

**SEEM Collaborative**

Financial Statements

For the Year Ended  
June 30, 2020

**SEEM Collaborative**  
**Contents**  
For the Year Ended June 30, 2020

	<u>Page(s)</u>
Independent Auditor’s Report	1-2
Management’s Discussion and Analysis	3-6
Financial Statements:	
<u>Government-Wide Financial Statements:</u>	
Statement of Net Position	7
Statement of Activities	8
<u>Fund Financial Statements:</u>	
Governmental Funds:	
Balance Sheet	9
Reconciliation of the Governmental Funds Balance Sheet to the Statement of Net Position	10
Statement of Revenues, Expenditures and Changes in Fund Balances	11
Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances of Governmental Funds to the Statement of Activities	12
Retirees’ Health Insurance Trust Fund (Fiduciary Fund):	
Statement of Fiduciary Net Position	13
Statement of Changes in Fiduciary Net Position	14
Notes to Financial Statements	15-28
Supplementary Information:	
Statement of Revenues, Expenditures and Changes in Fund Balance of the General Fund – Budget to Actual	29
OPEB Plan – Required Supplementary Information	30-33
Schedule of the Collaborative's Proportionate Share of Net Pension Liability	34
Schedule of Pension Contributions	35
Independent Auditor’s Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	36-37



**FRITZ DEGUGLIELMO LLC**  
**CERTIFIED PUBLIC ACCOUNTANTS**  
**& BUSINESS ADVISORS**

**INDEPENDENT AUDITOR'S REPORT**

To the Board of Directors of  
SEEM Collaborative  
Stoneham, Massachusetts

**Report on the Financial Statements**

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of SEEM Collaborative (a collaborative organized under the Laws of the Commonwealth of Massachusetts), as of and for the year ended June 30, 2020, and the related notes to the financial statements, which collectively comprise SEEM Collaborative's basic financial statements as listed in the table of contents.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

***Auditor's Responsibility***

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

***Opinions***

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of SEEM Collaborative, as of June 30, 2020, 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.

***Other Matters***

***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, budgetary comparison information, OPEB Plan – Required Supplementary Information and pension schedules on pages 3-6 and 29-35 be presented to supplement the basic financial statements. Such information, although not part of the basic financial statements, is required by the Governmental 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.

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

In accordance with *Government Auditing Standards*, we have also issued our report dated December 15, 2020, on our consideration of SEEM Collaborative's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of SEEM Collaborative's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering SEEM Collaborative's internal control over financial reporting and compliance.



Certified Public Accountants

Newburyport, Massachusetts

December 15, 2020

**SEEM Collaborative**  
Management's Discussion and Analysis  
June 30, 2020

Our discussion and analysis of SEEM Collaborative's ("The Collaborative") financial performance provides an overview of the Collaborative's financial activities for the fiscal year ended June 30, 2020 with comparative information from the fiscal years ended June 30, 2019 and 2018. Please read it in conjunction with the financial statements that begin on page 7.

**OVERVIEW OF THE FINANCIAL REPORTS**

This discussion and analysis is intended to serve as an introduction to the Collaborative's financial statements. The Collaborative's financial statements comprise three components: 1) government-wide financial statements; 2) fund financial statements; and 3) notes to the financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

**Government-wide Statements:**

The government-wide financial statements report information about the Collaborative as a whole using accounting methods similar to those used by private sector companies.

- The **Statement of Net Position** presents information on all of the Collaborative's assets and liabilities with the difference between the two reported as net position. It is one way of measuring the Collaborative's financial health or position.
- The **Statement of Activities** presents information showing how the Collaborative's net position changed during the most recent fiscal year. All of the current year's revenues and expenditures are accounted for in the Statement of Activities regardless of when cash is received or paid.

Over time, increases or decreases in the Collaborative's net position is an indicator of whether its financial position is improving or deteriorating. The reader will also need to consider other non-financial factors such as changes in economic conditions when evaluating the overall financial health of the Collaborative.

**Fund Financial Statements:**

Funds are accounting devices used to keep track of specific sources of funding and spending in particular categories: governmental funds, proprietary funds, and fiduciary funds. Presently, the Collaborative has only governmental and fiduciary funds.

- **Governmental funds** – The Collaborative's basic services are included in 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 to determine whether there are more or fewer financial resources that can be spent in the near future to finance the Collaborative's programs. Because this information does not encompass the additional long-term focus of the government-wide statements, additional information (reconciliation schedules) is provided following the governmental funds statements that explains the relationship (or differences) between these two types of financial statement presentations.
- **Fiduciary funds** – Fiduciary funds are used to account for resources held for the benefit of parties outside the government. Fiduciary funds are not reflected in the government-wide financial statements because the resources of those funds are not available to support the Collaborative's own programs.

**Notes to the Financial Statements:**

The Notes to the Financial Statements provide additional information that is essential to a full understanding of the information provided in the Collaborative's financial statements.

**Supplementary information:**

In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information which is required to be disclosed by accounting principles generally accepted in the United States of America.

**SEEM Collaborative**  
Management's Discussion and Analysis  
June 30, 2020

**GOVERNMENT-WIDE FINANCIAL HIGHLIGHTS**

**Statement of Net Position**

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Total Current Assets	\$ 9,468,730	\$ 9,240,105	\$ 8,995,055
Total Non-current Assets	<u>483,538</u>	<u>155,325</u>	<u>49,995</u>
Total Assets	<u>\$ 9,952,268</u>	<u>\$ 9,395,430</u>	<u>\$ 9,045,050</u>
Deferred Outflows Related to OPEB	<u>\$ 2,185,983</u>	<u>\$ 1,448,899</u>	<u>\$ -</u>
Liabilities			
Total Current Liabilities	\$ 3,098,661	\$ 3,165,588	\$ 3,049,827
Total Non-current Liabilities	<u>21,737,301</u>	<u>18,705,896</u>	<u>20,006,785</u>
Total Liabilities	<u>\$ 24,835,962</u>	<u>\$ 21,871,484</u>	<u>\$ 23,056,612</u>
Deferred Inflows Related to OPEB	<u>\$ 3,740,149</u>	<u>\$ 4,223,056</u>	<u>\$ -</u>
Net Position			
Unrestricted	\$(17,109,828)	\$(15,574,949)	\$(14,195,582)
Restricted	188,430	169,413	134,025
Invested in capital assets, net of related debt	<u>483,538</u>	<u>155,325</u>	<u>49,995</u>
Total Net Position	<u>\$(16,437,860)</u>	<u>\$(15,250,211)</u>	<u>\$(14,011,562)</u>

SEEM Collaborative's net position decreased by approximately \$1,188,000 and \$1,239,000 in fiscal 2020 and 2019. During fiscal 2020, SEEM Collaborative recorded increases in net retirement health benefit obligations required by GASB Statement No. 75 of \$3,031,405 and transferred an additional \$77,047 to an OPEB trust. There was an increase in the OPEB deferred outflow of \$737,084 and a decrease in the OPEB deferred inflows of \$482,907. During fiscal 2019, SEEM Collaborative recorded decreases in net retirement health benefit obligations required by GASB Statement No. 75 of \$1,300,889 and transferred an additional \$46,025 to an OPEB trust. There were increases in both OPEB deferred outflows and inflows of \$1,448,899 and \$4,223,056, respectively. Increases in net position before these increases in OPEB expenses were approximately \$281,000 and \$701,000 in fiscal 2020 and 2019, respectively. The surplus in fiscal 2020 was a result of revenues exceeding expenses during the year. The Collaborative recorded restricted net position in the amount of \$188,430 as of June 30, 2020. Other changes in assets and liabilities are due primarily to operations in fiscal 2020.

**Statement of Activities**

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Program Revenues*	\$ 32,598,081	\$32,051,286	\$30,347,723
General Revenues	<u>185,650</u>	<u>105,386</u>	<u>72,154</u>
Total Revenues	<u>32,783,731</u>	<u>32,156,672</u>	<u>30,419,877</u>
Program Expenses*	30,179,097	30,078,087	28,498,910
Administrative Expenses*	<u>1,903,822</u>	<u>1,797,941</u>	<u>1,869,610</u>
Total Expenses*	<u>32,082,919</u>	<u>31,876,028</u>	<u>30,368,520</u>
Change in net position, before increase in net retirement health benefit obligation	700,812	280,644	51,357
Increase in net retirement health benefit obligation	(1,811,414)	(1,473,268)	(2,073,814)
OPEB trust funding	(77,047)	(46,025)	(155,845)
Total net position – beginning	(15,250,211)	(14,011,562)	(11,833,260)
Cumulative effect of a change in accounting principle	<u>-</u>	<u>-</u>	<u>-</u>
Total net position – ending	<u>\$(16,437,860)</u>	<u>\$(15,250,211)</u>	<u>\$(14,011,562)</u>

\* Excludes Massachusetts Teachers' and State Employees' Retirement Systems "on-behalf" payments.

**SEEM Collaborative**  
Management's Discussion and Analysis  
June 30, 2020

During the years ended June 30, 2020 and 2019, operating revenues, excluding Massachusetts Teachers' and State Employees' Retirement Systems "on-behalf" payments, increased by approximately \$627,000 and \$1,737,000, respectively. The increase in fiscal 2020 revenues was primarily from additional tuition and program services revenues of approximately \$83,000 and additional transportation services of approximately \$464,000. The increase in fiscal 2019 revenues was primarily from additional tuition and program services revenues of approximately \$1,048,000 and additional transportation services of approximately \$472,000. During the years ended June 30, 2020 and 2019, operating expenses, excluding Massachusetts Teachers' and State Employees' Retirement Systems "on-behalf" payments, increased approximately \$207,000 and \$1,508,000 respectively. The increases in expenses for the year ended June 30, 2020 was primarily due to increases in transportation costs that correspond to increases transportation revenues. The increases in expenses for the year ended June 30, 2019 was primarily due to increases in personnel and transportation costs that correspond to increases in program and other service revenues.

**GOVERNMENTAL FUNDS FINANCIAL HIGHLIGHTS**

The Collaborative reported a total general fund balance of \$6,181,639, of which \$507,868 was nonspendable, \$88,047 was assigned and \$5,585,724 was unassigned. The fund balance increased approximately \$277,000 during the year ended June 30, 2020. During fiscal 2020 there was a transfer of approximately \$77,000 to the OPEB Trust and approximately \$88,000 was received for the sale of fully depreciated vehicles. The increase of approximately \$265,000 in the fund balance prior to the funding of the Trust and sale of assets was primarily due to increases in tuition revenues in excess of related expenditures. Cash and cash equivalents decreased by approximately \$480,000 and accounts receivable increased by approximately \$539,000. The balance in the restricted funds increased by approximately \$19,000 during the year ended June 30, 2020 due to unspent restricted contributions received.

**GENERAL FUND BUDGETARY HIGHLIGHTS**

The Collaborative's annual budget for fiscal 2020 was approved by its Board of Directors. For the fiscal year ended June 30, 2020, the Collaborative received revenues, excluding Massachusetts Teachers' and State Employees' Retirement Systems "on-behalf" payments, of approximately \$32,673,000 compared to budgeted revenues of approximately \$32,302,000. The difference between actual revenues received and budgeted revenues is primarily due to significantly higher than expected fees for transportation received during the fiscal year.

For the fiscal year ended June 30, 2020, the Collaborative incurred actual expenditures, excluding Massachusetts Teachers' and State Employees' Retirement Systems "on-behalf" payments, of approximately \$32,407,000 compared to budgeted expenditures of approximately \$32,283,000. The difference between actual expenditures incurred and budgeted expenditures is primarily due to higher-than-expected transportation costs that correspond with the increase in transportation revenues.

**CAPITAL ASSET AND OBLIGATIONS**

The Collaborative purchased approximately \$374,000 of capital assets for programs during fiscal 2020.

**KNOWN FACTS, DECISIONS, OR CONDITIONS**

The Collaborative fully implemented two new standards from GASB Statements No. 74 and No. 75, in fiscal year 2017. These standards relate to the accounting and reporting by plans and employers for postemployment benefits other than pensions. The Collaborative provides financial support for postemployment health benefits.

The Collaborative historically recorded the cost of the postemployment health benefits on a "pay as you go" basis. Under Statement No. 75, the Collaborative is required to report the effects of OPEB-related transactions and events on its financial statements and to provide information about the Collaborative's OPEB obligations and the assets available to satisfy the obligations. This change significantly increased and accelerated the recording of these costs and significantly impacted the Collaborative's government-wide financials in fiscal year 2020 and 2019. The Collaborative recorded a charge for the estimated annual cost of the program for fiscal year 2020 of \$1,888,461.

**SEEM Collaborative**  
Management's Discussion and Analysis  
June 30, 2020

The Collaborative implemented GASB Statement No. 68 in fiscal year 2015. The standard relates to the accounting and financial reporting for pensions. The Collaborative's employees participate in the Massachusetts Teachers' (MTRS) or State Employees' Retirement System (MSERS), statewide cost-sharing multi-employer defined benefit plans public employee retirement systems (PERS) covering all employees of local school districts within the Commonwealth of Massachusetts ("the Commonwealth").

Educational collaboratives contribute amounts equal to the normal cost of employees' benefits participating in MSERS at a rate established by the Public Employees' Retirement Administration Commission (PERAC), currently 6.1% of covered payroll. The Commonwealth is a nonemployer contributor in MTRS and MSERS and is required by statute to make all actuarially determined employer contributions on behalf of the member employers participating in MTRS. Therefore, the Collaborative is considered to be in a 100% special funding situation as defined by GASB Statement No. 68. Since the employers do not contribute directly to each system beyond the MSERS annual normal cost, there is no net pension liability to recognize. However, the notes to the financial statements must disclose the portion of the nonemployer contributing entities' share of the collective net pension liability that is associated with the employer. In addition, the Collaborative must recognize its portion of the collective pension expense as both revenue and pension expense.

**CONTACTING THE COLLABORATIVE**

This financial report is designed to provide readers of the financial statement an overview of the Collaborative's financial activities. If you have any questions in regard to this report, please contact our finance department at (781) 279-1361.



**SEEM Collaborative**  
Statement of Net Position  
June 30, 2020

	<u><b>Governmental Activities</b></u>
<u><b>Assets</b></u>	
<b>Current Assets</b>	
Cash and cash equivalents	\$ 5,363,290
Accounts receivable, net	3,597,572
Prepaid expenses and other assets	507,868
<b>Total Current Assets</b>	<b>9,468,730</b>
<b>Non-current Assets</b>	
Furniture, equipment and leasehold improvements, net	483,538
<b>Total Non-current Assets</b>	<b>483,538</b>
<b>Total Assets</b>	<b>9,952,268</b>
<u><b>Deferred Outflows of Resources</b></u>	
Deferred Outflows of Resources Related to OPEB	2,185,983
<b>Total Assets and Deferred Outflows of Resources</b>	<b>\$ 12,138,251</b>
<u><b>Liabilities</b></u>	
<b>Current Liabilities</b>	
Accounts payable and accrued liabilities	\$ 2,976,185
Deferred revenues	122,476
<b>Total Current Liabilities</b>	<b>3,098,661</b>
<b>Non-current Liabilities:</b>	
Net OPEB liability	21,737,301
<b>Total Non-current Liabilities</b>	<b>21,737,301</b>
<b>Total Liabilities</b>	<b>24,835,962</b>
<u><b>Deferred Inflows of Resources</b></u>	
Deferred Inflows of Resources Related to OPEB	3,740,149
<u><b>Net Position</b></u>	
<b>Net Position</b>	
Invested in capital assets, net of related debt	483,538
Unrestricted	(17,109,828)
Restricted - grants and contributions	188,430
<b>Total Net Position</b>	<b>(16,437,860)</b>
<b>Total Liabilities, Deferred Inflows of Resources and Net Position</b>	<b>\$ 12,138,251</b>

The accompanying notes are an integral part of these financial statements.

**SEEM Collaborative**  
Statement of Activities  
For the Year Ended June 30, 2020

Functions/ Programs	<u>Program Revenues</u>			Net (Expense) Revenue and Changes in Net Position
	<u>Expenses</u>	<u>Charges for Services</u>	<u>Operating Grants and Contributions</u>	
<b>Governmental Activities:</b>				
Administration	\$ 1,903,822	\$ -	\$ -	\$ (1,903,822)
Education and related	19,895,557	21,865,236	191,848	2,161,527
Transportation	10,237,891	10,540,997	-	303,106
Intergovernmental revenue and expense	6,230,418	-	6,230,418	-
Other postemployment benefits	1,888,461	-	-	(1,888,461)
Depreciation and amortization	45,649	-	-	(45,649)
<b>Total Governmental Activities</b>	<u>\$ 40,201,798</u>	<u>\$ 32,406,233</u>	<u>\$ 6,422,266</u>	(1,373,299)
<b>General revenue:</b>				
Assessments to member districts				60,500
Interest				37,103
Gain on disposal of assets				88,047
<b>Total General Revenue</b>				<u>185,650</u>
<b>Change in Net Position</b>				(1,187,649)
<b>Net Position, Beginning of Year</b>				<u>(15,250,211)</u>
<b>Net Position, End of Year</b>				<u>\$ (16,437,860)</u>

The accompanying notes are an integral part of these financial statements.

**SEEM Collaborative**  
Balance Sheet  
Governmental Funds  
June 30, 2020

	<b>General Fund</b>	<b>Nonmajor Governmental Funds</b>	<b>Total Governmental Funds</b>
<b>ASSETS</b>			
Cash and cash equivalents	\$ 5,174,860	\$ 188,430	\$ 5,363,290
Accounts receivable, net	3,597,572	-	3,597,572
Prepaid expenses and other assets	507,868	-	507,868
<b>Total Assets</b>	<b>\$ 9,280,300</b>	<b>\$ 188,430</b>	<b>\$ 9,468,730</b>
<b>LIABILITIES AND FUND BALANCES</b>			
<b>Liabilities:</b>			
Accounts payable and accrued liabilities	\$ 2,976,185	\$ -	\$ 2,976,185
Deferred revenues	122,476	-	122,476
<b>Total Liabilities</b>	<b>3,098,661</b>	<b>-</b>	<b>3,098,661</b>
<b>Fund Balances:</b>			
Nonspendable	507,868	-	507,868
Restricted	-	188,430	188,430
Committed	-	-	-
Assigned	88,047	-	88,047
Unassigned	5,585,724	-	5,585,724
<b>Total Fund Balances</b>	<b>6,181,639</b>	<b>188,430</b>	<b>6,370,069</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 9,280,300</b>	<b>\$ 188,430</b>	<b>\$ 9,468,730</b>

The accompanying notes are an integral part of these financial statements.

**SEEM Collaborative**

Reconciliation of the Governmental Funds Balance Sheet to the Statement of Net Position  
June 30, 2020

<b>Total fund balances, governmental funds</b>	\$ 6,370,069
Amounts reported for governmental activities in the Statement of Net Position are different because:	
Capital assets, net of related debt, used in governmental activities are not current financial resources and therefore are not reported in this fund financial statement, but are reported in the governmental activities of the Statement of Net Position	483,538
Deferred outflows relating to the other postemployment benefit obligation are not a current financial resource and therefore are not reported in this fund financial statement, but are reported in the government activities of the Statement of Net Position.	2,185,983
Deferred inflows relating to the other postemployment benefit obligation is not a current obligation and therefore is not reported in this fund financial statement, but is reported in the government activities of the Statement of Net Position.	(3,740,149)
Other postemployment benefit (OPEB) liability is not a current obligation and therefore is not reported in this fund financial statement, but is reported in the governmental activities of the Statement of Net Position.	<u>(21,737,301)</u>
<b>Net position of governmental activities</b>	<u><u>\$ (16,437,860)</u></u>

The accompanying notes are an integral part of these financial statements.

**SEEM Collaborative**  
Statement of Revenues, Expenditures and Changes in Fund Balances  
Governmental Funds  
For the Year Ended June 30, 2020

	<u>General Fund</u>	<u>Nonmajor Governmental Funds</u>	<u>Total Governmental Funds</u>
<b>Revenues:</b>			
Tuition and service revenues	\$ 21,865,236	\$ -	\$ 21,865,236
Transportation	10,540,997	-	10,540,997
Member assessments	60,500	-	60,500
Grants and contributions	168,846	23,002	191,848
Intergovernmental revenue	6,230,418	-	6,230,418
Interest	37,103	-	37,103
<b>Total Revenues</b>	<u>38,903,100</u>	<u>23,002</u>	<u>38,926,102</u>
<b>Expenditures:</b>			
Administration	1,903,822	-	1,903,822
Program payroll	15,037,801	-	15,037,801
Program fringe benefits and payroll taxes	2,368,660	-	2,368,660
Professional services	432,788	-	432,788
Rent and utilities	1,157,741	-	1,157,741
Maintenance	361,569	-	361,569
Supplies	298,251	-	298,251
Transportation	10,237,891	-	10,237,891
Travel, field trips, and conferences	126,461	3,985	130,446
Telephone and internet	33,976	-	33,976
Training	25,103	-	25,103
Miscellaneous	49,222	-	49,222
Intergovernmental expense	6,230,418	-	6,230,418
Capital outlay, net of debt incurred	373,862	-	373,862
<b>Total Expenditures</b>	<u>38,637,565</u>	<u>3,985</u>	<u>38,641,550</u>
Excess of Revenues over Expenditures	265,535	19,017	284,552
<b>Other Financing Sources:</b>			
Gain on assets	88,047	-	88,047
OPEB obligation funding	(77,047)	-	(77,047)
<b>Net Change in Fund Balances</b>	<u>276,535</u>	<u>19,017</u>	<u>295,552</u>
<b>Fund Balances, Beginning of Year</b>	<u>5,905,104</u>	<u>169,413</u>	<u>6,074,517</u>
<b>Fund Balances, End of Year</b>	<u>\$ 6,181,639</u>	<u>\$ 188,430</u>	<u>\$ 6,370,069</u>

The accompanying notes are an integral part of these financial statements.

**SEEM Collaborative**

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, 2020

**Net change in fund balances of total governmental funds** \$ 295,552

Amounts reported for governmental activities in the Statement of Activities are different because:

Governmental funds report outlays for capital assets as expenditures because such outlays use current financial resources. In contrast, the Statement of Activities reports only a portion of the outlay as expense. The outlay is allocated over the assets' estimated useful lives as depreciation expense for the period.

Capital outlay purchases, net of debt incurred	373,862
Depreciation	(45,649)

Other postemployment benefits reported in the Statement of Activities do not require the use of current financial resources and, therefore, are not reported as expenditures in the governmental funds.

Net change in other postemployment benefits (OPEB) accrual	<u>(1,811,414)</u>
--	--------------------

<b>Change in net position of governmental activities</b>	<u><u>\$ (1,187,649)</u></u>
--	------------------------------

The accompanying notes are an integral part of these financial statements.

**SEEM Collaborative**  
Statement of Fiduciary Net Position  
Retirees' Health Insurance Trust Fund  
June 30, 2020

<b>Assets</b>	
Cash and cash equivalents	<u>\$ 1,007,945</u>
Total Assets	<u><u>\$ 1,007,945</u></u>
<b>Net Position</b>	
Net position restricted for OPEB	<u>\$ 1,007,945</u>
Total Net Position	<u><u>\$ 1,007,945</u></u>

The accompanying notes are an integral part of these financial statements.

**SEEM Collaborative**  
Statement of Changes in Fiduciary Net Position  
Retirees' Health Insurance Trust Fund  
For the year ended June 30, 2020

**Additions:**

Contributions	\$ 77,047
Investment gain	<u>51,826</u>
Total Additions	<u>128,873</u>
Change in Net Position	128,873
Net Position - Beginning of Year	<u>879,072</u>
Net Position - End of Year	<u><u>\$ 1,007,945</u></u>

The accompanying notes are an integral part of these financial statements.



**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Reporting Entity**

SEEM Collaborative (“the Collaborative”) was created by agreement pursuant to the provisions of Section 4E of Chapter 40, as Amended by Chapter 797 of the Acts of 1974 and by Chapter 43 of the Acts of 2012 by the following school committees: Lynnfield, Melrose, North Andover, North Reading, Reading, Saugus, Stoneham, Wakefield, Wilmington, Woburn, and Winchester. The purpose of the agreement is to provide special programs and services for school children under the members’ jurisdiction. The Collaborative also provides services to non-member districts as services are requested.

**Basis of Presentation**

The Collaborative's financial statements are prepared in accordance with accounting principles generally accepted in the United States of America (“GAAP”). The Governmental Accounting Standards Board (“GASB”) is responsible for establishing GAAP for state and local governments through its pronouncements (Statements and Interpretations).

As required by GAAP and in accordance with the GASB, the accompanying financial statements present the Collaborative and its component units. Component units are included in the reporting entity if their operational and financial relationships with the Collaborative are significant. Pursuant to these criteria, the Collaborative did not identify any component units requiring inclusion in the accompanying financial statements.

The Collaborative's basic financial statements include both government-wide (reporting the Collaborative as a whole) and fund financial statements (reporting the Collaborative's major funds). Both the government-wide and fund financial statements categorize primary activities as either governmental or business type. Governmental activities are generally financed through intergovernmental assessments or other non-exchange transactions. The Collaborative does not have any activities classified as business type activities.

**Government-wide Financial Statements**

In the government-wide Statement of Net Position, governmental columns are presented on a consolidated basis and are reported on a full accrual, economic resource basis, which recognizes all long-term assets, receivables and deferred outflows of resources, as well as long-term liabilities, deferred inflows of resources and other liabilities reported on a full accrual basis. The Collaborative’s net position is reported in three parts—net investment in capital assets; restricted; and unrestricted. The Collaborative first utilizes restricted resources to finance qualifying activities.

The government-wide Statement of Activities demonstrates the degree to which the direct expenses of a given function or segment is offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. The Collaborative does not allocate indirect expenses to functions in the statement of Activities. Program revenues included charges to customers or applicants who purchase, use or directly benefit from goods, services or privileges provided by a given function or segment and grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Assessments and other items not properly included among program revenues are reported instead as general revenues.

The government-wide focus is more on the sustainability of the Collaborative as an entity and the change in the Collaborative’s net position resulting from the current year’s activities.

**Fund Financial Statements**

Fund financial statements of the reporting entity are organized into funds each of which are considered to be separate accounting entities. Each fund is accounted for by providing a separate set of self-balancing accounts, which constitute its assets, liabilities, fund balance, revenues and expenditures.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

The emphasis in fund financial statements is on the major funds in the governmental activities categories. GASB pronouncements set forth minimum criteria (percentage of the assets and deferred outflows of resources, liabilities and deferred inflows of resources, revenues or expenditures/expenses of either fund category or the governmental and enterprise combined) for the determination of major funds. The Collaborative may electively add funds, as major funds, which have specific community focus. The nonmajor funds are combined in a column in the fund financial statements.

The following governmental fund types are used by the Collaborative - the Collaborative does not use proprietary funds:

**Governmental Funds:**

The focus of the governmental funds' measurement (in the fund statements) is upon determination of financial position and changes in financial position (sources, uses, and balances of financial resources) rather than upon net income. The following is a description of the governmental funds of the Collaborative:

*General fund* - is the general operating fund of the Collaborative. It is used to account for all financial resources not accounted for and reported in another fund.

*Non-major governmental funds* - consist of other special revenue and permanent funds that are aggregated and presented in the non-major governmental funds column on the government funds financial statements.

**Fiduciary Funds:**

Fiduciary Funds are used to report assets held in a trustee or agency capacity for others and therefore are not available to support Collaborative programs. The reporting focus is on net position and changes in net position presented in fiduciary fund financial statements. Since by definition these assets are being held for the benefit of a third party (retirees) and cannot be used to address activities or obligations of the government, these funds are not incorporated into the government-wide statements.

**Basis of Accounting and Measurement Focus**

The Collaborative's government-wide financial statements are presented using the economic resources measurement focus and the accrual basis of accounting, as are fiduciary fund financial statements. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recorded when the liability is incurred or economic asset used. Revenues, expenses, gain, losses, assets, and liabilities resulting from exchange and exchange-like transactions are recognized when the exchange takes place.

The Collaborative's governmental funds financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Under the modified accrual basis of accounting, revenues are recorded when susceptible to accrual, i.e., both measurable and available. Available means collectible within the current period or soon enough thereafter to be used to pay liabilities of the current period. Expenditures are recorded when the related fund liability is incurred, except for unmatured interest on long-term debt, judgments, compensated absences and pension expenditures, which are recorded as a fund liability when expected to be paid with expendable available financial resources.

**Fair Value Measurements and Investments**

The Collaborative has contributed \$859,213 to a public employee retirement trust account with U.S Bank National Association as trustee, on behalf of its retirees' health insurance trust fund. The trustee invests the funds in Vanguard mutual funds. As of June 30, 2020, the balance in these investments consisted of the following:

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

	<u>Collaborative Contributions (Estimated Cost)</u>	<u>Fair Value</u>	<u>Unrealized Gain</u>
Mutual Funds	\$859,213	\$1,007,945	\$148,732

All investments of the Collaborative are measured at fair value, generally based on quoted market prices in accordance with level 1 of the Fair Value Hierarchy established under GASB Statement No. 72, *Fair Value Measurement and Application*.

Net increase in the fair value on investments for the year ended June 30, 2020 was \$54,126. There were no realized gains or losses during the year ended June 30, 2020. Investment fees for the year ended June 30, 2020 were \$2,300.

The Collaborative manages its investments in accordance with state public finance laws that require that all moneys held in the name of the Collaborative, which are not required to be kept liquid for purposes of distribution, shall be invested in such a manner as to require the payment of interest on the money at the highest possible rate reasonably available, taking account of safety, liquidity and yield. The Collaborative has directed a local investment management service to manage the funds as conservatively as possible. However, the investments are still subject to market risk of loss. For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the Collaborative will not be able to recover the value of its investments or collateral securities that are in possession of an outside party. The Collaborative's investments are uninsured, not registered in the name of the Collaborative, and held by the counterparty's trust department or agent but not in the Collaborative's name.

**Revenues**

Expenditure-driven programs currently reimbursable are recognized as revenue when the qualifying expenditures have been incurred and the amounts are available. Charges for services provided to other education agencies and private parties are recognized as revenue when services are provided. Amounts owed to the Collaborative for services already performed, which are not available are recorded as receivables. Amounts received prior to the entitlement period are recorded as unearned revenue. Revenues susceptible to accrual include expenditure-driven programs and interest income.

**Cash and Cash Equivalents**

For financial statement purposes, the Collaborative considers all highly liquid investments with maturity of three months or less when purchased to be cash equivalents.

**Accounts Receivable**

Accounts receivable are carried at their net realized value. Management estimates the allowance for doubtful accounts by identifying troubled accounts and by using historical experience applied to an aging of accounts. Accounts receivable are written off when deemed uncollectible. Recoveries of accounts receivable previously written off are recorded as revenue when received. At June 30, 2020, management has not recorded an allowance for doubtful accounts because they have deemed all accounts collectible. At June 30, 2020, accounts receivable consisted of:

Services – SEEM programs and transportation	\$ 3,597,572
---	--------------

**Deferred Revenue**

Revenue is recognized when earned, however funds received that are not earned as of year-end are recorded as deferred revenue in the financial statements.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *(continued)*

**Property and Equipment**

Furniture and equipment are capitalized in the government-wide financial statements where the Collaborative maintains possession of the assets and expects future benefits to exceed one year. The assets are stated at cost less accumulated depreciation computed on the straight-line method. The useful lives are estimated to be five to ten years for equipment and five years for leasehold improvements. The Collaborative capitalizes assets purchased in excess of \$5,000.

**Equity Classifications**

**Government-wide Statements**

Equity is classified as net position and displayed in three components:

*Net position invested in capital assets* – Consists of capital assets including restricted capital assets net of accumulated depreciation and reduced by the outstanding balances of any bonds, mortgages, notes or other borrowings that are attributed to the acquisition, construction or improvement of those assets. If there are significant unspent related debt proceeds at year-end the portion of the debt attributable to the unspent proceeds are not included in the calculation or invested in capital assets. The Collaborative has no bonded debt on Capital assets at June 30, 2020.

*Restricted net position (as applicable)* – Consists of net position with constraints placed on the use either by (1) external groups such as creditors, grantors, contributors or laws or regulations of other government or, (2) law through constitutional provisions or enabling legislation.

*Unrestricted net position – general and other purposes* – All other net position that do not meet the definition of “restricted” or “invested in capital assets, net of related debt.”

**Fund Financial Statements**

Governmental fund equity is classified as fund balance. Fund balance in the fund financial statements is classified as nonspendable, restricted, committed, assigned or unassigned as described below:

*Nonspendable*: consists of amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact.

*Restricted*: Amounts that can be used only for specific purposes because of (a) constitutional provisions or enabling legislation or (b) externally imposed constraints. (External constraints might be imposed by creditors, grantors, contributors, or even the laws or regulations of other governments.)

*Committed*: Amounts that can be used only for specific purposes because of a formal action by the government’s highest level of decision-making authority (Board of Directors). This classification might also include contractual obligations if existing resources have been committed for use in satisfying those contractual requirements.

*Assigned*: Amounts intended to be used for specific purposes but that do not meet the criteria to be classified as restricted or committed. Intent can be stipulated by the governing body, another body (such as a finance committee), or by an official to whom authority has been given.

*Unassigned*: This is residual classification for the General Fund – that is, everything that is not in another classification or in another fund. The General Fund is the only governmental fund that can report a positive unassigned fund balance. Other governmental funds might have a negative unassigned fund balance as a result of overspending for specific purposes for which amounts have been restricted, committed, or assigned.

The Collaborative’s spending policy is to spend restricted fund balance first, followed by committed, assigned and unassigned fund balance.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

**Use of Estimates**

Management used estimates and assumptions in preparing financial statements in accordance with generally accepted accounting principles. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could vary from the estimates that were used.

**Allocation of Costs**

Directly identifiable costs are charged to student services or general and administrative functions as applicable. Costs related to more than one function are allocated based on criteria intended to associate the cost with whichever function benefits.

**Income Tax Status**

The Collaborative was established under Chapter 40 Section 4(e) under the general laws of Massachusetts and is therefore generally exempt from income taxes under Section 115 of the Internal Revenue Code. Accordingly, no provision for income taxes is made in the financial statements.

**Subsequent Events**

Subsequent events have been evaluated through December 15, 2020, which is the date the financial statements were available to be issued.

**NOTE B – LEASE OBLIGATIONS**

**Operating Leases**

The Collaborative has leases for office space and classroom space in various locations. With the exception of the Collaborative's administrative office, all space is leased from certain member districts' cities and towns. The leases have varying expiration dates through fiscal 2032. Classroom and office lease expense was \$992,537 for the year ended June 30, 2020.

The minimum future rental commitments under the above operating leases are as follows:

	<u>Year Ending June 30</u>
2021	\$ 928,413
2022	1,202,904
2023	1,169,487
2024	1,115,840
2025	1,062,193
2026-2030	4,929,589
2031-2032	<u>851,021</u>
	<u>\$11,259,447</u>

Leases with member districts include:

- Town of Wakefield, School Facility – Yeuell School, lease expired 6/30/19 and is now month to month.
- Town of Stoneham, School Facility – Central School, 7/1/19-6/30/29.
- Town of Melrose, School Facilities – Ripley School and Beebe School, 8/1/11-7/31/21.
- Town of North Reading, Classroom Space – North Reading Middle, 9/1/14-8/31/21, renewed for 1 additional year as of 7/1/20

The Collaborative also leases equipment, which consists principally of the leasing of copiers under operating leases that expire next fiscal year. Equipment lease expense was \$51,450 for the year ended June 30, 2020.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE B – LEASE OBLIGATIONS** *(continued)*

The following is a schedule by year of future minimum rental payments required under operating leases for equipment that have initial or remaining non-cancelable lease terms in excess of one year as of June 30, 2020.

<u>Year Ending June 30</u>	
2021	\$ <u>13,308</u>
	\$ <u>13,308</u>

During the fiscal year ending June 30, 2020, the Collaborative leased vehicles to be used for its operations. Prior to the end of the fiscal year, the Collaborative terminated the vehicle leases and purchased the vehicles instead. As a result, there are no future minimum lease payments associated with the vehicles. Vehicle lease expense was \$71,845 for the year ended June 30, 2020.

**NOTE C – CAPITAL ASSETS**

A summary of depreciable capital assets follows:

	<u>Leasehold</u> <u>Improvements</u>	<u>Furniture &amp;</u> <u>Equipment</u>	<u>Vehicles</u>	<u>Total</u>
<b><u>COST</u></b>				
Balance, July 1, 2019	\$ 539,713	\$ 403,903	\$ 103,172	\$ 1,046,788
Additions	-	-	373,862	373,862
Disposals	-	(155,727)	(55,129)	(210,856)
	<u>539,713</u>	<u>248,176</u>	<u>421,905</u>	<u>1,209,794</u>
<b><u>ACCUMULATED DEPRECIATION</u></b>				
Balance, July 1, 2019	(410,516)	(394,291)	(86,656)	(891,463)
Additions	(28,710)	(7,330)	(9,609)	(45,649)
Disposals	-	155,727	55,129	210,856
	<u>(439,226)</u>	<u>(245,894)</u>	<u>(41,136)</u>	<u>(726,256)</u>
Net, June 30, 2020	<u>\$ 100,487</u>	<u>\$ 2,282</u>	<u>\$ 380,769</u>	<u>\$ 483,538</u>

In fiscal 2020, the Collaborative capitalized \$373,862 for vehicles. The Collaborative sold various fully depreciated vehicles during the year ended June 30, 2020, and received \$88,047. The proceeds from the sale of the vehicles was assigned by the board to be used for the maintenance of newly purchased vehicles. Depreciation expense of \$45,649 was not allocated to governmental functions. It appears unallocated on the Statement of Activities.

**NOTE D – CONCENTRATION OF CREDIT RISK**

From time to time, the Collaborative maintained bank account balances in a bank in excess of the federally insured limits. However, the bank has additional insurance provided by the Share Insurance Fund in the event of a loss in excess of the FDIC insured limit of \$250,000.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE E – MASSACHUSETTS TEACHERS’ AND STATE EMPLOYEES’ RETIREMENT SYSTEMS**

Plan Descriptions:

The Collaborative’s employees participate in the Massachusetts Teachers’ (MTRS) or State Employees’ Retirement System (MSERS), statewide cost-sharing multi-employer defined benefit plans public employee retirement systems (PERS) covering all employees of local school districts within the Commonwealth of Massachusetts. The retirement systems issue publicly available annual reports that includes financial statements and required supplementary information, which may be obtained by writing to Public Employee Retirement Administration Commission (PERAC), 5 Middlesex Avenue, Suite 304, Somerville, Massachusetts, 02145.

Benefits Provided:

MSERS provides retirement, disability, survivor and death benefits to members and their beneficiaries. Massachusetts General Laws (MGL) establishes uniform benefit and contribution requirements for all contributory PERS. These requirements provide for superannuation retirement allowance benefits up to a maximum of 80% of a member’s highest three-year average annual rate of regular compensation. For employees hired after April 1, 2012, retirement allowances are calculated on the basis of the last five years or any five consecutive years, whichever is greater in terms of compensation. Benefit payments are based upon a member’s age, length of creditable service, and group creditable service, and group classification. The authority for amending these provisions rests with the Legislature.

Members become vested after ten years of creditable service. A superannuation retirement allowance may be received upon the completion of twenty years of creditable service or upon reaching the age of 55 with ten years of service. Normal retirement for most employees occurs at age 65; for certain hazardous duty and public safety positions, normal retirement is at age 55. Most employees who joined the system after April 1, 2012 cannot retire prior to age 60.

The MSERS’ funding policies have been established by Chapter 32 of the MGL. The Legislature has the authority to amend these policies. The annuity portion of the MSERS retirement allowance is funded by employees, who contribute a percentage of their regular compensation. Costs of administering the plan are funded out of plan assets.

MTRS provides retirement, disability, survivor and death benefits to members and their beneficiaries. Massachusetts General Laws (MGL) establishes uniform benefit and contribution requirements for all contributory PERS. These requirements provide for superannuation retirement allowance benefits up to a maximum of 80% of a member’s highest three-year average annual rate of regular compensation. For employees hired after April 1, 2012, retirement allowances are calculated on the basis of the last five years or any five consecutive years, whichever is greater in terms of compensation. Benefit payments are based upon a member’s age, length of creditable service, and group creditable service, and group classification. The authority for amending these provisions rests with the Legislature.

Members become vested after ten years of creditable service. A superannuation retirement allowance may be received upon the completion of twenty years of creditable service or upon reaching the age of 55 with ten years of service. Normal retirement for most employees occurs at age 65. Most employees who joined the system after April 1, 2012 cannot retire prior to age 60.

The MTRS’ funding policies have been established by Chapter 32 of the MGL. The Legislature has the authority to amend these policies. The annuity portion of the MTRS retirement allowance is funded by employees, who contribute a percentage of their regular compensation. Costs of administering the plan are funded out of plan assets.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE E – MASSACHUSETTS TEACHERS’ AND STATE EMPLOYEES’ RETIREE SYSTEMS**  
*(continued)*

Contributions:

Member contributions for MSERS vary depending on the most recent date of membership:

<u>Hire Date</u>	<u>% of Compensation</u>
Prior to 1975.....	5% of regular compensation
1975 - 1983.....	7% of regular compensation
1984 to 6/30/1996.....	8% of regular compensation
7/1/1996 to present.....	9% of regular compensation
1979 to present.....	An additional 2% of regular compensation in excess of \$30,000

Educational collaboratives contribute amounts equal to the normal cost of employees’ benefits participating in MSERS at a rate established by the Public Employees’ Retirement Administration Commission (PERAC), currently 6.1% of covered payroll. Legally, the collaboratives are only responsible for contributing the annual normal cost of their employees’ benefits (i.e., the present value of the benefits earned by those employees in any given year) and are not legally responsible for the past service cost attributable to those employees or previously retired employees of the collaboratives. During fiscal year 2020, the Collaborative’s contributions on behalf of employees totaled \$360,624.

Member contributions for MTRS vary depending on the most recent date of membership:

<u>Hire Date</u>	<u>% of Compensation</u>
Prior to 1975.....	5% of regular compensation
1975 - 1983.....	7% of regular compensation
1984 to 6/30/1996.....	8% of regular compensation
7/1/1996 to present.....	9% of regular compensation
7/1/2001 to present.....	11% of regular compensation (for teachers hired after 7/1/01 and those accepting provisions of Chapter 114 of the Acts of 2000)
1979 to present.....	An additional 2% of regular compensation in excess of \$30,000

The Commonwealth is a nonemployer contributor in MTRS and is required by statute to make all actuarially determined employer contributions on behalf of the member employers participating in MTRS. Therefore, the Collaborative is considered to be in a 100% special funding situation as defined by GASB Statement No. 68, *Accounting and Financial Reporting for Pensions* and the Commonwealth is a nonemployer contributing entity under both MSERS and MTRS. Since the employers do not contribute directly to each system beyond the MSERS annual normal cost, there is no net pension liability to recognize. However, the notes to the financial statements must disclose the portion of the nonemployer contributing entities’ share of the collective net pension liability that is associated with the employer. In addition, the Collaborative must recognize its portion of the collective pension expense as both a revenue and pension expense.

The nonemployer contributing entities’ share of the collective net pension liability that is associated with the Collaborative was measured as of June 30, 2019 and was \$15,364,606 and \$30,330,731 under MSERS and MTRS, respectively. In fiscal 2020, the Collaborative recognized revenue and related expense of \$2,552,290 for its portion of the collective pension expense under MSERS. In fiscal 2020, the Collaborative recognized revenue and related expense of \$3,678,128 for its portion of the collective pension expense under MTRS.



**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE F – RETIREMENT HEALTH BENEFITS**

The Collaborative follows the provisions of GASB Statement No. 75, “Accounting and Financial Reporting for Postemployment Benefits other than Pensions.” The Collaborative has also established a trust that follows the provisions of GASB Statement No. 74 that is intended to set funds aside for future retiree health insurance. The trust does not issue a separate financial report and its financial activities are reported in the fiduciary financial statements

Description

The Collaborative offers comprehensive medical insurance via Tufts Health Plan to eligible employees. An employee shall become eligible to retire under this plan upon meeting either of the following conditions:

- i. For employees hired before April 2, 2012, attainment of age 55 as an active member and completion of 10 years of service or completion of 20 years of service regardless of age.
- ii. For employees hired on and after April 2, 2012, attainment of age 60 as an active member and completion of 10 years of service.

The single-employer plan is administered by the Collaborative, which is the only employer involved in the plan, and the retirees share in 30% of premiums for Medical insurance.

Funding Policy

The contribution requirements of plan members and the Collaborative are established and may be amended through Collaborative ordinances. For the period ending June 30, 2020 Measurement Date, total Collaborative premiums plus implicit costs for the retiree medical program were \$186,020. The Collaborative also contributed \$77,047 to an OPEB Trust for a total contribution during the measurement period of \$263,067 to be reported on the financial statements for fiscal year 2020.

Investment Policy

The Collaborative’s Board of Directors, Executive Director, Finance Director and Treasurer must select an investment vehicle designed to ensure adequate funding for OPEB obligations to SEEM retirees. Safety, Liquidity, and Yield are important considerations for these long-term investments. SEEM’s investments for OPEB must be consistent with the goal of attaining a reasonable level of income and long-term growth of capital income. These funds may, however, be subject to market fluctuations. Trusts designed for this purpose which partner with investment houses are appropriate for vehicles for these funds. Compliance with GASB is required.

As of June 30, 2020, the Collaborative has established a Trust with Public Agency Retirement Services (PARS). The plan investments were in Vanguard mutual funds through Public Agency Retirement Services, the trust administrator. The annual money-weighted rate of return as of the of the June 30, 2020 measurement date was 5.73%.

Actuarially Determined Contribution (ADC)

The Collaborative’s Actuarially Determined Contribution (ADC) is an amount actuarially determined in accordance with the parameters of GASB Statement No. 74/75 which is composed of the service cost and an amortization of the unfunded liability. We have used a 30-year flat dollar amortization of the Collaborative’s unfunded liability for the purpose of calculating ADC. The following table shows the components of the Collaborative’s annual ADC for the fiscal year and the amount actually contributed to the plan:

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE F – RETIREMENT HEALTH BENEFITS (continued)**

<b>Actuarially Determined Contribution - Deficiency / (Excess)</b>	
	<b>June 30, 2020</b>
I. Service Cost	\$1,777,776
II. 30 year amortization of NOL at 3.00%	1,076,719
III. Actuarial Determined Contribution [I. + II.]	2,854,495
IV. Contributions in relation to the actuarially determined contribution	(263,067)
V. Contribution deficiency / (excess) [III. + IV.]	<u>\$2,591,428</u>
Covered employee payroll	\$16,027,654
Contribution as a % of covered employee payroll	1.64%

**Funded Status and Funding Progress**

As of June 30, 2020, the plan was 4.43% funded. The Total OPEB Liability (TOL) for benefits was \$22,745,246, and the Fiduciary Net Position was \$1,007,945, resulting in a Net OPEB Liability (NOL) of \$21,737,301. The covered payroll (annual payroll of active employees covered by the plan) was \$16,027,654 and the ratio of the NOL to the covered payroll was 135.62%.

**OPEB Liability, OPEB Expense and ADC**

	<b>Fiscal Year Ended June 30, 2020</b>	
	<b>Collaborative Employees and Retirees</b>	<b>Total</b>
I. Total OPEB Liability	\$22,745,246	\$22,745,246
II. Fiduciary Net Position as of June 30, 2019	<u>1,007,945</u>	<u>1,007,945</u>
III. Net OPEB Liability (Asset) [I.-II.]	21,737,301	21,737,301
IV. Service Cost	1,777,776	1,777,776
V. Interest on Net OPEB Liability (Asset) and Service Cost	691,291	691,291
VI. Deferred (Inflows)/Outflows from Plan Design Changes	-	-
VII. Deferred (Inflows)/Outflows from Plan Experience	(742,750)	(742,750)
VIII. Deferred (Inflows)/Outflows from Changes in Assumptions	404,578	404,578
IX. Projected Earnings on OPEB Plan Investments	(55,755)	(55,755)
X. Deferred (Inflows)/Outflows from Earnings on Investments	(659)	(659)
XI. Employer Share of Costs	(186,020)	(186,020)
XII. Employer Payments (Withdrawals) to/from OPEB Trust	(77,047)	(77,047)
XIII. Total Employer Contribution [XI.+XII.]	<u>(263,067)</u>	<u>(263,067)</u>
XIV. Net OPEB Expense [IV.+V.+VI.+VII.+VIII.+IX.+X.+XIII.]	\$ 1,811,414	\$ 1,811,414

**Effect of 1% Change in Healthcare Trend**

In the event that healthcare trend rates were 1% higher than forecast and employee contributions were to increase at the forecast rates, the Total OPEB Liability as of the June 30, 2020 Measurement Date would increase to \$29,976,433 and Net OPEB Liability would increase to \$28,968,488. The corresponding Service Cost would increase to \$2,518,428. If such healthcare trend rates were 1% less than forecast and employee contributions were to increase at the forecast rate, the Total OPEB Liability would decrease to \$17,596,506 and the Net OPEB Liability would decrease to \$16,588,561. The corresponding Service Cost would decrease to \$1,278,435.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE F – RETIREMENT HEALTH BENEFITS (continued)**

Effect of 1% Change in Discount Rates

As of the June 30, 2020 Measurement Date, if the discount rate were 1% higher than what was used in this valuation, the Total OPEB Liability would decrease to \$18,120,712 and the Net OPEB Liability would decrease to \$17,112,767. The corresponding Service Cost would decrease to \$1,305,757. If the discount rate were 1% lower than was used in this valuation, the Total OPEB Liability would increase to \$28,741,019 and the Net OPEB Liability would increase to \$27,733,074. The corresponding Service Cost would increase to \$2,435,642.

Actuarial Methods and Assumptions

Projections of benefits for financial reporting purposes are based on the substantive plan (the plan as understood by the employer and plan members) and include the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefits costs between the employer and plan members to that point. The actuarial methods and assumptions used include techniques that are designed to reduce the effects of short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations.

Actuarial Cost Method:	Individual Entry Age Normal
Discount Rate:	3.00% per annum (previously 3.25%)
General Inflation Assumption:	2.50% per annum
Annual Compensation Increases:	3.00% per annum
Actuarial Value of Assets:	Market Value

Recognition of OPEB Trust Assets

The state of Massachusetts has passed legislation allowing municipal entities to establish a Trust for Other Postemployment Benefits (“OPEB”) under M.G.L. Chapter 32B, Section 20 for purposes of accumulating assets to pre-fund the liabilities under GASB 75. This legislation was amended effective November 9, 2016 to clarify who may adopt such a Trust and provide guidance on the ongoing operation of such a Trust. To the best of our knowledge, SEEM Collaborative has established an irrevocable trust for the purposes of prefunding liabilities under GASB 74/75.

Impact of Patient Protection and Affordable Care Act (“PPACA”) Excise Tax

The Patient Protection and Affordable Care Act (“PPACA”) excise tax has been repealed.

Deferred Inflows/Outflows

Deferred (Inflows)/Outflows in OPEB Expense arising from the recognition of the effects of differences between expected & actual experience										
Fiscal	Differences between actual & expected experience	Recognition Period (years)	2020 Amortization	6/30/2020 Remaining Balance	2021	2022	2023	2024	2025	2026 and Thereafter
2017	35,147	14.01	2,509	25,111	2,509	2,509	2,509	2,509	2,509	12,566
2018	-	14.01	-	-	-	-	-	-	-	-
2019	(4,952,379)	7.00	(707,483)	(3,537,413)	(707,483)	(707,483)	(707,483)	(707,483)	(707,481)	-
2020	(264,431)	7.00	(37,776)	(226,655)	(37,776)	(37,776)	(37,776)	(37,776)	(37,776)	(37,775)
Total Remaining Balance				(3,738,957)						
Net increase (decrease) in OPEB Expense			(742,750)		(742,750)	(742,750)	(742,750)	(742,750)	(742,748)	(25,209)

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE F – RETIREMENT HEALTH BENEFITS (continued)**

<b>Deferred (Inflows)/Outflows in OPEB Expense arising from the recognition of the effects of changes in assumption</b>										
<b>Fiscal</b>	<b>Differences between actual &amp; expected experience</b>	<b>Recognition Period (years)</b>	<b>2020 Amortization</b>	<b>6/30/2020 Remaining Balance</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 and Thereafter</b>
2019	1,690,382	7.00	241,483	1,207,416	241,483	241,483	241,483	241,483	241,484	-
2020	1,141,662	7.00	163,095	978,567	163,095	163,095	163,095	163,095	163,095	163,092
Total Remaining Balance				2,185,983						
Net increase (decrease) in OPEB Expense			404,578		404,578	404,578	404,578	404,578	404,579	163,092

<b>Deferred (Inflows)/Outflows in OPEB Expense arising from the recognition of differences between projected &amp; actual earnings on OPEB plan investments</b>										
<b>Fiscal</b>	<b>Differences between actual &amp; expected experience</b>	<b>Recognition Period (years)</b>	<b>2020 Amortization</b>	<b>6/30/2020 Remaining Balance</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 and Thereafter</b>
2019	(7,225)	5.00	(1,445)	(4,335)	(1,445)	(1,445)	(1,445)	-	-	-
2020	3,929	5.00	786	3,143	786	786	786	785	-	-
Total Remaining Balance				(1,192)						
Net increase (decrease) in OPEB Expense			(659)		(659)	(659)	(659)	785	-	-

**Impact of Section 9A1/2 of M.G.L. Section 32B**

For employees who retire on or after January 1, 2011, whenever a retired employee or beneficiary receives a healthcare premium contribution from a government unit in a case where a portion of the retiree's creditable service is attributable to service in 1 or more other governmental units, the first governmental unit shall be reimbursed in full, in accordance with this paragraph, by the other governmental units for the portion of the premium contributions that corresponds to the percentage of the retiree's creditable service that is attributable to each governmental unit. The other governmental units shall be charged based on their own contribution rate or the contribution rate of the first employer, whichever is lower.

For purposes of the valuation the Collaborative has not attempted to value the impact of prior governmental service at other entities in the State of Massachusetts for current employees of the SEEM Collaborative nor has the Collaborative attempted to value the impact of prior SEEM Collaborative employees currently working at other governmental entities in the State of Massachusetts.

**NOTE G – RISK MANAGEMENT**

The Collaborative is exposed to various risks of loss relating to torts, theft or damage of, and destruction of assets; error and omissions; injuries to employees; and natural disasters. The Collaborative has obtained a variety of commercial liability insurance policies that pass the risk of loss listed above to independent third parties. Management believes such coverage is sufficient to preclude any significant uninsured losses to the Collaborative. Settled claims have not exceeded the insurance coverage in any of the past three fiscal years.

Beginning in March 2020, the COVID-19 pandemic in the United States has caused business disruption and a reduction in overall economic activity. While the disruption is currently expected to be temporary, there is considerable uncertainty around the duration and the impact it will have on the Collaborative's operations and financial position. Any financial impact to the Collaborative, if any, cannot be reasonably estimated at this time. Management and the Collaborative's board of directors constantly monitor the financial and operational situation in relation to the pandemic.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE H – TAX POSITION**

The primary tax positions made by the Collaborative are the existence of Unrelated Business Income Tax and the Collaborative’s status as an exempt organization under the Internal Revenue Code. The Collaborative currently evaluates all tax positions, and makes determinations regarding the likelihood of those positions being upheld under review. For the years presented, and as a result of adoption, the Collaborative has not recognized any tax benefits or loss contingencies for uncertain tax positions based on its evaluations. The Collaborative is not currently under examination by any taxing jurisdiction. As a Chapter 40 governmental entity, the Collaborative is exempt from filing certain non-profit filings and, accordingly, there are no returns currently open for examination.

**NOTE I – DISCLOSURES REQUIRED UNDER MASSACHUSETTS GENERAL LAW c.40 § 4E**

**Names, duties and total compensation for the five most highly compensated employees**

The five highest paid employees of the Collaborative during fiscal 2020 were as follows:

Name	Title	Fiscal 2020 Salary
Catherine Lawson	Executive Director	\$176,267
Gregory Zammuto	Director of Finance and Operations	\$141,904
Ryan Snyder	Supervisor of Behavioral Services	\$116,744
Stephanie Arzigian	Principal	\$114,617
Jennifer Thornton	Principal	\$114,617

The first, second, and fourth employees listed above were employed by the Collaborative under 12-month contracts and the third and fifth employees listed above was employed by the Collaborative under 11-month contracts.

The duties of the individuals listed above include:

Executive Director - The executive director is the professional leader of the Collaborative and as such shall be responsible for all matters of decision and administration which come within the scope as executive officer.

Director of Finance and Operations - Ensures the Collaborative’s overall financial integrity, stability and best practices in all financial management operations.

Supervisor of Behavioral Services - Provides leadership, supervision and oversight of the consultative Board Certified Behavioral Analyst (“BCBA”) department and the Program based BCBA staff

Program Principal/Director - Assumes full administrative responsibilities for the operation, maintenance, and climate of their school or program.

**Amounts expended on services for individuals aged 22 years and older**

The Collaborative does not provide services to individuals aged 22 years or older.

**Amounts expended on administration and overhead**

Total administrative costs incurred by the Collaborative totaled \$1,903,822 for the year ended June 30, 2020. Administrative expenses include all costs that cannot be directly or reasonably applied to a program of the Collaborative. Administrative expenses include salaries, related benefits and payroll taxes associated with the Collaborative’s administrative office (i.e., Executive Director, finance staff, human resources, etc.), as well as other costs associated with maintaining that office (i.e. occupancy, supplies, etc.). The Collaborative directly applies salaries, where appropriate, to its programs and allocates related employee benefits and taxes to those programs. Occupancy, supplies, maintenance and any other cost that can be directly applied, or reasonably allocated, are reported under program expense.

**SEEM Collaborative**  
Notes to Financial Statements  
June 30, 2020

**NOTE I – DISCLOSURES REQUIRED UNDER MASSACHUSETTS GENERAL LAW c.40 § 4E**  
*(continued)*

**Accounts held by the collaborative that may be spent at the discretion of another person or entity**

As of June 30, 2020, the Collaborative did not hold any accounts that may be spent at the discretion of another person or entity.

**Transactions between the collaborative and any related for-profit or non-profit organization**

Leases of space from member districts are described in Note B to the financial statements and are the only transactions between the collaborative and any related for-profit or non-profit organization.

**Transactions or contracts related to purchase, sale, rental or lease of real property**

Transactions or contracts related to the purchase, sale, rental, or lease of real property are described in Notes A and B to the financial statements.

**Annual determination and disclosure of cumulative surplus**

Cumulative Surplus Calculation – FY20						Page(s) in financial statements
(A)	Voted Cumulative Surplus as of 6/30/19			\$ 5,905,104		(A) p. 11
	Amount of (A) used to support the FY20					
(B)	1 Budget	(B)1	\$ -			
	Amount of (A) returned to member					
	2 districts	(B)2	\$ -			
	(B)1 + (B)2 = (B)			\$ -	(B)	
(C)	Unexpended FY20 General Funds			\$ 276,535	(C)	p. 11
(D)	Cumulative Surplus as of 6/30/20	(A) - (B) + (C) = (D)		\$ 6,181,639	(D)	
(E)	FY20 Total General Fund Expenditures*			\$ 32,484,194	(E)	p. 11
(F)	Cumulative Surplus Percentage	(D) ÷ (E)		19%	(F)	
	Estimated Amount of Excess Cumulative Surplus as of 6/30/20			-		

\* Excludes Intergovernmental expense, includes transfer to postemployment benefits trust

**SEEM Collaborative**  
Statement of Revenues, Expenditures and Changes in Fund Balance  
of the General Fund - Budget to Actual  
For the Year Ended June 30, 2020

	<b>Original &amp; Final Budget</b>	<b>Actual</b>	<b>Variance with Final Budget Favorable (Unfavorable)</b>
<b>Revenues:</b>			
Tuition and service revenues	\$ 22,381,458	\$ 21,865,236	\$ (516,222)
Transportation	9,800,000	10,540,997	740,997
Member assessments	60,500	60,500	-
Grants and contributions	-	168,846	168,846
Intergovernmental revenue*	-	6,230,418	6,230,418
Interest	60,000	37,103	(22,897)
Total Revenues	<u>32,301,958</u>	<u>38,903,100</u>	<u>6,601,142</u>
<b>Expenditures:</b>			
Administration	2,386,270	1,903,822	482,448
Program payroll	15,617,821	15,037,801	580,020
Program fringe benefits and payroll taxes	2,427,460	2,368,660	58,800
Professional services	164,238	432,788	(268,550)
Rent and utilities	1,149,484	1,157,741	(8,257)
Maintenance	352,400	361,569	(9,169)
Supplies	445,952	298,251	147,701
Transportation	9,506,000	10,237,891	(731,891)
Travel, field trips, and conferences	108,648	126,461	(17,813)
Telephone and internet	35,912	33,976	1,936
Training	37,585	25,103	12,482
Miscellaneous	50,985	49,222	1,763
Intergovernmental expense*	-	6,230,418	(6,230,418)
Capital outlay, net of debt incurred	-	373,862	(373,862)
Total Expenditures	<u>32,282,755</u>	<u>38,637,565</u>	<u>(6,354,810)</u>
Net Change in Fund Balances	<u>\$ 19,203</u>	<u>\$ 265,535</u>	<u>\$ 246,332</u>
<b>Other Budget Items:</b>			
Gain on assets	\$ -	\$ 88,047	\$ 88,047
OPEB obligation funding	-	(77,047)	(77,047)
	<u>\$ -</u>	<u>\$ 11,000</u>	<u>\$ 11,000</u>

\*Intergovernmental revenue and expense is not budgeted by the Collaborative because it is actuarially determined annually and does not require actual expenditure by the Collaborative.

Note: The schedule above is presented on the same basis used by the Collaborative to present its internal budget to actual comparison and account groupings are not necessarily consistent with the Statement of Revenue, Expenditures and Changes in Fund balances presented on page 11.

**SEEM Collaborative**  
 OPEB Plan - Required Supplementary Information  
 June 30, 2020

Year	Actuarial Determined Contribution	Contributions in relation to the actuarially determined contribution	Contribution deficiency (excess)	Covered employee payroll	Contributions as a percentage of covered employee payroll
June 30, 2017	\$ 2,419,005	\$ (580,296)	\$ 1,838,709	\$ 13,178,823	1.40%
June 30, 2018	\$ 2,419,005	\$ (155,845)	\$ 2,263,160	\$ 13,574,188	1.15%
June 30, 2019	\$ 2,503,168	\$ (201,147)	\$ 2,302,021	\$ 15,560,829	1.29%
June 30, 2020	\$ 2,854,495	\$ (263,067)	\$ 2,591,428	\$ 16,027,654	1.64%

Schedule Presentation

This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available.



**SEEM Collaborative**  
OPEB Plan - Required Supplementary Information  
As of the June 30, 2020 Measurement Date

<b>Schedule of Changes in the Collaborative's Net OPEB Liability and Related Ratios</b>				
<b>Valuation Date</b>	<b>July 1, 2018</b>	<b>July 1, 2018</b>	<b>July 1, 2017</b>	<b>July 1, 2016</b>
<b>For the Reporting Period &amp; Fiscal Year ending on:</b>	<b>June 30, 2020</b>	<b>June 30, 2019</b>	<b>June 30, 2018</b>	<b>June 30, 2017</b>
<b>Total OPEB Liability</b>				
I. Service Cost	1,777,776	1,548,729	1,798,596	1,629,234
II. Interest on Total OPEB Liability, Service Cost, and Benefit Payments	691,291	637,592	607,386	541,296
III. Changes in Benefit terms			-	-
IV. Difference between Expected & Actual Plan Experience	(264,431)	(4,922,250)	-	-
V. Changes of Assumption	1,141,662	1,690,382	-	-
VI. Benefit Payments Excluding Implicit Cost	(171,162)	(146,334)	-	-
VII. Implicit Cost Amount	(14,858)	(8,788)	(134,887)	(138,843)
VIII. Total Benefit payments including Implicit Cost [VI.+VII.]	(186,020)	(155,122)	(134,887)	(138,843)
IX. Net Change in OPEB liability [I.+II.+III.+IV.+V.+VIII.]	3,160,278	(1,200,669)	2,271,095	2,031,687
X. Total OPEB liability - beginning of period	19,584,968	20,785,637	18,514,542	16,482,855
XI. Prior Period Adjustment for Retirees not Previously Reflected	-	-	-	-
XII. Total OPEB Liability - end of period [IX.+X.+XI.]	22,745,246	19,584,968	20,785,637	18,514,542
<b>Plan Fiduciary Net Position</b>				
XIII. Earning from Plan Investments	51,826	54,195	41,436	1,275
XIV. Employer Contribution to trust	263,067	201,147	290,732	719,139
XV. Benefit payments from trust, including refunds of member contributions	(186,020)	(155,122)	(134,887)	(138,843)
XVI. Administrative expense	-	-	-	-
XVII. Other	-	-	-	-
XVIII. Net change in plan fiduciary net position [XIII.+XIV.+XV.+XVI.+XVII.]	128,873	100,220	197,281	581,571
XIX. Plan fiduciary net position - beginning of period	879,072	778,852	581,571	-
XX. Plan fiduciary net position - end of period [XVIII.+XIX.]	1,007,945	879,072	778,852	581,571
XXI. Net OPEB Liability [XII.-XX.]	21,737,301	18,705,896	20,006,785	17,932,971
XXII. Plan fiduciary net position as a % of total OPEB liability [XX./XII.]	4.43%	4.49%	3.75%	3.14%
XXIII. Covered employee payroll	16,027,654	15,560,829	13,981,413	13,574,188
XXIV. Plan NOL as % of covered employee payroll [XXI./XXIII]	135.62%	120.21%	143.10%	132.11%
Single Discount Rate to calculate Plan Liabilities	3.00%	3.25%	3.00%	3.00%

Schedule Presentation

This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available.

**SEEM Collaborative**  
OPEB Plan - Required Supplementary Information  
As of the June 30, 2020 Measurement Date

Notes to Required Supplementary Information:

Valuation Date:	Actuarially Determined Contribution was calculated as of July 1, 2018.
Actuarial Cost Method:	Individual Entry Age Normal
Asset-Valuation Method:	Market Value of Assets as of the Measurement Date, June 30, 2020.

Actuarial Assumptions:

Investment Rate of Return:	6.08 percent, net of OPEB plan investment expense, including inflation.
Municipal Bond Rate:	2.66 percent as of June 30, 2020 (source: S&P Municipal Bond 20-Year High Grade Index - SAPIHG)
Single Equivalent Discount Rate:	3.00 percent, net of OPEB plan investment expense, including inflation.
Inflation:	2.50 percent as of June 30, 2020 and for future periods
Salary Increases:	3.00 percent annually as of June 30, 2020 and for future periods
Cost of Living Adjustment:	Not Applicable
Pre-Retirement Mortality:	General: RP-2000 Employees Mortality Table projected generationally with scale BB and a base year 2009 for males and females. Teacher: RP-2000 Employees Mortality Table projected generationally with scale BB and a base year 2009 for males and females.
Post-Retirement Mortality:	General: RP-2000 Healthy Annuitant Mortality Table projected generationally with scale BB and a base year 2009 for males and females. Teacher: RP-2000 Healthy Annuitant Mortality Table projected generationally with scale BB and a base year 2009 for males and females.

**SEEM Collaborative**  
OPEB Plan - Required Supplementary Information  
As of the June 30, 2020 Measurement Date

Notes to Required Supplementary Information (Continued):

Disabled Mortality:                                General: RP-2000 Healthy Annuitant Table projected generationally with Scale BB and a base year 2012 for males and females.

    Teacher: RP-2000 Healthy Annuitant Table projected generationally with Scale BB and a base year 2012 for males and females.

Plan Membership

Plan Membership: At July 1, 2018, the OPEB plan membership consisted of the following:

Inactive employees or beneficiaries currently receiving benefits:	31
Active Employees:	<u>272</u>
Total:	<u>303</u>

Events Subsequent to the Measurement Date:

To the best of our knowledge there were no material events subsequent to the Measurement Date that would impact the figures shown.

Changes in Assumptions:                        From June 30, 2019 to June 30, 2020

\* Discount rate is 3.00% previously 3.25%

Contributions:

The contribution requirements of plan members and the Collaborative are established and may be amended through Collaborative ordinances. The Collaborative contributed \$77,047 beyond the pay-as-you-go cost for the period ending on the June 30, 2020 Measurement Date. For the year ending on the June 30, 2020 Measurement Date total Collaborative premiums plus implicit costs for the retiree medical program were \$186,020. \$14,858 of the \$186,020 represents implicit cost.

**SEEM Collaborative**  
Schedule of the Collaborative's Proportionate Share of Net Pension Liability  
For the Year Ended June 30, 2020

		<u>MTRS</u>	<u>MSERS</u>
Collaborative's proportion of net pension liability	FY2014	0.10507%	0.09481%
	FY2015	0.10453%	0.09903%
	FY2016	0.11035%	0.09431%
	FY2017	0.11664%	0.10736%
	FY2018	0.11392%	0.10697%
	FY2019	0.12029%	0.10499%
Collaborative's proportionate share of net pension liability	FY2014	\$ 16,702,908	\$ 7,939,523
	FY2015	\$ 21,418,635	\$ 11,272,144
	FY2016	\$ 24,671,118	\$ 13,004,413
	FY2017	\$ 26,692,845	\$ 13,769,155
	FY2018	\$ 27,011,576	\$ 14,151,835
	FY2019	\$ 30,330,731	\$ 15,364,606
Collaborative's covered-employee payroll	FY2014	\$ 6,680,161	\$ 5,406,850
	FY2015	\$ 6,710,478	\$ 5,533,186
	FY2016	\$ 7,392,830	\$ 5,374,488
	FY2017	\$ 7,600,056	\$ 5,900,774
	FY2018	\$ 8,127,873	\$ 6,149,145
	FY2019	\$ 8,819,110	\$ 6,255,653
Collaborative's proportionate share of the net pension liability as a percentage of its covered-employee payroll	FY2014	250.04%	146.84%
	FY2015	319.18%	203.72%
	FY2016	333.72%	241.97%
	FY2017	351.22%	233.34%
	FY2018	332.33%	230.14%
	FY2019	343.92%	245.61%
Plan fiduciary net position as a percentage of total pension liability	FY2014	61.64%	76.32%
	FY2015	55.38%	67.87%
	FY2016	52.73%	63.48%
	FY2017	54.25%	67.21%
	FY2018	54.84%	67.91%
	FY2019	53.95%	66.28%

Notes to Required Supplementary Information

MTRS is the Massachusetts Teachers' Retirement System

MSERS is the Massachusetts State Employees' Retirement System

Also, see Note E to financial statements

Measurement Date

The amounts presented in this schedule were determined as of June 30, 2019.

Schedule Presentation

This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available.

See independent auditor's report.

**SEEM Collaborative**  
Schedule of Pension Contributions  
For the Year Ended June 30, 2020

	<b>FY2014</b>	<b>FY2015</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>
<b><u>MTRS</u></b>						
Contractually required contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions in relation to the contractually required contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contribution deficiency (excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Collaborative's covered-employee payroll	\$ 6,680,161	\$ 6,710,161	\$ 7,392,830	\$ 7,600,056	\$ 8,127,873	\$ 8,819,110
Contributions as a percentage of covered-employee payroll	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

<b><u>MSERS</u></b>						
Contractually required contribution	\$ 281,263	\$ 303,508	\$ 294,171	\$ 325,726	\$ 364,782	\$ 367,421
Contributions in relation to the contractually required contribution	\$ 281,263	\$ 303,508	\$ 294,171	\$ 325,726	\$ 364,782	\$ 367,421
Contribution deficiency (excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Collaborative's covered-employee payroll	\$ 5,406,850	\$ 5,533,186	\$ 5,374,488	\$ 5,900,774	\$ 6,149,145	\$ 6,255,653
Contributions as a percentage of covered-employee payroll	5.20%	5.49%	5.47%	5.52%	5.93%	5.87%

**Notes to Required Supplementary Information**

MTRS is the Massachusetts Teachers' Retirement System  
MSERS is the Massachusetts State Employees' Retirement System  
Also, see Note E to financial statements

**Measurement Date**

The amounts presented in this schedule were determined as of June 30, 2019.

**Schedule Presentation**

This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available.

**Contributions**

The Collaborative is required to pay an annual appropriation as established by the Public Employees' Retirement Administration Commission (PERAC) for MSERS. No contribution is required for MTRS. The Commonwealth of Massachusetts as a nonemployer is legally responsible for the entire past service cost related to the Collaborative and therefore has a 100% special funding situation.



**FRITZ DEGUGLIELMO LLC**  
**CERTIFIED PUBLIC ACCOUNTANTS**  
**& BUSINESS ADVISORS**

**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND  
ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS  
PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Directors of  
SEEM Collaborative  
Stoneham, Massachusetts

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of SEEM Collaborative (a collaborative organized under the Laws of the Commonwealth of Massachusetts), as of and for the year ended June 30, 2020, and the related notes to the financial statements, which collectively comprise SEEM Collaborative's basic financial statements, and have issued our report thereon dated December 15, 2020.

**Internal Control over Financial Reporting**

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

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

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

**Compliance and Other Matters**

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

**Purpose of this Report**

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



Certified Public Accountants

Newburyport, Massachusetts

December 15, 2020

**ACCEPTANCE OF THE BOARD OF DIRECTORS**

We, the Board of Directors of the SEEM Collaborative, have voted to accept the representations of management and the expression of the opinions made by Fritz DeGuglielmo LLC as embodied in the financial statements, supplemental schedules and independent auditor's reports for the year ended June 30, 2020.

We also certify that the representations made by management and the disclosures in the financial statements are accurate and have been correctly and completely disclosed as required by accounting principles generally accepted in the United States of America and under Commonwealth of Massachusetts laws for the year ended June 30, 2020.

DocuSigned by:

*Judith Evans*

55B8564E998549D...

Board Chair

12/15/2020

Date