum Interest Rate (year prior to valuation)	<u>5.25</u>
Maximum Available in First Allocation (1)	2.50%
Actuarial Surplus	0.16%
First Threshold (2008-09 MIR x 2)	<u>10.00</u>
Actuarial Surplus in excess of First Threshold (2)	0.00%
First Allocation (lesser of (1) and (2))	0.00%

- The second step is not necessary this year.

Details of the calculation are shown in **TABLE 6**.

Accounting Disclosures

The Governmental Accounting Standards Board (GASB) has issued statements that describe the information to be disclosed in the System's financial reports. The required actuarial disclosures are shown in **TABLES 7, 8, AND 9**.

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

TABLE 1

STATEMENT OF PROGRAM ASSETS

<i>(\$Thousands)</i>	June 30, 2008	June 30, 2007
Invested Assets		
Short-term investments	\$ (32,405)	\$ 6,214
Pooled Domestic Securities	1,351,935	1,276,415
Pooled Domestic Equity	<u>4,076,212</u>	<u>3,867,929</u>
Total Investments	\$5,395,742	\$5,150,558
Receivables	243,846	235,010
Liabilities	<u>(3,475)</u>	<u>(3,983)</u>
Fair Market Value of Net Assets	\$5,636,113	\$5,381,585

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

TABLE 2
STATEMENT OF CHANGE IN PROGRAM ASSETS

<i>(\$Thousands)</i>	Year Ended June 30, 2008	Year Ended June 30, 2007
Additions		
Contributions		
Members	\$ 684,797	\$ 638,469
Employers	<u>117,583</u>	<u>111,375</u>
Total Contributions	802,380	749,844
Net Earnings	<u>(387,798)</u>	<u>798,120</u>
Total Additions	\$ 414,582	\$1,547,964
Deductions		
Benefit Payments		
Retirement, death, and survivor	\$ 139,435	\$ 97,221
Refunds of Member contributions	<u>17,716</u>	<u>18,026</u>
Total Benefits	157,151	115,247
Expenses	<u>2,903</u>	<u>2,464</u>
Total Deductions	\$ 160,054	\$ 117,711
Net Increase (Decrease)	\$ 254,528	\$1,430,253
Fair Market Value of Net Assets		
Beginning of Year	\$5,381,585	\$3,951,327
Accounting Adjustments	0	5
Net Increase (Decrease)	<u>254,528</u>	<u>1,430,253</u>
End of Year	\$5,636,113	\$5,381,585
Estimated Net Rate of Return	(6.8)%	18.6%
assuming uniform cash flow through the year net of investment and administrative expenses		

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

TABLE 3
ACTUARIAL BALANCE SHEET

<i>(\$Thousands)</i>	June 30, 2008	June 30, 2007
Total Requirements		
Actuarial Obligation		
Retirees and Beneficiaries	\$ 193,173	\$ 118,644
Inactive Members	214,843	158,169
Active Members	<u>5,219,328</u>	<u>4,150,010</u>
Total Requirements	\$5,627,344	\$4,426,823
Total Resources		
Actuarial Value of Assets	\$5,636,113	\$5,381,585
Unfunded Actuarial Obligation or (Actuarial Surplus)	<u>(8,769)</u>	<u>(954,762)</u>
Total Resources	\$5,627,344	\$4,426,823
Funded Ratio	100.16%	121.57%

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

TABLE 4
ACTUARIAL GAINS AND LOSSES

<i>(\$Thousands)</i>	Actuarial Obligation	Actuarial Value of Assets	Unfunded Actuarial Obligation
Balance at June 30, 2007	\$4,622,046	\$5,381,585	\$ (759,539)
Expected Changes			
Actual Contributions	802,380	802,380	0
Actual Benefits Paid	(157,151)	(157,151)	0
Expected Earnings / Credits	<u>383,211</u>	<u>442,075</u>	<u>(58,864)</u>
Expected Balance at June 30, 2008	\$5,650,486	\$6,468,889	\$ (818,403)
Actuarial Gains or Losses			
(Gain) on Actuarial Obligation	(23,142)		
(Gain) on Assets	<u> </u>	<u>832,776</u>	
Net (Gain) or Loss	(23,142)	832,776	809,634
Actual Balance at June 30, 2008	\$5,627,344	\$5,636,113	\$ (8,769)

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

TABLE 5
GAIN AND LOSS RESERVE

<i>(\$Thousands)</i>	June 30, 2008	June 30, 2007
Unfunded Actuarial Obligation	\$ (8,769)	\$(759,539)
Gain and Loss Reserve		
Beginning of Year	\$ 759,539	\$ 335,068
Additional Earnings Credit	0	(189,991)
Additional Annuity Credit	0	(5,232)
Allocated to Funding	<u>(750,770)</u>	<u>619,694</u>
End of Year Gain and Loss Reserve	\$ 8,769	\$ 759,539

<i>(\$Thousands)</i>	Available Reserves and Unallocated Gains (Losses)	Additional Earnings Credit Adopted	Final Gain and Loss Reserve
Valuation Date			
June 30, 2001	\$ (6,253)	\$ 0	\$ (6,253)
June 30, 2002	(51,292)	0	(51,292)
June 30, 2003	(47,366)	0	(47,366)
June 30, 2004	168,630	0	168,630
June 30, 2005	266,978	0	266,978
June 30, 2006	423,269	88,201	335,068
June 30, 2007	954,762	195,223	759,539
June 30, 2008	8,769	0	8,769

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

TABLE 6
ADDITIONAL CREDITS BASED ON BOARD POLICY

	June 30, 2008	June 30, 2007
Funded Ratio before Additional Credits	100.16%	121.57%
Actuarial Surplus	0.16%	21.57%
Minimum Interest Rate (year following valuation date)	5.00%	5.25%
First Threshold	10.00%	10.50%
Second Threshold	15.00%	15.75%
First Allocation		
Long-term Net Investment Return	7.75%	7.75%
Minimum Interest Rate (year prior to valuation)	<u>5.25</u>	<u>4.75</u>
Maximum Available in First Allocation (1)	2.50%	3.00%
Actuarial Surplus	0.16%	21.57%
First Threshold	<u>10.00</u>	<u>10.50</u>
Actuarial Surplus in excess of First Threshold (2)	0.00%	11.07%
First Allocation (lesser of (1) and (2))	0.00%	3.00%
Second Allocation		
Remaining Actuarial Surplus	0.00%	18.57%
Second Threshold	<u>15.00%</u>	<u>15.75%</u>
Actuarial Surplus in excess of Second Threshold	0.00%	2.82%
Less, 50%	<u>(0.00)</u>	<u>(1.41)</u>
Available for Second Allocation	0.00%	1.41%
Recommended Additional Earnings Credit and Additional Annuity Credit based on Policy		
As a percentage of Actuarial Obligation as of the valuation date	0.00%	4.41%
As a dollar amount (\$000)	\$ 0	\$ 195,223

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

Table 7 History of Cash Flow

Year End	Contributions for the Year	Expenditures During the Year				External Cash Flow	Fair Market Value of Assets
		Benefit Payments	Contribution Refunds	Expenses	Total		
2001	\$ 210,205	\$ 0	\$ 0	\$ 113	\$ 113	\$ 210,092	\$ 206,916
2002	487,185	0	4,982	255	5,237	481,948	660,148
2003	604,853	0	17,102	580	17,682	587,171	1,311,269
2004	691,081	41,991	3,078	1,206	46,275	644,806	2,203,682
2005	669,706	75,426	8,599	1,740	85,765	583,941	3,023,177
2006	703,104	97,997	14,032	1,952	113,981	589,123	3,951,327
2007	749,844	97,221	18,026	2,464	117,711	632,133	5,381,585
2008	802,380	139,435	17,716	2,903	160,054	642,326	5,636,113

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

Table 8 Schedule of Funding Progress

(\$Thousands)

Year End	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio Assets/AAL	Estimated Covered Payroll	Coverage Ratio UAAL/Pay
2001	\$206,916	\$ 213,169	\$ 6,253	97%	\$ 20,494,152	0%
2002	660,148	711,440	51,292	93%	21,731,775	0%
2003	1,311,269	1,358,635	47,366	97%	23,865,497	0%
2004	2,203,682	2,035,052	(168,630)	108%	23,762,587	(1)%
2005	3,023,177	2,756,199	(266,978)	110%	23,262,586	(1)%
2006	3,951,327	3,616,259	(335,068)	109%	24,239,054	(1)%
2007	5,381,585	4,622,046	(759,539)	116%	25,906,262	(3)%
2008	5,636,113	5,627,344	(8,769)	100%	27,118,000	0%

California State Teachers' Retirement System
Defined Benefit Supplement Program - 2008 Actuarial Valuation

Table 9 Schedule of Employer Contributions

(\$Thousands)

Year End	Annual Required Contribution	Contributed by Employers	Contributed by the State	Total Contributed	Percentage Contributed
2001	\$ 0	\$ 0	\$ 0	\$ 0	100%
2002	0	0	0	0	100%
2003	72,243	72,243	0	72,243	100%
2004	125,288	125,288	0	125,288	100%
2005	95,596	95,596	0	95,596	100%
2006	103,956	103,956	0	103,956	100%
2007	111,375	111,375	0	111,375	100%
2008	117,583	117,583	0	117,583	100%

California State Teachers' Retirement System

Defined Benefit Supplement Program - 2008 Actuarial Valuation

Appendix A

Provisions of Governing Law

All of the actuarial calculations contained in this report are based upon our understanding of the Defined Benefit Supplement (DBS) Program of the State Teachers' Retirement Plan as contained in Part 13 of the California Education Code. The provisions used in this valuation are summarized below for reference purposes.

Membership

Eligibility Requirement:	All members of the Defined Benefit Program who perform creditable service and earn creditable compensation after December 31, 2000, have a DBS Account.
Member:	An eligible employee with creditable service subject to coverage, who has contributions credited in the Program or is receiving an annuity from the Program.

Account Balance

Account Balance:	Nominal accounts established for the purpose of determining benefits payable to the Member. Accounts are credited with Contributions, a Minimum Interest Rate, and Additional Earnings Credits.
Contributions:	One-quarter (2% of compensation) of the DB Program Member contributions on creditable compensation is allocated to the Member's DBS Account through December 31, 2010. In addition, member and employer contributions will be credited to the Member's DBS Account for service greater than one year (ESC) and compensation for limited term enhancements and retirement incentives (LTE).
Minimum Interest Rate:	Annual rate determined for the plan year by the Retirement Board in accordance with federal laws and regulations. The Minimum Interest Rate is equal to the average of the yields on 30-year Treasuries for the twelve months ending in February preceding the beginning of the plan year, rounded to the next highest 0.25%.

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Additional Earnings Credit: Annual rate determined for the plan year by the Retirement Board based on the actual earnings during the plan year, but only to the extent the earnings are sufficient to credit the Minimum Interest Rate and provide any additions to the Gain and Loss Reserve deemed warranted by the Board.

Additional Annuity Credit: Annual rate determined for the plan year by the Retirement Board based on the actual earnings during the plan year, but only to the extent the earnings are sufficient to credit the Minimum Interest Rate and provide any additions to the Gain and Loss Reserve deemed warranted by the Board.

Normal Retirement

Eligibility Requirement: Receipt of a corresponding benefit under the DB Program.

Benefit: The DBS Account Balance at the benefit effective date subject to limits imposed under Internal Revenue Code Section 415.

Form of Payment: The normal form of payment is a lump sum distribution. Annuity options are available if the DBS Account equals or exceeds \$3,500.

Early Retirement

Eligibility Requirement: Same as Normal Retirement.

Benefit and Form: Same as Normal Retirement.

Late Retirement

Benefit and Form: Same as Normal Retirement.

Contributions and earnings continue to be credited to the Account Balances until distributed.

Deferred Retirement

Benefit: A Member must receive a DBS benefit when the corresponding benefit is received under the DB Program.

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Disability Benefit

Eligibility Requirement:	Receipt of a corresponding benefit under the DB Program.
Benefit:	The DBS Account Balance at the date the disability benefit becomes payable. An annuity benefit is discontinued upon the termination of the corresponding DB Program benefit.
Form of Payment:	Same as Normal Retirement.

Death Before Retirement

Eligibility Requirement:	Deceased Member has a DBS Account Balance.
Benefit:	The DBS Account Balance at the date of death payable to the designated beneficiary.
Form of Payment:	Same as Normal Retirement.

Death After Retirement

Eligibility Requirement:	The deceased Member was receiving an annuity.
Benefit:	According to the terms of the annuity elected by the Member.

Termination from the Program

Eligibility Requirement:	Termination of all CalSTRS-covered employment.
Benefit:	Lump sum distribution of the DBS Account Balance as of the date of distribution. The benefit is payable one year from the termination of creditable service.

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Appendix B Actuarial Methods and Assumptions

This section of the report discloses the actuarial methods and assumptions used in this Actuarial Valuation. These methods and assumptions have been chosen on the basis of recent experience of the DB Program and on current expectations as to future economic conditions.

The assumptions are intended to estimate the future experience of the members of the DBS Program and of the DBS Program itself in areas that affect the projected benefit flow and anticipated investment earnings. Any variations in future experience from that expected from these assumptions will result in corresponding changes in estimated costs of the DBS Program's benefits.

Please refer to the 2007 Actuarial Experience Analysis report for further information on the revisions made to the actuarial assumptions for this valuation.

Actuarial Cost Method

The accruing costs of all benefits are measured by the Traditional Unit Credit Actuarial Cost Method. Under this method, the projected benefits of each individual member are allocated by a consistent formula to valuation years. The actuarial present value of future projected benefits allocated to the current year is called the Normal Cost. The actuarial present value of future projected benefits allocated to periods prior to the valuation year is called the Actuarial Obligation.

The Actuarial Obligation is equal to the accumulated account balances and the Normal Cost is equal to the total annual contribution.

Asset Valuation Method

The assets are valued at Fair Market Value.

Actuarial Assumptions

The Actuarial Standards Board has adopted Actuarial Standard of Practice No. 27, *Selection of Economic Assumptions for Measuring Pension Obligations*. This Standard provides guidance on selecting economic assumptions under defined benefit retirement programs such as the System. In our opinion, the economic assumptions have been developed in accordance with the Standard.

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The Actuarial Standards Board has adopted Actuarial Standard of Practice No. 35, *Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations*. This Standard provides guidance on selecting demographic assumptions under defined benefit retirement programs such as the System. In our opinion, the demographic assumptions have been developed in accordance with the Standard.

The assumptions are intended to estimate the future experience of the members of the DB Program and of the System itself in areas that affect the projected benefit flow and anticipated investment earnings. Any variations in future experience from that expected from these assumptions will result in corresponding changes in estimated costs of the Program's benefits.

The demographic assumptions are listed in **Table B.1** and illustrated at selected ages and duration combinations in **Tables B.2 – B.7**.

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Table B.1 List of Major Valuation Assumptions

I. Economic Assumptions

A.	Investment Return (net of investment and administrative expenses)	7.75%
B.	Interest on Member Accounts	6.00%
C.	Wage Growth	4.25%
D.	Inflation	3.25%

II. Demographic Assumptions

A.	Mortality		
	(1) Active	- Male	2007 CalSTRS Retired – M (-2 years)
		- Female	2007 CalSTRS Retired – F (-2 years)
	(2) Retired & Beneficiary *	- Male	2007 CalSTRS Retired – M
		- Female	2007 CalSTRS Retired – F
	(3) Disabled *	- Male	RP 2000-M (minimum 2.5% with select rates in first three years)
		- Female	RP 2000-F (minimum 2.0% with select rates in first three years)

* *Future retirees and beneficiaries are valued with a 2-year age setback*

B.	Service Retirement	Experience Tables	Table B.3
C.	Disability Retirement	Experience Tables	Table B.4
D.	Withdrawal	Experience Tables	Table B.5
	Probability of Refund	Experience Tables	Table B.6
E.	Merit Salary Increases	Experience Tables	Table B.7
F.	Supplemental Assumptions		Table B.8

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Table B.2 Mortality

<u>Active Members</u>					
	<u>Age</u>	<u>Male</u>	<u>Female</u>		
	25	0.032%	0.019%		
	30	0.037	0.020		
	35	0.039	0.024		
	40	0.063	0.039		
	45	0.096	0.060		
	50	0.130	0.094		
	55	0.186	0.143		
	60	0.292	0.221		
	65	0.527	0.392		
	<u>Retired Members and Beneficiaries *</u>		<u>Disabled Members (After Year 3) *</u>		
<u>Age</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	
50	0.151%	0.112%	2.500%	2.000%	
55	0.214	0.168	2.500	2.000	
60	0.362	0.272	2.500	2.000	
65	0.675	0.506	2.500	2.000	
70	1.274	0.971	2.728	2.067	
75	2.384	1.674	4.691	3.411	
80	4.355	3.257	8.049	5.629	
85	7.958	6.164	13.604	9.634	
90	14.262	11.915	21.661	15.762	
95	23.366	18.280	29.985	21.524	
Select rates for disability:					
	First year of disablement		6.0%	3.5%	
	Second year of disablement		4.8	3.0	
	Third year of disablement		3.5	2.5	

* Future retirees and beneficiaries are valued with a 2-year age setback

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Table B.3 Service Retirement

<u>Age</u>	<u>Only for the 1990 Benefit Structure</u>		<u>For the DB Program</u>			
	<u>Male</u>	<u>Female</u>	<u>Under 30 Years *</u>		<u>30 or More Years</u>	
			<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
50	0.0%	0.0%	0.0%	0.0%	1.5%	2.5%
51	0.0	0.0	0.0	0.0	1.5	2.5
52	0.0	0.0	0.0	0.0	1.5	2.5
53	0.0	0.0	0.0	0.0	2.0	2.5
54	1.5	1.5	0.0	0.0	2.0	3.0
55	5.8	7.0	2.7	4.5	8.0	9.0
56	3.9	4.5	1.8	3.2	8.0	9.0
57	4.9	4.5	1.8	3.2	10.0	11.0
58	6.8	7.0	2.7	4.1	14.0	16.0
59	17.5	14.0	4.5	5.4	18.0	19.0
60	25.0	22.0	6.3	9.0	27.0	31.0
61	16.5	15.0	6.3	9.0	43.0	40.0
62	16.5	15.0	10.8	10.8	38.0	37.0
63	15.0	15.0	11.7	16.2	30.0	35.0
64	17.5	18.0	10.8	13.5	30.0	32.0
65	20.0	18.0	13.5	14.4	30.0	32.0
66	16.0	18.0	10.8	13.5	30.0	32.0
67	16.0	18.0	10.8	13.5	30.0	32.0
68	16.0	16.0	10.8	13.5	30.0	32.0
69	16.0	16.0	10.8	13.5	30.0	32.0
70	100.0	100.0	100.0	100.0	100.0	100.0

* If service is equal to or greater than 25 but less than 28 years, the assumed retirement rates shown above for members with less than 30 years of service are increased by 50%. For members with 28 but less than 30 years, the assumed retirement rates shown above for members with less than 30 years of service are increased by 11%.

The assumptions shown above are for retirement from active status. We assume that all vested terminated members retire at age 60.

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Table B.4 Disability Retirement

Coverage A

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	0.021%	0.021%
30	0.030	0.030
35	0.051	0.060
40	0.081	0.090
45	0.111	0.110
50	0.159	0.220
55	0.210	0.280

Coverage B

<u>Age</u>	<u>Entry Ages - Male</u>		<u>Entry Ages - Female</u>	
	<u>Under 40</u>	<u>40 and Up</u>	<u>Under 40</u>	<u>40 and Up</u>
25	0.012%		0.021%	
30	0.018		0.021	
35	0.036		0.042	
40	0.090		0.078	
45	0.123	0.118%	0.126	0.139%
50	0.171	0.202	0.219	0.252
55	0.252	0.312	0.318	0.367
60	0.204	0.477	0.243	0.529
65	0.144	0.853	0.168	0.916

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Table B.5 Withdrawal

<u>Year</u>	<u>Entry Ages - Male</u>					
	<u>Under 25</u>	<u>25 - 29</u>	<u>30 - 34</u>	<u>35 - 39</u>	<u>40 - 44</u>	<u>45 & Up</u>
0	15.3%	15.3%	15.3%	15.3%	15.3%	18.0%
1	13.0	12.5	13.0	13.0	13.0	14.0
2	9.0	7.7	9.0	9.0	9.0	10.0
3	6.0	6.0	6.5	6.5	6.5	7.0
4	4.4	4.8	5.0	5.0	5.0	4.0
5	3.9	3.6	3.0	3.0	3.0	3.0
10	2.0	2.0	2.0	2.0	2.0	
15	1.1	1.1	1.1	1.1		
20	0.6	0.6	0.6			
25	0.4	0.5				
30	0.3					

<u>Year</u>	<u>Entry Ages - Female</u>					
	<u>Under 25</u>	<u>25 - 29</u>	<u>30 - 34</u>	<u>35 - 39</u>	<u>40 - 44</u>	<u>45 & Up</u>
0	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%
1	10.0	11.0	11.0	11.0	10.5	10.5
2	7.2	8.5	8.5	7.5	7.0	7.0
3	6.3	7.0	6.5	6.0	5.5	5.5
4	5.8	6.0	5.5	4.5	4.0	3.0
5	5.5	5.3	4.5	3.8	3.3	2.5
10	2.3	1.8	1.6	1.3	1.3	
15	1.0	0.9	0.9	0.9		
20	0.5	0.5	0.5			
25	0.3	0.4				
30	0.3					

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Table B.6 Probability of Refund

Entry Ages - Male					
<u>Year</u>	<u>Under 25</u>	<u>25 - 29</u>	<u>30 - 34</u>	<u>35 - 39</u>	<u>40 and Up</u>
Under 5	100%	100%	100%	100%	100%
10	46	46	38	36	36
15	38	38	31	21	
20	28	31	15		
25	15	15			
30	10				

Entry Ages - Female					
<u>Year</u>	<u>Under 25</u>	<u>25 - 29</u>	<u>30 - 34</u>	<u>35 - 39</u>	<u>40 and Up</u>
Under 5	100%	100%	100%	100%	100%
10	34	32	32	29	29
15	27	24	24	24	
20	19	14	14		
25	10	10			
30	10				

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Table B.7 Merit Salary Increases

Yr.	Entry Age - Annual Increase in Salaries Due to Merit					
	<u>Under 25</u>	<u>25 - 29</u>	<u>30 - 34</u>	<u>35 - 39</u>	<u>40 - 44</u>	<u>45 & up</u>
1	5.6%	5.3%	5.1%	4.8%	4.8%	3.5%
2	5.6	5.1	4.9	4.7	4.7	3.3
3	5.6	5.0	4.8	4.6	4.6	3.0
4	5.5	4.8	4.6	4.4	4.4	2.9
5	5.5	4.8	4.5	3.8	3.8	2.6
10	3.2	3.0	2.7	2.3	2.2	1.6
15	1.5	1.5	1.4	1.1	1.1	0.8
20	1.3	1.1	1.1	0.8	0.8	0.6
25	1.1	0.9	0.8	0.5	0.5	
30	0.9	0.7	0.6	0.5		
35	0.8	0.7	0.6			
40	0.8	0.6				
45	0.8					

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Table B.8 Supplemental Assumptions

Unused Sick Leave:	Credited Service is increased by 2.1%				
Optional Forms:	Active & Inactive: Based on single life annuity assumed Retirees and Beneficiaries: Based on optional form in data				
Probability of Marriage:	Male:	90%			
	Female:	70%			
	Male spouses are assumed to be three years older than female spouses.				
Number of Children:	Married members are assumed to have the following number of children:				
	<u>Member's Gender</u>	<u>Assumed No. of Children</u>			
	Male	0.75			
	Female	0.50			
Assumed Offsets:	The following offsets, expressed as a percentage of Final Compensation, are assumed to cease at age 60:				
		<u>Coverage A</u>		<u>Coverage B</u>	
		<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
	Death	8.0%	4.0%	0.0%	0.0%
	Disability	2.5%	4.0%	2.2%	3.0%

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Appendix C Valuation Data

The membership data for this actuarial valuation was supplied by CalSTRS and accepted without audit. We have examined the data for reasonableness and consistency with prior valuations and periodic reports from the CalSTRS staff to the Teachers' Retirement Board.

In preparing this report, we relied upon the membership data furnished by CalSTRS. Although we did not audit this data, we compared the data for this and the prior valuation and tested for reasonableness. Based on these tests, we believe the data to be sufficiently accurate for the purposes of this valuation. Since the valuation results are dependent on the integrity of the data supplied, the results can be expected to differ if the underlying data is incomplete or missing. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

Tables C.1 through **C.4** summarize the census data used in this valuation.

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Table C.1 Summary of Statistical Information

	June 30, 2008	June 30, 2007
Number of Members		
Active Members ⁽¹⁾	461,378	455,693
Inactive Members ⁽¹⁾	89,201	80,071
Annuitants	<u>17,897</u>	<u>13,561</u>
Total Membership in Valuation	568,476	549,325
 Active Member Statistics		
Earned Salaries	\$27,118 million	\$25,906 million
Average Salary	\$ 58,777	\$ 56,849
Average Age	44.7 years	44.7 years
Average Service	10.8 years	10.8 years

Note:

⁽¹⁾ Some active members were reported with no Earnable Salaries, in which case their liabilities, if any, were included with inactive members

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Table C.2 Age and Service Distribution
All Active Members

Age	Service					
	<u>Under 1</u>	<u>1 - 5</u>	<u>6 - 10</u>	<u>11 - 15</u>	<u>16 - 20</u>	<u>21 - 25</u>
Under 25	2,351	3,527	3			
25 to 30	5,078	37,278	2,134	2		
30 to 35	2,650	29,048	27,572	1,515	1	1
35 to 40	2,345	17,536	25,749	18,289	451	
40 to 45	2,022	12,846	14,780	15,854	8,602	384
45 to 50	1,823	11,860	12,188	11,283	10,936	7,014
50 to 55	1,503	10,495	11,262	10,799	9,872	9,077
55 to 60	1,127	7,971	9,440	10,057	10,029	8,633
60 to 65	649	4,846	5,265	5,172	5,627	5,054
65 to 70	243	1,770	1,436	1,329	1,222	1,086
70 & Up	115	915	515	340	251	264
Unknown		5	4			
Total	19,906	138,097	110,348	74,640	46,991	31,513

Age	Service					Total
	<u>26 - 30</u>	<u>31 - 35</u>	<u>36 - 40</u>	<u>41 - 45</u>	<u>Over 45</u>	
Under 25						5,881
25 to 30						44,492
30 to 35						60,786
35 to 40						64,371
40 to 45						54,488
45 to 50	291					55,395
50 to 55	6,681	533	3			60,225
55 to 60	8,792	9,006	623	5		65,683
60 to 65	4,075	4,159	3,056	60		37,963
65 to 70	772	542	393	216	12	9,021
70 & Up	206	165	126	99	68	3,064
Unknown						9
Total	20,817	14,405	4,201	380	80	461,378

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Table C.3 Inactive Members

<u>Fiscal Year Ending June 30</u>	<u>Number</u>	<u>Account Balances</u>
2005	56,234	\$ 67,353,000
2006	68,799	109,084,000
2007	80,071	158,169,000
2008	89,201	200,750,000

Table C.4 Annuitants

<u>Fiscal Year Ending June 30</u>	<u>Number</u>	<u>Accounts at Retirement</u>
2005	5,445	\$ 37,239,000
2006	9,302	76,888,000
2007	13,561	133,216,000
2008	17,897	206,275,000

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Appendix D
Glossary

Account Balance:	The nominal account amount of an individual's benefit as of a specific date, determined in accordance with the terms of the plan. The Account Balance is accumulated with contributions and interest.
Actuarial Assumptions:	Assumptions as to the occurrence of future events affecting pension costs, such as mortality, withdrawal, disablement, and retirement, changes in compensation, rates of investment earnings and asset appreciation or depreciation, procedures used to determine the Actuarial Value of Assets, and other relevant items.
Actuarial Cost Method:	A procedure for determining the Actuarial Present Value of pension plan benefits and expenses and for developing an actuarially equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Obligation.
Actuarial Gain or 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.
Actuarial Obligation:	That portion, as determined by a particular Actuarial Cost method, of the Actuarial Present Value of pension plan benefits and expenses which is not provided for by future Normal Costs.
Actuarial Present Value:	The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions.
Actuarial Surplus:	The excess, if any, of the Actuarial Value of Assets over the Actuarial Obligation.

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Actuarial Valuation:	The determination, as of a Valuation Date, of the Normal Cost, Actuarial Obligation, Actuarial Value of Assets, and related Actuarial Present Values for a pension plan.
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.
Actuarial Equivalent:	Of equal Actuarial Present Value, determined as of a given date with each value based on the same set of Actuarial Assumptions.
Normal Cost:	The actuarial present value of benefits expected to accrue in the plan year subsequent to the valuation date. The Normal Cost is equivalent to the expected Member and Employer contributions for the next year.
Traditional Unit Credit Actuarial Cost Method:	A method under which the Actuarial Obligation is equal to the actuarial present value of benefits for service accrued to the valuation date.
Unfunded Actuarial Obligation:	The excess, if any, of the Actuarial Obligation over the Actuarial Value of Assets.
Valuation Date:	June 30, 2008