

## Board Budget Update May 16, 2022



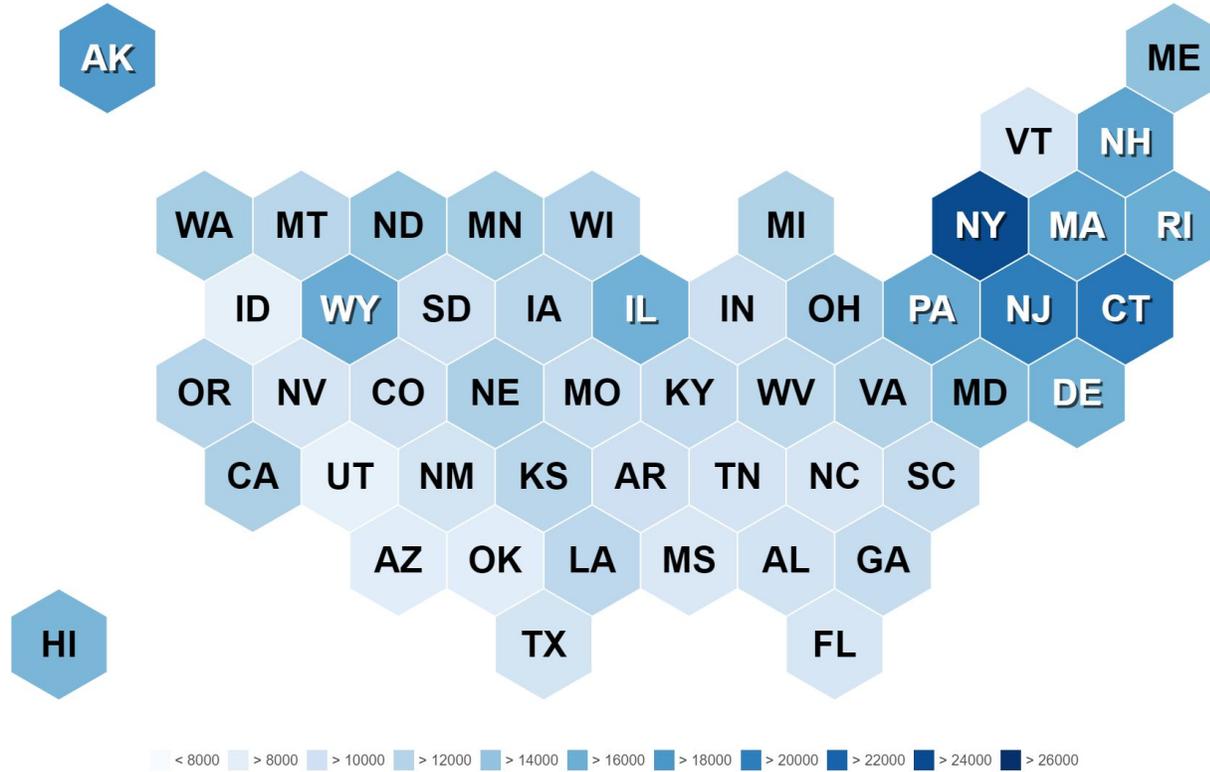
# Values

## Underlying Our Budget Process

These **shared values** will guide our budget process:

- ✓ **Balanced** – We will share the good and the not so good.
- ✓ **Transparent** – We will build trust with stakeholders.
- ✓ **Understandable** – We will strive to keep it simple.

Per Pupil Spending by State 2022



Average Spending per student: 14,455

New York is ranked #1 spending \$25,520 per pupil

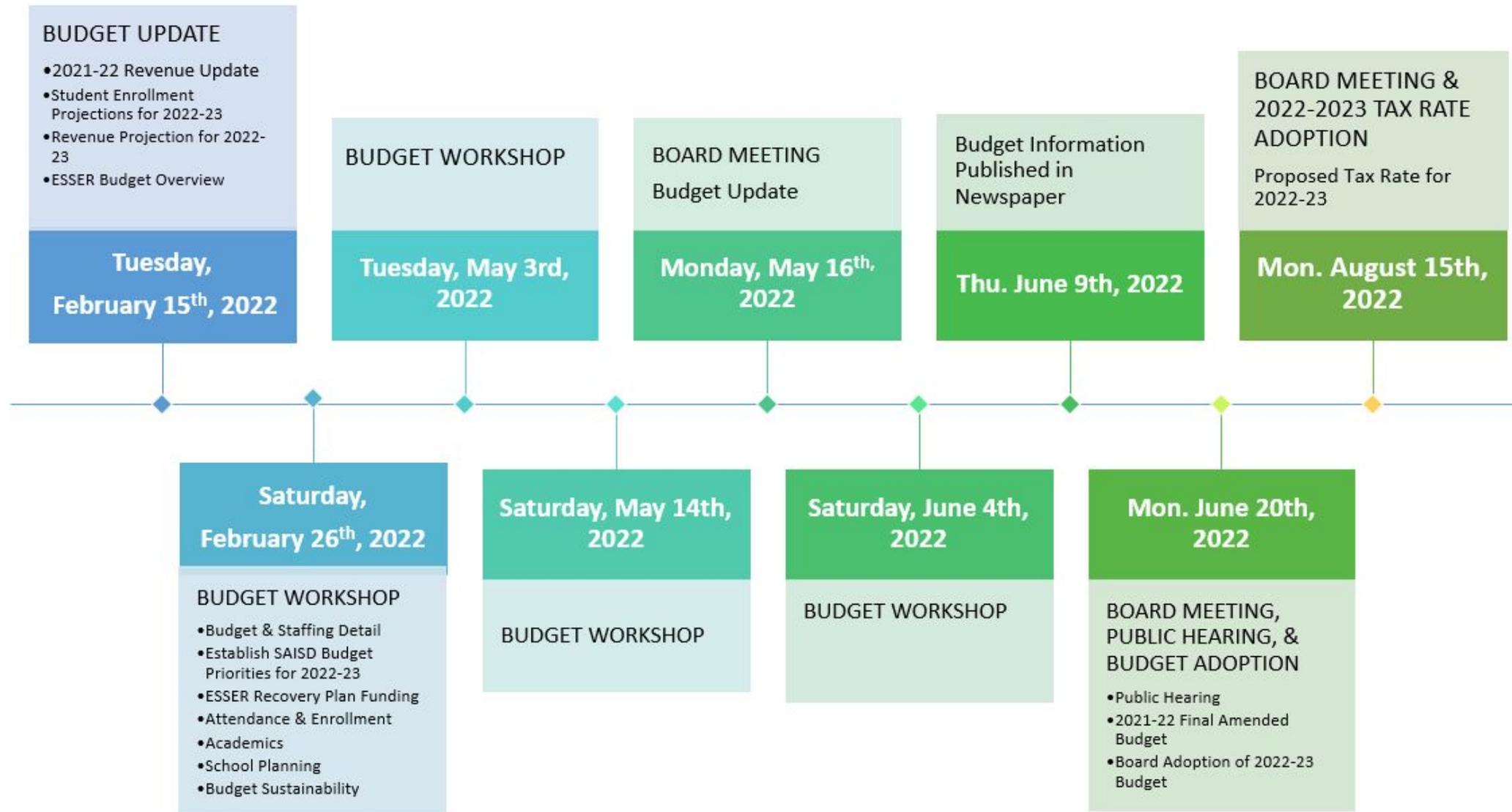
Texas ranks 45th in the country

In Texas the amount spent per pupil: \$9,613

Source: US Education Spending Statistics 2022

# Overview of the Budget Process

## Upcoming dates for the 2022-2023 Budget Process



# 2022 - 2023 Budget Projection

PRELIMINARY PROJECTED REVENUE for 2022-2023	2022-2023 PROJECTED REVENUE	CHANGES	2022-2023 PROJECTED REVENUE
LOCAL REVENUE	\$ 222,642,362	\$ -	\$ 222,642,362
STATE REVENUE	\$ 218,654,963	\$ -	\$ 218,654,963
FEDERAL REVENUE	\$ 11,500,000	\$ -	\$ 11,500,000
<b>TOTAL REVENUE</b>	<b>\$ 452,797,325</b>	<b>\$ -</b>	<b>\$ 452,797,325</b>

PRELIMINARY PROJECTED EXPENDITURES for 2022-2023	2021-2022 EXPENDITURES ESTIMATE	KNOWN CHANGES FROM 2021-2022 ADOPTED BUDGET	2022-2023 PRELIMINARY EXPENDITURES
SALARIES & BENEFITS	\$ 413,954,168	\$ (8,786,068)	\$ 405,168,100
CONTRACTED SERVICES	\$ 42,174,801	\$ 1,245,232	\$ 43,420,033
SUPPLIES & MATERIALS	\$ 21,608,510	\$ 572,634	\$ 22,181,144
OTHER OPERATING EXPENDITURES	\$ 7,888,477	\$ 595,247	\$ 8,483,724
CAPITAL OUTLAY	\$ 1,656,106	\$ -	\$ 1,656,106
<b>TOTAL EXPENDITURES</b>	<b>\$ 487,282,062</b>	<b>\$ (6,372,955)</b>	<b>\$ 480,909,107</b>

PROJECTED GENERAL FUND OPERATING SURPLUS / (DEFICIT)	\$ (34,484,737)	\$ 6,372,955	\$ (28,111,782)
GENERAL FUND EXPENDITURES Currently being supported through ESSER Grant. These budgeted expenditures must be returned to general fund.			\$ (30,000,000)
BUDGET DEFICIT - Addressed with planned support from ESSER GRANT - Indirect Cost Revenue Earned & Gen. Fund Expenditures reclassified to ESSER			\$ (58,111,782)

In 2020-2021, ESSER funding was used to support initiatives that are part of our General Fund budget.

In future years, these recurring initiatives will need to be sustained by the General Fund budget, and so consequently this \$30 million of budget is added to 2022-2023 to accurately reflect the current structural deficit.

- \$11.0 Million Revenue shortfall support
- \$9.7 Million 21-22 Compensation increase
- \$4.2 Million Princ/AP calendar days/new pay plan
- \$3.1 Million Guideline change for Counselors/APs
- \$2.1 Million Fine Arts Expansion (29 Teachers)
- \$30.1 Million Total Initiatives funded with ESSER

For 2022-2023, the projected budget deficit will be \$58.1 Million.

*Includes all known changes for 2022-2023, but does not include any budget reductions or any initiatives presented today.*

# 2022 - 2028

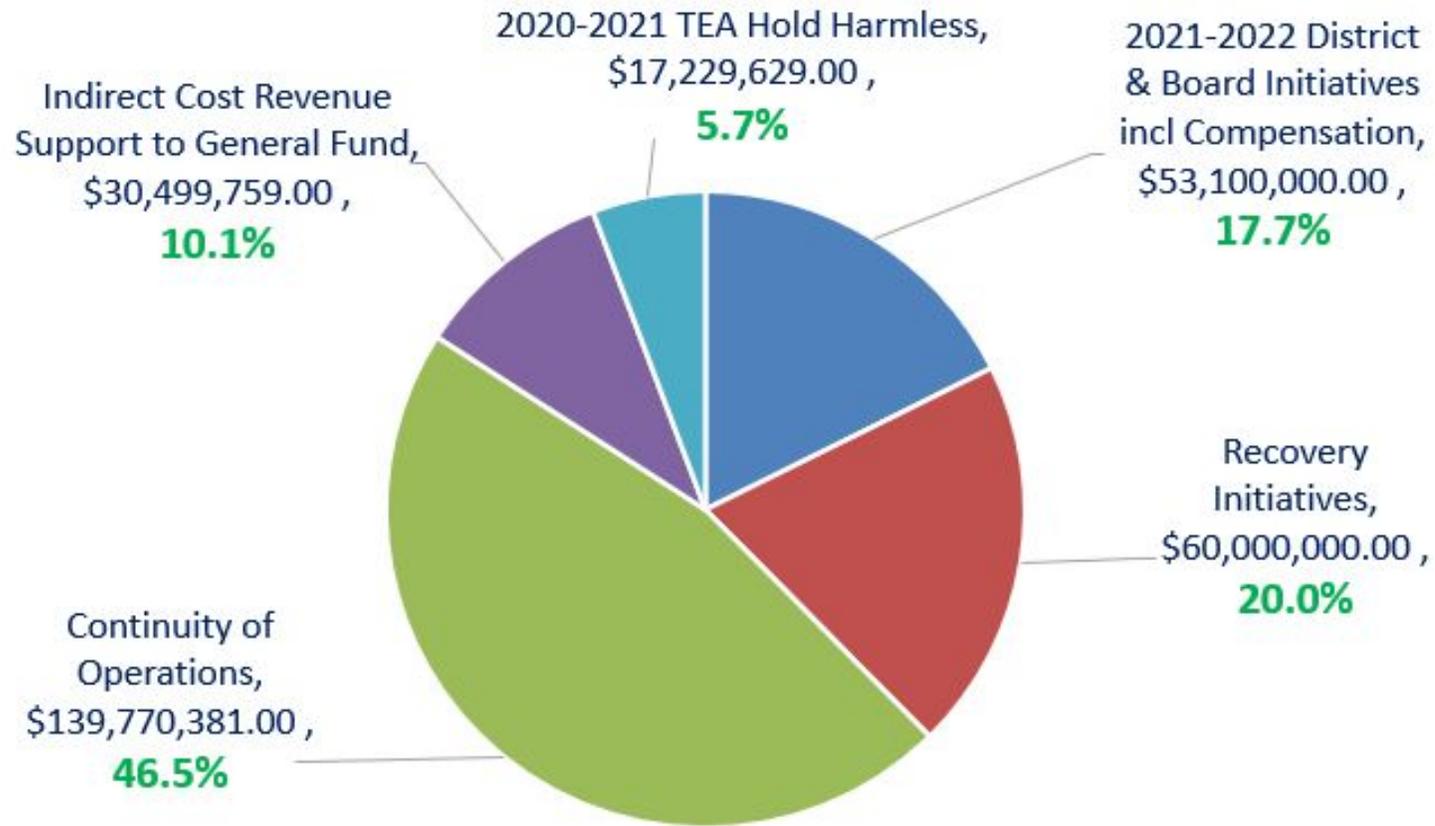
## Budget Projections without Action

	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>	<u>2026-2027</u>	<u>2027-2028</u>
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ (13,085,588)	\$ (13,085,588)	\$ (13,085,588)	\$ (13,085,588)	\$ (13,085,588)	\$ (13,085,588)
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 510,909,107</b>	<b>\$ 511,483,158</b>	<b>\$ 510,571,138</b>	<b>\$ 510,684,538</b>	<b>\$ 510,325,438</b>	<b>\$ 510,325,438</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 452,797,325</b>	<b>\$ 452,797,325</b>	<b>\$ 452,797,325</b>	<b>\$ 452,797,325</b>	<b>\$ 452,797,325</b>	<b>\$ 452,797,325</b>
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (58,111,782)</b>	<b>\$ (58,685,833)</b>	<b>\$ (57,773,813)</b>	<b>\$ (57,887,213)</b>	<b>\$ (57,528,113)</b>	<b>\$ (57,528,113)</b>
<b>CUMULATIVE SURPLUS / (DEFICIT)</b>		<b>\$ (116,797,615)</b>	<b>\$ (174,571,427)</b>	<b>\$ (232,458,640)</b>	<b>\$ (289,986,753)</b>	<b>\$ (347,514,866)</b>

- Includes general fund revenue based on 44,676 students and 90% attendance.
- Includes currently budgeted expenditures with all known changes for 2022-2023.
- This is a view of cumulative budget deficits **without ESSER and no action taken.**
- **This does not include plans for any increase in compensation.**

# ESSER GRANT

## Initiatives in Support of Recovery and Continuity



\$53,100,000	17.7%	District & Board Initiatives including 2021-2022 Compensation
\$60,000,000	20.0%	Recovery Initiatives
\$139,770,381	46.5%	Continuity of Operations
\$30,499,759	10.1%	Indirect Cost Revenue Support to General Fund
\$17,229,629	5.7%	2020-2021 TEA Hold Harmless
<hr/>		
\$300,599,769	100.0%	

# 2022 - 2028

## Budget Projections with Action

2% GPI in 2022-2023 (\$7,210,592)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 11,517,697	\$ 10,121,466	\$ 17,321,466	\$ 17,321,466	\$ 24,521,466	\$ 24,521,466
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
<b>INITIATIVES &amp; RIGHTSIZING</b>	<b>\$ -</b>	<b>\$ (17,567,891)</b>	<b>\$ (33,964,122)</b>	<b>\$ (36,764,122)</b>	<b>\$ (46,764,122)</b>	<b>\$ (49,564,122)</b>	<b>\$ (61,564,122)</b>
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 506,426,804</b>	<b>\$ 490,604,624</b>	<b>\$ 486,892,604</b>	<b>\$ 477,006,004</b>	<b>\$ 473,846,904</b>	<b>\$ 461,846,904</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (53,629,479)</b>	<b>\$ (37,807,299)</b>	<b>\$ (34,095,279)</b>	<b>\$ (24,208,679)</b>	<b>\$ (21,049,579)</b>	<b>\$ (9,049,579)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 104,563,008</b>	<b>\$ 95,513,429</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 134,898,190	\$ 77,090,891	\$ 42,995,612	\$ 18,786,933	\$ -	\$ -
<b>TOTAL AVAILABLE RESOURCES</b>	<b>\$ 315,353,322</b>	<b>\$ 241,723,844</b>	<b>\$ 183,916,545</b>	<b>\$ 149,821,266</b>	<b>\$ 125,612,587</b>	<b>\$ 104,563,008</b>	<b>\$ 95,513,429</b>

- Includes general fund revenue based on 44,676 students and 90% attendance for all years.
- Includes currently budgeted expenditures with all known changes for 2022-2023.
- Includes department budget reductions district rightsizing in future years.
- Incorporates decision points recommended for consideration, including 2% GPI in 22-23, 24-25, and 26-27
- This view shows **general fund and ESSER resources** utilized to significantly close budget gap by 2027-2028.

# 2022 - 2028

## Budget Projections with Action

2% GPI in 2022-2023 (\$7,210,592)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
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- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
<b>INITIATIVES &amp; RIGHTSIZING</b>	<b>\$ -</b>	<b>\$ (17,567,891)</b>	<b>\$ (33,964,122)</b>	<b>\$ (36,764,122)</b>	<b>\$ (46,764,122)</b>	<b>\$ (49,564,122)</b>	<b>\$ (61,564,122)</b>
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- Includes general fund revenue based on 44,676 students and 90% attendance for all years.
- Includes currently budgeted expenditures with all known changes for 2022-2023
- Includes planned department budget reductions that will be discussed and district rightsizing in future years.
- Incorporates decision points that will be discussed.
- **This view shows progress made each year toward closing the budget gap.**

# General Fund Expenditures Projection for 2022-2023 – with Known Changes

These items represent known changes to the 2022-2023 budget for reasons such as:

- Campus staff changes due to application of district budget guidelines to student projections for the new year
- Items that were added to the General Fund Budget due to an expiring grant
- Projected cost increases for utilities, insurance coverages, and employee benefits
- Recurring items that were added to the current year budget
- Approved reclassifications during 21-22
- Approved FTEs added during the current year

## KNOWN/PROJECTED CHANGES TO BUDGET:

	22-23
<b>CAMPUS PERSONNEL CHANGES for 2022-23 (PRELIMINARY)</b>	<b>Units added or saved</b>
<i>Administrative</i>	(12.00)
<i>Teachers</i>	(141.50)
<i>Paraprofessional &amp; Classified</i>	(51.00)
	<b>22-23</b>
<b>KNOWN INCREASES TO BUDGET - RECURRING</b>	<b>\$6,008,683</b>
<i>Retain Valero Grant College Bound Advisors (14) with local/ESSER funds for 22-23 - grant expiring</i>	\$1,181,348
<i>TRS Employer Contrib Increases - 1.7% to 1.8% (NON OASDI 22-23) and 7.75%-8.00% (Above State Min)</i>	\$719,935
<i>Prop / Fire &amp; Cyber Insurance Lines Increase - preliminary estimate</i>	\$581,197
<i>Health, Dental, Life Insurance &amp; Stop Loss (Projection for second 1/2 year of 2022 calendar year)</i>	\$654,438
<i>Electric, Gas &amp; Water Utilities - projected increase for 2022-2023</i>	\$516,282
<i>Health, Dental, Life Insurance &amp; Stop Loss (Projection for first 1/2 year of 2023 calendar year)</i>	\$494,681
<i>ADDED FTEs AFTER BUGDET ADOPTION - Approved to be added to the local budget</i>	\$477,692
<i>PAY RECLASSIFICATIONS - ALREADY COMPLETED YTD 2021-2022</i>	\$444,275
<i>Facility Rental for St. Philip's ECHS - annual increase effective 2021-22 (signed after budget adoption)</i>	\$272,000
<i>Gasoline / Diesel price increase from Prior Year budget</i>	\$212,634
<i>ACCESS CONTROL BUDGET INCREASE (Facilities contracted svcs and supplies)</i>	\$200,000
<i>SMARTNET MAINTENANCE - Increase from 60k to 220k during 21-22</i>	\$160,000
<i>APPROVED NEW PRINCIPAL &amp; POLICE DEPARTMENT PHONE ALLOWANCE</i>	\$94,200
<b>KNOWN INCREASES TO BUDGET - NON-RECURRING</b>	<b>\$703,950</b>
<i>Board (May 2023) Election Costs</i>	\$200,000
<i>TECHNOLOGY BROADBAND COSA PARTNERSHIP - SAISD Cost for Year 1 of 4 (\$950k over 4 yrs)</i>	\$103,950
<i>REDISTRICTING Contracted Services</i>	\$75,000
<i>NEW VIT Bilingual Teacher Contract to hire 30 Teachers at 20% of their salary - Board Approved</i>	\$325,000
<b>KNOWN INCREASES TO BUDGET - RECURRING &amp; NON-RECURRING</b>	<b>\$6,712,633</b>
<b>TOTAL KNOWN CHANGES TO EXPENDITURES BUDGET for 2022-2023</b>	<b>-\$6,372,955</b>

# Employee Benefits

Benefit	2021 Plan Year	2022 Plan Year	2023 Plan Year Projected
Medical Claims	\$ 35,402,750.00	\$ 34,694,695.00	\$ 36,211,090.00
Pharmacy Claims	\$ 14,348,555.00	\$ 14,061,584.00	\$ 14,667,742.00
Medical/Pharmacy Claims	\$ 49,751,305.00	\$ 48,756,279.00	\$ 50,878,832.00
Pharmacy Administrative Costs	\$ 432,123.00	\$ 432,123.00	\$ 176,000.00
Pharmacy Rebates	\$ (4,202,534.00)	\$ (4,202,534.00)	\$ (3,903,000.00)
Dental Plan Overall Costs	\$ 2,938,304.00	\$ 3,026,453.00	\$ 3,177,776.00
Stop Loss Premiums	\$ 1,416,402.00	\$ 1,414,986.00	\$ 1,436,825.00
Administrative Fees	\$ 2,890,348.00	\$ 2,890,348.00	\$ 2,628,483.00
<b>TOTAL BENEFIT PLAN COSTS</b>	<b>\$ 53,225,948.00</b>	<b>\$ 52,317,655.00</b>	<b>\$ 54,394,916.00</b>

## The estimated increase for 2023 is \$2,077,261 or 3.97% based on:

- **Medical Stop Loss:** Trend and historical loss ratio over the past three policy years;
- **Medical Plan:** Trend analysis, historical plan utilization, and inflationary presumptions;
- **Pharmacy Administrative Costs:** Lower PEPM administration feeds; and
- **Administrative Feeds:** Current RFP calls for a monthly premium holiday.

# 2022 - 2023

## Key Actions in Staffing & Department Budget Reductions

### REDUCTION of POSITIONS for 2022-2023 BUDGET

Includes General Fund and ESSER (Local) Positions

	# FTEs GF & ESSER	# Professionals	# Paraprofessionals & Classified	Total Positions Reduced	FTE % Reduction	Budget Reduction \$ (Personnel & Non- Personnel Budget)
<b>DEPARTMENT POSITIONS due to REALIGNMENT</b>						
SAFETY & SECURITY - POLICE DEPARTMENT	85.0		6.0	6.0	7.1%	\$352,851
OPERATIONS & FACILITIES	278.4	5.5	35.0	40.5	14.6%	\$3,031,802
TRANSPORTATION	331.0	1.0	27.0	28.0	8.5%	\$1,072,000
OFFICE OF INNOVATION	7.0	-	-	-	0.0%	\$158,778
TECHNOLOGY, RESEARCH & EVALUATION	102.0	5.0	6.0	11.0	10.8%	\$1,756,188
FINANCIAL SERVICES, STUDENT HEALTH SERVICES	91.4	5.5	5.0	10.5	11.5%	\$1,177,255
INTERNAL AUDIT	7.0	1.0		1.0	14.3%	\$100,135
COMMUNICATIONS	19.3	2.0		2.0	10.4%	\$401,529
CHIEF OF STAFF and BOARD SERVICES	10.0	1.0		1.0	10.0%	\$132,837
OFFICE OF ACADEMICS and SCHOOL LEADERSHIP	323.0	21.0	6.0	27.0	8.4%	\$6,718,312
HUMAN CAPITAL MGMT, EMPLOYEE BEN. & RISK	70.0	5.5	3.0	8.5	12.2%	\$972,465
	<b>1,324.0</b>	<b>47.5</b>	<b>88.0</b>	<b>135.5</b>	<b>10.2%</b>	<b>\$15,874,152</b>
<b>CAMPUS POSITIONS due to ENROLLMENT CHANGE</b>						
ADMINISTRATION	693.0	12.0		12.0	1.7%	\$1,140,000
TEACHERS	3,107.4	141.5		141.5	4.6%	\$10,007,588
PARAPROFESSIONALS / CLASSIFIED	1,480.5		51.0	51.0	3.4%	\$1,938,000
	<b>5,280.9</b>	<b>153.5</b>	<b>51.0</b>	<b>204.5</b>	<b>3.9%</b>	<b>\$13,085,588</b>
						Due to Enrollment Change
<b>TOTAL POSITIONS REDUCED for 2022-2023</b>	<b>6,604.8</b>	<b>201.0</b>	<b>139.0</b>	<b>340.0</b>	<b>5.1%</b>	<b>\$28,959,740</b>

Staffing actions are defined as positions that have been frozen or absorbed. This is not people, but positions.

# 2022 - 2023

## Key Actions in Staffing

### District Budget Guidelines 2022-2023

### Middle School (MS) Personnel Allocation Formulas for Traditional 2022-2023

POSITIONS/JOB CODE	ALLOCATIONS for MIDDLE SCHOOLS
<b>ADMINISTRATIVE SUPPORT</b>	
Principal	1 Per School
Assistant Principal	Allocation for Asst Principal is based on enrollment: 0 - 500 1 Per School 501 - 750 2 Per School 751 3 Per School
Counselor	Allocation for Counselor is based on enrollment: 0 - 750 2 Per School 751+ 3 Per School

**Elementary School (ES)  
Personnel Allocation Formulas for Traditional PK-6 Campuses  
2022-2023**

POSITIONS/JOB CODE	ALLOCATIONS for ELEMENTARY SCHOOLS
<b>ADMINISTRATIVE SUPPORT</b>	
Principal	1 Per School
Assistant Principal	Allocation for assistant principal is based on enrollment: 0 - 600 1 Per School 601 - 800 2 Per School 801+ 3 Per School

The District maintains campus staffing guidelines for positions provided to the campuses.

While there is a defined methodology by campus type and level, the District plans to review all guidelines prior to the 2023-24 school year, with the goal of improving equity for all campuses.

# 2022 - 2023

## Districtwide Austerity Plan

- Refreshments for Staff/Meetings
- Hot Spots
- Overtime
- Travel
- Technology Purchases
- Degree Programs for Staff
- Swag
- Subscriptions and Memberships
- Furniture
- Professional Credentials

# 2022 - 2023

## Next Steps

- Bilingual & Special Education Stipends Recommendation (June 4)
- Community Budget Transparency
  - Website and Email
  - Community Presentations
- Planning for Next Steps
  - ESSER Funding Plan
  - Long-term Financial Sustainability & Coordination of Funding
- Enrollment and Attendance Initiatives
- Advocate for an increase in Texas per pupil funding

# Bilingual & Special Education Stipends Recommendation

## Agenda Item for Special Called June 4 Board Meeting

### Bilingual Stipend

- Current Stipend is \$2,000.00
- Increase to \$3,000.00

### Special Education Stipend

- Current Stipend (ACE/BAC/ECSE/DSP/VI/BSC) is \$2,000.00
  - Increase to \$3,000.00
- Current Stipend (GEC) is \$0.00
  - New Stipend is \$2,000.00

\*This will be an increased cost of \$848,000 annually

# Community Transparency

## Website and Email Feedback

### Quicklinks

- Superintendent Home
- Cabinet
- Contact Superintendent
- Superintendent Message
- Superintendent Message Archives
- District Leadership Team
- 2021 State of the District

## 2022-23 Budget Feedback

- Timeline
- Goals and Values
- Workshop Schedule and Materials

### Goals

**Purpose:** Develop and implement a District budget with a focus on how "To transform SAISD into a national model urban school district where every child graduates and is educated so that he or she is prepared to be a contributing member of the community."

**Process:** Focus on student achievement, transparency, flexibility, and solicit input from Board of Trustees, community, and stakeholders.

**Payoff:** Develop a district budget that meets the needs of all students from an educational, social emotional, and universal perspective that will gain acceptance from the community at large, educational stakeholders, and the business community.

### Values

These shared values will guide our budget process:

**Balanced:** We will share the good and the not so good.

**Transparent:** We will build trust with stakeholders.

**Understandable:** We will strive to keep it simple.



# Community Transparency

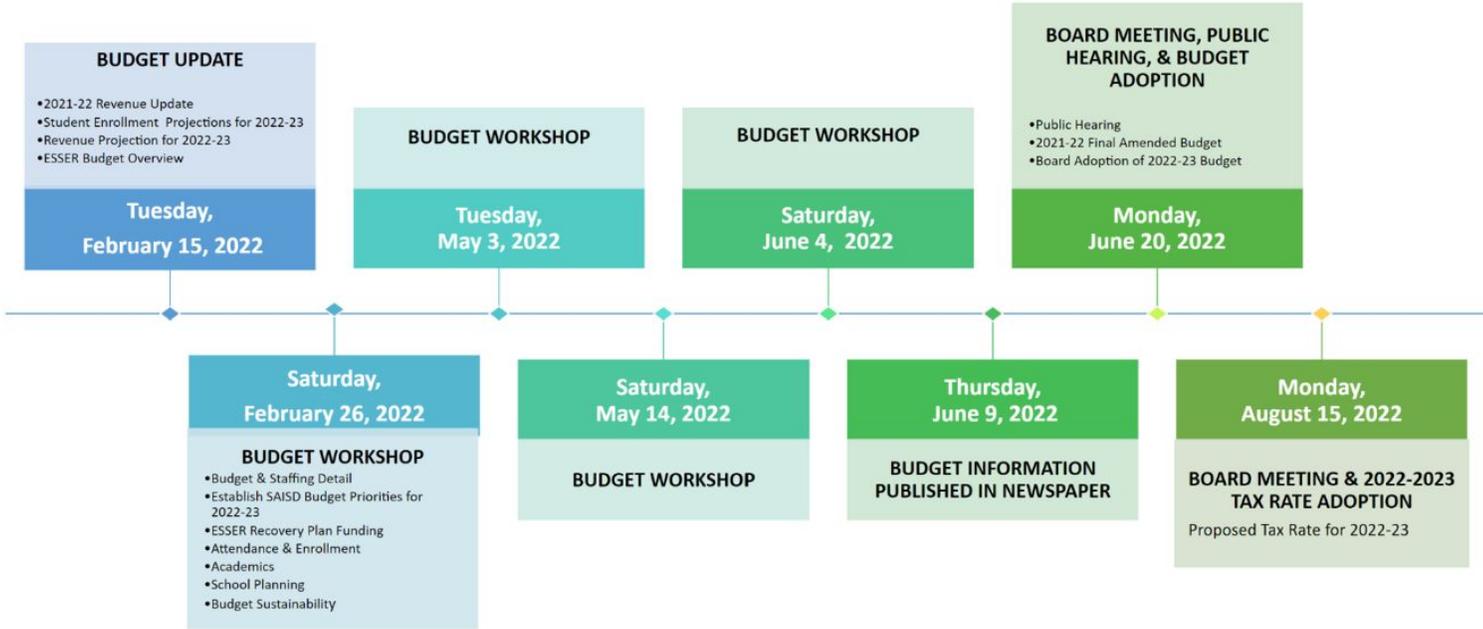
## Website and Email Feedback

### Quicklinks

- Superintendent Home
- Cabinet
- Contact Superintendent
- Superintendent Message
- Superintendent Message Archives
- District Leadership Team
- 2021 State of the District

## 2022-23 Budget Discussions

- Timeline**
- Goals and Values
- Workshop Schedule and Materials



# Community Transparency

## Website and Email Feedback

### Quicklinks

- Superintendent Home
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- District Leadership Team
- 2021 State of the District

## 2022-23 Budget Feedback

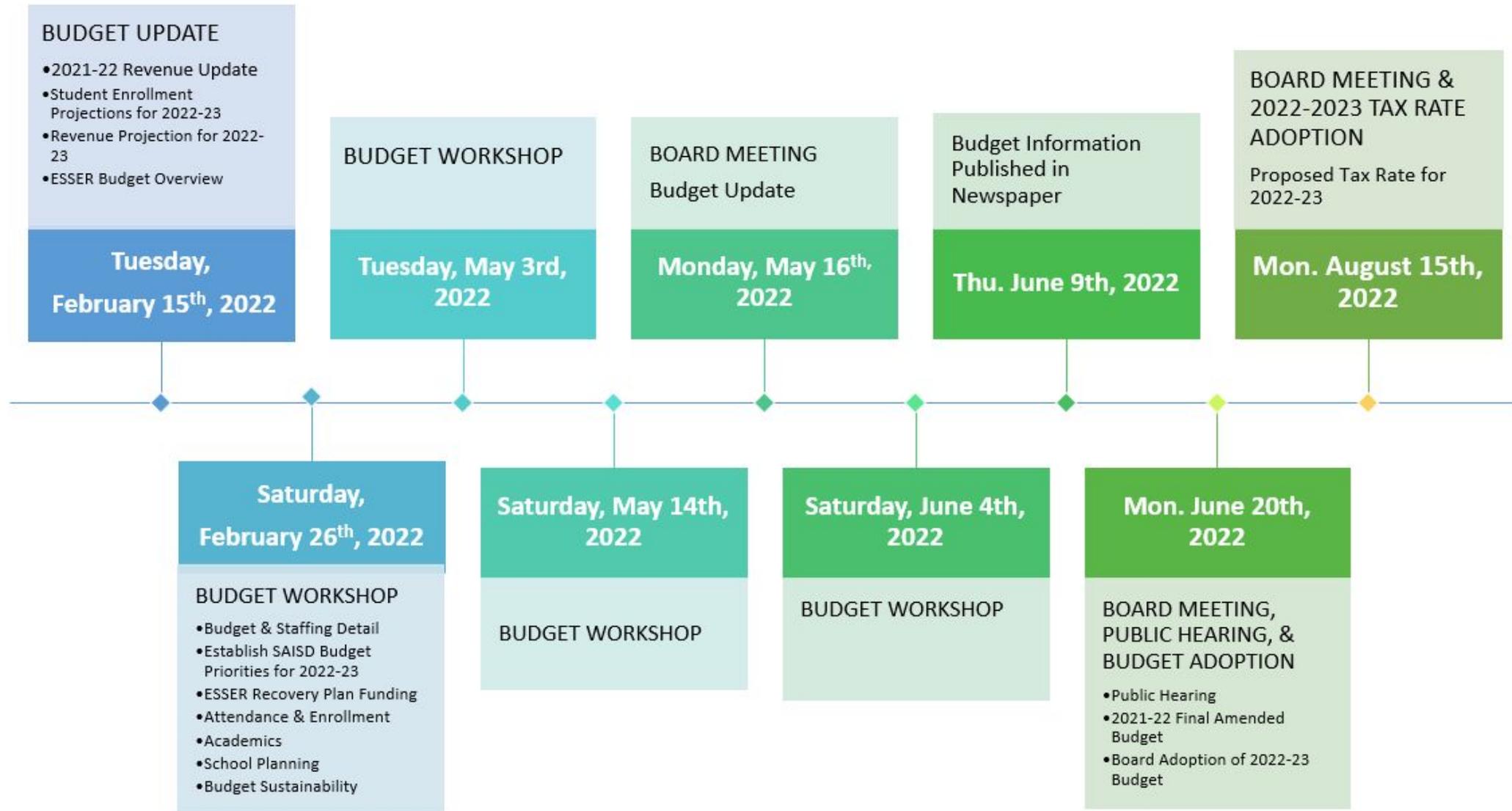
- Timeline
- Goals and Values
- Workshop Schedule and Materials**

- Feb. 15, 2022: Budget Update [Presentation](#) [Recording](#)
- Feb. 26, 2022: Budget Workshop [Presentation](#) [Recording](#)
- May 3, 2022: Budget Workshop [Presentation](#) [Recording](#)
- May 14, 2022: Budget Workshop [Presentation](#) [Recording](#)
- June 4, 2022: Budget Workshop [Presentation](#) [Recording](#)
- June 20, 2022: Board Meeting, Public Hearing, and Budget Adoption
- Aug. 15, 2022: Board Meeting and 2022-23 Tax Rate Adoption



# Overview of the Budget Process

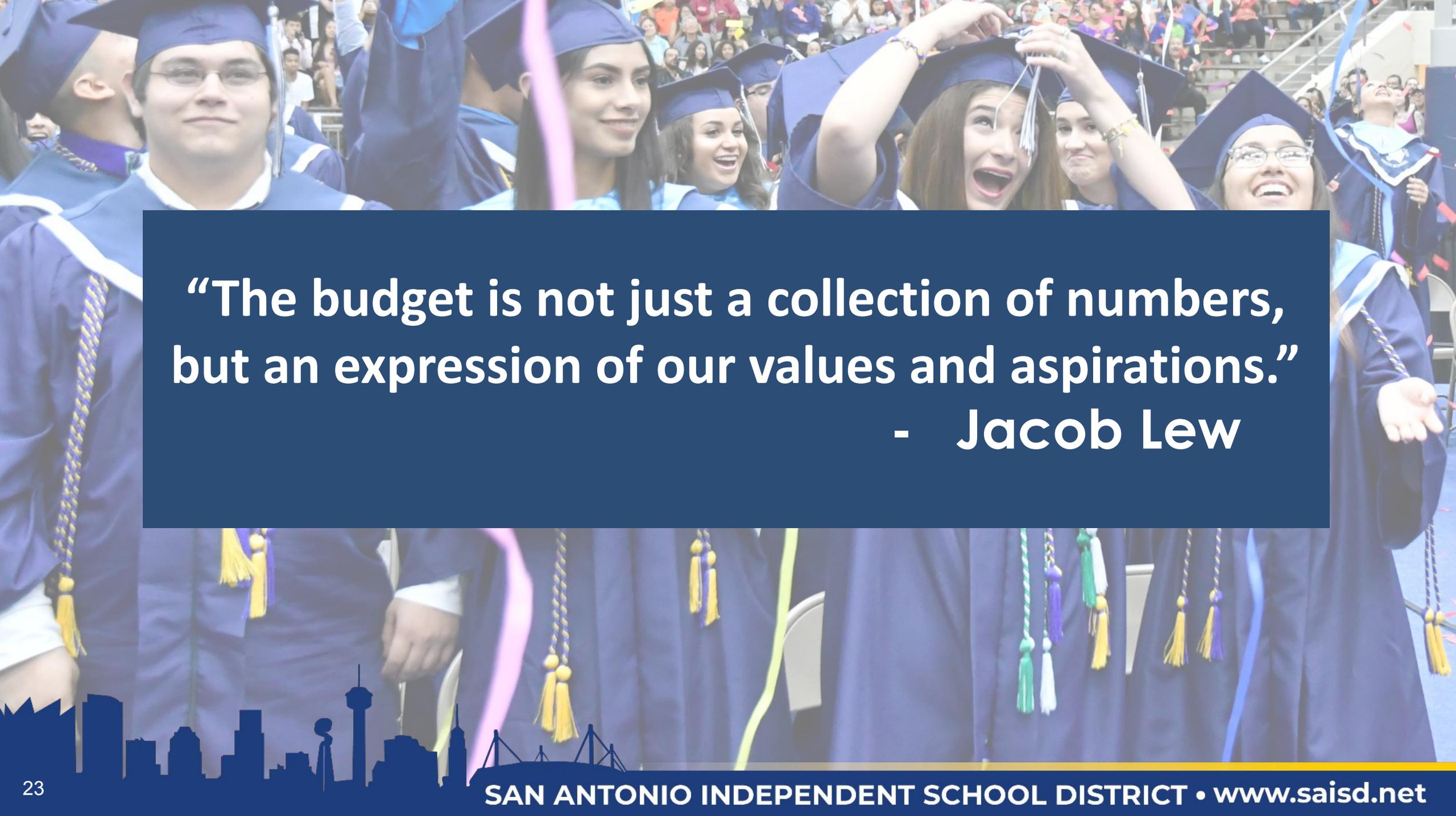
## Upcoming dates for the 2022-2023 Budget Process



# Call to Action!

- Everyone must do their part
  - Attendance (Staff and Students)
  - Enrollment
- Support for future right sizing
- Advocate for an increase in per pupil funding





**“The budget is not just a collection of numbers,  
but an expression of our values and aspirations.”  
- Jacob Lew**

# 2022 - 2023

## Department Budget Reduction Overview

- Police Department
- Operations & Facilities
- Office of Innovation
- Technology, Research & Evaluation
- Financial Services, Student Health Services
- Internal Audit
- Communications
- Chief of Staff & Board Services
- Human Capital Management
- Office of Academics & School Leadership

# 2022 - 2023

## Budget Reduction: Police Department

<b>BUDGET REDUCTION SUMMARY DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>SAFETY &amp; SECURITY - POLICE DEPARTMENT</b>	<b>85.0</b>	<b>6.0</b>	<b>6,847,899</b>	<b>352,851</b>
884 POLICE DEPARTMENT	85.0	6.0	6,847,899	352,851

**Total Department Savings: \$352,851.00**

# 2022 - 2023

## Budget Reduction: Police Department

### Staffing Actions

# of Positions	Role Description
6	Police Officers

**Total Department Savings: \$352,851.00**

# 2022 - 2023

## Budget Reduction: Procurement and Operations

<b>BUDGET REDUCTION SUMMARY DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>PROCUREMENT &amp; OPERATIONS</b>	<b>14.8</b>	<b>3.0</b>	<b>1,213,835</b>	<b>199,160</b>
743 PROCUREMENT SERVICES	11.8	2.0	792,948	108,744
808 OPERATIONS	3.0	1.0	420,887	90,416

**Total Department Savings: \$199,160.00**

# 2022 - 2023

## Budget Reduction: Procurement and Operations

### Staffing Actions

# of Positions	Role Description
1	Director of Strategic Initiatives (partially bond-funded)
1	Procurement Specialist
1	Administrative Assistant

**Total Department Savings: \$199,160.00**

# 2022 - 2023

## Budget Reduction: Operations (Plant Services, Custodial, Maintenance, MEP)

<b>BUDGET REDUCTION SUMMARY</b> <b>DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>OPERATIONS (Plant, Custodial, Maintenance, MEP)</b>	<b>257.2</b>	<b>36.0</b>	<b>19,623,333</b>	<b>2,645,512</b>
930 PLANT SERVICES DEPT	10.0	2.0	1,682,112	221,122
932 CUSTODIAL SERVICES DEPT	94.0	22.0	6,491,200	1,156,038
933 MAINTENANCE DEPARTMENT	85.0	5.0	4,484,159	305,525
934 PS ELEC/MECH	60.2	4.0	6,613,750	843,514
941 CENTRAL SUPPORT ORG	8.0	3.0	352,112	119,313

### Non-Personnel Eliminations and Reductions

Description
Reduction in maintenance supplies
Reduction in summer hours for porters
<b>Total Department Savings: \$2,645,512</b>

# 2022 - 2023

## Budget Reduction: Operations (Plant Services, Custodial, Maintenance, MEP)

### Staffing Actions

# of Positions	Role Description
20	Custodians, Grounds Keepers
5	Heavy Equipment Operators
6	Electrician, HVAC, Carpenter, Mason
1	Crew Leader
2	Clerk, Dispatcher

### Non-Personnel Eliminations and Reductions

Description
Reduction in maintenance supplies
Reduction in summer hours for porters

**Total Department Savings: \$2,645,512**

# 2022 - 2023

## Budget Reduction: Construction Services

<b>BUDGET REDUCTION SUMMARY DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>CONSTRUCTION SERVICES</b>	<b>5.4</b>	<b>1.5</b>	<b>1,168,208</b>	<b>94,492</b>
935 CONSTRUCTION AND DEV SERVICES	5.4	1.5	1,168,208	94,492

**Total Department Savings: \$94,492**

# 2022 - 2023

## Budget Reduction: Construction Services

### Staffing Actions

# of Positions	Role Description
2	Coordinators (partially bond-funded)
1	Drafting Designer

**Total Department Savings: \$94,492**

# 2022 - 2023

## Budget Reduction: Child Nutrition Services

### Non-Personnel Eliminations and Reductions

Description
Reduce part-time staffing budget by half

*\*This is the concession budget and not federal funds. Does not affect campus meal service.*

**Total Department Savings: \$92,638.00**

# 2022 - 2023

## Budget Reduction: Operations - Transportation

<b>BUDGET REDUCTION SUMMARY</b> <b>DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>TRANSPORTATION</b>	<b>331.0</b>	<b>28.0</b>	<b>11,948,116</b>	<b>1,072,000</b>
885 TRANSPORTATION DEPARTMENT	331.0	28.0	11,948,116	1,072,000

### Non-Personnel Eliminations and Reductions

#### Description

Private transportation reimbursement

Reduction in bus replacement (This year only)

**Total Department Savings: \$1,072,000.00**

# 2022 - 2023

## Budget Reduction: Operations - Transportation

### Staffing Actions

# of Positions	Role Description
25	Bus Drivers
1	Director
1	Bus Driver Trainer
1	Dispatcher Clerk

### Non-Personnel Eliminations and Reductions

Description
Private transportation reimbursement
Reduction in bus replacement ( <u>This year only</u> )

**Total Department Savings: \$1,072,000.00**

# 2022 - 2023

## Budget Reduction: Innovation and Grants

<b>BUDGET REDUCTION SUMMARY</b> <b>DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>OFFICE OF INNOVATION</b>	<b>7.0</b>	<b>-</b>	<b>1,058,517</b>	<b>158,778</b>
806 OFFICE OF INNOVATION	3.0	-	682,050	141,983
862 GRANTS DEVELOPMT MGT & MONITORING	4.0	-	376,467	16,795

### Non-Personnel Eliminations and Reductions

<b>Description</b>
Training, consultants, printing, materials
Campus funds for school expansion and charter initiatives
Moving from outsourced surveys to inhouse surveys for the <i>School Performance Framework (SPF)</i>
<b>Total Department Savings: \$158,778</b>

# 2022 - 2023

## Budget Reduction: Technology

<b>BUDGET REDUCTION SUMMARY</b> <b>DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	FTEs	# Positions Reduced	Total Department Budget	Reductions received by Division
<b>TECHNOLOGY</b>	<b>53.0</b>	<b>8.0</b>	<b>7,214,787</b>	<b>1,078,056</b>
950 INFORMATION TECHNOLOGY	53.0	8.0	7,214,787	1,078,056

### Non-Personnel Eliminations and Reductions

Description
Project management consultant
Telecommunications and telephone subscriptions
Student/staff device repairs and peripherals
Copier repair
Network cabling/installation
Wide-area-network services
<b>Total Department Savings: \$1,078,056.00</b>

# 2022 - 2023

## Budget Reduction: Technology

### Staffing Actions

Number of Positions	Role Description
1	Director
1	Master Scheduler Technician
2	Clerks
2	Administrative Assistant
2	Executive Assistant

### Non-Personnel Eliminations and Reductions

Description
Project management consultant
Telecommunications and telephone subscriptions
Student/staff device repairs and peripherals
Copier repair
Network cabling/installation
Wide-area-network services

**Total Department Savings: \$1,078,056.00**

# 2022 - 2023

## Budget Reduction: Research, Evaluation, & Testing Data Operations

<b>BUDGET REDUCTION SUMMARY DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>RESEARCH, EVALUATION &amp; TESTING</b>	<b>49.0</b>	<b>3.0</b>	<b>5,459,080</b>	<b>678,132</b>
945 ACCOUNT, RESEA, EVAL & TESTING	49.0	3.0	5,459,080	678,132

### Non-Personnel Reductions

Description
Assessment support materials

**Total Department Savings: \$678,132.00**

# 2022 - 2023

## Budget Reduction: Research, Evaluation, & Testing Data Operations

### Staffing Actions

Number of Positions	Role Description
1	Business Analyst
1	Analyst DQ PEIMS
1	Education System Analyst

### Non-Personnel Reductions

Description
Assessment support materials

**Total Department Savings: \$678,132.00**

# 2022 - 2023

## Budget Reduction: Financial Services, Student Health Services

<b>BUDGET REDUCTION SUMMARY DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>FINANCAL SERVICES, STUDENT HEALTH SERVICES</b>	<b>91.4</b>	<b>10.5</b>	<b>7,810,523</b>	<b>1,177,255</b>
741 PLANNING & BUDGET DEPARTMENT	5.0	1.0	416,769	53,226
742 FINANCE DEPARTMENT	52.4	3.5	4,547,496	408,077
890 STUDENT HEALTH SERVICES	28.0	5.0	1,991,626	597,231
893 MEDICAID (FINANCE)	6.0	1.0	854,632	118,721

### Non-Personnel Eliminations and Reductions

Description
Software
Contracted services
<b>Total Department Savings: \$1,177,255.00</b>

# 2022 - 2023

## Budget Reduction: Financial Services, Student Health Services

### Staffing Actions

# of Positions	Role Description
5	LVNs
2	Senior Budget Specialists
.5	Specialist Federal Programs
1	Coordinator
2	Directors

### Non-Personnel Eliminations and Reductions

Description
Software
Contracted services

**Total Department Savings: \$1,177,255.00**

# 2022 - 2023

## Budget Reduction: Internal Audit

<b>BUDGET REDUCTION SUMMARY</b> <b>DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	FTEs	# Positions Reduced	Total Department Budget	Reductions received by Division
<b>INTERNAL AUDIT</b>	<b>7.0</b>	<b>1.0</b>	<b>727,014</b>	<b>100,135</b>
728 INTERNAL AUDIT	7.0	1.0	727,014	100,135

### Non-Personnel Eliminations and Reductions

Description
Consulting services

**Total Department Savings: \$100,135.00**

# 2022 - 2023

## Budget Reduction: Internal Audit

### Staffing Actions

# of Positions	Role Description
1	Internal Auditor II

### Non-Personnel Eliminations and Reductions

Description
Consulting services

**Total Department Savings: \$100,135.00**

# 2022 - 2023

## Budget Reduction: Communications

<b>BUDGET REDUCTION SUMMARY</b> <b>DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	FTEs	# Positions Reduced	Total Department Budget	Reductions received by Division
<b>COMMUNICATIONS</b>	<b>19.3</b>	<b>2.0</b>	<b>2,189,935</b>	<b>401,529</b>
726 COMMUNICATIONS	10.3	1.0	1,190,236	195,449
960 PRINTING SERVICES	9.0	1.0	999,699	206,080

### Non-Personnel Eliminations and Reductions

Description
Shift convocation from an in-person event to a pre-recorded video
Transition community newsletter from print to exclusively digital publication
Change external courier to in-house service
<b>Total Department Savings: \$401,529.00</b>

# 2022 - 2023

## Budget Reduction: Communications

### Staffing Actions

# of Positions	Role Description
1	Director, Printing Services
1	Communications Coordinator

### Non-Personnel Eliminations and Reductions

Description
Shift convocation from an in-person event to a pre-recorded video
Transition community newsletter from print to exclusively digital publication
Change external courier to in-house service

**Total Department Savings: \$401,529.00**

# 2022 - 2023

## Budget Reduction: Chief of Staff & Board Services

<b>BUDGET REDUCTION SUMMARY</b> <b>DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>CHIEF OF STAFF and BOARD SERVICES</b>	<b>10.0</b>	<b>1.0</b>	<b>907,902</b>	<b>132,837</b>
702 BOARD OF TRUSTEES	-	-	65,000	-
725 GOVERNMENTAL & COMMUNITY RELATIONS	3.0	1.0	303,310	132,837
732 INTEGRATED COMMUNICATIONS NETWORK	-	-	7,750	-
809 BOARD & SUPERINTENDENT SVCS	7.0	-	531,842	-

**Total Department Savings: \$132,837**

# 2022 - 2023

## Budget Reduction: Chief of Staff & Board Services

### Staffing Actions

# of Positions	Role Description
1	Director of Community Relations

**Total Department Savings: \$132,837**

# 2022 - 2023

## Budget Reduction: Human Capital Management

<b>BUDGET REDUCTION SUMMARY DEPARTMENT ORGS ONLY</b> INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	<b>FTEs</b>	<b># Positions Reduced</b>	<b>Total Department Budget</b>	<b>Reductions received by Division</b>
<b>HUMAN CAPITAL MGMT and EMPLOYEE BENEFITS</b>	<b>70.0</b>	<b>8.5</b>	<b>6,365,320</b>	<b>972,465</b>
730 HUMAN RESOURCES	4.0	2.0	399,339	156,496
735 EMPBENEFITS, RISKMGMT, SAFETY	8.5	1.0	456,589	68,488
804 OFFICE OF CONTINUOUS IMPROVMNT	7.5	0.5	963,659	193,828
841 HUMAN CAPITAL MANAGEMENT	50.0	5.0	4,545,733	553,653

### Non-Personnel Eliminations and Reductions

Description
<i>Teach for America (TFA) reduction</i>
Supplemental budget for Office of Continuous Improvement
<i>Teacher Incentive Allotment (TIA) fees</i>
<b>Total Department Savings: \$972,465.00</b>

# 2022 - 2023

## Budget Reduction: Human Capital Management

### Staffing Actions

# of Positions	Role Description
2.5	Director, Manager (1 position split-funded with grant)
1	Specialist
4	Department Clerk, Administrative Assistants
1	Chief

### Non-Personnel Eliminations and Reductions

Description
<i>Teach for America (TFA) reduction</i>
Supplemental budget for Office of Improvement
<i>Teacher Incentive Allotment (TIA) fees</i>

**Total Department Savings: \$972,465.00**

# 2022 - 2023

## Budget Reduction: Office of Academics & School Leadership

<b>BUDGET REDUCTION SUMMARY</b>				
<b>DEPARTMENT ORGS ONLY</b>				
INCLUDES GENERAL FUND BUDGET and select ESSER Budget (previously funded with Local)	FTEs	# Positions Reduced	Total Department Budget	Reductions received by Division
<b>OFFICE OF ACADEMICS and SCHOOL LEADERSHIP</b>	<b>323.0</b>	<b>27.0</b>	<b>43,108,497</b>	<b>6,718,312</b>
198 SPECIAL EDUCATION DISTRICT WIDE		-		
322 CATE DISTRICT WIDE	-	-	78,777	39,000
359 GRADUATION DISTRICT WIDE	-	-	152,398	
367 SAISD HEAD START MAIN OFFICE	1.0	-	556,146	112,588
727 FAMILY & COMMUNITY ENGAGEMENT	12.0	1.0	1,230,342	76,420
803 OFFICE OF ACAD & SCHOOL LDRSHIP	6.0	1.0	1,290,950	450,459
805 SEAD & RESTORATIVE PRACTICES	33.0	4.0	3,270,085	343,915
807 OFFICE OF ACCESS AND ENROLLMENT	11.0	1.0	984,191	50,700
810 EXTENDED LEARNING	3.0	-	631,306	50,000
815 SCHOOL LEADERSHIP TEAM 2	2.0	-	274,637	27,500
821 SCHOOL LEADERSHIP TEAM 5	2.0	-	257,610	25,900
825 SCHOOL LEADERSHIP TEAM 1	2.0	-	275,061	30,500
826 SCHOOL LEADERSHIP TEAM 4	2.0	-	275,061	27,500
830 DUAL LANGUAGE, ESL & MIGRANT	28.4	2.0	3,141,614	604,988
840 SCHOOL LEADERSHIP TEAM 3	3.0	1.0	437,696	64,500
849 GIFTED & TALENTED GT	17.0	2.0	1,682,897	182,898
851 FAMILY & STUDENT SUPPORT SERVICES	5.0	-	497,695	78,101
855 ADULT & COMMUNITY EDUCATION	1.6	-	158,946	1,500

856	ORG LEARNING & SUPPORT SVCS	14.0	2.0	2,376,917	515,776
858	FINE ARTS DEPT	9.0	-	1,463,759	331,536
860	STUDENT & ACAD SUPPORT SVCS	5.0	1.0	528,388	124,582
865	COLLEGE, CAREER & MIL READINSS	11.0	-	1,286,039	84,486
866	DYSLEXIA/RTI/504	30.0	-	2,763,468	224,342
868	EARLY CHILDHOOD	4.0	-	353,972	23,930
872	LEARNING & COMPLIANCE SUPP SVCS	5.0	1.0	1,297,485	230,519
873	READINGLANGUAGE ARTS	2.0	-	1,552,284	232,843
874	SOCIAL STUDIES DEPT	1.0	-	377,737	47,800
875	CURRICULUM, INSTRUC & ASSMNT	6.0	-	1,914,584	332,638
876	EDUCATIONAL TECH & EXT LEARN	10.0	-	1,866,385	188,000
878	ADVANCED ACAD & POST-SEC INIT	7.0	3.0	1,346,779	647,537
880	MATHEMATICS	2.0	-	1,115,953	79,300
881	SCIENCE DEPT	1.0	-	281,041	97,700
883	HEALTH/PHYSICAL EDUCATION	3.0	1.0	354,519	102,650
886	DISABILITY & LEARN SUPPT SVCS	26.0	5.0	2,185,013	467,297
888	SCHOOL AGE PARENTING PROGRAM	20.0	2.0	1,485,219	188,500
889	ATHLETIC DEPARTMENT	26.0	-	4,642,009	613,957
947	SCHOOL IMPROVMNT & FEDERAL PGMS	3.0	-	360,767	11,500
948	DAY CARE LEARNING CENTER	9.0	-	360,767	6,950

# 2022 - 2023

## Budget Reduction: Office of Academics & School Leadership

### Staffing Actions

# of Positions	Role Description
2	Assistant Superintendents
1	Executive Secretary
4	Directors
7	Coordinators
3	Specialists
1	Registrar
1	Translator
1	Liaison
3	Clerks
1	Social Worker
3	Instructional Assistants

# 2022 - 2023

## Budget Reduction: Office of Academics & School Leadership

### Non-Personnel Eliminations and Reductions

Consultant and contracted services	College visits
Substitutes for professional development	UTSA Prep program
Supplementary teacher resources and books	Resources for afterschool programs
Masters and Ph.D. program	Supplementary student activities
Student school uniforms	Field maintenance
SEAD student survey	Uniform rotations and cleaning
Curriculum writing	Extra duty pay for coaches driving buses
Social worker internship stipends	Athletic equipment maintenance
Contracted services for extra curriculars	Washer, dryer, and ice machine purchases/maintenance

**Total Department Savings: \$6,718,312**

# Pending Decision Points for 2022-2023

- Teacher Leader \$15,000 Stipends
- TIA “Additional Time” \$10,000 Stipends
- Bilingual Stipend
- Special Education Stipend
- Principal, Assoc., & Asst. Principal Number of Calendar Days
- Principal, Assoc., & Asst. Principal Pay Structure
- Substitute Pay Rates
- Increase to Part Time Pay Rates

## Recommendation to Revise Substitute Pay Rates



# Substitute Pay Rates Recommendation

Substitute Category	Daily Rate (Days 1-19)		Daily Rate (Day 20+)		Daily Rate (Days 1-19)		Daily Rate (Day 20+)	
	Elementary		Elementary		Secondary **		Secondary **	
Certified	T-W-Th	\$130	T-W-Th	\$140	T-W-Th	\$140	T-W-Th	\$150
	M-F	\$140	M-F	\$150	M-F	\$150	M-F	\$160
Degreed (Bachelors/Masters) but not certified	T-W-Th	\$120	T-W-Th	\$130	T-W-Th	\$130	T-W-Th	\$140
	M-F	\$130	M-F	\$140	M-F	\$140	M-F	\$150
Non-Degreed	T-W-Th	\$110	T-W-Th	\$120	T-W-Th	\$120	T-W-Th	\$130
	M-F	\$120	M-F	\$130	M-F	\$130	M-F	\$140
Instructional Assistant – Non-SPED	\$95		\$105		\$95		\$105	
Instructional Assistant – SPED	\$100		\$110		\$100		\$110	
Non-Classroom Paraprofessional	\$95		\$105		\$95		\$105	
Auxiliary (Food Service, Custodian, etc.)	\$12/hour		\$12/hour		\$12/hour		\$12/hour	

*\*\* Teacher substitutes at Cooper Academy and on secondary campuses in the Sam Houston and Lanier clusters earn an additional \$10/day*

**Projected cost to General Fund - \$2.8 Million increase over current budget.**

# Substitute Pay Rates

## 2 - Year Comparison

### 2-Year Substitute Pay Rate Comparison

Substitute Category	2021-2022 (Fall)	2022-2023 Recommended
<b>Teacher</b>	Standard rates for all categories, Monday through Friday	Differential rates (\$10 higher) on Mondays and Fridays
	Standard rates for all grade spans	Differential rates (\$10 higher) on Secondary Campuses
	Standard rates for all campuses	Differential rates (\$10 higher than standard secondary rates) on select hard-to-fill secondary campuses
	Entry rates Certified @ \$130/day Degreed @ \$110/day Non-degreed @ \$90/day	Entry rates Certified @ \$130/day Degreed @ \$120/day Non-degreed @ \$110/day
<b>Paraprofessional &amp; Auxiliary</b>	Entry rates @ \$85/day for all paraprofessional and auxiliary subs	Entry rates Instructional Assistant – Non-SPED @ \$95/day Instructional Assistant – SPED @ \$100/day Auxiliary @ \$12/hour
<b>All</b>	Rate increase for all categories beginning Day 11 in same assignment	Rate increases for all categories beginning Day 20 in same

# Substitute Pay Rates Recommendation

2021-22 (Fall)	2022-23 Recommended
<ul style="list-style-type: none"><li>•Standard rates for all categories Monday – Friday</li><li>•Standard rates for all grade spans</li><li>•Rate increase for all categories beginning Day 11 in same assignment</li><li>•Entry rates<ul style="list-style-type: none"><li>–Certified @ \$130/day</li><li>–Degreed @ \$110/day</li><li>–Non-degreed @ \$90/day</li></ul></li></ul>	<ul style="list-style-type: none"><li>•Differential rates (\$10 higher) on Mondays and Fridays</li><li>•Differential rates (\$10 higher) on Secondary Campuses</li><li>•Differential rates (\$10 higher than standard secondary rates) on select hard-to-fill secondary campuses</li><li>•Rate increases for all categories beginning Day 20 in same assignment</li><li>•Entry rates<ul style="list-style-type: none"><li>–Certified @ \$130/day</li><li>–Degreed @ \$120/day</li><li>–Non-degreed @ \$110/day</li></ul></li></ul>

Projected cost to General Fund - **\$2.8 Million increase** over current budget.

# Non-Teacher Sub Pay Comparison: 21-22 to 22-23

2021-22 (Fall)	2022-23 Recommended
<ul style="list-style-type: none"><li>•Rate increase for all categories beginning Day 11 in same assignment</li><li>•Entry rates @ \$85/day for all paraprofessional and auxiliary subs</li></ul>	<ul style="list-style-type: none"><li>•Rate increases for all categories beginning Day 20 in same assignment</li><li>•Entry rates<ul style="list-style-type: none"><li>–Instructional Assistant – Non-SPED @ \$95/day</li><li>–Instructional Assistant – SPED @ \$100/day</li><li>–Auxiliary @ \$12/hour</li></ul></li></ul>

Projected cost to General Fund - **\$2.8 Million increase** over current budget.

# Substitute Pay Rates Recommendation

Substitute Category	Pay Code	Average Projected Daily Rate	Annual Cost Based on 2021-22 Daily <i>Filled</i> Average	Annual Cost Based on 2021-22 Daily <i>Need Fill</i> Average
Teacher	Certified	\$ 145.00	\$ 1,640,405	\$ 2,624,647
Teacher	Degreed	\$ 135.00	\$ 2,182,258	\$ 3,491,612
Teacher	Non-Degreed	\$ 125.00	\$ 2,096,499	\$ 3,354,399
Paraprofessional	Clerical/Secretary	\$ 100.00	\$ 35,900	\$ 40,000
Paraprofessional	Instructional Assistant	\$ 102.50	\$ 299,710	\$ 358,750
<b>TOTAL</b>			<b>\$ 6,254,771</b>	<b>\$ 9,869,408</b>

Projected cost to General Fund - **\$2.8 Million increase** over current budget.

# Substitute Pay Rate Recommendation

Substitute Category	Daily Rate (Days 1-19) Elementary		Daily Rate (Day 20+) Elementary		Daily Rate (Days 1-19) Secondary **		Daily Rate (Day 20+) Secondary **	
	Certified	T-W-Th	\$140	T-W-Th	\$160	T-W-Th	\$160	T-W-Th
	M-F	\$160	M-F	\$180	M-F	\$180	M-F	\$200
Degreed (Bachelors/Masters) but not certified	T-W-Th	\$120	T-W-Th	\$140	T-W-Th	\$140	T-W-Th	\$160
	M-F	\$140	M-F	\$160	M-F	\$160	M-F	\$180
Non-Degreed	T-W-Th	\$100	T-W-Th	\$120	T-W-Th	\$120	T-W-Th	\$140
	M-F	\$120	M-F	\$140	M-F	\$140	M-F	\$160
Instructional Assistant – Non-SPED	\$80		\$85		\$80		\$85	
Instructional Assistant – SPED	\$90		\$95		\$90		\$95	
Non-Classroom Paraprofessional	\$80		\$85		\$80		\$85	
Auxiliary (Food Service, Custodian, etc.)	Entry Hourly Rate		Entry Hourly Rate		Entry Hourly Rate		Entry Hourly Rate	

\*\* Teacher substitutes at Cooper Academy and on secondary campuses in the Sam Houston and Lanier clusters earn an additional \$20/day

# Projected Substitute Compensation

Substitute Category	Pay Code	Average Projected Daily Rate	Annual Cost Based on 2021-22 Daily Filled Average	Annual Cost Based on 2021-22 Daily Need Fill Average
Teacher	Certified	\$ 170.00	\$ 1,923,233	\$ 3,077,173
Teacher	Degreed	\$ 150.00	\$ 2,424,731	\$ 3,879,569
Teacher	Non-Degreed	\$ 130.00	\$ 2,180,359	\$ 3,488,575
Paraprofessional	Clerical/Secretary	\$ 82.50	\$ 29,618	\$ 33,000
Paraprofessional	Instructional Assistant	\$ 87.50	\$ 255,850	\$ 306,250
<b>TOTAL</b>			<b>\$ 6,813,790</b>	<b>\$10,784,567</b>

## Recommendation to Revise the Number of Duty Days in Contracts for Principals, Associates, and Assistant Principals



# Principal, Assoc., & Asst. Principal # of Calendar Days Recommendation

- Administrator calendar days increased with the adoption of an intersession calendar
- Intersession days are no longer part of the strategic plan for SAISD
- Align to neighboring districts and standards for administrator reporting
- Change would take effect for 2023-2024, with all new hires and some current administrators opting in for 2022-2023



# Calendar Changes Projections

## Principal

Level	2020-2021	2021-2023	2023-2024
High	230	230	230 \$0
Middle/Academy	220	230	220 \$146,512
Elementary	220	230	220 \$210,503

## Assistant Principal

Level	2020-2021	2021-2023	2023-2024
High School	210	230	215 \$258,000
Middle/Academy	198	230	210 \$424,971
Elementary	198	230	210 \$352,626

**Return to the General Fund: \$1,410,808**

**Effective 2023-2024**

## Network Associate Principal

Level	2020-2021	2021-2023	2023-2024
High	215	230	215 \$19,800
Middle/Academy	215	230	215 No Positions
Elementary	215	230	215 \$18,196

# Calendar Changes Projections

## Principal Comparison to North East and Northside

Level	SAISD	North East	Northside
High	230	230	226
Middle/Academy	220	215	220
Elementary	220	210	220

## Assistant Principal Comparison to North East and Northside

Level	SAISD	North East	Northside
High	215	215	213
Middle/Academy	210	210	207
Elementary	210	210	207

**Return to the General Fund: \$1,410,808**

**Effective 2023-2024**

## Recommendation to Revise Pay Structure for Principals



# Principal, Assoc., & Asst. Principal Pay Structure Recommendation

- **Delay full implementation of performance pay system (referred to as Master Principal Initiative) until 2023-24 school year to allow for:**
  - Additional modeling using current data (current model utilizing 2018-19 state accountability data and 2020-21 T-PESS, Insight, and student attendance)
  - Inclusion of equity lens similar to what is used for the Master Teacher Initiative (campus categories A-D)
- **Include all campus administrators in the recommended general pay increase for 2022-2023**

## Recommendation to Revise Part Time Pay Rates



# Increase to Part Time Pay Rates

## Recommendation

- The recommendation is for the District part-time pay rate to be increased from \$9.25 per hour to **\$12.00 per hour**.
- Additionally, in recognition of two permanent part-time jobs at our campuses, the part-time pay rate if recommended would be increased from \$9.25 per hour to **\$16.00 per hour** for the following two job groups:
  - Part-time SEMS/SERS Clerk
  - Part-time Counselor Clerk
- The cost of this recommendation is **\$398,520** to the General Fund.

<b>\$16.00 Per Hour for these Job Groups</b>	<b>#</b>	<b>Cost</b>
SEMS Clerk (Federal Fund)	18	\$111,173
Counselor Clerk (Local Fund)	82	\$398,520
Grand Total	100	\$509,693

# Entry Pay Rates Comparison

Entry Hourly Rates		
<b>San Antonio ISD</b>	<b>\$</b>	<b>16.00</b>
Judson ISD	\$	14.04
Houston ISD	\$	14.00
Dallas ISD	\$	13.50
Austin ISD	\$	13.50
Edgewood ISD	\$	13.00
South San Antonio ISD	\$	11.30
Northside ISD-Bexar County	\$	11.00
North East ISD	\$	10.56

## Recommendation to Revise Master Teacher Additional Time Stipend

# Teacher Leaders & TIA Stipends Recommendation

## Master Teacher and Teacher Leadership Additional Time Stipends

- **Teacher Leaders \$15,000 Stipends**
  - Allow to “sunset” as planned
  - Move to hourly compensation for additional time
- **TIA “Additional Time” \$10,000 Stipends**
  - Allow to “sunset” as planned
  - Eliminate the extra duty requirement
  - Move to hourly compensation for additional time

## Recommendation for Pay Increase for All Full Time Staff



# Compensation Recommendation

## 2% GENERAL PAY INCREASE COST ESTIMATE

	2% GPI	Variable Fringes	Total Cost
Teachers, Nurses & Librarians (GEN FUND)	3,425,602	12.285%	3,846,437
Other Positions (GEN FUND & ESSER Local)	2,996,086	12.285%	3,364,155
<b>Total Cost to GENERAL FUND</b>			<b>7,210,592</b>
Supplemental ESSER Funded Positions	184,615	21.100%	223,569
Child Nutrition Fund Employees	217,804	21.100%	263,761
Employees Funded with Special Revenue Funds	1,001,345	21.100%	1,212,629
<b>Total Cost to OTHER FUNDS</b>			<b>1,699,959</b>
<b>Total Cost of 2% GENERAL PAY INCREASE</b>			<b>8,910,551</b>

# 2022 - 2028

## 6-Year Budget Projections with 2% GPI

2% GPI in 2022-2023 (\$7,210,592)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 11,517,697	\$ 10,121,466	\$ 17,321,466	\$ 17,321,466	\$ 24,521,466	\$ 24,521,466
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
<b>INITIATIVES &amp; RIGHT SIZING</b>	<b>\$ -</b>	<b>\$ (17,567,891)</b>	<b>\$ (33,964,122)</b>	<b>\$ (36,764,122)</b>	<b>\$ (46,764,122)</b>	<b>\$ (49,564,122)</b>	<b>\$ (61,564,122)</b>
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 506,426,804</b>	<b>\$ 490,604,624</b>	<b>\$ 486,892,604</b>	<b>\$ 477,006,004</b>	<b>\$ 473,846,904</b>	<b>\$ 461,846,904</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (53,629,479)</b>	<b>\$ (37,807,299)</b>	<b>\$ (34,095,279)</b>	<b>\$ (24,208,679)</b>	<b>\$ (21,049,579)</b>	<b>\$ (9,049,579)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 104,563,008</b>	<b>\$ 95,513,429</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 134,898,190	\$ 77,090,891	\$ 42,995,612	\$ 18,786,933	\$ -	\$ -
<b>TOTAL AVAILABLE RESOURCES</b>	<b>\$ 315,353,322</b>	<b>\$ 241,723,844</b>	<b>\$ 183,916,545</b>	<b>\$ 149,821,266</b>	<b>\$ 125,612,587</b>	<b>\$ 104,563,008</b>	<b>\$ 95,513,429</b>

- Recurring annual cost of 2% GPI - **\$7.2 Million**
- General Fund Balance projected to decline by **11.3 Million** over 6 years. (\$106.8M - \$95.5M)

# Compensation Options As Requested by the Board

RAISE SCENARIO	ANNUAL COST* (Recurring)	2027-2028 SINGLE YEAR BUDGET DEFICIT*	CHANGE to GENERAL FUND BALANCE* (Cumulative Change between 2022-2028)
2%	\$7,210,592	(\$9,049,579)	(\$11,312,225)
3%	\$10,815,889	(\$12,654,876)	(\$32,944,007)
4%	\$14,421,185	(\$16,260,172)	(\$54,575,783)
5%	\$18,026,481	(\$19,865,468)	(\$76,207,559)
3/2/1%	\$10,344,455	(\$12,183,442)	(\$30,115,403)
4/2/1%	\$13,600,210	(\$15,439,197)	(\$49,649,933)
5/2/1%	\$16,855,963	(\$18,694,950)	(\$69,184,451)

*\*Based on current assumptions including student enrollment, attendance, and stable state funding formulas.*

## Differentiated Raise Scenarios based on:

- 1% for all DEPARTMENT based personnel with base salary over \$100,000
- 2% for all CAMPUS Principals, Associate Principals, and Assistant Principals
- 3%, 4%, or 5% for all other CAMPUS based personnel (3 scenarios shown)

# 2022 - 2023

## Budget Impact to Recurring Federal Grants such as Child Nutrition, Title Programs, and Special Education IDEA-B

Grants are generally able to absorb the cost of District GPI raises within the fund

- For the **Child Nutrition** fund, an increase above 2% will be difficult to absorb due to the impact of COVID to their fund balance and due to the increase in the part-time rate to \$12.00.
- For **Special Education IDEA-B**, there are three items for 2022-2023 that will make absorbing the GPI increase challenging:
  - IDEA-B grant for 2022-2023 decreased **\$266,115** from current year
  - Increase to \$16.00 part-time rate for SEMS/SERS Clerks will cost **\$111,173**
  - 2% GPI Raise will cost **\$163,437**

GRANT/ENTITLEMENT	2.0%	3.0%	4.0%	5.0%	3%/2%/1%	4%/2%/1%	5%/2%/1%
CHILD NUTRITION FUNDS	263,761	395,642	527,522	659,403	392,388	522,642	652,896
ESSA GRANTS (Title Funds)	531,765	797,647	1,063,529	1,329,412	797,647	1,063,529	1,329,412
SPECIAL EDUCATION FEDERAL IDEA-B	163,437	245,156	326,875	408,593	245,156	326,875	408,593
<b>TOTAL GRANT/ENTITLEMENT RAISE SCENARIOS</b>	<b>958,963</b>	<b>1,438,445</b>	<b>1,917,926</b>	<b>2,397,408</b>	<b>1,435,192</b>	<b>1,913,046</b>	<b>2,390,901</b>

# Compensation Comparison Before 2% Increase

Teacher Annualized Salary Rates (Current)			
Comparable Districts	Entry	Maximum	Basis for Maximum
Houston ISD	\$ 56,869	\$ 84,309	40 years
Northside ISD-Bexar County	\$ 56,675	\$ 68,840	30 years
Dallas ISD	\$ 56,500	\$ 63,400	10 years
Edgewood ISD	\$ 55,000	\$ 65,799	30 years
South San Antonio ISD	\$ 54,500	\$ 64,585	26 years
North East ISD	\$ 54,250	\$ 63,250	25 years
<b>San Antonio ISD</b>	<b>\$ 54,200</b>	<b>\$ 61,514</b>	<b>30 years</b>
Judson ISD	\$ 53,712	\$ 68,602	41 years
Austin ISD	\$ 51,150	\$ 63,583	30 years

# Compensation Comparison After 2% Increase

Teacher Annualized Salary Rates (SAISD 2% GPI)			
Comparable Districts	Entry	Maximum	Basis for Maximum
Houston ISD	\$ 56,869	\$ 84,309	40 years
Northside ISD-Bexar County	\$ 56,675	\$ 68,840	30 years
Dallas ISD	\$ 56,500	\$ 63,400	10 years
<b>San Antonio ISD</b>	<b>\$ 55,013</b>	<b>\$ 62,464</b>	<b>30 years</b>
Edgewood ISD	\$ 55,000	\$ 65,799	30 years
South San Antonio ISD	\$ 54,500	\$ 64,585	26 years
North East ISD	\$ 54,250	\$ 63,250	25 years
Judson ISD	\$ 53,712	\$ 68,602	41 years
Austin ISD	\$ 51,150	\$ 63,583	30 years

# Bilingual Stipend

## Current

- \$2,000 – Bilingual
- \$2,000 – ESL
- \$500 – Bilingual Lead Teacher

## Recommended

- **\$3,000 – Bilingual**
- \$2,000 – ESL
- \$500 – Bilingual Lead Teacher

Role	2022-23 FTEs	Proposed Stipend Cost – Retain Current Stipends	Proposed Stipend Cost – Bilingual Stipend Increase
Bilingual Teacher	288 Elementary 50 Secondary	\$576,000 \$100,000	\$ 864,000 \$ 150,000
ESL Teacher	36	\$ 72,000	\$ 72,000
<b>Total</b>		<b>\$748,000</b>	<b>\$1,086,000</b>
		<b>Cost of Stipend Increase</b>	<b>\$338,000</b>

# Special Education Stipend

## Current

- \$2,000 – ACE/BAC/ECSE/DSP/VI/BSC

## Recommended

- **\$3,000 – ACE/BAC/ECSE/DSP/VI/BSC**
- **\$2,000 – GEC**

ROLE	2022-23 FTEs	CURRENT STIPEND COST RETAIN CURRENT STIPENDS	PROPOSED STIPEND COST - STIPEND INCREASE
SELF CONTAINED	77 ACE	\$154,000	\$231,000
	19 BAC/BSC	\$38,000	\$57,000
	17 ECSE	\$34,000	\$51,000
	3 VI	\$6,000	\$9,000
GENERAL EDUCATION CURRICULUM	197 GEC	0	\$394,000
	TOTAL	\$232,000	\$742,000
		COST OF STIPEND INCREASE	\$510,000 ANNUALLY

**Compensation Options**  
**each with 6-Year Budget Projection**

# 2022 - 2028

## 6-Year Budget Projections with 3% GPI

3% GPI in 2022-2023 (\$10,815,889 Recurring)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 15,122,994	\$ 13,726,763	\$ 20,926,763	\$ 20,926,763	\$ 28,126,763	\$ 28,126,763
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION INITIATIVES & RIGHTSIZING	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
	\$ -	\$ (13,962,594)	\$ (30,358,825)	\$ (33,158,825)	\$ (43,158,825)	\$ (45,958,825)	\$ (57,958,825)
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 510,032,101</b>	<b>\$ 494,209,921</b>	<b>\$ 490,497,901</b>	<b>\$ 480,611,301</b>	<b>\$ 477,452,201</b>	<b>\$ 465,452,201</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (57,234,776)</b>	<b>\$ (41,412,596)</b>	<b>\$ (37,700,576)</b>	<b>\$ (27,813,976)</b>	<b>\$ (24,654,876)</b>	<b>\$ (12,654,876)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 86,536,523</b>	<b>\$ 73,881,647</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 131,292,893	\$ 69,880,297	\$ 32,179,721	\$ 4,365,745	\$ -	\$ -
<b>TOTAL AVAILABLE RESOURCES</b>	<b>\$ 315,353,322</b>	<b>\$ 238,118,547</b>	<b>\$ 176,705,951</b>	<b>\$ 139,005,375</b>	<b>\$ 111,191,399</b>	<b>\$ 86,536,523</b>	<b>\$ 73,881,647</b>

- Recurring annual cost of 3% GPI - **\$10.8 Million**
- General Fund Balance projected to decline by **32.9 Million** over 6 years. (\$106.8M - \$73.9M)

# 2022 - 2028

## 6-Year Budget Projections with 4% GPI

4% GPI in 2022-2023 (\$14,421,184 Recurring)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 18,728,290	\$ 17,332,059	\$ 24,532,059	\$ 24,532,059	\$ 31,732,059	\$ 31,732,059
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION INITIATIVES & RIGHTSIZING	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
	\$ -	\$ (10,357,298)	\$ (26,753,529)	\$ (29,553,529)	\$ (39,553,529)	\$ (42,353,529)	\$ (54,353,529)
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 513,637,397</b>	<b>\$ 497,815,217</b>	<b>\$ 494,103,197</b>	<b>\$ 484,216,597</b>	<b>\$ 481,057,497</b>	<b>\$ 469,057,497</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (60,840,072)</b>	<b>\$ (45,017,892)</b>	<b>\$ (41,305,872)</b>	<b>\$ (31,419,272)</b>	<b>\$ (28,260,172)</b>	<b>\$ (16,260,172)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 68,510,043</b>	<b>\$ 52,249,871</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 127,687,597	\$ 62,669,705	\$ 21,363,833	\$ (10,055,439)	\$ -	\$ -
TOTAL AVAILABLE RESOURCES	\$ 315,353,322	\$ 234,513,251	\$ 169,495,359	\$ 128,189,487	\$ 96,770,215	\$ 68,510,043	\$ 52,249,871

- Recurring annual cost of 4% GPI - **\$14.4 Million**
- General Fund Balance projected to decline by **54.6 Million** over 6 years. (\$106.8M - \$52.2M)

# 2022 - 2028

## 6-Year Budget Projections with 5% GPI

5% GPI in 2022-2023 (\$18,026,481 Recurring)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 22,333,586	\$ 20,937,355	\$ 28,137,355	\$ 28,137,355	\$ 35,337,355	\$ 35,337,355
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION INITIATIVES & RIGHTSIZING	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 517,242,693</b>	<b>\$ 501,420,513</b>	<b>\$ 497,708,493</b>	<b>\$ 487,821,893</b>	<b>\$ 484,662,793</b>	<b>\$ 472,662,793</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (64,445,368)</b>	<b>\$ (48,623,188)</b>	<b>\$ (44,911,168)</b>	<b>\$ (35,024,568)</b>	<b>\$ (31,865,468)</b>	<b>\$ (19,865,468)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 50,483,563</b>	<b>\$ 30,618,095</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 124,082,301	\$ 55,459,113	\$ 10,547,945	\$ (24,476,623)	\$ -	\$ -
<b>TOTAL AVAILABLE RESOURCES</b>	<b>\$ 315,353,322</b>	<b>\$ 230,907,955</b>	<b>\$ 162,284,767</b>	<b>\$ 117,373,599</b>	<b>\$ 82,349,031</b>	<b>\$ 50,483,563</b>	<b>\$ 30,618,095</b>

- Recurring annual cost of 5% GPI - **\$18.0 Million**
- General Fund Balance projected to decline by **76.2 Million** over 6 years. (\$106.8M - \$30.6M)

# 2022 - 2028

## 6-Year Budget Projections with 3%-2%-1% GPI

3%-2%-1% GPI in 2022-2023 (\$10,344,455 Recurring)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 14,651,560	\$ 13,255,329	\$ 20,455,329	\$ 20,455,329	\$ 27,655,329	\$ 27,655,329
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION INITIATIVES & RIGHTSIZING	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
	\$ -	\$ (14,434,028)	\$ (30,830,259)	\$ (33,630,259)	\$ (43,630,259)	\$ (46,430,259)	\$ (58,430,259)
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 509,560,667</b>	<b>\$ 493,738,487</b>	<b>\$ 490,026,467</b>	<b>\$ 480,139,867</b>	<b>\$ 476,980,767</b>	<b>\$ 464,980,767</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (56,763,342)</b>	<b>\$ (40,941,162)</b>	<b>\$ (37,229,142)</b>	<b>\$ (27,342,542)</b>	<b>\$ (24,183,442)</b>	<b>\$ (12,183,442)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 88,893,693</b>	<b>\$ 76,710,251</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 131,764,327	\$ 70,823,165	\$ 33,594,023	\$ 6,251,481	\$ -	\$ -
<b>TOTAL AVAILABLE RESOURCES</b>	<b>\$ 315,353,322</b>	<b>\$ 238,589,981</b>	<b>\$ 177,648,819</b>	<b>\$ 140,419,677</b>	<b>\$ 113,077,135</b>	<b>\$ 88,893,693</b>	<b>\$ 76,710,251</b>

- Recurring annual cost of 3%-2%-1% GPI - **\$10.3 Million**
- General Fund Balance projected to decline by **30.1 Million** over 6 years. (\$106.8M - \$76.7M)

# 2022 - 2028

## 6-Year Budget Projections with 4%-2%-1% GPI

4%-2%-1% GPI in 2022-2023 (\$13,600,210 Recurring)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 17,907,315	\$ 16,511,084	\$ 23,711,084	\$ 23,711,084	\$ 30,911,084	\$ 30,911,084
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION INITIATIVES & RIGHTSIZING	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 512,816,422</b>	<b>\$ 496,994,242</b>	<b>\$ 493,282,222</b>	<b>\$ 483,395,622</b>	<b>\$ 480,236,522</b>	<b>\$ 468,236,522</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (60,019,097)</b>	<b>\$ (44,196,917)</b>	<b>\$ (40,484,897)</b>	<b>\$ (30,598,297)</b>	<b>\$ (27,439,197)</b>	<b>\$ (15,439,197)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 72,614,918</b>	<b>\$ 57,175,721</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 128,508,572	\$ 64,311,655	\$ 23,826,758	\$ (6,771,539)	\$ -	\$ -
<b>TOTAL AVAILABLE RESOURCES</b>	<b>\$ 315,353,322</b>	<b>\$ 235,334,226</b>	<b>\$ 171,137,309</b>	<b>\$ 130,652,412</b>	<b>\$ 100,054,115</b>	<b>\$ 72,614,918</b>	<b>\$ 57,175,721</b>

- Recurring annual cost of 3%-2%-1% GPI - **\$13.6 Million**
- General Fund Balance projected to decline by **49.6 Million** over 6 years. (\$106.8M - \$57.2M)

# 2022 - 2028

## 6-Year Budget Projections with 5%-2%-1% GPI

5%-2%-1% GPI in 2022-2023 (\$16,855,963 Recurring)	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BASE EXPENDITURES 21-22	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062	\$ 487,282,062
+ LOCAL EXP in ESSER	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
+ KNOWN INCREASES/DEC	\$ (5,900,000)	\$ 6,712,633	\$ 7,286,684	\$ 6,374,664	\$ 6,488,064	\$ 6,128,964	\$ 6,128,964
<b>TOTAL BASE EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 523,994,695</b>	<b>\$ 524,568,746</b>	<b>\$ 523,656,726</b>	<b>\$ 523,770,126</b>	<b>\$ 523,411,026</b>	<b>\$ 523,411,026</b>
- LESS CAMPUS FTEs	\$ -	\$ (13,085,588)	\$ (13,085,588)	\$ (23,085,588)	\$ (25,585,588)	\$ (30,585,588)	\$ (36,585,588)
+/- DECISION POINTS	\$ -	\$ 21,163,068	\$ 19,766,837	\$ 26,966,837	\$ 26,966,837	\$ 34,166,837	\$ 34,166,837
- GUIDELINE CHANGE	\$ -	\$ -	\$ (7,500,000)	\$ (7,500,000)	\$ (10,000,000)	\$ (10,000,000)	\$ (10,000,000)
- DEPT BUDGET REDUCTION INITIATIVES & RIGHTSIZING	\$ -	\$ (16,000,000)	\$ (23,500,000)	\$ (23,500,000)	\$ (28,500,000)	\$ (33,500,000)	\$ (39,500,000)
<b>FINAL PROJECTED EXPENDITURES</b>	<b>\$ 511,382,062</b>	<b>\$ 516,072,175</b>	<b>\$ 500,249,995</b>	<b>\$ 496,537,975</b>	<b>\$ 486,651,375</b>	<b>\$ 483,492,275</b>	<b>\$ 471,492,275</b>
<b>GENERAL FUND REVENUES</b>	<b>\$ 457,483,260</b>	<b>\$ 452,797,325</b>					
<b>BUDGET SURPLUS / (DEFICIT)</b>	<b>\$ (53,898,802)</b>	<b>\$ (63,274,850)</b>	<b>\$ (47,452,670)</b>	<b>\$ (43,740,650)</b>	<b>\$ (33,854,050)</b>	<b>\$ (30,694,950)</b>	<b>\$ (18,694,950)</b>
<b>PROJECTED GENERAL FUND BALANCE</b>	<b>\$ 106,825,654</b>	<b>\$ 56,336,153</b>	<b>\$ 37,641,203</b>				
PROJECTED ESSER/STRATEGIC INIT. FUND AVAIL	\$ 208,527,668	\$ 125,252,819	\$ 57,800,149	\$ 14,059,499	\$ (19,794,551)	\$ -	\$ -
<b>TOTAL AVAILABLE RESOURCES</b>	<b>\$ 315,353,322</b>	<b>\$ 232,078,473</b>	<b>\$ 164,625,803</b>	<b>\$ 120,885,153</b>	<b>\$ 87,031,103</b>	<b>\$ 56,336,153</b>	<b>\$ 37,641,203</b>

- Recurring annual cost of 5%-2%-1% GPI - **\$16.9Million**
- General Fund Balance projected to decline by **69.2 Million** over 6 years. (\$106.8M - \$37.6M)