



BUDGET REDUCTION WORKSHOP

MARCH 24, 2025

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ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

Agenda

Legislative update

Budget reduction considerations

Calendar and next steps



LEGISLATIVE UPDATE



Senate Bill 2 - School Finance

- Increases basic allotment to \$6,500
- Passed committee early on in session

House Bill 2 - School Finance

- Would increase the basic allotment to \$6,380 and increase the requirement to spend a percentage of the gain on increases in funding under Chapter 48 to 40% (from 30%) on compensation increases.
- Was supposed to be voted on 3/18 but was delayed

BUDGET 2024-2025 RECAP

- Provided 4% general pay increase
- Successfully implemented \$13 million in budget reductions, including:
 - Closed non-campus positions districtwide
 - Adjusted high school and junior school schedules
 - Applied staffing ratios to elementaries



BUDGET REDUCTION COMMITTEE

- A DISTRICT BUDGET COMMITTEE WAS RECONVENED TO PROVIDE INPUT AND IDEAS REGARDING DISTRICTWIDE BUDGET REDUCTIONS.
- ACTION PLANS WERE DESIGNED BASED ON VIABLE BUDGET REDUCTION OPTIONS.
- RECOMMENDATIONS WERE PRESENTED AT THE LAST BOARD MEETING.



REDUCTION OPTIONS OVERVIEW

- **ADOPT RECOMMENDATIONS FROM COMMITTEE, WHICH WOULD RESULT IN REDUCING 48 POSITIONS, ALONG WITH OTHER CHANGES TO PROGRAMS AND GUIDELINES.**
 - THIS WOULD RESULT IN SIGNIFICANT REDUCTIONS
 - PROGRAMS AND STAFFING WOULD BE NEGATIVELY IMPACTED
 - ADDITIONAL REDUCTIONS ARE STILL NEEDED
- **STRATEGICALLY IDENTIFY 55 ADDITIONAL POSITIONS ACROSS DISTRICT FOR REDUCTION.**
 - THIS WOULD FURTHER REDUCE THE DEFICIT
 - AUXILIARY, OPERATIONS, AND SUPPORT SERVICES WOULD BE NEGATIVELY IMPACTED

REDUCTION OPTIONS

- **CONSIDER ADJUSTING PAY RAISE RECOMMENDATIONS, OR DELAYING THIS DECISION UNTIL EARLY SUMMER.**
 - THIS WOULD HELP REDUCE THE DEFICIT AND ALLOW FOR MORE FLEXIBILITY IN OTHER AREAS
 - LEGISLATION MAY PROVIDE ADDITIONAL FUNDING RELATED TO TEACHER PAY INCREASES
 - DELAYING WILL NEGATIVELY IMPACT RECRUITMENT AND RETENTION
- **UTILIZE THE FUND BALANCE FOR REMAINING DEFICIT.**
 - LAST RESORT OPTION THAT WILL RAISE CONCERNS WITH FUND BALANCE

BUDGET REDUCTION TOTALS

1	Item	Amount
2	Revenues	252,789,415
3	Revenue decr Reduced tax rate	(1,500,000)
4	Revenue decr ADA	(640,000)
5	Revenue incr Investment Earnings Increase	2,500,000
6	Adjusted Revenue	253,149,415
7	TF in - Worker's Comp	1,000,000
8	TF in - CIP transfer in offset difference	12,484,337
9	School consolidation	2,195,610
10	Expenditures	(266,309,906)
11	Health Insurance increase	(3,500,000)
12	Property, Vehicle, Liability Insurance Increases	(235,343)
13	Childcare @ Lamar	(215,301)
14	Pre-k transportation	(381,000)
15	Technology maintenance contract increases	(50,000)
16	Raises 2% General Pay Increase	(4,200,000)
17	TOTAL BEGINNING DEFICIT	(6,062,188)

BUDGET REDUCTION TOTALS

1	Item	Amount	Position equivalent
17	TOTAL BEGINNING DEFICIT	(6,062,188)	
18			
19	Construction positions eliminated	225,000	(3)
20	Reduced positions/adjustments	92,792	
21	HR Early retirement incentive & sign on bonus discontinued	70,000	
22	Finance	72,208	(1)
23	Strategic software elimination	100,000	
24	Travel reduction 10% (6411s)	75,000	
25	Revise white fleet policy on 30 mile radius	100,000	
26	Restructure custodial staffing at smaller facilities	210,000	(7)
27	Reduce auxiliary (noncampus)	630,000	(23)
28	Adjust nursing staff at small ES's (LVNs)	150,000	
29	Adjust staffing (2 positions) at ELAs	150,000	(2)
31	Restructure library services	175,000	(3)
35	Reduce district positions	350,000	(5)
38	Reduce 4 clerical	180,000	(4)
47	Reduce department budgets	1,000,000	
48	DEFICIT	(2,482,188)	(55.16)
49	ADDITIONAL position reductions required to balance budget	2,482,188	55.16
50	BALANCED BUDGET	0	

SCENARIOS

Budget Scenarios - for Illustrative Purposes Only

		2025-26 Scenario A (Additional \$2.5 million Redux)	2025-26 Scenario B (No add'l \$2.5 million Redux)	2026-27 Scenario 1 (No funding from Leg)**	2026-27 Scenario 2 (House Finance Bill Passes)**	2026-27 Scenario 3 (Senate Finance Bill Passes)**
1	Projected Revenues	\$ 253,149,415	\$ 253,149,415	\$ 253,149,415	\$ 253,149,415	\$ 253,149,415
2	Estimated Expenditures (includes reductions)	(264,915,940)	(264,915,940)	(264,915,940)	(264,915,940)	(264,915,940)
3	Additional reductions of 55 positions	2,482,188	-			
4	2% General Pay Increase	(4,200,000)	(4,200,000)	(4,284,000)	(4,284,000)	(4,284,000)
5	TF from Capital Projects and Worker's Comp (EST ONLY)*	13,484,337	13,484,337	4,000,000	4,000,000	4,000,000
6	Revenues Over/(Under) Expenditures	0	(2,482,188)	(12,050,525)	(12,050,525)	(12,050,525)
7	Legislative funding increases (NOT GUARANTEED)	-	-	-	6,500,000	10,000,000
8	Revenues Over/(Under) Expenditures	0	(2,482,188)	(12,050,525)	(5,550,525)	(2,050,525)
9	Estimated Fund Balance 6/30/25	89,000,000	89,000,000	89,000,000	89,000,000	89,000,000
10	Estimated Fund Balance 6/30/26	89,000,000	86,517,812	86,517,812	86,517,812	86,517,812
11	Fund Balance Policy CE(LOCAL) 3 months' Exp Required	66,658,438	67,278,985	67,299,985	67,299,985	67,299,985

*One-time revenue sources are not recurring revenue sources and will not be available in future years. They are transfers from fund balance reserves.

**Assumes Scenario B for 2025-26 is recommended by Board on 3/24/25

BUDGET REDUCTION CONSIDERATIONS – NEXT STEPS

Incorporate Board feedback into the plan
and bring back options for Budget
Reduction Plan approval on 4/7/25
meeting

2025-2026 BUDGET CALENDAR

	DATE	DESCRIPTION	ACTIVITY
APRIL	7	Board Agenda Item: Board Budget Workshop #3 (Superintendent Report) (Top 10)	Discuss operating expenditures and Compensation Plan options; TASB Study; Board Action: Approve 2025-26 budget reduction plan.
	9	Budget Meeting - HR, Finance	
	12	GCCISD Teacher Job Fair	HR holds various Teacher Job Fairs
	15	Campus/Department Budget approved in TEAMS by Executive	Campus/Dept Budgets to be approved by Executive Directors in TEAMS
	25	Budget Meeting - HR, Finance	
	25	Finalize Position Inventory	HR completes position change updates so payroll and benefits budget calculation can be finalized.
	30	Assignment change requests time period	Principals and Human Resources
	30	Receive preliminary taxable values	Review values.
MAY	3	Election Day	Saturday
	6	Board Agenda Item: Board Budget Workshop #4 (5:30-6:30pm)	Board Action: Approve 2024 Compensation Plan - notify TASB; Discuss General Fund, Debt Service, and Food Service
	7	Budget Meeting - HR, Finance	
	19	Board Agenda Item: Board Budget Workshop #5 (Superintendent Report)	General Fund, Debt Service, and Food Service
JUNE	2	Board Agenda Item: Budget Workshop #6 (if needed, 5:30-6:30pm)	
	6	Publish Notice of Public Hearing	Publish Notice of Public Hearing at least 10 days prior to public hearing
	11	TASB	Send employee data/pay plans in Excel and Pay system procedure revisions (so HR has time to enter in teams by 6/17/24 for payroll trials.)
	17	HR to enter Compensation Plan in TEAMS	HR to have Compensation Plan data entered into TEAMS for Payroll trials.
	16	Public Hearing & Adoption of Budget	Board Action: The district will hold a public hearing on the proposed 2025-26 budget and Board will consider budget adoption

Thank you!

