



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: August 14, 2017

AGENDA ITEM: 2017-2018 Budget Update

PRESENTER: Earl Husfeld

ALIGNS TO BOARD GOAL(S): Financial/Facilities – The District shall exhibit excellence in financial and facility planning, management, and stewardship.

BACKGROUND INFORMATION:

- Per Section 44.002 of the Texas Education Code, “the Superintendent shall prepare, or cause to be prepared, a proposed budget covering all estimated revenue and proposed expenditures of the District for the following fiscal year”.
- The budget must be prepared according to generally accepted accounting principles, rules adopted by the State Board of Education, and adopted policies of the Board of Trustees.
- Budgets for the General Fund, the Child Nutrition Fund, and the Debt Service Fund must be included in the official district budget and must be adopted by August 31st.

ADMINISTRATIVE CONSIDERATIONS:

- The District’s 2017-2018 budget development process is progressing on schedule. A copy of the 2017-2018 Budget Development Calendar that was presented to the Board of Trustees in January is included for your review.
- The following pages contain the 2017-2018 budget projections/assumptions to date. Also included is the updated TASB pay systems maintenance report for our review and discussion.
- Please note these are preliminary budget projections/assumptions and they will absolutely change as we proceed through the budget development process.
- Additionally, with the conclusion of the Legislative Session, and the ongoing Called Special Session, the impacts to public education funding are still being determined.
- In order to give you the most up-to-date information possible, additional handouts will be distributed at the board meeting.

FISCAL NOTE:

None – Informational Report

ADMINISTRATIVE RECOMMENDATION:

None – Informational Report



ALEDO INDEPENDENT SCHOOL DISTRICT 2017-2018 BUDGET DEVELOPMENT CALENDAR



Date	Action	Performed By
Phase 1 - District Planning and Needs Assessment		
September 2016 - May 2017	Monitor Student Average Daily Attendance (ADA) at the End of Each Six Week Period. Monitor Ad Valorem Tax Collection Percentage at Each Month End.	Chief Financial Officer (CFO)
January 2017	Present 2017-2018 Budget Development Calendar to Superintendent for Comments and/or Changes	Superintendent and CFO
January - February 2017	Discuss with Principals Student Enrollment and Campus Staffing Projections	Deputy Superintendent and HR Director
January 23, 2017	Present Budget Development Calendar/Process to School Board	Superintendent and CFO
January 25, 2017	Present Budget Development Calendar/Process to Administrative Staff	CFO
February 2017	Refine/Finalize Student Enrollment and Campus Staffing Projections	Deputy Superintendent and HR Director
February 2017	Meetings with Principals, Directors, Executive Directors, and Others to Discuss Budget Instructions/Budget Worksheets	CFO
February 2017	Departments Submit Additional Staffing Requests, if any	Directors and Executive Directors
March 3, 2017	Finalized Staffing Projections/Requests Due to Business Office	Deputy Superintendent, HR Director, and CFO
Phase 2 - Campus/Department Planning and Needs Assessments		
March 20, 2017	Regular Board Meeting - Budget Update - Present Additional Staffing Requests, if any, to Board of Trustees	Board of Trustees, Superintendent, Deputy Superintendent, and CFO
April 15-25, 2017	Receive Chapter 41 Preliminary Notification Announcement	Texas Education Agency
April 18, 2017	Regular Board Meeting - Budget Update	Board of Trustees, Superintendent, and CFO
May 1-15, 2017	Preliminary Property Tax Roll Valuations Received	Parker County Appraisal District and Tarrant Appraisal District
May 12, 2017	Due Date for Requested Budgets to be Entered into TxEIS	Principals, Directors, Executive Directors, and Others
Phase 3 - Near Final District Planning		
May 15, 2017	Regular Board Meeting - Budget Update	Board of Trustees, Superintendent, and CFO
May 15-31, 2017	Update Revenue Projections Based on Preliminary Property Tax Roll Valuations Received	CFO
May 15-31, 2017	Administrative Review of Campus/Department Requested Budgets	Superintendent and CFO



ALEDO INDEPENDENT SCHOOL DISTRICT 2017-2018 BUDGET DEVELOPMENT CALENDAR



Date	Action	Performed By
June 5-22, 2017	Receive Student Average Daily Attendance (ADA) numbers for 2016-2017 school year	PEIMS Office
June 19, 2017	Regular Board Meeting - Budget Update	Board of Trustees, Superintendent, and CFO
June 23-30, 2017	Update Revenue Projections and Their Effect on Budget and Any Other Budget Changes	CFO
Phase 4 - Finalized District Planning and Decisions		
July 15-25, 2017	Receive Chapter 41 Official Notification Announcement	Texas Education Agency
July 17, 2017	Regular Board Meeting - Budget Update	Board of Trustees, Superintendent, and CFO
July 25, 2017	Certified Property Tax Roll Valuations Received	Parker County Appraisal District and Tarrant Appraisal District
July 26-31, 2017	Calculate Effective Tax Rate, Finalize Revenue Projections, and Their Effect on Budget and Any Other Budget Changes	Parker County Appraisal District, Tarrant Appraisal District, CFO, and Superintendent's Cabinet
August 7, 2017	Budget Workshop - Budget Update	Board of Trustees, Superintendent, and CFO
August 14, 2017	Budget Workshop - Budget Update	Board of Trustees, Superintendent, and CFO
August 18, 2017	Publish in Newspaper Notice of Public Meeting to Discuss 2017-2018 District Budget and Proposed Tax Rate (Published 10 to 30 days before public meeting.)	CFO
August 21, 2017	Regular Board Meeting - Budget Update	Board of Trustees, Superintendent, and CFO
August 28, 2017	Called Board Meeting; Official Public Meeting on Budget and Proposed Tax Rate; Board Meeting to Adopt the Budget	Board of Trustees, Superintendent, and CFO
August 28, 2017	Called Board Meeting; Official Public Meeting of School Board to Set Tax Rate; Board Meeting to Adopt Tax Rate	Board of Trustees, Superintendent, and CFO

**Aledo Independent School District
2017-2018 General Fund Budget
Projections/Assumptions
August 14, 2017**

Projections/Assumptions

1. Projected student enrollment – 5,723, an increase of 280 students (5.14%) from the Fall 2016 PEIMS submission.
2. Projected average daily attendance – 5,436.850.
3. 2017 certified taxable values have been received from the Parker and Tarrant Appraisal Districts. These certified taxable values increased \$445.96 million or 15.84% from the 2016 certified values.
4. Current year tax collections based on a projected 98.5% collection rate.
5. The updated TASB pay systems maintenance report was shared with the Board of Trustees at the August 7th board meeting. Estimated costs of various models are following for your review.
6. During the March 20th board meeting, 2017-2018 staffing recommendations were approved in the budgeted amount of \$1,413,000.
7. At this time, department budgets have been maintained at 2016-2017 levels. Campus budgets have only been adjusted for projected student growth.
8. Following are cost projections associated with the opening of Walsh Elementary School that will be reflected in the 2017-2018 budget:
 - \$102,000 for custodial and grounds labor and supplies, such as paper products, cleaning products, etc.
 - \$200,000 for utilities and required additional maintenance items, such as grease trap maintenance and fire alarm inspections.
 - \$45,000 for copy machines, service contracts, and copy paper.
 - Additional property insurance cost not available at this time.
9. Following are additional budget requests that have been received from various campuses and departments and are being reviewed and evaluated:
 - Increase of \$75,000 for Parker and Tarrant Appraisal District budget allocations due to anticipated tax levy increase.
 - \$45,000 for major equipment/elevator replacement items, inspections, and fees.
 - \$50,000 for additional police vehicle.
 - \$90,000 for two SUVs for student and staff travel.

Aledo ISD						
Analysis of Tax Values						
			Preliminary	Certified	Percent	Running
Appraisal	Fiscal	Tax	Tax Value	Tax Value	Increase	Avg %
Year	Year	Year	May	July	(Decrease)	Change
	2010-2011	2010	2,625,482,797	2,556,224,127	(2.64)	(2.64)
	% Change		(3.37)	(4.45)		
Yes	2011-2012	2011	2,536,932,208	2,442,574,433	(3.72)	(3.18)
	% Change		(3.57)	(0.55)		
	2012-2013	2012	2,446,485,644	2,429,090,245	(0.71)	(2.36)
	% Change		7.87	4.98		
Yes	2013-2014	2013	2,638,956,922	2,550,025,227	(3.37)	(2.61)
	% Change		2.15	3.97		
	2014-2015	2014	2,695,782,063	2,651,272,657	(1.65)	(2.42)
	% Change		12.81	9.12		
Yes	2015-2016	2015	3,041,214,107	2,893,054,230	(4.87)	(2.83)
	% Change		(6.15)	(2.70)		
	2016-2017	2016	2,854,202,810	2,814,813,802	(1.38)	(2.62)
	% Change		11.69	15.84		
Yes	2017-2018	2017	3,187,794,199	3,260,776,276	2.29	(2.01)

Summary of Finances - All Years
ALEDO ISD
184-907

Funding Elements		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Students							
1.	Refined Average Daily Attendance (ADA)	5,020.902	5,243.820	5,436.850	5,823.500	6,192.100	6,591.100
2.	Regular Program ADA	4,674.320	4,878.572	5,071.602	5,458.252	5,826.852	6,225.852
3.	Special Education FTEs	128.833	136.770	136.770	136.770	136.770	136.770
4.	Career & Technology FTEs	217.749	228.478	228.478	228.478	228.478	228.478
5.	Advanced Career & Technology FTEs	18.491	18.491	18.491	18.491	18.491	18.491
6.	High School ADA	1,525.827	1,610.000	1,650.150	1,719.500	1,788.850	1,853.450
7.	Weighted ADA	5,833.474	6,065.223	6,248.435	6,652.577	7,037.853	7,454.905
8.	Prior Year Refined ADA	4,840.036	5,020.902	5,243.820	5,436.850	5,823.500	6,192.100
9.	Texas School for the Blind and Visually Impaired ADA	0.000	0.000	0.000	0.000	0.000	0.000
10.	Texas School for the Deaf ADA	0.000	0.000	0.000	0.000	0.000	0.000
Staff							
11.	Full-time Staff (not MSS)	150	152	152	152	152	152
12.	Part-time Staff (not MSS)	3	4	4	4	4	4
Property Values							
13.	Locally Certified Property Value	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed
14.	State Certified Property Value ("T2" value)	2,548,747,616	2,818,829,415	2,743,325,583	3,154,824,420	3,281,017,397	3,543,498,789
Tax Rates and Collections							
15.	2005 Adopted M&O Tax Rate	1.5000	1.5000	1.5000	1.5000	1.5000	1.5000
16.	Compressed M&O Tax Rate	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000
17.	Average Tax Collection Rate	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed	Not Needed
18.	M&O Tax Rate	1.1700	1.1700	1.1700	1.1700	1.1700	1.1700
19.	M&O Tax Collections	\$32,926,334	\$31,777,112	\$36,666,524	\$38,121,185	\$41,146,879	\$42,780,754
20.	I&S Tax Collections	\$11,911,379	\$11,519,285	\$13,287,562	\$13,815,964	\$14,915,042	\$15,508,543
21.	Total Tax Collections	\$44,837,713	\$43,296,397	\$49,954,086	\$51,937,149	\$56,061,921	\$58,289,297
22.	Total Tax Levy	\$44,841,466	\$43,447,705	\$50,331,559	\$52,344,821	\$56,532,407	\$58,793,703
Funding Components							
23.	Adjusted Allotment	\$5,586	\$5,558	\$5,541	\$5,541	\$5,541	\$5,541
24.	Revenue at Compressed Rate (RACR) per WADA	\$5,855	\$5,501	\$6,026	\$5,555	\$5,733	\$5,549
25.	Cost of Education Index (CEI)	1.110	1.110	1.110	1.110	1.110	1.110
26.	Adjusted CEI	1.110	1.110	1.110	1.110	1.110	1.110
27.	Per Capita Rate	\$180.320	\$390.186	\$200.000	\$375.000	\$200.000	\$375.000
Tier I Allotments							
Program Intent Codes - Allotments							
28.	11-Regular Program Allotment	\$26,110,752	\$27,115,103	\$28,101,747	\$30,244,174	\$32,286,587	\$34,497,446
29.	23-Special Education Adjusted Allotment (Spend 52% of Amount)	\$2,303,461	\$2,420,523	\$2,413,022	\$2,413,022	\$2,413,022	\$2,413,022
30.	22-Career & Technology Allotment (Spend 58% of Amount)	\$1,642,992	\$1,715,264	\$1,710,020	\$1,710,020	\$1,710,020	\$1,710,020
31.	21-Gifted & Talented Adjusted Allotment (Spend 55% of Amount)	\$167,231	\$173,651	\$179,534	\$192,388	\$204,643	\$217,908
32.	24-Compensatory Education Allotment (Spend 52% of Amount)	\$787,436	\$814,247	\$811,757	\$811,757	\$811,757	\$811,757
33.	25-Bilingual Education Allotment (Spend 52% of Amount)	\$70,711	\$75,333	\$75,103	\$75,103	\$75,103	\$75,103
34.	11-Public Education Grant	\$0	\$0	\$0	\$0	\$0	\$0
35.	99-New Instructional Facilities Allotment (NIFA)	\$0	\$72,796	\$0	\$0	\$0	\$0
36.	99-Transportation Allotment	\$0	\$0	\$0	\$0	\$0	\$0
37.	31-High School Allotment	\$419,602	\$442,750	\$453,791	\$472,863	\$491,934	\$509,699
38.	Total Cost of Tier I	\$31,502,185	\$32,829,667	\$33,744,974	\$35,919,326	\$37,993,065	\$40,234,954
39.	Less: Local Fund Assignment	\$25,487,476	\$28,188,294	\$27,433,256	\$31,548,244	\$32,810,174	\$35,434,988
40.	State Share of Tier I	\$6,014,709	\$4,641,372	\$6,311,718	\$4,371,082	\$5,182,891	\$4,799,966
41.	Per Capita Distribution from the Available School Fund (ASF)	\$872,755	\$1,959,086	\$1,048,764	\$2,038,819	\$1,164,700	\$2,322,038

Foundation School Program (FSP) State Funding		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
42.	Greater of State Share of Tier I or (ASF+NIFA+HS)	\$6,014,709	\$4,641,372	\$6,311,718	\$4,371,082	\$5,182,891	\$4,799,966
43.	Tier II	\$1,181,244	\$1,088,685	\$2,375,747	\$2,427,631	\$2,699,837	\$2,710,956
44.	Other Programs	(\$649,526)	\$830,690	(\$806,912)	(\$1,024,233)	(\$1,070,260)	(\$1,165,817)
45.	Total Available School Fund	(\$872,755)	(\$1,959,086)	(\$1,048,764)	(\$2,038,819)	(\$1,164,700)	(\$2,322,038)
46.	Total FSP Operating Fund	\$5,673,671	\$4,601,662	\$6,831,789	\$3,735,662	\$5,647,769	\$4,023,068
State Aid by Funding Source		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
47.	199/5812 - Foundation School Fund	\$5,673,671	\$4,601,662	\$6,831,789	\$3,735,662	\$5,647,769	\$4,023,068
48.	199/5811 - Available School Fund	\$872,755	\$1,959,086	\$1,048,764	\$2,038,819	\$1,164,700	\$2,322,038
49.	599/5829 EDA	\$0	\$0	\$0	\$0	\$0	\$0
50.	599/5829 Instructional Facilities Allotment	\$0	\$0	\$0	\$0	\$0	\$0
51.	599/5829 - Instructional Facilities Allotment (Lease Purchase)	\$0	\$0	\$0	\$0	\$0	\$0
52.	I&S Hold Harmless (ASAHE for Facilities on TEA's Report)	\$251,292	\$232,187	\$273,679	\$280,187	\$293,725	\$300,689
53.	TOTAL FSP/ASF STATE AID	\$6,797,719	\$6,792,934	\$8,154,233	\$6,054,667	\$7,106,194	\$6,645,795

FSP Allocations and Adjustments Report

ADDITIONAL INFO: (Not on TEA's Summary of Finances)

SUMMARY OF TOTAL STATE/LOCAL M&O REVENUE:		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
54.	M&O Rev From State (not including Fund 599)	\$6,546,426	\$6,560,747	\$7,880,553	\$5,774,480	\$6,812,469	\$6,345,106
55.	M&O Rev From Local Taxes (net of recapture and up to compressed rate)	\$28,142,166	\$27,159,925	\$31,338,909	\$32,582,209	\$35,168,273	\$36,564,747
56.	M&O Rev From Local Taxes (up to \$.06 above compressed rate; no recapture)	\$1,688,530	\$1,629,595	\$1,880,335	\$1,954,933	\$2,110,096	\$2,193,885
57.	M&O Rev From Local Taxes (net of any recapture)	\$2,263,714	\$2,126,652	\$2,508,657	\$2,414,676	\$2,651,223	\$2,703,560
58.	Additional M&O Rev Resulting From ASATR Credit Against Recapture	\$783,902	\$808,037	N/A	N/A	N/A	N/A
59.	TOTAL STATE/LOCAL M&O REVENUE	\$39,424,738	\$38,284,957	\$43,608,455	\$42,726,298	\$46,742,061	\$47,807,297
60.	Less: Credit Balance Due State (See Foundation School Fund balance above)	\$0	\$0	\$0	\$0	\$0	\$0
61.	NET TOTAL STATE/LOCAL M&O REVENUE	\$39,424,738	\$38,284,957	\$43,608,455	\$42,726,298	\$46,742,061	\$47,807,297

SUMMARY OF TOTAL CHAPTER 41 RECAPTURE:		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
62.	Recapture at the \$476,500 Level	\$0	\$0	\$0	\$0	\$0	\$0
63.	Recapture at the \$319,500 Level	\$831,925	\$860,939	\$938,623	\$1,169,367	\$1,217,287	\$1,318,563
64.	Total Recapture	\$831,925	\$860,939	\$938,623	\$1,169,367	\$1,217,287	\$1,318,563
65.	Less: ASATR Credit Against Recapture	(\$783,902)	(\$808,037)	N/A	N/A	N/A	N/A
66.	Total Recapture Payments To TEA	\$48,023	\$52,902	\$938,623	\$1,169,367	\$1,217,287	\$1,318,563

\$43,608,455	\$42,726,298
(38,284,957)	(43,608,455)
5,323,498	\$ (882,157)
(1,000,000)	
\$ 4,323,498	

Model 1

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for **Model 1**.

- Teachers receive a 3.0 percent general pay increase (GPI), equal to a \$1,650 increase per continuing teacher.
- Other pay groups, including Administrative/Professional, Clerical/ Paraprofessional, and Auxiliary, receive a 3.0 percent of midpoint GPI.

Aledo ISD

Summary of Cost Estimates, 2017-18

Model 3%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2016-17 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$50,150 starting salary	319		\$524,373		\$16,908,486
^{1a} 3.0% general pay increase (\$1,650)		319	\$524,373	3.1%	
Administrative/Professional					
Administrative/Professional	75		\$178,278		\$5,305,172
^{1a} 3.0% of pay range midpoint increase		74	\$168,053	3.2%	
Targeted adjustments		7	\$5,011	0.1%	
Teacher pay equity adjustments		3	\$5,214	0.1%	
Clerical/Paraprofessional					
Clerical/Paraprofessional	91		\$82,047		\$2,392,677
^{1a} 3.0% of pay range midpoint increase		87	\$70,342	2.9%	
Adjustments to 0.5% above pay range minimum		1	\$1,119	0.0%	
Targeted adjustments		46	\$10,586	0.4%	
Auxiliary					
Auxiliary	71		\$51,376		\$1,461,315
^{1a} 3.0% of pay range midpoint increase		70	\$46,894	3.2%	
Targeted adjustments for pg 1		34	\$4,482	0.3%	
Subtotal - General Pay Increase	556	550	\$809,662	3.1%	
Subtotal - Implementation/Equity Adjustments		91	\$26,412	0.1%	
Total Cost Estimate			\$836,074	3.2%	\$26,067,650

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

Aledo ISD
2017-18 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Model 1: \$50,150 starting, 3.0% GPI

Years of Experience	New Hire Salary
0	\$50,150
1	\$50,650
2	\$51,150
3	\$51,350
4	\$51,550
5	\$51,750
6	\$51,950
7	\$52,150
8	\$52,350
9	\$52,635
10	\$53,085
11	\$53,285
12	\$53,485
13	\$53,685
14	\$53,885
15	\$54,085
16	\$54,285
17	\$54,585
18	\$54,885
19	\$55,185
20	\$55,635
21	\$56,275
22	\$57,095
23	\$57,915
24	\$58,735
25	\$59,555
26	\$60,375
27	\$60,975
28	\$61,575
29	\$62,175
30	\$62,775
31	\$63,375
32	\$63,882
33	\$64,400
34	\$64,918
35	\$65,436
36+	\$65,954

\$500 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2017-18 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Model 2

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for **Model 2**.

- Teachers receive a 4.0 percent general pay increase (GPI), equal to a \$2,200 increase per continuing teacher.
- Other pay groups, including Administrative/Professional, Clerical/ Paraprofessional, and Auxiliary, receive a 4.0 percent of midpoint GPI.

Aledo ISD

Summary of Cost Estimates, 2017-18

Model 4%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2016-17 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$50,700 starting salary	319		\$699,144		\$16,908,486
^{1a} 4.0% general pay increase (\$2,200)		319	\$699,144	4.1%	
Administrative/Professional					
	75		\$230,436		\$5,305,172
^{1a} 4.0% of pay range midpoint increase		74	\$222,777	4.2%	
Targeted adjustments		4	\$2,670	0.1%	
Teacher pay equity adjustments		3	\$4,989	0.1%	
Clerical/Paraprofessional					
	91		\$103,330		\$2,392,677
^{1a} 4.0% of pay range midpoint increase		87	\$93,086	3.9%	
Adjustments to 0.5% above pay range minimum		1	\$855	0.0%	
Targeted adjustments		40	\$9,389	0.4%	
Auxiliary					
	71		\$69,345		\$1,461,315
^{1a} 4.0% of pay range midpoint increase		70	\$62,471	4.3%	
Targeted adjustments		39	\$6,874	0.5%	
Subtotal - General Pay Increase					
	556	550	\$1,077,478	4.1%	
Subtotal - Implementation/Equity Adjustments					
		87	\$24,777	0.1%	
Total Cost Estimate			\$1,102,256	4.2%	\$26,067,650

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

Aledo ISD
2017-18 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Model 2: \$50,700 starting, 4.0% GPI

Years of Experience	New Hire Salary
0	\$50,700
1	\$51,200
2	\$51,700
3	\$51,900
4	\$52,100
5	\$52,300
6	\$52,500
7	\$52,700
8	\$52,900
9	\$53,185
10	\$53,635
11	\$53,835
12	\$54,035
13	\$54,235
14	\$54,435
15	\$54,635
16	\$54,835
17	\$55,135
18	\$55,435
19	\$55,735
20	\$56,185
21	\$56,825
22	\$57,645
23	\$58,465
24	\$59,285
25	\$60,105
26	\$60,925
27	\$61,525
28	\$62,125
29	\$62,725
30	\$63,325
31	\$63,925
32	\$64,432
33	\$64,950
34	\$65,468
35	\$65,986
36+	\$66,504

\$500 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2017-18 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Model 3

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for **Model 3**.

- Teachers receive a 3.0 percent general pay increase (GPI), equal to a \$1,650 increase per continuing teacher.
- Additional adjustments to teacher pay structure to improve market competitiveness in years 3 through 21.
- Other pay groups, including Administrative/Professional, Clerical/ Paraprofessional, and Auxiliary, receive a 3.0 percent of midpoint GPI.

Aledo ISD

Summary of Cost Estimates, 2017-18

Model 3% with Additional Targeted Adjustments

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2016-17 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$50,150 starting salary	319		\$674,113		\$16,908,486
^{1a} 3.0% general pay increase (\$1,650)		319	\$524,373	3.1%	
Adjustments to years 3-21		238	\$149,740	0.9%	
Administrative/Professional	75		\$179,834		\$5,305,172
^{1a} 3.0% of pay range midpoint increase		74	\$168,053	3.2%	
Targeted adjustments		7	\$5,011	0.1%	
Teacher pay equity adjustments		5	\$6,770	0.1%	
Clerical/Paraprofessional	91		\$82,047		\$2,392,677
^{1a} 3.0% of pay range midpoint increase		87	\$70,342	2.9%	
Adjustments to 0.5% above pay range minimum		1	\$1,119	0.0%	
Targeted adjustments		46	\$10,586	0.4%	
Auxiliary	71		\$51,376		\$1,461,315
^{1a} 3.0% of pay range midpoint increase		70	\$46,894	3.2%	
Targeted adjustments for pg 1		34	\$4,482	0.3%	
Subtotal - General Pay Increase	556	550	\$809,662	3.1%	
Subtotal - Implementation/Equity Adjustments		331	\$177,709	0.7%	
Total Cost Estimate			\$987,370	3.8%	\$26,067,650

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

Aledo ISD
2017-18 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Model 3: \$50,150 starting, 3.0% GPI

Years of Experience	New Hire Salary
0	\$50,150
1	\$50,650
2	\$51,150
3	\$51,450
4	\$51,750
5	\$52,050
6	\$52,350
7	\$52,650
8	\$52,950
9	\$53,250
10	\$53,750
11	\$53,950
12	\$54,250
13	\$54,550
14	\$54,850
15	\$55,150
16	\$55,350
17	\$55,550
18	\$55,750
19	\$55,950
20	\$56,150
21	\$56,350
22	\$57,095
23	\$57,915
24	\$58,735
25	\$59,555
26	\$60,375
27	\$60,975
28	\$61,575
29	\$62,175
30	\$62,775
31	\$63,375
32	\$63,882
33	\$64,400
34	\$64,918
35	\$65,436
36+	\$65,954

\$500 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2017-18 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Model 4

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for **Model 4**.

- Teachers receive a 4.0 percent general pay increase (GPI), equal to a \$2,200 increase per continuing teacher.
- Additional adjustments to teacher pay structure to improve market competitiveness in years 3 through 21.
- Other pay groups, including Administrative/Professional, Clerical/ Paraprofessional, and Auxiliary, receive a 4.0 percent of midpoint GPI.

Aledo ISD

Summary of Cost Estimates, 2017-18

Model 4% with Additional Targeted Adjustments

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2016-17 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$50,700 starting salary	319		\$827,938		\$16,908,486
^{1a} 4.0% general pay increase (\$2,200)		319	\$699,144	4.1%	
Adjustments to years 3-21		238	\$128,794	0.8%	
Administrative/Professional	75		\$231,484		\$5,305,172
^{1a} 4.0% of pay range midpoint increase		74	\$222,777	4.2%	
Targeted adjustments		4	\$2,670	0.1%	
Teacher pay equity adjustments		4	\$6,037	0.1%	
Clerical/Paraprofessional	91		\$103,330		\$2,392,677
^{1a} 4.0% of pay range midpoint increase		87	\$93,086	3.9%	
Adjustments to 0.5% above pay range minimum		1	\$855	0.0%	
Targeted adjustments		40	\$9,389	0.4%	
Auxiliary	71		\$69,345		\$1,461,315
^{1a} 4.0% of pay range midpoint increase		70	\$62,471	4.3%	
Targeted adjustments		39	\$6,874	0.5%	
Subtotal - General Pay Increase	556	550	\$1,077,478	4.1%	
Subtotal - Implementation/Equity Adjustments		326	\$154,619	0.6%	
Total Cost Estimate			\$1,232,097	4.7%	\$26,067,650

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

Aledo ISD
2017-18 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Model 4: \$50,700 starting, 4.0% GPI

Years of Experience	New Hire Salary
0	\$50,700
1	\$51,200
2	\$51,700
3	\$52,000
4	\$52,300
5	\$52,600
6	\$52,900
7	\$53,200
8	\$53,500
9	\$53,800
10	\$54,250
11	\$54,450
12	\$54,650
13	\$54,850
14	\$55,150
15	\$55,450
16	\$55,650
17	\$55,850
18	\$56,050
19	\$56,250
20	\$56,850
21	\$57,050
22	\$57,645
23	\$58,465
24	\$59,285
25	\$60,105
26	\$60,925
27	\$61,525
28	\$62,125
29	\$62,725
30	\$63,325
31	\$63,925
32	\$64,432
33	\$64,950
34	\$65,468
35	\$65,986
36+	\$66,504

\$500 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2017-18 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Aledo Independent School District																		
Analysis of 2015-2016 General Fund Audited Revenues and Expenditures of Identified Districts																		
								Eagle										
								Mountain-	Fort							White		
Function	Description	Aledo	Azle	Burleson	Carroll	Castleberry	Cleburne	Saginaw	Worth	Granbury	Joshua	Keller	Nothwest	Weatherford	Settlement	Average	Lowest	Highest
	Revenues:																	
5700	Local Revenues	78.64%	51.98%	46.04%	88.78%	16.91%	55.75%	51.77%	43.08%	82.61%	38.25%	54.94%	77.79%	66.17%	35.09%	56.27%	16.91%	88.78%
5800	State Revenues	21.00%	47.26%	53.05%	8.64%	81.67%	43.47%	46.07%	54.38%	15.78%	60.80%	43.74%	21.11%	32.59%	64.43%	42.43%	8.64%	81.67%
5900	Other Sources/Federal Revenues	0.36%	0.76%	0.90%	2.57%	1.42%	0.78%	2.16%	2.54%	1.61%	0.96%	1.33%	1.10%	1.24%	0.48%	1.30%	0.36%	2.57%
	Total Revenues	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		
	Expenditures:																	
11	Classroom Instruction	53.71%	56.33%	60.47%	43.69%	58.69%	59.25%	57.39%	58.95%	54.12%	62.25%	62.74%	60.24%	52.36%	56.58%	56.91%	43.69%	62.74%
12	Instructional Resources & Media Services	1.21%	1.24%	1.28%	1.05%	1.80%	1.00%	1.38%	1.51%	1.27%	1.60%	1.29%	1.40%	1.19%	0.61%	1.27%	0.61%	1.80%
13	Curriculum/Instructional Staff Development	0.64%	0.29%	1.53%	1.10%	0.02%	2.15%	1.69%	1.07%	1.32%	0.15%	1.46%	2.98%	1.44%	1.19%	1.22%	0.02%	2.98%
21	Instructional Leadership	1.15%	0.96%	1.92%	0.51%	2.61%	1.52%	0.93%	2.04%	0.87%	1.91%	1.06%	0.57%	1.68%	1.27%	1.36%	0.51%	2.61%
23	School Leadership	6.22%	5.67%	6.64%	3.94%	6.39%	6.14%	6.22%	6.37%	5.74%	6.39%	6.23%	5.19%	4.98%	7.03%	5.94%	3.94%	7.03%
31	Guidance, Counseling, & Evaluation Services	3.16%	3.26%	3.67%	2.58%	1.74%	2.50%	4.17%	5.04%	4.57%	2.56%	3.88%	3.56%	2.89%	2.42%	3.29%	1.74%	5.04%
32	Social Work Services	0.00%	0.75%	0.08%	0.00%	0.00%	0.00%	0.00%	0.59%	0.11%	0.14%	0.07%	0.12%	0.15%	0.23%	0.16%	0.00%	0.75%
33	Health Services	1.04%	1.29%	1.34%	0.78%	0.82%	1.14%	1.19%	1.31%	0.74%	0.54%	1.17%	1.03%	1.04%	0.99%	1.03%	0.54%	1.34%
34	Student (Pupil) Transportation	5.29%	4.68%	3.38%	2.28%	1.61%	4.35%	3.21%	2.80%	4.33%	4.03%	2.87%	4.26%	10.02%	2.22%	3.95%	1.61%	10.02%
35	Food Services	0.00%	0.00%	0.01%	3.36%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.24%	0.00%	3.36%
36	Co-Curricular/Extracurricular Activities	5.26%	3.39%	3.56%	2.99%	2.78%	3.26%	4.24%	1.97%	3.08%	3.28%	3.21%	3.26%	2.71%	2.59%	3.26%	1.97%	5.26%
41	General Administration	4.21%	3.80%	2.83%	3.29%	3.70%	3.16%	3.36%	2.16%	3.76%	2.59%	2.49%	2.69%	3.61%	3.66%	3.24%	2.16%	4.21%
51	Plant Maintenance & Operations	11.22%	12.01%	9.96%	7.81%	11.90%	12.10%	11.24%	10.99%	9.74%	11.18%	9.08%	10.04%	9.22%	11.16%	10.55%	7.81%	12.10%
52	Security & Monitoring Services	1.16%	0.48%	0.33%	0.29%	0.61%	0.66%	0.58%	1.59%	0.80%	0.60%	0.78%	0.73%	0.51%	0.72%	0.70%	0.29%	1.59%
53	Data Processing Services	2.42%	2.22%	2.17%	2.00%	2.09%	1.73%	1.83%	1.81%	2.16%	2.07%	1.90%	2.59%	1.41%	2.88%	2.09%	1.41%	2.88%
61	Community Services	0.00%	0.00%	0.02%	0.05%	0.05%	0.08%	0.04%	0.65%	0.08%	0.00%	0.21%	0.07%	1.35%	0.83%	0.25%	0.00%	1.35%
71	Principal/Interest on Long Term Debt	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	1.09%	0.17%	0.00%	1.09%
81	Facilities Acquisition & Construction	0.00%	3.00%	0.05%	0.00%	4.94%	0.00%	1.07%	0.72%	0.63%	0.00%	0.15%	0.31%	3.03%	4.28%	1.30%	0.00%	4.94%
91	Chapter 41 Payment to State	1.89%	0.00%	0.00%	17.82%	0.00%	0.00%	0.00%	0.00%	5.24%	0.00%	0.00%	0.00%	0.70%	0.00%	1.83%	0.00%	17.82%
93	Payments to Fiscal Agent of SSA	0.00%	0.09%	0.00%	0.63%	0.04%	0.03%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.50%	0.00%	0.10%	0.00%	0.63%
95	Payment to Juvenile Justice AEP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
97	Payment to Tax Increment Fund	0.00%	0.00%	0.00%	5.80%	0.00%	0.00%	0.00%	0.08%	0.00%	0.00%	1.01%	0.49%	0.00%	0.00%	0.53%	0.00%	5.80%
99	Other Intergovernmental Charges	1.41%	0.54%	0.76%	0.00%	0.21%	0.94%	0.37%	0.30%	1.40%	0.71%	0.41%	0.49%	1.05%	0.26%	0.63%	0.00%	1.41%
	Total Expenditures	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		
	2015-2016 Student Enrollment	5,420	6,298	11,855	8,240	4,029	6,770	19,446	87,110	7,079	5,250	34,672	22,000	8,041	6,640			
	Total Revenues per Student (net of Ch. 41/TIF)	7,800	7,655	7,177	8,261	8,933	8,295	8,046	8,110	7,938	7,973	7,350	7,819	8,612	7,551	7,966	7,177	8,933
	Total Expenditures per Student (net of Ch. 41/TIF)	7,495	7,469	6,942	8,588	7,947	7,834	7,804	7,950	7,705	8,057	7,601	7,784	8,795	7,645	7,830	6,942	8,795
	Fund Balance % of Expenditures	37.04%	34.72%	27.26%	37.12%	83.17%	35.89%	19.21%	26.51%	34.02%	24.46%	21.75%	44.61%	35.32%	29.45%	35.04%	19.21%	83.17%