

OKEMOS PUBLIC SCHOOLS

**2023-24 Revised Budget & Employee Compensation Update
Board Meeting, November 13, 2023**

Preliminary Budget Revision Adjustments, before Wage Analysis

<u>Increase/(Decrease) to General Fund</u>	<u>Net Impact</u>
Increase in per-pupil Foundation Allowance (\$+92 to \$9,608)	461,326
Enrollment (+28.60 blended)	275,087
Increase in Special Education Reimbursement	117,646
Special Ed Categorical (MDE, 22-23 timing delay)	321,050
Budget Priorities, level 1.5	(253,000)
Additional Classroom Sections	(291,000)
Additional SE Paraprofessionals	(150,000)
Insurance, workers comp	(40,000)
	\$441,109

On-going	\$280,584
One time	\$160,525

Projected Impact on General Fund Budget, Before Wage Analysis

	<u>Proposed Budget</u>	<u>Net Changes</u>	<u>Preliminary Revised Budget</u>
Revenues	\$66,489,114	1,175,109	\$67,664,223
Expenditures	<u>67,554,057</u>	<u>734,000</u>	<u>68,288,057</u>
Net Impact on General Fund Balance	(\$1,064,943)	\$441,109	(\$623,834)
Fund Balance, 7/01/23	<u>9,468,545</u>	<u>454,323</u>	<u>9,922,868</u>
Fund Balance, 6/30/24	<u>\$8,403,602</u>	<u>\$895,432</u>	<u>\$9,299,034</u>

Approach Aligns with District Strategic Plan

Critical Issues

- Organizational capacity - Retain and attract quality staff; diversity of workforce

Strategic Priorities

- Priority 8: Establish system for attracting and retaining a highly qualified and diverse staff reflective of our school community.
 - Potential Actions - Assess and revise current practices and procedures through equity lens

Historical Perspective

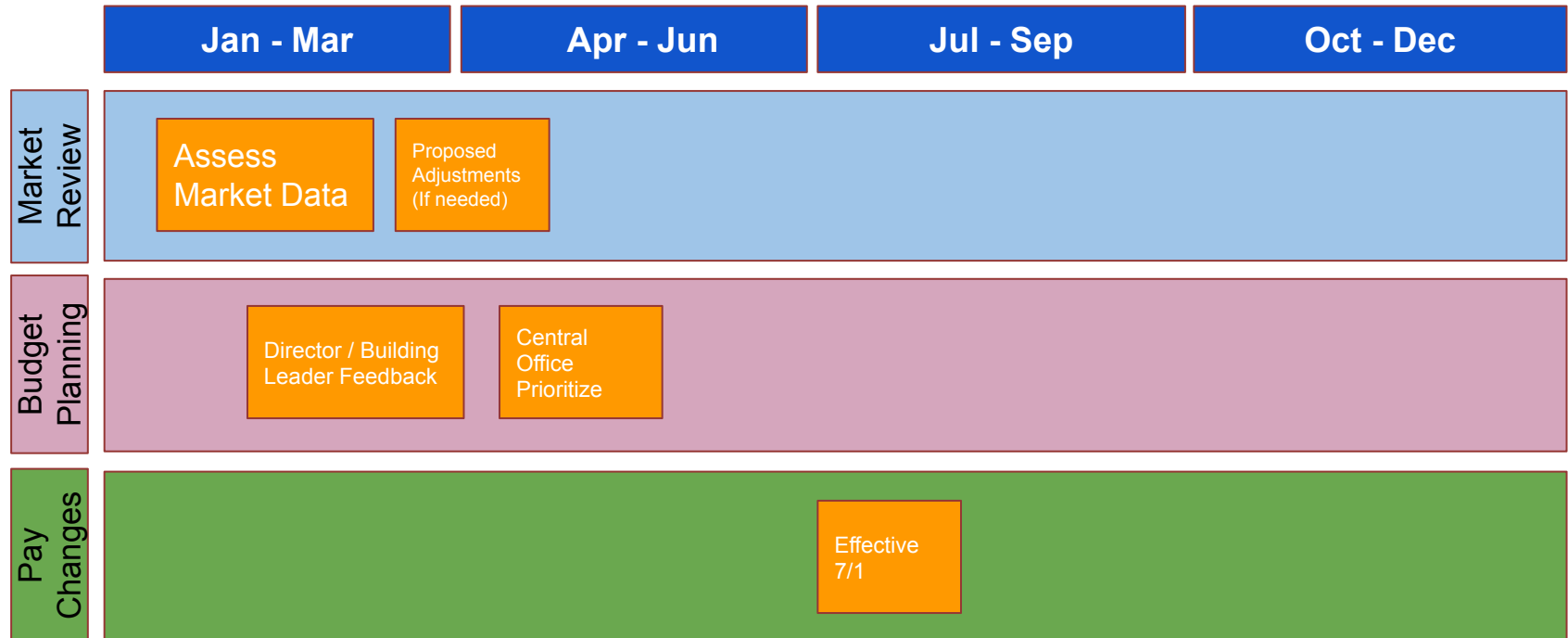
Past/Current Practice

- Primarily reactive based on turnover/retention issues
- Goal to try to have employee groups above market in terms of compensation

Un-represented Groups with Compensation Adjustments *within the last two years:

- Special Education Paraprofessionals
- Substitute Teachers, Student Supervisors
- Third party employer adjustments

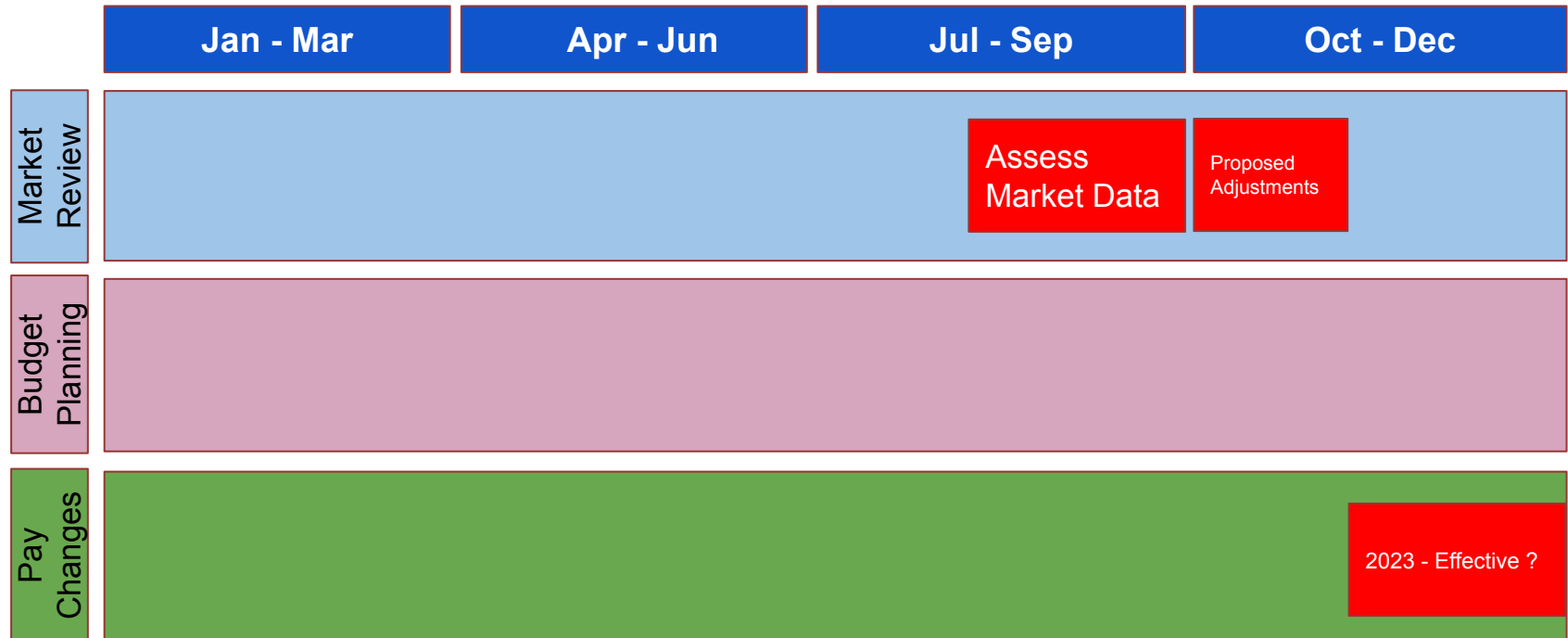
Annual Process Timeline Overview



Why assess annually?

- Best practice in Human Resources for all employee groups - pro-active
- Increasingly competitive market
- Retain and attract employees - current/former/potential employee feedback
- Cost to hiring and rehiring, impacts on programs, initiatives and outcomes




Annual Process Timeline Overview - Non-Union



Why is this information being assessed now?

- Have not systematically assessed this information
- Retain and attract employees - current/former/potential employee feedback
- Cost to hiring and rehiring, impacts on programs, initiatives and outcomes

Market Comparison Overview

Employee Groups		Salary Comparison to Market
Non-Union	Community Education	
	Select Staff	
	Clerical & Technical	
Union	OEA	TBD - Negotiated Item
	Transportation	TBD - Negotiated Item
	Operations & Food Services	TBD - Negotiated Item
	AOA	TBD - Negotiated Item

Preliminary Budget Revision Adjustments, After Wage Analysis

<u>Increase/(Decrease) to General Fund</u>	Scenario 1 50%	Scenario 2 75%	Scenario 3 100%
Previously addressed	\$441,109	\$441,109	\$441,109
Staff Wage Analysis Impact, Community Ed	(125,000)	(125,000)	(125,000)
Staff Wage Analysis Impact, Others	(153,500)	(230,000)	(306,000)
Net Impact on General Fund Balance	\$162,609	\$86,109	\$10,109

Scenarios reflect implementation date & %		
Implementation	Jan 1, 24	July 1, 24
Budget Year	2023-24	2024-25
1	50%	50%
2	75%	25%
3	100%	0%

Projected Impact on General Fund Budget, After Wage Analysis

	<u>Proposed Budget</u>	<u>Scenario 3 Net Changes</u>	<u>Preliminary Revised Budget</u>
Revenues	\$66,489,114	1,175,109	\$67,664,223
Expenditures	<u>67,554,057</u>	<u>1,165,000</u>	<u>68,719,057</u>
Net Impact on General Fund Balance	(\$1,064,943)	\$10,109	(\$1,054,834)
Fund Balance, 7/01/23	<u>9,468,545</u>	<u>454,323</u>	<u>9,922,868</u>
Fund Balance, 6/30/24	\$8,403,602	\$464,432	\$8,868,034
<i>Fund Balance as a % of Expenditures</i>	<u>12.4%</u>		<u>12.9%</u>

Sustainability

- Annual unknowns in budget for future years, biggest unknown always enrollment and foundation
- Annual budgetary process that accounts for changes
- Keep this in consideration of future asks
- Not anticipating high # of budget priorities for 24-25