

**Fremont County School District No. RE-3  
Cotopaxi, Colorado**

**Financial Statements**  
with Independent Auditor's Report

**June 30, 2025**



**HINKLE &  
COMPANY**  
*Strategic* <sup>PC</sup>  
*Business Advisors*

# Fremont County School District No. RE-3

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June 30, 2025

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Business Advisors

## Independent Auditor's Report

Board of Education  
Fremont County School District No. RE-3  
Cotopaxi, Colorado

### Report on the Audit of the Financial Statements

#### ***Opinions***

We have audited the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Fremont County School District No. RE-3 (the District), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the District, as of June 30, 2025, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinions***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

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

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

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

#### Office Locations:

Colorado Springs, CO  
Denver, CO  
Frisco, CO  
Tulsa, OK

#### Denver Office:

750 W. Hampden Avenue,  
Suite 400  
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***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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



**Required Supplementary Information**

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

**Supplementary Information**

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the District's basic financial statements. The supplementary information listed in the table of contents and the auditor's integrity report listed in the table of contents are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The supplementary information listed in the table of contents and the auditor's integrity report listed in the table of contents is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

*Hick & Company, PC*

Englewood, Colorado  
February 25, 2026



# Fremont County School District No. RE-3

## Management's Discussion and Analysis

### June 30, 2025

As management of Fremont School District RE-3 (the District), we offer readers of the District's basic financial statements this narrative and analysis of the financial activities of the District for the year ended June 30, 2025. We encourage readers to consider the information presented in conjunction with the accompanying financial statements.

#### **Financial Highlights**

- During the year, the District's revenues generated from taxes and other revenues of all governmental programs were \$4,775,358 and expenditures were \$3,942,889. This resulted in a positive net change in Governmental Fund Balances of \$832,469.
- The District had a healthy Governmental Fund Balance of \$6,405,981 on June 30, 2025.
- Factoring in the pension liability, the District has a Net Position of positive \$8,656,571.

#### **Overview of Financial Statements**

This discussion and analysis is intended to serve as an introduction to the District's basic financial statements. The basic statements are comprised of these components:

1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements.

**Government-Wide Financial Statements.** The government-wide financial statements are designed to provide readers with a broad overview of the District's finances in a manner similar to a private-sector business.

The statement of net position presents information on all of the District's assets and liabilities, deferred inflows and deferred outflows, with the difference being reported as net position. Over time, the increases or decreases in net position may serve as a useful indicator of whether the financial position of the District is improving or deteriorating.

The statement of activities presents information showing how the District's net position changed during the year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in the statement for some items that will only result in cash flows in the future periods (for example, salaries and benefits earned but unpaid as of year end).

**Fund Financial Statements.** A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objects. The fund financial statements provide more detailed information about the District's operations, focusing on the most significant funds, not the District as a whole. The District has two kinds of funds: governmental funds, and fiduciary funds.

**Fremont County School District No. RE-3**  
Management's Discussion and Analysis  
June 30, 2025

- **Governmental Funds** - Most of the District's basic services are included in the governmental funds, which generally focus on (1) how cash and other financial assets that can readily be converted to cash flow in and out and (2) the balances left at year-end that are available for spending. Consequently, the governmental funds statements provide a detailed short-term view that helps determine the status of financial resources that can be spent in the near future to finance the District's programs. The District maintains two individual governmental funds. They are the General Fund and the Food Service Fund. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and change in fund balances provide a reconciliation to the government-wide financial statements in order to facilitate comparison between governmental funds and governmental activities.

**Notes to Financial Statements.** The notes provide additional information that is essential to a full understanding of the data provided in the financial statements.

**Financial Analysis of the District as a Whole**

The District's net position is \$8,656,571. The net position is due to the adoption of GASB Statement No. 68, resulting in a net pension liability of \$4,797,974 representing the District's proportionate share of PERA's net pension liability. This net pension liability is down from last year's net pension liability of \$4,857,219.

Key elements of the changes in net position are as follows:

Analyzing the net position before the insertion of the net pension liability and related items, the largest portion of the District's net position (59%) represent its investment in capital assets (e.g. land, land improvements, buildings, equipment and vehicles). The District uses these capital assets to provide services to its constituents; consequently these assets are not available for future spending.

An additional portion of the District's net position (1%) is subject to external restrictions on how it may be used. The District has \$121,480 for as a restriction, Article X, Section 20 of the Colorado Constitution known as the TABOR Amendment.

The remaining amount of net position (40%) is available to fund the District's ongoing programs.

The Statement of Net Position reports all financial and capital resources. The statement presents the assets and liabilities in order of relative liquidity. The liabilities with average maturities greater than one year are reported in two components - the amount due within one year and the amount due in more than one year. There are currently no long-term liabilities of the District. The difference between the District's assets and deferred outflows and liabilities and deferred inflows is its net position.

The District's net position increased by \$1,525,103.

The District's revenues totaled \$5,773,073. Approximately 52% of the District's revenue comes from property and other taxes, with approximately 13% coming from state equalization.

# Fremont County School District No. RE-3

## Management's Discussion and Analysis

### June 30, 2025

#### Analysis of the Funds

**Governmental Funds.** The focus of the District's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the District's financing requirements. In particular, unrestricted fund balance may serve as a useful measure of the District's net resources available for spending at the end of the fiscal year.

The General Fund is a major governmental fund. At the end of fiscal year 2025, the District's General Fund reported an ending fund balance of \$6,098,287 an increase of \$816,877. The unassigned portion of the General Fund at this time is \$5,976,807.

The Food Service Fund is funded by charges for meals, reimbursements from the federal government for low-income students and transfers from the General Fund. This year the transfer was \$69,456. This fund had an ending fund balance of \$93,127. This is an increase of \$19,301 from last year.

#### General Fund Budgetary Highlights

The District budgeted for General Fund expenditures of \$4,127,893 for the year ending June 30, 2025. Actual expenditures approved by the Board were \$3,644,868. The lower expenditures were possible because of very conservative spending in all departments.

The operations of the District are funded primarily by tax revenue received under the State School Finance Act based partly on the number of students. Budgeted General Fund revenues were projected at \$4,197,295 and came in at \$4,531,201.

The District has spent approximately 59% of expenditures for instruction related activities. The remaining 41% was spent on supporting services, capital outlay, and debt services.

#### Capital Asset and Debt Administration

**Capital Assets.** The District's investment in capital assets as of June 30, 2025, amounts to \$5,074,580. This was a decrease from last year's total of \$5,321,018. More information on the District's capital assets can be found in Note 3 of the financial statements.

**Long-Term Debt.** The District currently has no long-term debt.

#### Economic Factors and Next Year's Budget

Insurance costs are increasing each year. These costs will all continue to rise in FY 2026. For FY 2026 the District has budgeted to increase payroll by 2%. With our positive cash flow and healthy beginning fund balance the District desires to continue to increase its payroll to keep up with the inflation.

Utilities costs have gone up in all areas and will continue to do so in the future.

**Fremont County School District No. RE-3**  
Management's Discussion and Analysis  
June 30, 2025

The District's student count has decreased from last year. The student count is not back to what it was in past years. Families have chosen to go to online schools and homeschool, as well as movement within nearby districts. The District's student numbers have dropped significantly over the last three years.

Our current beginning fund balance is sound, however the decrease in student count will decrease our state funding in the future. However, management believes that the District is in a sound financial position, even with the expected decreased revenue.

**Requests for Information**

The financial report is designed to provide a general overview of the District's finances for all those with an interest in the District. Questions concerning any of the information provided in this report or requests for additional information should be addressed to:

**Fremont School District RE-3**  
**PO Box 385**  
**Cotopaxi, CO 81223**

## **Basic Financial Statements**

**Fremont County School District No. RE-3**  
Statement of Net Position  
June 30, 2025

	Governmental Activities
<b>Assets</b>	
Cash and Investments	\$ 6,591,218
Accounts Receivable	6,713
Grants Receivable	129,480
Taxes Receivable	1,176,537
Inventories	9,391
Capital Assets, <i>Not Being Depreciated</i>	2,388,259
Capital Assets, <i>Net of Accumulated Depreciation</i>	2,686,321
Total Assets	12,987,919
<b>Deferred Outflows of Resources</b>	
OPEB, <i>Net of Accumulated Amortization</i>	25,517
Pensions, <i>Net of Accumulated Amortization</i>	1,090,920
Total Deferred Outflows of Resources	1,116,437
<b>Liabilities</b>	
Accounts Payable	11,356
Retainage Payable	221,565
Accrued Salaries and Benefits	206,231
Noncurrent Liabilities	
Net OPEB Liability	85,130
Net Pension Liability	4,797,974
Total Liabilities	5,322,256
<b>Deferred Inflows of Resources</b>	
OPEB, <i>Net of Accumulated Amortization</i>	53,537
Pensions, <i>Net of Accumulated Amortization</i>	71,992
Total Deferred Inflows of Resources	125,529
<b>Net Position</b>	
Net Investment in Capital Assets	5,074,580
Restricted	121,480
Unrestricted	3,460,511
Total Net Position	\$ 8,656,571

**Fremont County School District No. RE-3**  
Statement of Activities  
For the Year Ended June 30, 2025

Functions/Programs	Expenses	Program Revenues		Net (Expense) Revenue and Change in Net Position
		Charges for Services	Operating Grants and Contributions	Governmental Activities
<b>Governmental Activities</b>				
Instruction	\$ 2,299,894	\$ 99,633	\$ 397,797	\$ (1,802,464)
Supporting Services	1,752,837	-	372,188	(1,380,649)
Food Service	195,239	4,832	-	(190,407)
Total Governmental Activities	<u>\$ 4,247,970</u>	<u>\$ 104,465</u>	<u>\$ 769,985</u>	<u>(3,373,520)</u>
<b>General Revenues</b>				
Local Property Taxes				3,593,212
Specific Ownership Taxes				314,273
Other Taxes				83,223
State Equalization				794,534
Grants and Contributions not Restricted to Specific Programs				1,646
Investment Income				69,415
Other				42,320
Total General Revenues				<u>4,898,623</u>
<b>Change in Net Position</b>				1,525,103
<b>Net Position, Beginning of Year</b>				<u>7,131,468</u>
<b>Net Position, End of Year</b>				<u>\$ 8,656,571</u>

**Fremont County School District No. RE-3**  
 Balance Sheet  
 Governmental Funds  
 June 30, 2025

	General	Nonmajor Governmental Funds	Total
<b>Assets</b>			
Cash and Investments	\$ 6,301,953	\$ 289,265	\$ 6,591,218
Accounts Receivable	6,713	-	6,713
Grants Receivable	112,184	17,296	129,480
Taxes Receivable	1,176,537	-	1,176,537
Inventories	-	9,391	9,391
Total Assets	\$ 7,597,387	\$ 315,952	\$ 7,913,339
<b>Liabilities</b>			
Accounts Payable	\$ 11,356	\$ -	\$ 11,356
Retainage Payable	221,565	-	221,565
Accrued Salaries and Benefits	197,973	8,258	206,231
Unearned Grant Revenue	5,000	-	5,000
Total Liabilities	435,894	8,258	444,152
<b>Deferred Inflows of Resources</b>			
Property Taxes	1,063,206	-	1,063,206
<b>Fund Balances</b>			
Nonspendable Inventories	-	9,391	9,391
Restricted for: Emergencies	121,480	-	121,480
Assigned to:			
Food Service	-	83,736	83,736
Student Activity	-	214,567	214,567
Unassigned	5,976,807	-	5,976,807
Total Fund Balances	6,098,287	307,694	6,405,981
Total Liabilities, Deferred Inflows of Resources, and Fund Balances	\$ 7,597,387	\$ 315,952	\$ 7,913,339

**Fremont County School District No. RE-3**  
 Reconciliation of the Balance Sheet of Governmental  
 Funds to the Statement of Net Position  
 For the Year Ended June 30, 2025

**Amounts Reported for Governmental Activities in the  
 Statement of Net Position are Different Because:**

Total Fund Balances of Governmental Funds	\$	6,405,981
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in governmental funds.		5,074,580
Long-term assets are not available to pay current year expenditures and, therefore, are deferred in governmental funds. This amount represents property taxes and grant revenue earned but not available as current financial resources.		1,068,206
Long-term liabilities and related items are not due and payable in the current year and, therefore, are not reported in governmental funds:		
Net Pension Liability		(4,797,974)
Pension-Related Deferred Outflows of Resources		1,090,920
Pension-Related Deferred Inflows of Resources		(71,992)
Net OPEB Liability		(85,130)
OPEB-Related Deferred Outflows of Resources		25,517
OPEB-Related Deferred Inflows of Resources		(53,537)
		8,656,571
Total Net Position of Governmental Activities	\$	8,656,571

**Fremont County School District No. RE-3**  
Statement of Revenues, Expenditures and Changes in Fund Balances  
Governmental Funds  
For the Year Ended June 30, 2025

	General	Nonmajor Governmental Funds	Total
<b>Revenues</b>			
Local Sources	\$ 3,111,395	\$ 103,911	\$ 3,215,306
State Sources	995,044	2,048	997,092
Federal Sources	424,762	138,198	562,960
	<u>4,531,201</u>	<u>244,157</u>	<u>4,775,358</u>
Total Revenues			
<b>Expenditures</b>			
Instruction	2,158,407	102,782	2,261,189
Supporting Services	1,486,461	-	1,486,461
Food Service	-	195,239	195,239
	<u>3,644,868</u>	<u>298,021</u>	<u>3,942,889</u>
Total Expenditures			
<b>Revenues Over (Under) Expenditures</b>	886,333	(53,864)	832,469
<b>Other Financing Sources (Uses)</b>			
Transfers In	-	69,456	69,456
Transfers Out	(69,456)	-	(69,456)
	<u>(69,456)</u>	<u>69,456</u>	<u>-</u>
Total Other Financing Sources (Uses)			
<b>Net Change in Fund Balances</b>	816,877	15,592	832,469
<b>Fund Balances, Beginning of Year</b>	<u>5,281,410</u>	<u>292,102</u>	<u>5,573,512</u>
<b>Fund Balances, End of Year</b>	<u>\$ 6,098,287</u>	<u>\$ 307,694</u>	<u>\$ 6,405,981</u>

**Fremont County School District No. RE-3**  
 Reconciliation of the Statement of Revenues,  
 Expenditures and Changes in Fund Balances of Governmental Funds  
 to the Statement of Activities  
 For the Year Ended June 30, 2025

**Amounts Reported for Governmental Activities in the  
 Statement of Activities are Different Because:**

Net Change in Fund Balances of Governmental Funds	\$	832,469
<p>Governmental funds report capital outlay as expenditures. However, in the statement of activities the cost of those assets is allocated over their useful lives and reported as depreciation expense.</p>		
Depreciation Expense		(246,438)
<p>Revenues that do not provide current financial resources are deferred in the governmental fund financial statements but are recognized in the government-wide financial statements. This amount represents the change in deferred property taxes and unearned grant revenue.</p>		
		991,602
<p>Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds. This includes the changes in the following:</p>		
Net Pension Liability		59,245
Pension-Related Deferred Outflows of Resources		(429,046)
Pension-Related Deferred Inflows of Resources		284,912
Net OPEB Liability		32,134
OPEB-Related Deferred Outflows of Resources		4,652
OPEB-Related Deferred Inflows of Resources		<u>(4,427)</u>
Change in Net Position	\$	<u><u>1,525,103</u></u>

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 1: Summary of Significant Accounting Policies**

The accounting policies of the Fremont County School District No. RE-3 (the District) conform to generally accepted accounting principles as applicable to governmental entities. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. Following is a summary of the District's more significant policies.

**Reporting Entity**

The financial reporting entity consists of the District, organizations for which the District is financially accountable, and organizations that raise and hold economic resources for the direct benefit of the District. All funds, organizations, institutions, agencies, departments, and offices that are not legally separate are part of the District. Legally separate organizations for which the District is financially accountable are considered part of the reporting entity. Financial accountability exists if the District appoints a voting majority of the organization's governing board and is able to impose its will on the organization, or if there is a potential for the organization to provide benefits to, or impose financial burdens on, the District.

Based on the application of this criteria, the District does not include additional organizations in its reporting entity.

**Government-wide and Fund Financial Statements**

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all nonfiduciary activities of the District. For the most part, the effect of interfund activity has been removed from these financial statements. Exceptions to this general rule are charges for interfund services that are reasonably equivalent to the services provided. *Governmental activities*, which normally are supported by taxes and intergovernmental revenues, are reported in a single column.

The statement of activities demonstrates the degree to which the direct expenses of the given function or segment are offset by program revenues. *Direct expenses* are those that are clearly identifiable with a specific function or segment. *Program revenues* include 1) charges to students or other customers who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program revenues are reported instead as *general revenues*.

Separate financial statements are provided for the governmental funds and the fiduciary fund, even though the latter is excluded from the government-wide financial statements. Major individual governmental funds are reported as separate columns in the fund financial statements.

# Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

## Note 1: Summary of Significant Accounting Policies (Continued)

### **Measurement Focus, Basis of Accounting, and Financial Statement Presentation**

In the fund financial statements, the District reports the following major governmental funds:

The *General Fund* is the District's primary operating fund. It accounts for all the financial resources of the District, except those accounted for in another fund.

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Property taxes are recognized as revenues in the year for which they are levied. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met. The agency fund financial statements are reported using the accrual basis of accounting.

Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be *available* when they are collected within the current year or soon enough thereafter to pay liabilities of the current year. For this purpose, the District considers revenues to be available if they are collected within 60 days of the end of the current year.

Taxes, intergovernmental revenues, grants, and interest associated with the current year are considered to be susceptible to accrual and so have been recognized as revenues of the current year. All other revenues are considered to be measurable and available only when cash is received by the District.

Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences, are recorded only when payment is due.

When both restricted and unrestricted resources are available for a specific use, it is the District's policy to use restricted resources first, then unrestricted resources as they are needed.

### **Assets, Liabilities and Fund Balances/Net Position**

*Receivables* - All receivables are reported at their gross value and, where appropriate, are reduced by the estimated portion that is expected to be uncollectible. Property taxes levied for the current year but not received at year end are reported as taxes receivable and are presented net of an allowance for uncollectible taxes.

# Fremont County School District No. RE-3

## Notes to the Financial Statements

June 30, 2025

### Note 1: Summary of Significant Accounting Policies (Continued)

#### Assets, Liabilities and Fund Balances/Net Position (Continued)

*Inventories* - Food Service Fund inventories are recorded as an asset when individual items are purchased and as an expenditure when consumed. Inventories are stated at average cost and consist of purchased and donated commodities. Purchased inventories are recorded at cost. Donated inventories, received at no cost under a program supported by the federal government, are valued at the cost furnished by the federal government.

*Capital Assets* - Capital assets, which include property and equipment, are reported in the governmental activities column in the government-wide financial statements. Capital assets are defined as assets with an initial, individual cost of \$5,000 or more and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at the acquisition value on the date of donation. The costs of normal maintenance and repairs that do not add to the value of the assets or materially extend asset lives are not capitalized.

Capital assets are depreciated using the straight-line method over the following estimated useful lives.

Buildings and Improvements	20 - 50 years
Transportation Vehicles	8 years
Equipment	3 - 20 years

*Accrued Salaries and Benefits* - Salaries and retirement benefits of certain contractually employed personnel are paid over a twelve-month period from September to August but are earned during a District year of approximately nine to ten months. The salaries and benefits earned, but unpaid, are reported as a liability in the financial statements.

*Deferred Inflows of Resources* - Deferred inflows of resources in the governmental fund financial statements include property taxes earned but not available as current financial resources.

*Unearned Revenues* - Unearned revenues represent resources received by the District before it has a legal claim to them, including student fees.

*Long-Term Debt* - In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities. Debt premiums, discounts and accounting losses resulting from debt refundings are deferred and amortized over the life of the debt using the interest method. In the governmental fund financial statements, the face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts are reported as other financing uses. Debt issuance costs are reported as current expenses or expenditures.

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 1: Summary of Significant Accounting Policies (Continued)**

**Assets, Liabilities and Fund Balances/Net Position** (Continued)

*Compensated Absences* - Employees are allowed to accumulate unused vacation or paid leave, depending on employment classification. Accumulated vacation leave is forfeited if not used by December 30 of the following fiscal year. Paid leave may be accumulated up to 480 hours. Hours accumulated in excess of 480 will be paid to employees annually in June at \$30 per each 8 hours. Accrued vacation and paid leave up to 480 hours is paid to eligible employees upon termination of employment.

These compensated absences are recognized as expenditures in the governmental funds when due. A long-term liability is reported in the government-wide financial statements for the accrued compensated absences when earned.

*Pensions* - The District participates in the School Division Trust Fund (SCHDTF), a cost-sharing multiple-employer defined benefit pension plan administered by the Public Employees' Retirement Association of Colorado (PERA). The net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, pension expense, information about the fiduciary net position (FNP), and additions to/deductions from the FNP of the SCHDTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

*Postemployment Benefits Other Than Pensions (OPEB)* - The District participates in the Health Care Trust Fund (HCTF), a cost-sharing multiple-employer defined benefit OPEB fund administered by the Public Employees' Retirement Association of Colorado (PERA). The net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, OPEB expense, information about the fiduciary net position (FNP), and additions to/deductions from the FNP of the HCTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefits paid on behalf of health care participants are recognized when due and/or payable in accordance with the benefit terms. Investments are reported at fair value.

*Net Position/Fund Balances* - In the government-wide and fund financial statements, net position and fund balances are restricted when constraints placed on the use of resources are externally imposed. In the fund financial statements, governmental funds report committed fund balances when the Board of Education formally commits resources for a specific purpose through passage of a resolution, or to the extent that existing resources will be used to satisfy contractual obligations. In addition, the Board of Education may assign fund balances to a specific purpose through an informal action.

The District has not established a formal policy for its use of restricted and unrestricted fund balances. However, if both restricted and unrestricted fund balances are available for a specific purpose, the District uses restricted fund balance first, followed by committed, assigned and unassigned balances.

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 1: Summary of Significant Accounting Policies (Continued)**

**Property Taxes**

Property taxes attach as an enforceable lien on property on January 1, are levied the following December, and are collected in the subsequent calendar year. Taxes are payable in full on April 30, or in two installments on February 28 and June 15. The County Treasurer’s Office collects property taxes and remits to the District on a monthly basis. When taxes become delinquent, the property is sold on the tax sale date.

**Subsequent Events**

The District has evaluated subsequent events through February 25, 2026, the date the financial statements were available to be issued.

**Note 2: Cash and Investments**

At June 30, 2025, the District had the following cash and investments:

Petty Cash	\$	1,587
Deposits		5,088,598
Investments		1,425,429
Cash with County Treasurer		75,604
 Total	 \$	 <u><u>6,591,218</u></u>

**Deposits**

The Colorado Public Deposit Protection Act (PDPA) requires local government entities to deposit cash in eligible public depositories. Eligibility is determined by State regulations. Amounts on deposit in excess of federal insurance levels must be collateralized by eligible collateral as determined by the PDPA. The PDPA allows the financial institution to create a single collateral pool for all public funds held. The pool is to be maintained by another institution or held in trust for all uninsured public deposits as a group. The market value of the collateral must be at least equal to 102% of the uninsured deposits. At June 30, 2025, the District had bank deposits of \$5,067,641 collateralized with securities held by the financial institutions’ agents but not in the District’s name.

**Investments**

The District is required to comply with State statutes which specify investment instruments meeting defined rating, maturity, and concentration risk criteria in which local governments may invest, which include the following. State statutes do not address custodial risk.

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 2: Cash and Investments (Continued)**

**Investments** (Continued)

- Obligations of the United States and certain U.S. Agency securities
- Certain international agency securities
- General obligation and revenue bonds of U.S. local government entities
- Bankers' acceptances of certain banks
- Commercial paper
- Written repurchase agreements collateralized by certain authorized securities
- Certain money market funds
- Guaranteed investment contracts
- Local government investment pools

*Interest Rate Risk* - State statutes generally limit investments to an original maturity of five years from the date of purchase unless the governing board authorizes the investment for a period in excess of five years.

*Credit Risk* - State statutes limit certain investments to those with specified ratings from nationally recognized statistical rating organizations, depending on the type of investment.

*Concentration of Credit Risk* - State statutes do not limit the amount the District may invest in a single issuer of investment securities, except for corporate securities.

*Local Government Investment Pool* - At June 30, 2025, the District had \$1,425,429 invested in the Colorado Local Government Liquid Asset Trust (Colotrust). Colotrust is an investment vehicle established for local government entities in Colorado to pool surplus funds. The Colorado Division of Securities administers and enforces the requirements of creating and operating Colotrust. Colotrust operates in conformity with the Securities and Exchange Commission's Rule 2a-7. Colotrust is measured at the net asset value per share, with each share valued at \$1. Colotrust is rated AAAM by Standard and Poor's. Investments of Colotrust are limited to those allowed by State statutes. A designated custodial bank provides safekeeping and depository services in connection with the direct investment and withdrawal functions. The custodian's internal records identify the investments owned by the participating governments.

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 3: Capital Assets**

Capital asset activity for the year ended June 30, 2025, is summarized below.

	Balance 6/30/24	Additions	Deletions	Balance 6/30/25
<b>Governmental Activities</b>				
Capital Assets, Not Being Depreciated				
Land	\$ 47,609	\$ -	\$ -	\$ 47,609
Construction in Progress	2,340,650	-	-	2,340,650
<b>Total Capital Assets, Not Being Depreciated</b>	<b>2,388,259</b>	<b>-</b>	<b>-</b>	<b>2,388,259</b>
Capital Assets, Being Depreciated				
Buildings and Improvements	7,222,932	-	-	7,222,932
Vehicles and Equipment	945,344	-	-	945,344
<b>Total Capital Assets, Being Depreciated</b>	<b>8,168,276</b>	<b>-</b>	<b>-</b>	<b>8,168,276</b>
Less Accumulated Depreciation				
Buildings and Improvements	(4,426,192)	(181,922)	-	(4,608,114)
Vehicles and Equipment	(809,325)	(64,516)	-	(873,841)
<b>Total Accumulated Depreciation</b>	<b>(5,235,517)</b>	<b>(246,438)</b>	<b>-</b>	<b>(5,481,955)</b>
<b>Total Capital Assets, Being Depreciated, net</b>	<b>2,932,759</b>	<b>(246,438)</b>	<b>-</b>	<b>2,686,321</b>
<b>Governmental Activities Capital Assets, net</b>	<b>\$ 5,321,018</b>	<b>\$ (246,438)</b>	<b>\$ -</b>	<b>\$ 5,074,580</b>

Depreciation expense was charged to the supporting services program of the District.

**Note 4: Interfund Transfers**

During the year ended June 30, 2025, the General Fund subsidized the operations of the Food Service Fund through a transfer of \$69,456.

**Note 5: Jointly Governed Organization**

The District, in conjunction with other surrounding districts, created the South-Central Colorado Board of Cooperative Educational Services (BOCES). BOCES is an organization that provides member districts educational services at a shared lower cost per district. BOCES' board is comprised of one member from each participating district. The District paid \$29,731 to the BOCES during the year ended June 30, 2025. BOCES' financial statements are available at [www.ecboces.org](http://www.ecboces.org).

## Fremont County School District No. RE-3

### Notes to the Financial Statements

June 30, 2025

#### **Note 6: Risk Management**

The District is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; injuries to employees; and natural disasters. The District participates in the Colorado School Districts Self Insurance Pool (CSDSIP) for all risks of loss except workers compensation, for which it utilizes a commercial insurance carrier.

#### **Colorado School Districts Self Insurance Pool**

The CSDSIP operates as a self-insurance pool comprised of various school districts and other related public educational entities within the State of Colorado. The CSDSIP is administered by a governing board. The District pays an annual premium to the CSDSIP for various types of property and liability insurance coverage. The CSDSIP's agreement provides that the CSDSIP will be self-sustaining through member premiums and will reinsure through a duly authorized insurer. The reinsurance covers claims against the CSDSIP in excess of specific claim amounts and in the aggregate in an amount and at limits determined by the CSDSIP to be adequate to protect the solvency of the CSDSIP.

#### **Note 7: Defined Benefit Pension Plan**

#### **General Information about the Pension Plan**

*Plan Description* - Eligible employees of the District are provided with pensions through the SCHDTF - a cost-sharing multiple-employer defined benefit pension plan administered by PERA. Plan benefits are specified in Title 24, Article 51 of the Colorado Revised Statutes (C.R.S.), administrative rules set forth at 8 C.C.R. 1502-1, and applicable provisions of the federal Internal Revenue Code. Colorado State law provisions may be amended from time to time by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at [www.copera.org/forms-resources/financial-reports-and-studies](http://www.copera.org/forms-resources/financial-reports-and-studies).

*Benefits provided as of December 31, 2024* - PERA provides retirement, disability, and survivor benefits. Retirement benefits are determined by the amount of service credit earned and/or purchased, highest average salary, the benefit structure(s) under which the member retires, the benefit option selected at retirement, and age at retirement. Retirement eligibility is specified in tables set forth at C.R.S. § 24-51-602, 604, 1713, and 1714.

The lifetime retirement benefit for all eligible retiring employees under the PERA benefit structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit.
- The value of the retiring employee's member contribution account plus a 100 percent match on eligible amounts as of the retirement date. This amount is then annualized into a monthly benefit based on life expectancy and other actuarial factors.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 7: Defined Benefit Pension Plan (Continued)

#### General Information about the Pension Plan (Continued)

The lifetime retirement benefit for all eligible retiring employees under the Denver Public Schools (DPS) benefit structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit.
- \$15 times the first 10 years of service credit plus \$20 times the service credit over 10 years plus a monthly amount equal to the annuitized member contribution account balance based on life expectancy and other actuarial factors.

In all cases the service retirement benefit is limited to 100% of highest average salary and cannot exceed the maximum benefit allowed by federal Internal Revenue Code.

Members may elect to withdraw their member contribution accounts upon termination of employment with all PERA employers; waiving rights to any lifetime retirement benefits earned. If eligible, the member may receive a match of either 50% or 100% on eligible amounts depending on when contributions were remitted to PERA, the date employment was terminated, whether 5 years of service credit has been obtained and the benefit structure under which contributions were made.

Upon meeting certain criteria, benefit recipients who elect to receive a lifetime retirement benefit generally receive post-retirement cost-of-living adjustments, referred to as annual increases in the C.R.S. Subject to the automatic adjustment provision (AAP) under C.R.S. § 24-51-413, eligible benefit recipients under the PERA benefit structure who began membership before January 1, 2007, and all eligible benefit recipients of the DPS benefit structure will receive the maximum annual increase (AI) or AI cap of 1.00% unless adjusted by the AAP. Eligible benefit recipients under the PERA benefit structure who began membership on or after January 1, 2007, will receive the lesser of an annual increase of the 1.00% AI cap or the average increase of the Consumer Price Index for Urban Wage Earners and Clerical Workers for the prior calendar year, not to exceed a determined increase that would exhaust 10% of PERA's Annual Increase Reserve (AIR) for the SCHDTF. The AAP may raise or lower the aforementioned AI cap by up to 0.25% based on the parameters specified in C.R.S. § 24-51-413.

Disability benefits are available for eligible employees once they reach five years of earned service credit and are determined to meet the definition of disability. The disability benefit amount is based on the lifetime retirement benefit formula(s) shown above considering a minimum of 20 years of service credit, if deemed disabled.

Survivor benefits are determined by several factors, which include the amount of earned service credit, highest average salary of the deceased, the benefit structure(s) in place under which service credit was obtained, and the qualified survivor(s) who will receive the benefits.

## Fremont County School District No. RE-3

### Notes to the Financial Statements

June 30, 2025

#### **Note 7: Defined Benefit Pension Plan (Continued)**

##### **General Information about the Pension Plan (Continued)**

*Contributions provisions as of June 30, 2025* - Eligible employees of the District and the State are required to contribute to the SCHDTF at a rate set by Colorado statute. The contribution requirements for the SCHDTF are established under C.R.S. § 24-51-401, *et seq.* and § 24-51-413. Eligible employees are required to contribute 11.00% of their PERA-includable salary during the period of July 01, 2024 through June 30, 2025. The District's contribution rate was 21.40% of covered salaries for July 01, 2024 through June 30, 2025. However, a portion of the District's contribution (1.02% of covered salaries) is allocated to the Health Care Trust Fund (See Note 8). Contribution rates for the SCHDTF are expressed as a percentage of salary as defined in C.R.S. § 24-51-101(42).

Employer contributions are recognized by the SCHDTF in the period in which the compensation becomes payable to the members and the District is statutorily committed to pay the contributions to the SCHDTF. Employer contributions recognized by the SCHDTF from the District were \$443,351, for the year ended June 30, 2025.

For purposes of GASB 68 paragraph 15, a circumstance exists in which a nonemployer contributing entity is legally responsible for making contributions to the SCHDTF and is considered to meet the definition of a special funding situation. As specified in C.R.S. § 24-51-414, the State is required to contribute \$225 million direct distribution each year to PERA starting on July 1, 2018. For 2024, a portion of the direct distribution payment is allocated to the SCHDTF based on the proportionate amount of annual payroll of the SCHDTF to the total annual payroll of the SCHDTF, State Division Trust Fund, Judicial Division Trust Fund, and Denver Public Schools Division Trust Fund.

##### **Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

The net pension liability for the SCHDTF was measured at December 31, 2024, and the total pension liability (TPL) used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2023. Standard update procedures were used to roll forward the TPL to December 31, 2024. The District's proportion of the net pension liability was based on the District's contributions to the SCHDTF for the calendar year, 2024 relative to the total contributions of participating employers and State as a nonemployer contributing entity.

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 7: Defined Benefit Pension Plan (Continued)**

**Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions** (Continued)

At June 30, 2025, the District reported a liability of \$4,797,974, for its proportionate share of the net pension liability that reflected an increase for support from the State as a nonemployer contributing entity. The amount recognized by the District as its proportionate share of the net pension liability, the related support from the State as a nonemployer contributing entity, and the total portion of the net pension liability that was associated with the District were as follows:

Proportionate share of net pension liability	\$	5,228,908
The State's proportionate share of net pension liability as a nonemployer contributing entity associated with the District		(430,934)
District's proportionate share of the net pension liability	\$	4,797,974

At December 31, 2024, the District's proportion was 0.0278064423%, which was an increase of 0.0003387982% from its proportion measured at December 31, 2023.

For the year ended June 30, 2025, the District recognized pension expense of \$538,823 and benefit of \$45,445 for support from the State as a nonemployer contributing entity. At June 30, 2025, the District reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 271,700	\$ -
Changes in assumptions and other inputs	35,971	-
Net difference between projected and actual earnings on plan investments	90,524	-
Changes in proportion	439,743	71,992
Contributions subsequent to the measurement date	252,982	-
Total	\$ 1,090,920	\$ 71,992

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 7: Defined Benefit Pension Plan (Continued)**

**Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions** (Continued)

\$252,982 reported as deferred outflows of resources related to pensions, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense as follows:

<u>Year Ended June 30,</u>	
2026	\$ 501,404
2027	452,381
2028	(123,276)
2029	(64,561)
2030	<u>(2)</u>
Total	<u>\$ 765,946</u>

*Actuarial Assumptions* - The December 31, 2023, actuarial valuation used the following actuarial cost method and key actuarial assumptions and other inputs.

Actuarial cost method	Entry age
Price inflation	2.30%
Real wage growth	0.70%
Wage inflation	3.00%
Salary increases, including wage inflation	3.40% - 11.00%
Long-term investment rate of return, net of plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Post retirement benefit increases:	
Hired prior to 1/1/2007	1.00%
Hired after 12/31/2006	Financed by AIR

All mortality assumptions are developed on a benefit-weighted basis and apply generational mortality.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 7: Defined Benefit Pension Plan (Continued)

**Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions** (Continued)

Note that in all categories, displayed as follows, the mortality tables are generationally projected using scale MP-2019.

	Mortality Table	Adjustments, as Applicable
Pre-Retirement	PubT-2010 Employee	N/A
		<b>Males:</b> 112% of the rates prior to age 80/94% of the rates age 80 and older
Post-Retirement (Retiree), Non-Disabled	PubT-2010 Healthy Retiree	<b>Females:</b> 83% of the rates prior to age 80/106% of the rates age 80 and older
Post-Retirement (Beneficiary), Non-Disabled	Pub-2010 Contingent Survivor	<b>Males:</b> 97% of the rates for all ages <b>Females:</b> 105% of the rates for all ages
Disabled	PubNS-2010 Disabled Retiree	99% of the rates for all ages

The actuarial assumptions used in the December 31, 2023, valuation were based on the 2020 experience analysis, dated October 28, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by the PERA Board on November 20, 2020.

Based on the 2024 experience analysis, dated January 3, 2025, for the period January 1, 2020, to December 31, 2023, revised actuarial assumptions were adopted by PERA's Board on January 17, 2025, and were effective as of December 31, 2024. The following assumptions were reflected in the roll forward calculation of the total pension liability from December 31, 2023, to December 31, 2024.

Salary increases, including wage inflation	4.0% - 13.4%
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Salary scale assumptions were altered to better reflect actual experience.

Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.

The estimated administrative expense as a percentage of covered payroll was increased from 0.40% to 0.45%.

## Fremont County School District No. RE-3

### Notes to the Financial Statements

June 30, 2025

#### Note 7: Defined Benefit Pension Plan (Continued)

#### **Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions** (Continued)

The adjustments for credibility applied to the Pub-2010 mortality tables for active and retired lives, including beneficiaries, were updated based on the experience. All mortality assumptions are developed on a benefit-weighted basis. Note that in all categories, displayed as follows, the mortality tables are generationally projected using the 2024 adjusted MP-2021 projection scale.

	Mortality Table	Adjustments, as Applicable
Pre-Retirement	PubT-2010 Employee	N/A
Post-Retirement (Retiree), Non-Disabled	PubT-2010 Healthy Retiree	<b>Males:</b> 106% of the rates for all ages <b>Females:</b> 86% of the rates prior to age 80/115% of the rates age 85 and older
Post-Retirement (Beneficiary), Non-Disabled	Pub-2010 Contingent Survivor	<b>Males:</b> 92% of the rates for all ages <b>Females:</b> 100% of the rates for all ages
Disabled	PubNS-2010 Disabled Retiree	95% of the rates for all ages

The long-term expected return on plan assets monitored on an ongoing basis and is reviewed as part of periodic experience studies prepared every four years and asset/liability studies performed every three to five years for PERA. The most recent analyses were outlined in the 2024 Experience Study report dated January 3, 2025.

Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation.

## Fremont County School District No. RE-3

### Notes to the Financial Statements

June 30, 2025

#### Note 7: Defined Benefit Pension Plan (Continued)

##### Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the November 15, 2019, meeting, and again at the Board's September 20, 2024, meeting. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the table as follows:

Asset Class	Target Allocation	30 Year Expected Geometric Real Rate of Return
Global Equity	51.00%	5.00%
Fixed Income	23.00%	2.60%
Private Equity	10.00%	7.60%
Real Estate	10.00%	4.10%
Alternatives	6.00%	5.20%
Total	100.00%	

**Discount Rate** - The discount rate used to measure the TPL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.
- Employee contributions were assumed to be made at the member contribution rates in effect for each year, including the scheduled increases in SB 18-200 and required adjustments resulting from the 2018 and 2020 AAP assessments. Employee contributions for future plan members were used to reduce the estimated amount of total service costs for future plan members.
- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law for each year, including the scheduled increase in SB 18-200, required adjustments resulting from the 2018 and 2020 AAP assessments. Employer contributions also include the current and estimated future AED and SAED, until the actuarial value funding ratio reaches 103%, at which point, the AED and SAED will each drop 0.50% every year until they are zero. Additionally, estimated employer contributions reflect reductions for the funding of the AIR and retiree health care benefits. For future plan members, employer contributions were further reduced by the estimated amount of total service costs for future plan members not financed by their member contributions.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 7: Defined Benefit Pension Plan (Continued)

**Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions** (Continued)

- As specified in law, the State, as a nonemployer contributing entity, will provide an annual direct distribution of \$225 million, commencing July 1, 2018, that is proportioned between the State, School, Judicial, and DPS Division Trust Funds based upon the covered payroll of each Division. The annual direct distribution ceases when all Division Trust Funds are fully funded.
- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.
- The AIR balance was excluded from the initial FNP, as, per statute, AIR amounts cannot be used to pay benefits until transferred to either the retirement benefits reserve or the survivor benefits reserve, as appropriate. AIR transfers to the FNP and the subsequent AIR benefit payments were estimated and included in the projections.
- Benefit payments and contributions were assumed to be made at the middle of the year.

Based on the above assumptions and methods, the SCHDTF's FNP was projected to be available to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on pension plan investments was applied to all periods of projected benefit payments to determine the TPL. The discount rate determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

*Sensitivity of the District's proportionate share of the net pension liability to changes in the discount rate* - The following presents the proportionate share of the net pension liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage point lower (6.25%) or 1-percentage point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net pension liability	\$ 6,504,940	\$ 4,797,974	\$ 3,368,150

*Pension plan fiduciary net position* - Detailed information about the SCHDTF's FNP is available in PERA's ACFR which can be obtained at [www.copera.org/forms-resources/financial-reports-and-studies](http://www.copera.org/forms-resources/financial-reports-and-studies).

## Fremont County School District No. RE-3

### Notes to the Financial Statements

June 30, 2025

#### Note 8: Postemployment Healthcare Benefits

##### General Information about the OPEB Plan

*Plan description* - Eligible employees of the District are provided with OPEB through the HCTF - a cost-sharing multiple-employer defined benefit OPEB plan administered by PERA. The HCTF is established under Title 24, Article 51, Part 12 of the Colorado Revised Statutes (C.R.S.), as amended, and sets forth a framework that grants authority to the PERA Board to contract, self-insure, and authorize disbursements necessary in order to carry out the purposes of the PERACare program, including the administration of the premium subsidies. Colorado State law provisions may be amended by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at [www.copera.org/forms-resources/financial-reports-and-studies](http://www.copera.org/forms-resources/financial-reports-and-studies).

*Benefits provided* - The HCTF provides a health care premium subsidy to eligible participating PERA benefit recipients and retirees who choose to enroll in one of the PERA health care plans, however, the subsidy is not available if only enrolled in the dental and/or vision plan(s). The health care premium subsidy is based upon the benefit structure under which the member retires and the member's years of service credit. For members who retire having service credit with employers in the Denver Public Schools (DPS) Division and one or more of the other four Divisions (State, School, Local Government and Judicial), the premium subsidy is allocated between the HCTF and the Denver Public Schools Health Care Trust Fund (DPS HCTF). The basis for the amount of the premium subsidy funded by each trust fund is the percentage of the member contribution account balance from each division as it relates to the total member contribution account balance from which the retirement benefit is paid.

C.R.S. § 24-51-1202 *et seq.* specifies the eligibility for enrollment in the health care plans offered by PERA and the amount of the premium subsidy. The law governing a benefit recipient's eligibility for the subsidy and the amount of the subsidy differs slightly depending under which benefit structure the benefits are calculated. All benefit recipients under the PERA benefit structure and all retirees under the DPS benefit structure are eligible for a premium subsidy, if enrolled in a health care plan under PERACare. Upon the death of a DPS benefit structure retiree, no further subsidy is paid.

Enrollment in the PERACare health benefits program is voluntary and is available to benefit recipients and their eligible dependents, certain surviving spouses, and divorced spouses and guardians, among others. Eligible benefit recipients may enroll into the program upon retirement, upon the occurrence of certain life events, or on an annual basis during an open enrollment period.

##### *PERA Benefit Structure*

The maximum service-based premium subsidy is \$230 per month for benefit recipients who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is \$115 per month for benefit recipients who are over 65 years of age or older or who are under 65 years of age and entitled to Medicare. The maximum service-based subsidy, in each case, is for benefit recipients with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The benefit recipient pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

#### General Information about the OPEB Plan (Continued)

For benefit recipients who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, C.R.S. § 24-51-1206(4) provides an additional subsidy. According to the statute, PERA cannot charge premiums to benefit recipients without Medicare Part A that are greater than premiums charged to benefit recipients with Part A for the same plan option, coverage level, and service credit. Currently, for each individual PERACare enrollee, the total premium for Medicare coverage is determined assuming plan participants have both Medicare Part A and Part B and the difference in premium cost is paid by the HCTF or the DPS HCTF on behalf of benefit recipients not covered by Medicare Part A.

#### *DPS Benefit Structure*

The maximum service-based premium subsidy is \$230 per month for retirees who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is \$115 per month for retirees who are 65 years of age or older or who are under 65 years of age and entitled to Medicare. The maximum subsidy, in each case, is for retirees with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The retiree pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

For retirees who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, the HCTF or the DPS HCTF pays an alternate service-based premium subsidy. Each individual retiree meeting these conditions receives the maximum \$230 per month subsidy reduced appropriately for service less than 20 years, as described above. Retirees who do not have Medicare Part A pay the difference between the total premium and the monthly subsidy.

*Contributions* - Pursuant to Title 24, Article 51, Section 208(1)(f) of the C.R.S., as amended, certain contributions are apportioned to the HCTF. PERA-affiliated employers of the State, School, Local Government, and Judicial Divisions are required to contribute at a rate of 1.02% of PERA-includable salary into the HCTF.

Employer contributions are recognized by the HCTF in the period in which the compensation becomes payable to the members and the District is statutorily committed to pay the contributions. Employer contributions recognized by the HCTF from the District were \$22,189, for the year ended June 30, 2025.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

#### OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2025, the District reported a liability of \$85,130 for its proportionate share of the net OPEB liability. The net OPEB liability for the HCTF was measured as of December 31, 2024, and the total OPEB liability (TOL) used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2023. Standard update procedures were used to roll forward the TOL to December 31, 2024. The District proportion of the net OPEB liability was based on the District's contributions to the HCTF for the calendar year 2024 relative to the total contributions of participating employers to the HCTF.

At December 31, 2024, the District's proportion was 0.0178033363%, which was an increase of 0.0013734525% from its proportion measured at December 31, 2023.

For the year ended June 30, 2025, the District recognized OPEB benefit of \$12,193. At June 30, 2025, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 18,782
Changes of assumptions and other inputs	975	27,211
Net difference between projected and actual earnings on plan investments	288	-
Changes in proportion	11,592	7,544
Contributions subsequent to the measurement date	12,662	-
 Total	\$ 25,517	\$ 53,537

\$12,662 reported as deferred outflows of resources related to OPEB, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net OPEB liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as OPEB expense as follows:

Year Ended June 30,			
2026		\$	(14,356)
2027			(7,889)
2028			(9,688)
2029			(4,567)
2030			(2,630)
Thereafter			(1,552)
 Total		\$	(40,682)

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 8: Postemployment Healthcare Benefits (Continued)**

**OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)**

*Actuarial Assumptions* - The December 31, 2023 actuarial valuation used the following actuarial cost method and key actuarial assumptions and other inputs:

Actuarial cost method	Entry age
Price inflation	2.30%
Real wage growth	0.70%
Wage inflation	3.00%
Salary increases, including wage inflation	3.40% - 11.00%
Long-term investment rate of return, net of plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Health care cost trend rates:	
<i>PERA Benefit Structure</i>	
Service-based premium subsidy	0.00%
PERACare Medicare plans	
16.00% in 2024, then 6.75% in 2025, gradually decreasing to 4.50% in 2034	
MAPD PPO#2	
105.00% in 2024, then 8.55% in 2025, gradually decreasing to 4.50% in 2034	
Medicare Part A premiums:	
3.50% for 2024, gradually increasing to 4.50% in 2033	
<i>DPS Benefit Structure</i>	
Service-based premium subsidy	0.00%
PERACare Medicare plans	N/A
Medicare Part A premiums:	N/A

Each year the per capita health care costs are developed by plan option. As of the December 31, 2023, actuarial valuation, costs are based on 2024 premium rates for the UnitedHealthcare Medicare Advantage Prescription Drug (MAPD) PPO plan #1, the UnitedHealthcare MAPD PPO plan #2, and the Kaiser Permanente MAPD HMO plan. Actuarial morbidity factors were then applied to estimate individual retiree and spouse costs by age, gender, and health care cost trend. This approach applies for all members and is adjusted accordingly for those not eligible for premium-free Medicare Part A for the PERA benefit structure.

All costs are subject to the health care cost trend rates, as discussed below.

Health care cost trend rates reflect the change in per capita health costs over time due to factors such as medical inflation, utilization, plan design, and technology improvements. For the PERA benefit structure, health care cost trend rates are needed to project the future costs associated with providing benefits to those PERACare enrollees not eligible for premium-free Medicare Part A.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

**OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB** (Continued)

Health care cost trend rates for the PERA benefit structure are based on published annual health care inflation surveys in conjunction with actual plan experience (if credible), building block models, and industry methods developed by health plan actuaries and administrators. In addition, projected trends for the Federal Hospital Insurance Trust Fund (Medicare Part A premiums) provided by the Centers for Medicare & Medicaid Services are referenced in the development of these rates. PERACare Medicare plan rates are applied where members have no premium-free Part A and where those premiums are already exceeding the maximum subsidy. MAPD PPO #2 has a separate trend because the first year rates are still below the maximum subsidy and to reflect the estimated impact of the Inflation Reduction Act for that plan option.

The PERA benefit structure health care cost trend rates used to measure the TOL are summarized in the table below:

Year	PERACare Medicare Plans	MAPD PPO #2	Medicare Part A Premiums
2024	16.00%	105.00%	3.50%
2025	6.75%	8.55%	3.75%
2026	6.50%	8.10%	3.75%
2027	6.25%	7.65%	4.00%
2028	6.00%	7.20%	4.00%
2029	5.75%	6.75%	4.25%
2030	5.50%	6.30%	4.25%
2031	5.25%	5.85%	4.25%
2032	5.00%	5.40%	4.25%
2033	4.75%	4.95%	4.50%
2034+	4.50%	4.50%	4.50%

Mortality assumptions used in the December 31, 2023, valuation for the Division Trust Funds as shown in the following table, reflect generational mortality and were applied, as applicable, in the December 31, 2023, valuation for the HCTF, but developed using a headcount-weighted basis. Note that in all categories, displayed as follows, the mortality tables are generationally projected using scale MP-2019.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

**OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB** (Continued)

Affiliated employers of the State, School, Local Government, and Judicial Divisions participate in the HCTF.

	Mortality Table	Adjustments, as Applicable
Pre-Retirement	PubT-2010 Employee	N/A
Post-Retirement (Retiree), Non-Disabled	PubT-2010 Healthy Retiree	<p><b>Males:</b> 112% of the rates prior to age 80/94% of the rates age 80 and older</p> <p><b>Females:</b> 83% of the rates prior to age 80/106% of the rates age 80 and older</p>
Post-Retirement (Beneficiary), Non-Disabled	Pub-2010 Contingent Survivor	<p><b>Males:</b> 97% of the rates for all ages</p> <p><b>Females:</b> 105% of the rates for all ages</p>
Disabled	PubNS-2010 Disabled Retiree	99% of the rates for all ages

The following health care costs assumptions were updated and used in the roll-forward calculation for the HCTF:

- Per capita health care costs in effect as of the December 31, 2023, valuation date for those PERACare enrollees under the PERA benefit structure who are expected to be age 65 and older and are not eligible for premium-free Medicare Part A benefits have been updated to reflect costs for the 2024 plan year.
- The health care cost trend rates applicable to health care premiums were revised to reflect the current expectation of future increases in those premiums. A separate trend rate assumption set was added for MAPD PPO #2 as the first-year rate is still below the maximum subsidy and also the assumption set reflects the estimated impact of the Inflation Reduction Act for that plan option.
- The Medicare health care plan election rate assumptions were updated effective as of the December 31, 2023, valuation date based on an experience analysis of recent data.

The actuarial assumptions used in the December 31, 2023, valuation were based on the 2020 experience analysis, dated October 28, 2020 and November 4, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by PERA's Board on November 20, 2020.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

**OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB** (Continued)

Based on the 2024 experience analysis, dated January 3, 2025, for the period January 1, 2020, to December 31, 2023, revised actuarial assumptions were adopted by PERA's Board on January 17, 2025, and were effective as of December 31, 2024. The following assumptions were reflected in the roll forward calculation of the total OPEB liability from December 31, 2023, to December 31, 2024.

Salary increases, including wage inflation 4.0% - 13.4%

The following health care costs assumptions were used in the roll forward calculation for the HCTF:

- Salary scale assumptions were altered to better reflect actual experience.
- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- Participation rates were reduced.
- MAPD premium costs are no longer age graded.

Plan	With Medicare Part A	Without Medicare Part A
MAPD PPO #1	\$ 1,824	\$ 6,972
MAPD PPO #2	\$ 624	\$ 4,524
MAPD HMO (Kaiser)	\$ 2,040	\$ 7,596

The adjustments for credibility applied to the Pub-2010 mortality tables for active and retired lives, including beneficiaries, were updated based on the experience. Note that in all categories, the mortality tables are generationally projected using the 2024 adjusted MP-2021 project scale. These assumptions updated for the Division Trust Funds, were also applied in the roll forward calculations for the HCTF using a headcount-weighted basis.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

**OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB** (Continued)

Affiliated employers of the State, School, Local Government, and Judicial Divisions participate in the HCTF.

	Mortality Table	Adjustments, as Applicable
Pre-Retirement	PubT-2010 Employee	N/A
Post-Retirement (Retiree), Non-Disabled	PubT-2010 Healthy Retiree	<p><b>Males:</b> 106% of the rates for all ages</p> <p><b>Females:</b> 86% of the rates prior to age 80/115% of the rates age 85 and older</p>
Post-Retirement (Beneficiary), Non-Disabled	Pub-2010 Contingent Survivor	<p><b>Males:</b> 92% of the rates for all ages</p> <p><b>Females:</b> 100% of the rates for all ages</p>
Disabled	PubNS-2010 Disabled Retiree	95% of the rates for all ages

The actuarial assumptions pertaining to per capita health care costs and their related trend rates are analyzed annually and updated, as appropriate, by the PERA Board's actuary.

The long-term expected return on plan assets is monitored on an ongoing basis and reviewed as part of periodic experience studies prepared every four years, and asset/liability studies, performed every three to five years for PERA. The most recent analyses were outlined in the 2024 Experience Study report dated January 3, 2025.

Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentages and then adding expected inflation.

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, and again at the Board's September 20, 2024, meeting. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized as presented previously (See Note 7).

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

#### OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected nominal rate of return assumption of 7.25%.

*Discount Rate* - The discount rate used to measure the TOL was 7.25%. The basis for the projection of liabilities and the FNP used to determine the discount rate was an actuarial valuation performed as of December 31, 2023, and the financial status of the HCTF as of the current measurement date (December 31, 2024). In addition, the following methods and assumptions were used in the projection of cash flows:

- Updated health care cost trend rates for Medicare Part A premiums as of the December 31, 2024, measurement date.
- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.
- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law and effective as of the measurement date.
- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.
- Estimated transfers of dollars into the HCTF representing a portion of purchase service agreements intended to cover the costs associated with OPEB benefits.
- Benefit payments and contributions were assumed to be made at the middle of the year.
- As of the December 31, 2024, measurement date, the FNP and related disclosure components for the HCTF reflect payments related to the disaffiliation of Tri-County Health Department as a PERA-affiliated employer, effective December 31, 2022. The additional employer disaffiliation payment allocations to the HCTF and Local Government Division Trust Fund were \$0.020 million and \$0.486 million, respectively.

Based on the above assumptions and methods, the FNP for the HCTF was projected to be available to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on OPEB plan investments was applied to all periods of projected benefit payments to determine the TOL. The discount rate determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

## Fremont County School District No. RE-3

Notes to the Financial Statements

June 30, 2025

### Note 8: Postemployment Healthcare Benefits (Continued)

**OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB** (Continued)

*Sensitivity of the District's proportionate share of net OPEB liability to changes in the Discount Rate* - The following presents the proportionate share of the net OPEB liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net OPEB liability would be if it were calculated using a discount rate that is 1-percentage point lower (6.25%) or 1-percentage point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net OPEB liability	\$ <u>104,328</u>	\$ <u>85,130</u>	\$ <u>68,579</u>

*Sensitivity of the District's proportionate share of the net OPEB liability to changes in the Healthcare Cost Trend Rates* - The following table presents the net OPEB liability using the current healthcare cost trend rates applicable to the PERA benefit structure, ranging from 2.75% to 9.55%, as well as if it were calculated using healthcare cost trend rates that are one percentage point lower or one percentage point higher than the current rates, as follows:

	1% Decrease	Current Healthcare Cost Trend Rate	1% Increase
Proportionate share of the net OPEB liability	\$ <u>82,836</u>	\$ <u>85,130</u>	\$ <u>87,725</u>

*OPEB plan fiduciary net position* - Detailed information about the HCTF's FNP is available in PERA's ACFR which can be obtained at [www.copera.org/forms-resources/financial-reports-and-studies](http://www.copera.org/forms-resources/financial-reports-and-studies).

### Note 9: Commitments and Contingencies

**Claims and Judgments**

The District participates in a number of federal, state, and local programs that are fully or partially funded by grants received from other governmental entities. Expenditures financed by grants are subject to audit by the appropriate grantor government. If expenditures are disallowed due to noncompliance with grant program regulations, the District may be required to reimburse the grantor government. At June 30, 2025, significant amounts of grant expenditures have not been audited but management believes that disallowed expenditures, if any, based on subsequent audits will not have a material effect on the overall financial position of the District.

**Fremont County School District No. RE-3**  
Notes to the Financial Statements  
June 30, 2025

**Note 9: Commitments and Contingencies** (Continued)

**TABOR Amendment**

In November 1992, Colorado voters passed the TABOR Amendment to the State Constitution which limits state and local government taxing powers and imposes spending limitations. In November, 1997, the District's electorate authorized the District to retain, appropriate, and utilize the full proceeds and revenues received from every source, without limitation, in 1997 and all subsequent years, notwithstanding any limitation of the Amendment, provided, however, that no local tax rate or property tax mill levy shall be increased at any time, nor shall any new tax be imposed, without prior consent of the voters. The Amendment is subject to many interpretations, but management believes the District is in substantial compliance with its requirements.

In accordance with the Amendment, the District has established a reserve for emergencies, representing 3% of qualifying expenditures. At June 30, 2025, the emergency reserve was reported as restricted fund balance in the General Fund in the amount of \$121,480.

## **Required Supplementary Information**

**Fremont County School District No. RE-3**  
 Required Supplementary Information  
 Schedule of Proportionate Share of the Net Pension Liability and Contributions  
 Public Employees' Retirement Association of Colorado School Division Trust Fund  
 June 30, 2025

Measurement Date	<u>12/31/24</u>	<u>12/31/23</u>	<u>12/31/22</u>	<u>12/31/21</u>	<u>12/31/20</u>
<b>Proportionate Share of the Net Pension Liability</b>					
District's Proportion of the Net Pension Liability	0.0278064423%	0.0274676441%	0.0208712030%	0.0255655565%	0.0299601806%
Net Pension Liability					
District's Proportionate Share	\$ 4,797,974	\$ 4,857,219	\$ 3,800,534	\$ 2,975,157	\$ 4,529,375
State's Proportionate Share	<u>430,934</u>	<u>106,503</u>	<u>1,107,514</u>	<u>545,805</u>	<u>-</u>
Total Proportionate Share of the Net Pension Liability	<u>\$ 5,228,908</u>	<u>\$ 4,963,722</u>	<u>\$ 4,908,048</u>	<u>\$ 3,520,962</u>	<u>\$ 4,529,375</u>
District's Covered-Employee Payroll	\$ 2,148,733	\$ 1,815,580	\$ 1,608,423	\$ 1,597,769	\$ 1,602,415
District's Proportionate Share of the Net Pension Liability as a Percentage of Covered-Employee Payroll					
	223%	268%	236%	186%	283%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability					
	67%	65%	62%	75%	67%
Reporting Date	<u>6/30/25</u>	<u>6/30/24</u>	<u>6/30/23</u>	<u>6/30/22</u>	<u>6/30/21</u>
<b>District Contributions</b>					
Statutorily Required Contribution	\$ 443,351	\$ 399,791	\$ 356,778	\$ 304,608	\$ 324,546
Contributions in Relation to the Statutorily Required Contribution	<u>(443,351)</u>	<u>(399,791)</u>	<u>(356,778)</u>	<u>(304,608)</u>	<u>(324,546)</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
District's Covered-Employee Payroll	\$ 2,175,418	\$ 1,961,682	\$ 1,733,062	\$ 1,532,229	\$ 1,632,517
Contributions as a Percentage of Covered-Employee Payroll	20.38%	20.38%	20.59%	19.88%	19.88%

This schedule is presented to show information for 10 years.

(Continued)

**Fremont County School District No. RE-3**  
 Required Supplementary Information  
 Schedule of Proportionate Share of the Net Pension Liability and Contributions  
 Public Employees' Retirement Association of Colorado School Division Trust Fund  
 June 30, 2025  
 (Continued)

Measurement Date	<u>12/31/19</u>	<u>12/31/18</u>	<u>12/31/17</u>	<u>12/31/16</u>	<u>12/31/15</u>
<b>Proportionate Share of the Net Pension Liability</b>					
District's Proportion of the Net Pension Liability	0.0274320799%	0.0282814467%	0.0329718680%	0.0327869607%	0.0330792848%
Net Pension Liability					
District's Proportionate Share	\$ 4,098,293	\$ 5,007,811	\$ 10,661,930	\$ 9,761,946	\$ 5,059,243
State's Proportionate Share	<u>519,810</u>	<u>684,749</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Proportionate Share of the Net Pension Liability	<u>\$ 4,618,103</u>	<u>\$ 5,692,560</u>	<u>\$ 10,661,930</u>	<u>\$ 9,761,946</u>	<u>\$ 5,059,243</u>
District's Covered-Employee Payroll	\$ 1,612,161	\$ 1,554,783	\$ 1,520,953	\$ 1,471,537	\$ 1,441,588
District's Proportionate Share of the Net Pension Liability as a Percentage of Covered-Employee Payroll	254%	366%	701%	663%	351%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	65%	57%	44%	43%	59%
Reporting Date	<u>6/30/20</u>	<u>6/30/19</u>	<u>6/30/18</u>	<u>6/30/17</u>	<u>6/30/16</u>
<b>District Contributions</b>					
Statutorily Required Contribution	\$ 311,093	\$ 297,430	\$ 288,425	\$ 276,633	\$ 259,493
Contributions in Relation to the Statutorily Required Contribution	<u>(311,093)</u>	<u>(297,430)</u>	<u>(288,425)</u>	<u>(276,633)</u>	<u>(259,493)</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
District's Covered-Employee Payroll	\$ 1,605,224	\$ 1,594,434	\$ 1,527,440	\$ 1,504,707	\$ 1,463,531
Contributions as a Percentage of Covered-Employee Payroll	19.38%	18.65%	18.88%	18.38%	17.73%

This schedule is presented to show information for 10 years.

## **Fremont County School District No. RE-3**

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions  
June 30, 2025

### **Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information**

#### **2024 Changes in Plan Provisions Since 2023**

- There were no changes made to the plan provisions.

#### **2023 Changes in Plan Provisions Since 2022**

- Senate Bill (SB) 23-056, enacted and effective June 2, 2023, intended to recompense PERA for the remaining portion of the \$225 million direct distribution originally scheduled for receipt July 1, 2020, suspended due to the enactment of House Bill (HB) 20-1379, but not fully repaid through the provisions within HB 22-1029. Pursuant to SB 23-056, the State Treasurer issued a warrant consisting of the balance of the PERA Payment Cash Fund, created in §24-51-416, plus \$10 million from the General Fund, totaling \$14.561 million.
- As of the December 31, 2023, measurement date, the total pension liability (TPL) recognizes the change in the default method applied for granting service accruals for certain members, from a "12-pay" method to a "non-12-pay" method. The default service accrual method for positions with an employment pattern of at least eight months but fewer than 12 months (including, but not limited to positions in the School and DPS Divisions) receive a higher ratio of service credit for each month worked, up to a maximum of 12 months of service credit per year.

#### **2022 Changes in Plan Provisions Since 2021**

- HB 22-1029, effective upon enactment in 2022, required the State Treasurer to issue, in addition to the regularly scheduled \$225,000,000 direct distribution, a warrant to PERA in the amount of \$380,000,000 with reductions to future direct distributions. The July 1, 2023, direct distribution will be reduced by \$190,000 to \$35,000,000. The July 1, 2024, direct distribution will not be reduced from \$225,000 due to a negative investment return in 2022.

#### **2021 Changes in Plan Provisions Since 2020**

- The following changes reflect the anticipated adjustments resulting from the 2020 automatic adjustment provision (AAP) assessment, statutorily recognized July 1, 2021, and effective July 1, 2022:
  - Member contribution rates increase by 0.50%.
  - Employer contribution rates increase by 0.50%.
  - Annual increase (AI) cap is lowered from 1.25% per year to 1.00% per year.

## **Fremont County School District No. RE-3**

### Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions June 30, 2025

#### **Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information (Continued)**

##### **2020 Changes in Plan Provisions Since 2019**

- HB 20-1379, enacted on June 29, 2020, suspended the \$225,000,000 direct distribution payable on July 1, 2020 for the State's 2020-21 fiscal year.

##### **2019 Changes in Plan Provisions Since 2018**

- SB 18-200 was enacted on June 4, 2018, which included the adoption of the AAP. The following changes reflect the anticipated adjustments resulting from the 2018 AAP assessment, statutorily recognized July 1, 2019, and effective July 1, 2020:
  - Member contribution rates increase by 0.50%.
  - Employer contribution rates increase by 0.50%.
  - AI cap is lowered from 1.50% per year to 1.25%.

##### **2018 Changes in Plan Provisions Since 2017**

- The following changes were made to the plan provisions as part of SB 18-200:
  - Member contribution rates increase by 0.75% effective July 1, 2019, an additional 0.75% effective July 1, 2020, and an additional 0.50% effective July 1, 2021.
  - Employer contribution rates increase by 0.25% effective July 1, 2019 for State, School, Judicial, and DPS Divisions.
  - An annual direct distribution of \$225,000,000 from the State of Colorado, recognized as a nonemployer contributing entity, is distributed between the State, School, Judicial, and DPS Divisions proportionally based on payroll.
  - AI cap is lowered from 2.00% per year to 1.50% per year.
  - Initial AI waiting period is extended from one year after retirement to three years after retirement.
  - AI payments are suspended for 2018 and 2019.

##### **2017 Changes in Plan Provisions Since 2016**

- There were no changes made to the plan provisions applicable to the School Division Trust Fund.

## **Fremont County School District No. RE-3**

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions  
June 30, 2025

### **Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information (Continued)**

#### **2016 Changes in Plan Provisions Since 2015**

- There were no changes made to the plan provisions applicable to the School Division Trust Fund.

#### **2015 Changes in Plan Provisions Since 2014**

- There were no changes made to the plan provisions applicable to the School Division Trust Fund.

### **Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information**

#### **2024 Changes in Assumptions or Other Inputs Since 2023**

- Salary scale assumptions were altered to better reflect actual experience.
- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- The Pub-2010 Public Retirement Plans Mortality base tables were retained for purposes of active, retired, disabled, and beneficiary lives, with revised adjustments for credibility and gender, where applicable. In addition, the applied generational projection scale was updated to the 2024 adjusted scale MP-2021.
- The estimated administrative expense as a percentage of covered payroll was increased from 0.40% to 0.45%.

#### **2023 Changes in Assumptions or Other Inputs Since 2022**

- There were no changes made to the actuarial methods or assumptions.

#### **2022 Changes in Assumptions of Other Inputs Since 2021**

- There were no changes made to the actuarial methods or assumptions.

#### **2021 Changes in Assumptions of Other Inputs Since 2020**

- The assumption used to value the AI cap benefit provision was changed from 1.25% to 1.00%.

## Fremont County School District No. RE-3

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions  
June 30, 2025

### Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information (Continued)

#### **2020 Changes in Assumptions of Other Inputs Since 2019**

- The price inflation assumption was lowered from 2.40% to 2.30%.
- The wage inflation assumption was lowered from 3.50% to 3.00%.
- The real rate of investment return assumption was increased to 4.95% per year, net of investment expenses from 4.85% per year, net of investment expenses.
- Salary scale assumptions were revised to align with revised economic assumptions and to more closely reflect actual experience.
- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- The pre-retirement mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Employee Table with generational projection using scale MP-2019.
- The post-retirement non-disabled mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Healthy Retiree Table, adjusted as follows:
  - Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
  - Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- The disabled mortality assumption for the Division Trust Funds (members other than Safety Officers) was changed to the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.
- The mortality tables are generational mortality tables developed on a benefit-weighted basis.

#### **2019 Changes in Assumptions of Other Inputs Since 2018**

- The assumption used to value the AI cap benefit provision was changed from 1.50% to 1.25%.

#### **2018 Changes in Assumptions of Other Inputs Since 2017**

- The single equivalent interest rate (SEIR) for the School Division was increased from 4.78% to 7.25% to reflect the changes to the projection's valuation basis which no longer resulted in a projected year of depletion of the FNP, thereby eliminating the need to apply the municipal bond index rate.

## Fremont County School District No. RE-3

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions  
June 30, 2025

### **Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information** (Continued)

#### **2017 Changes in Assumptions of Other Inputs Since 2016**

- The SEIR for the School Division was lowered from 5.26% to 4.78% to reflect the changes to the projection's valuation basis, a projected year of depletion of the FNP, and the resulting application of the municipal bond index rate.

#### **2016 Changes in Assumptions of Other Inputs Since 2015**

- The investment return assumption was lowered from 7.50% to 7.25%.
- The price inflation assumption was lowered from 2.80% to 2.40%.
- The wage inflation assumption was lowered from 3.90% to 3.50%.
- The post-retirement mortality assumption for healthy lives for the School, Judicial, and DPS Divisions was changed to the RP-2014 White Collar Healthy Annuitant Mortality Table with adjustments for credibility and gender adjustments of a 93% factor applied to ages below 80 and a 113% factor applied to age 80 and above, projected to 2018, for males, and a 68% factor applied to ages below 80 and a 106% factor applied to age 80 and above, projected to 2020, for females.
- For disabled retirees, the mortality assumption was changed to reflect 90% of RP-2014 Disabled Retiree Mortality Table.
- The mortality assumption for active members was changed to RP-2014 White Collar Employee Mortality Table, a table specifically developed for actively working people. To allow for an appropriate margin of improved mortality prospectively, the mortality rates incorporate a 70% factor applied to male rates and a 55% factor applied to female rates.
- The rates of retirement, withdrawal, and disability were revised to reflect more closely actual experience.
- The estimated administrative expense as a percentage of covered payroll was increased from .35% to .40%.
- The SEIR for the State and School Divisions was lowered from 7.50% to 5.26% to reflect the changes to the projection's valuation basis, a projected year of depletion of the FNP, and the resulting application of the municipal bond index rate of 3.86% on the measurement date.

## Fremont County School District No. RE-3

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions  
June 30, 2025

### Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information (Continued)

#### **2015 Changes in Assumptions of Other Inputs Since 2014**

- The following programming changes were made:
  - Valuation of the full survivor benefit without any reduction for possible remarriage.
  - Reflection of the employer match on separation benefits for all eligible years.
  - Reflection of one year of service eligibility for survivor annuity benefit.
  - Refinement of the 18-month AI timing.
  - Refinements to directly value certain and life, modified cash refund and pop-up benefit forms.
- The following methodology changes were made:
  - Recognition of merit salary increases in the first projection year.
  - Elimination of the assumption that 35% of future disabled members elect to receive a refund.
  - Removal of the negative value adjustment for liabilities associated with refunds of future terminating members.
  - Adjustments to the timing of the normal cost and UAAL payment calculations to reflect contributions throughout the year.

#### **Subsequent Events**

SB 25-310, enacted June 2, 2025, and effective immediately, allows PERA to accept a series of warrants from the State Treasurer totaling \$500 million (actual dollars) on or after July 1, 2025, and before October 1, 2025. These dollars are to be proportioned over time to replace reductions to future direct distributions intended to fund the Peace Officer Training and Support Fund and, at that time, will be allocated to the appropriate Division Trust Fund(s) within PERA. SB 25-310 also allows for an alternative actuarial method to allocate the direct distribution if the allocation, based on the reported payroll of each participating division, results in an AAP assessment ratio below the 98% benchmark.

**Fremont County School District No. RE-3**  
 Required Supplementary Information  
 Schedule of Proportionate Share of the Net OPEB Liability and Contributions  
 Public Employees' Retirement Association of Colorado Health Care Trust Fund  
 June 30, 2025

Measurement Date	<u>12/31/24</u>	<u>12/31/23</u>	<u>12/31/22</u>	<u>12/31/21</u>
<b>Proportionate Share of the Net OPEB Liability</b>				
District's Proportion of the Net OPEB Liability	0.0178033363%	0.0164298838%	0.0158502061%	0.0166923927%
District's Proportionate Share of the Net OPEB Liability	\$ 85,130	\$ 117,264	\$ 129,414	\$ 143,939
District's Covered Payroll	\$ 2,148,733	\$ 1,815,580	\$ 1,608,423	\$ 1,597,769
District's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	4%	6%	8%	9%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	60%	46%	39%	39%
Reporting Date	<u>6/30/25</u>	<u>6/30/24</u>	<u>6/30/23</u>	<u>6/30/22</u>
<b>District's Contributions</b>				
Statutorily Required Contribution	\$ 22,189	\$ 20,009	\$ 17,677	\$ 15,629
Contributions in Relation to the Statutorily Required Contribution	<u>(22,189)</u>	<u>(20,009)</u>	<u>(17,677)</u>	<u>(15,629)</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
District's Covered Payroll	\$ 2,175,418	\$ 1,961,682	\$ 1,733,062	\$ 1,532,229
Contributions as a Percentage of Covered Payroll	1.02%	1.02%	1.02%	1.02%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

(Continued)

**Fremont County School District No. RE-3**  
 Required Supplementary Information  
 Schedule of Proportionate Share of the Net OPEB Liability and Contributions  
 Public Employees' Retirement Association of Colorado Health Care Trust Fund  
 June 30, 2025  
 (Continued)

Measurement Date	12/31/20	12/31/19	12/31/18	12/31/17
<b>Proportionate Share of the Net OPEB Liability</b>				
District's Proportion of the Net OPEB Liability	0.0173281593%	0.0179296777%	0.0183830869%	0.0187344853%
District's Proportionate Share of the Net OPEB Liability	\$ 143,939	\$ 201,529	\$ 250,110	\$ 243,473
District's Covered Payroll	\$ 1,602,415	\$ 1,612,161	\$ 1,554,783	\$ 1,520,953
District's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	9%	13%	16%	16%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	33%	24%	17%	18%
Reporting Date	6/30/21	6/30/20	6/30/19	6/30/18
<b>District's Contributions</b>				
Statutorily Required Contribution	\$ 16,652	\$ 16,373	\$ 16,263	\$ 15,580
Contributions in Relation to the Statutorily Required Contribution	(16,652)	(16,373)	(16,263)	(15,580)
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -
District's Covered Payroll	\$ 1,632,517	\$ 1,605,224	\$ 1,594,434	\$ 1,527,440
Contributions as a Percentage of Covered Payroll	1.02%	1.02%	1.02%	1.02%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

## **Fremont County School District No. RE-3**

### Notes to Schedule of Proportionate Share of the Net OPEB Liability and Contributions June 30, 2025

#### **Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information**

##### **2024 Changes in Plan Provisions Since 2023**

- As of the December 31, 2024, measurement date, the FNP and related disclosure components for HCTF reflect additional payments related to the disaffiliation of Tri-County Health Department as a PERA-affiliated employer, effective December 31, 2022. The additional employer disaffiliation payment allocations to the HCTF and Local Government Division Trust Fund were \$0.020 million and \$0.486 million, respectively.

##### **2023 Changes in Plan Provisions Since 2022**

- As of the December 31, 2023, measurement date, the fiduciary net position (FNP) and related disclosure components for the Health Care Trust Fund (HCTF) reflect payments related to the disaffiliation of Tri-County Health Department (Tri-County Health) as a PERA-affiliated employer, effective December 31, 2022. As of the December 31, 2023, year-end, PERA recognized two additions for accounting and financial reporting purposes: a \$24 million payment received on December 4, 2023, and a \$2 million receivable. The employer disaffiliation payment and receivable allocations to the HCTF and Local Government Division Trust Fund were \$1.033 million and \$24.967 million, respectively.

##### **2022 Changes in Plan Provisions Since 2021**

- The total OPEB liability for the HCTF, as of the December 31, 2022, measurement date, was adjusted to reflect the disaffiliation, allowable under C.R.S. 24-51-313, of Tri-County Health, effective December 31, 2022. As of the close of the 2022 fiscal year, no disaffiliation payment associated with Tri-County Health was received, and therefore no disaffiliation dollars were reflected in the FNP as of the December 31, 2022, measurement date.

##### **2021 Changes in Plan Provisions Since 2020**

- There were no changes made to plan provisions.

##### **2020 Changes in Plan Provisions Since 2019**

- There were no changes made to plan provisions.

##### **2019 Changes in Plan Provisions Since 2018**

- There were no changes made to plan provisions.

##### **2018 Changes in Plan Provisions Since 2017**

- There were no changes made to plan provisions.

## **Fremont County School District No. RE-3**

Notes to Schedule of Proportionate Share of the Net OPEB Liability and Contributions  
June 30, 2025

### **Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information (Continued)**

#### **2017 Changes in Plan Provisions Since 2016**

- There were no changes made to plan provisions.

### **Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information**

#### **2024 Changes in Assumptions or Other Inputs Since 2023**

- Salary scale assumptions were altered to better reflect actual experience.
- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- The adjustments for credibility applied to the Pub-2010 mortality tables for active and retired lives, including beneficiaries, were updated based on experience. In addition, the mortality projection scale was updated to the 2024 adjusted scale MP-2021 to reflect future improvements in mortality for all groups.
- Participation rates were reduced.
- MAPD premium costs are no longer age graded.

#### **2023 Changes in Assumptions or Other Inputs Since 2022**

- There were no changes made to the actuarial methods or assumptions.

#### **2022 Changes in Assumptions or Other Inputs Since 2021**

- The timing of the retirement decrement was adjusted to middle-of-year.

#### **2021 Changes in Assumptions or Other Inputs Since 2020**

- There were no changes made to the actuarial methods or assumptions.

#### **2020 Changes in Assumptions or Other Inputs Since 2019**

- The price inflation assumption was lowered from 2.40% to 2.30%.
- The wage inflation assumption was lowered from 3.50% to 3.00%.
- The real rate of investment return assumption was increased to 4.95% per year, net of investment expenses from 4.85% per year, net of investment expenses.

## **Fremont County School District No. RE-3**

Notes to Schedule of Proportionate Share of the Net OPEB Liability and Contributions  
June 30, 2025

### **Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information** (Continued)

#### **2020 Changes in Assumptions or Other Inputs Since 2019** (Continued)

- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- The pre-retirement mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Employee Table with generational projection using scale MP-2019.
- The post-retirement non-disabled mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Healthy Retiree Table, adjusted as follows:
  - Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
  - Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- The post-retirement non-disabled beneficiary mortality assumption for the Division Trust Funds was changed to the Pub-2010 Contingent Survivor Table, adjusted as follows:
  - Males: 97% of the rates for all ages, with generational projection using scale MP-2019.
  - Females: 105% of the rates for all ages, with generational projection using scale MP-2019.
- The disabled mortality assumption for the Division Trust Funds (members other than Safety Officers) was changed to the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.
- The mortality tables are generational mortality tables developed on a head-count weighted basis.

#### **2019 Changes in Assumptions or Other Inputs Since 2018**

- There were no changes made to the actuarial methods or assumptions.

#### **2018 Changes in Assumptions or Other Inputs Since 2017**

- There were no changes made to the actuarial methods or assumptions.

#### **2017 Changes in Assumptions or Other Inputs Since 2016**

- There were no changes made to the actuarial methods or assumptions.

## **Fremont County School District No. RE-3**

Notes to Schedule of Proportionate Share of the Net OPEB Liability and Contributions  
June 30, 2025

### **Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information (Continued)**

#### **Subsequent Events**

Governmental accounting standards require the net OPEB liabilities for financial reporting purposes to be measured using the plan provisions in effect as of the OPEB plan's year end. The passage of House Bill (HB) 25-1105 into law is considered a nonrecognized subsequent event as these statutory changes to plan provisions did not exist as of the December 31, 2024, measurement date.

**Fremont County School District No. RE-3**  
 Budgetary Comparison Schedule  
 General Fund  
 For the Year Ended June 30, 2025

	Original Budget	Final Budget	Actual	Variance Positive (Negative)
<b>Revenues</b>				
<i>Local Sources</i>				
Property Taxes	\$ 2,864,000	\$ 2,571,461	\$ 2,601,610	\$ 30,149
Specific Ownership Taxes	240,000	231,957	314,273	82,316
Other Taxes From Local Sources	500	500	83,223	82,723
Tuition	5,000	5,000	560	(4,440)
Investment Income	43,000	43,000	69,409	26,409
Other	-	-	42,320	42,320
Total Local Sources	<u>3,152,500</u>	<u>2,851,918</u>	<u>3,111,395</u>	<u>259,477</u>
<i>State Sources</i>				
State Equalization	524,000	794,534	794,534	-
Transportation	40,000	37,226	39,911	2,685
At-Risk Funding	1,500	1,500	1,646	146
Grants	184,000	133,259	158,953	25,694
Total State Sources	<u>749,500</u>	<u>966,519</u>	<u>995,044</u>	<u>28,525</u>
<i>Federal Sources</i>				
Grants	198,518	378,858	424,762	45,904
Total Federal Sources	<u>198,518</u>	<u>378,858</u>	<u>424,762</u>	<u>45,904</u>
 Total Revenues	 <u>4,100,518</u>	 <u>4,197,295</u>	 <u>4,531,201</u>	 <u>333,906</u>
<b>Expenditures</b>				
<i>Instruction</i>	2,283,423	2,373,121	2,158,407	214,714
<i>Supporting Services</i>				
Students	61,565	71,467	76,949	(5,482)
Instructional Staff	13,979	8,457	5,815	2,642
General Administration	277,486	292,986	278,215	14,771
School Administration	145,212	164,337	159,382	4,955
Business Services	154,274	154,274	134,954	19,320
Operations and Maintenance	640,589	574,629	508,826	65,803
Student Transportation	321,775	288,844	177,742	111,102
Central Support	221,828	199,478	144,578	54,900
Community Services	300	300	-	300
<i>Reserves</i>	4,259,063	4,348,378	-	4,348,378
Total Expenditures	<u>8,379,494</u>	<u>8,476,271</u>	<u>3,644,868</u>	<u>4,831,403</u>
<b>Revenues Over (Under) Expenditures</b>	(4,278,976)	(4,278,976)	886,333	5,165,309
<b>Other Financing Sources (Uses)</b>				
Transfers Out	(85,000)	(85,000)	(69,456)	15,544
Total Other Financing Sources (Uses)	<u>(85,000)</u>	<u>(85,000)</u>	<u>(69,456)</u>	<u>15,544</u>
<b>Net Change in Fund Balance</b>	(4,363,976)	(4,363,976)	816,877	5,180,853
<b>Fund Balance, Beginning of Year</b>	4,363,976	4,363,976	5,281,410	917,434
<b>Fund Balance, End of Year</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 6,098,287</u>	<u>\$ 6,098,287</u>

**Fremont County School District No. RE-3**  
Notes to Budgetary Comparison Schedule - General Fund  
June 30, 2025

**Note 1: Stewardship, Compliance and Accountability**

**Budgets and Budgetary Accounting**

A budget is adopted for the District on a basis consistent with generally accepted accounting principles.

Management submits to the Board of Education a proposed budget for the fiscal year commencing the following July 1, for their approval. The budget includes proposed expenditures and the means of financing them.

Expenditures may not legally exceed appropriations at the fund level. Revisions that alter the total expenditures of any fund must be approved by the Board of Education.

All appropriations lapse at fiscal year-end.

## **Supplementary Information**

**Fremont County School District No. RE-3**  
Combining Balance Sheet  
Nonmajor Governmental Funds  
June 30, 2025

	Special Revenue		Total
	Food Service	Student Activity	
<b>Assets</b>			
Cash and Investments	\$ 74,698	\$ 214,567	\$ 289,265
Grants Receivable	17,296	-	17,296
Inventories	9,391	-	9,391
Total Assets	\$ 101,385	\$ 214,567	\$ 315,952
<b>Liabilities and Fund Balances</b>			
<i>Liabilities</i>			
Accrued Salaries and Benefits	\$ 8,258	\$ -	\$ 8,258
Total Liabilities	8,258	-	8,258
<b>Fund Balances</b>			
Nonspendable Inventories	9,391	-	9,391
Assigned to:			
Food Services	83,736	-	83,736
Student Activity	-	214,567	214,567
Total Fund Balances	93,127	214,567	307,694
Total Liabilities and Fund Balances	\$ 101,385	\$ 214,567	\$ 315,952

**Fremont County School District No. RE-3**  
Combining Statement of Revenues, Expenditures and Changes in Fund Balances  
Nonmajor Governmental Funds  
June 30, 2025

	Special Revenue		Total
	Food Services	Student Activity	
<b>Revenues</b>			
Local Sources	\$ 4,838	\$ 99,073	\$ 103,911
State Sources	2,048	-	2,048
Federal Sources	138,198	-	138,198
	<u>145,084</u>	<u>99,073</u>	<u>244,157</u>
Total Revenues			
	<u>145,084</u>	<u>99,073</u>	<u>244,157</u>
<b>Expenditures</b>			
Instruction	-	102,782	102,782
Food Service	195,239	-	195,239
	<u>195,239</u>	<u>102,782</u>	<u>298,021</u>
Total Expenditures			
	<u>195,239</u>	<u>102,782</u>	<u>298,021</u>
<b>Excess of Revenues Over (Under) Expenditures</b>	(50,155)	(3,709)	(53,864)
<b>Other Financing Sources (Uses)</b>			
Transfers In	69,456	-	69,456
	<u>69,456</u>	<u>-</u>	<u>69,456</u>
Total Other Financing Sources (Uses)			
	<u>69,456</u>	<u>-</u>	<u>69,456</u>
<b>Net Change in Fund Balances</b>	19,301	(3,709)	15,592
<b>Fund Balances, Beginning of Year</b>	73,826	218,276	292,102
	<u>73,826</u>	<u>218,276</u>	<u>292,102</u>
<b>Fund Balances, End of Year</b>	\$ <u>93,127</u>	\$ <u>214,567</u>	\$ <u>307,694</u>

**Fremont County School District No. RE-3**  
 Budgetary Comparison Schedule  
 Food Service Fund  
 For the Year Ended June 30, 2025

	Original and Final Budget	Actual	Variance <i>Positive</i> <i>(Negative)</i>
<b>Revenues</b>			
<i>Local Sources</i>			
Charges for Services	\$ 10,000	\$ 4,832	\$ (5,168)
Investment Income	5	6	1
Total Local Sources	10,005	4,838	(5,167)
<i>State Sources</i>			
Grants	19,050	2,048	(17,002)
Total State Sources	19,050	2,048	(17,002)
<i>Federal Sources</i>			
Grants	120,000	138,198	18,198
Total Federal Sources	120,000	138,198	18,198
 Total Revenues	 149,055	 145,084	 (3,971)
<b>Expenditures</b>			
Salaries	81,963	81,289	674
Employee Benefits	32,529	19,168	13,361
Purchased Services	2,500	435	2,065
Supplies and Materials	117,063	94,347	22,716
Operating Reserve	48,364	-	48,364
Total Expenditures	282,419	195,239	87,180
 <b>Revenues Over (Under) Expenditures</b>	 (133,364)	 (50,155)	 83,209
 <b>Transfers</b>	 85,000	 69,456	 (15,544)
 <b>Net Change in Fund Balance</b>	 (48,364)	 19,301	 67,665
 <b>Fund Balance, Beginning of Year</b>	 48,364	 73,826	 25,462
 <b>Fund Balance, End of Year</b>	 \$ -	 \$ 93,127	 \$ 93,127

**Fremont County School District No. RE-3**  
 Budgetary Comparison Schedule  
 Student Activity Fund  
 For the Year Ended June 30, 2025

	Original and Final Budget	Actual	Variance <i>Positive</i> <i>(Negative)</i>
<b>Revenues</b>			
Student Activity Revenue	\$ 200,000	\$ 99,073	\$ (100,927)
Total Revenues	<u>200,000</u>	<u>99,073</u>	<u>(100,927)</u>
<b>Expenditures</b>			
Student Activity Expenditures	200,000	102,782	97,218
Operating Reserve	<u>229,597</u>	<u>-</u>	<u>229,597</u>
Total Expenditures and Reserves	<u>429,597</u>	<u>102,782</u>	<u>326,815</u>
<b>Revenues Over (Under) Expenditures</b>	<u>(229,597)</u>	<u>(3,709)</u>	<u>225,888</u>
<b>Net Change in Fund Balance</b>	(229,597)	(3,709)	225,888
<b>Fund Balance, Beginning of Year</b>	<u>229,597</u>	<u>218,276</u>	<u>(11,321)</u>
<b>Fund Balance, End of Year</b>	<u>\$ -</u>	<u>\$ 214,567</u>	<u>\$ 214,567</u>

## **Compliance Section**



**Colorado Department of Education**  
**Auditors Integrity Report**  
 District: 1160 - Cotopaxi RE-3  
 Fiscal Year 2024-25  
 Colorado School District/BOCES

Revenues, Expenditures, & Fund Balance by Fund

Fund Type & Number	Beg Fund Balance & Prior Per Adj (6880*)	1000 - 5999 Total Revenues & Other Sources	0001-0999 Total Expenditures & Other Uses	6700-6799 & Prior Per Adj (6880*) Ending Fund Balance
Governmental	+		-	=
10 General Fund	5,281,411	4,461,741	3,644,867	6,098,285
18 Risk Mgmt Sub-Fund of General Fund	0	0	0	0
19 Colorado Preschool Program Fund	0	0	0	0
<b>Sub- Total</b>	<b>5,281,411</b>	<b>4,461,741</b>	<b>3,644,867</b>	<b>6,098,285</b>
11 Charter School Fund	0	0	0	0
20,26-29 Special Revenue Fund	0	0	0	0
06 Supplemental Cap Const, Tech, Main. Fund	0	0	0	0
07 Total Program Reserve Fund	0	0	0	0
21 Food Service Spec Revenue Fund	73,826	214,539	195,239	93,126
22 Govt Designated-Purpose Grants Fund	0	0	0	0
23 Pupil Activity Special Revenue Fund	218,276	99,073	102,783	214,567
25 Transportation Fund	0	0	0	0
31 Bond Redemption Fund	0	0	0	0
39 Certificate of Participation (COP) Debt Service Fund	0	0	0	0
41 Building Fund	0	0	0	0
42 Special Building Fund	0	0	0	0
43 Capital Reserve Capital Projects Fund	0	0	0	0
46 Supplemental Cap Const, Tech, Main Fund	0	0	0	0
<b>Totals</b>	<b>5,573,514</b>	<b>4,775,353</b>	<b>3,942,889</b>	<b>6,405,978</b>
<b>Proprietary</b>				
50 Other Enterprise Funds	0	0	0	0
64 (63) Risk-Related Activity Fund	0	0	0	0
60,65-69 Other Internal Service Funds	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Fiduciary</b>				
70 Other Trust and Agency Funds	0	0	0	0
72 Private Purpose Trust Fund	0	0	0	0
73 Agency Fund	0	0	0	0
74 Pupil Activity Agency Fund	0	0	0	0
79 GASB 34:Permanent Fund	0	0	0	0
85 Foundations	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

FINAL

\*If you have a prior period adjustment in any fund (Balance Sheet 6880), the amount of your priorperiod adjustment is added into both your ending and beginning fund balances on this report.