



***WORKING TOGETHER TO  
SEIZE THE FUTURE TODAY!***

**PROPOSED BUDGET  
AUGUST 31, 2020**



# COMPENSATION PLAN

## Compensation Plan Adjustments and Changes

### Positional Changes and Reclassifications

Coord of Head Start Family Services	Increase Days from 202 to 226	7,975
Elementary Counselors	Move to Teacher Pay Scale, add Master's Stipend and 6 Additional Days	52,800
Middle School and High School Counselors	Move to Teacher Pay Scale, and add Master's Stipend	
Elementary Principals	Increase Days from 215 to 220	21,133
Coord of Health Services	Increase Days from 193 to 202	2,959
Counselor Coordinator	Reclassify to Director of Guidance and Counseling	3,912
Bilingual Facilitator	Reclassify to Bilingual Coordinator	-
Clerk II, Health Services	Increase Days from 183 to 193	1,209
HS Head Football Coach and Athletic Coordinator	Reclassify from Teacher Pay Scale to Administrative Professional Scale	797
Child Nutrition Supervisor	Increase Days from 207 to 226	2,109
Deputy Superintendent of Innovation and Transformation	New Position (AP-10)	25,000
HS Lead Custodian	3% Raise	910
HS Cafeteria Manager	3% Raise	821
Technology Department	3% Raise	19,092
Police Department*	3% Raise	20,288
Chief of Police/Safety Coord	Reclassify from AP-4 to AP-5	4,000
Licensed Clinical Social Worker (AP-2)	Converted from Mental Behavioral Health Specialist (AP-4)	(16,325)
HS Football Coordinator Stipend	\$8500 each / 2 per campus	34,000
JV Football Assistant	Increase from \$6000 to \$6500	500
Deputy Superintendent of Business and Operations	Reclassify from AP-9 to AP-10	40,000
Controller (AP-6)	Reclassify from AP-3	12,352

**Total from Reclassifications and Component Raises**

**233,532**

## Compensation Plan Adjustments and Changes (Continued)

### Positional and Stipend Adds

Part-Time Diagnostician	New Position	8,320
Instructional Mentor	Collapsed an Instructional Coach Position to create 3 Stipends (\$6,000 per)	18,000
Coordinator for Architecture, Construction and Design	New Position (AP-4)	67,400
West Campus High School Principal	New Position (AP-7)	87,200
Parent and Community Liaison	New to Comp Plan Only	30,000
LSSP Lead Stipend	New Stipend	1,000
West Campus Band Director	Teacher Pay Scale plus \$3500 + 19 days	9,575
	<b>Total from Additions</b>	<b>221,495</b>

## Total Compensation Plan Changes

Total from Reclassifications and Component Raises	233,532
Total from Additions	<u>221,495</u>
Total Compensation Changes	455,027

## Modeled Raises

	<u>1%</u>	<u>2%</u>	<u>3%</u>
Teachers, Librarians, Nurses and Counselor	397,609	729,154	1,093,731
Administrative Professional	210,902	308,824	463,236
Technology	11,640	18,506	27,759
Police	16,646	22,195	33,293
Clerical Support	47,089	75,774	113,661
Instructional Support	46,849	69,862	104,793
Auxiliary	126,994	187,947	281,921
<b>Total</b>	<b>857,729</b>	<b>1,412,262</b>	<b>2,118,393</b>

## Schedule B Addendum to Comp Plan

Provides the Board with the ability to award a one-time lump sum payment

Provides the ability to designate categories of recipient

Can be paid on an "*employed as of*" date basis

Payments do not constitute an increase in base pay

Payments do not obligate the District to make future payments

Payments are not considered *creditable compensation* under TRS

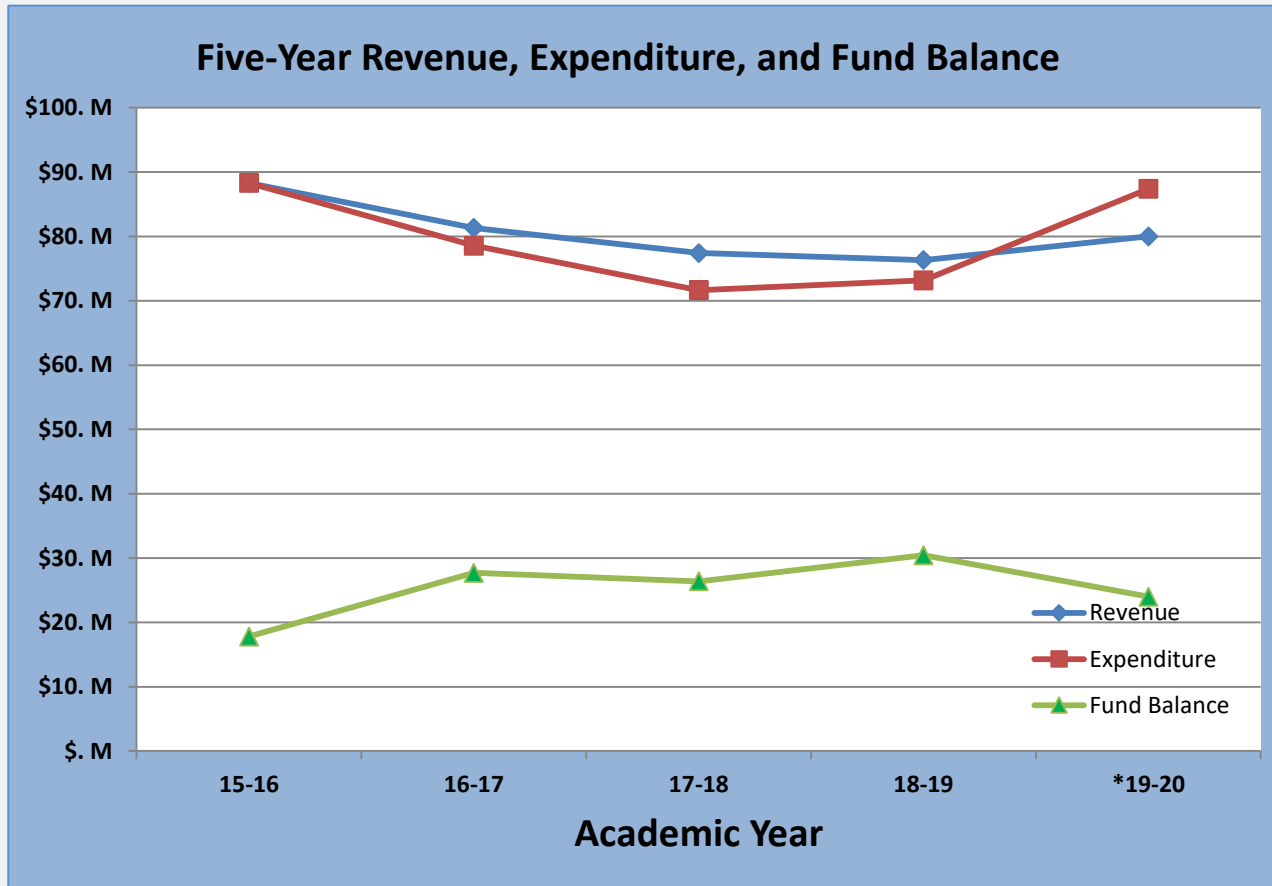
Payments are taxable and tax withholding may occur at a higher rate



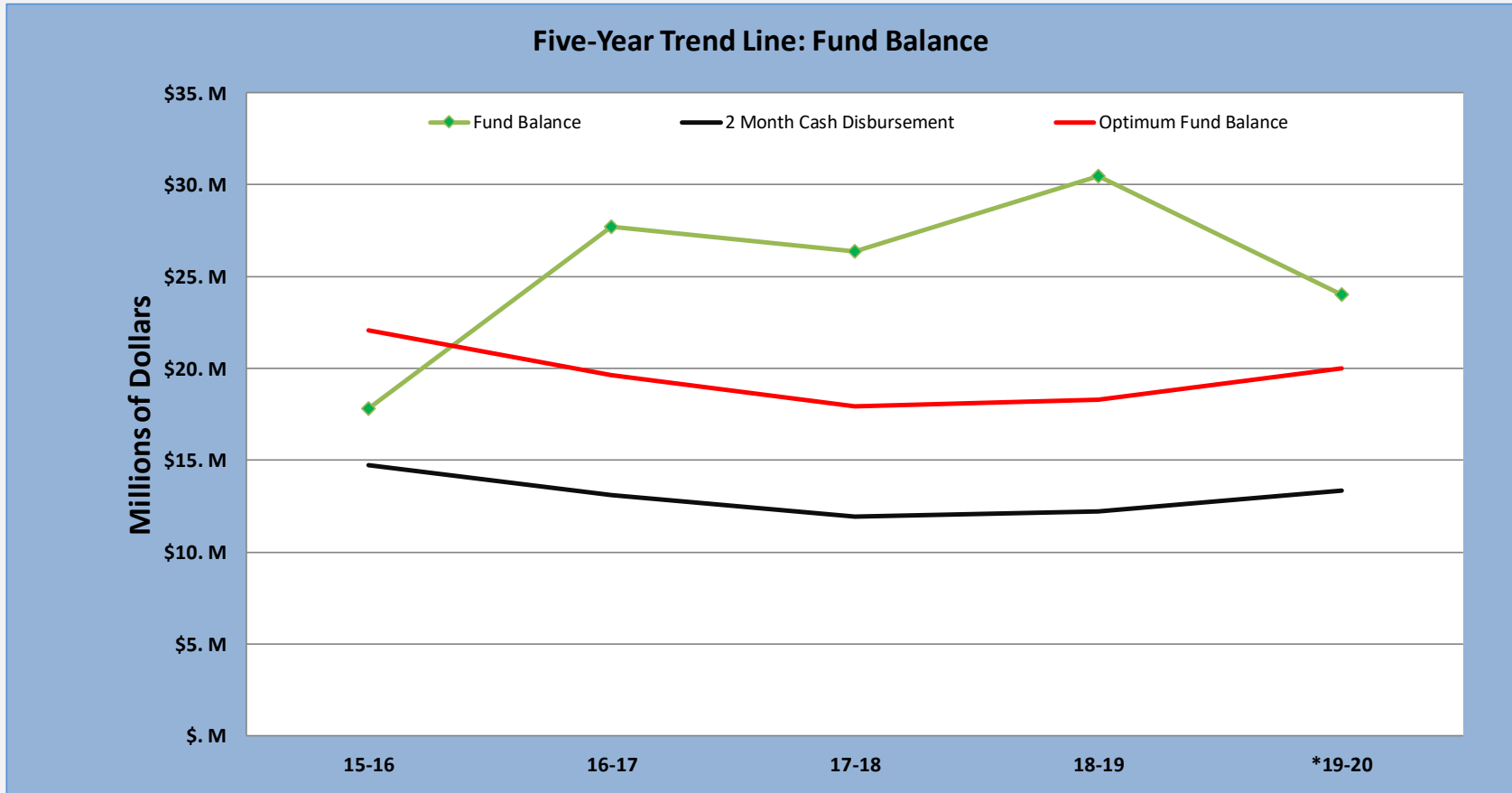
# BUDGET DRIVERS



# Five-Year Trend Line: Revenue, Expenditure, and Fund Balance (RPT<sub>2</sub>, p. 8)

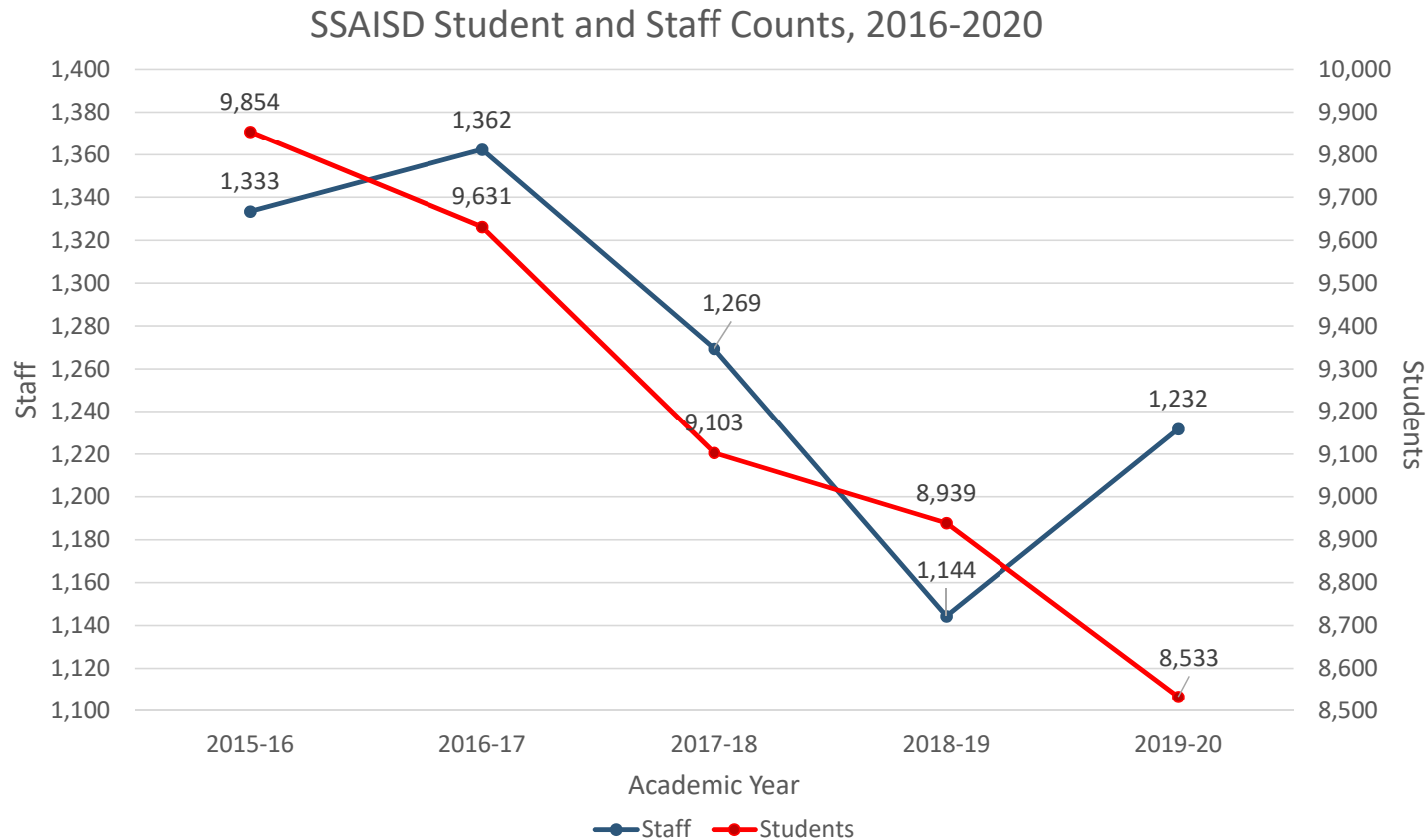


# Five-Year Trend Line: Fund Balance (RPT<sub>3</sub>, p. 10)



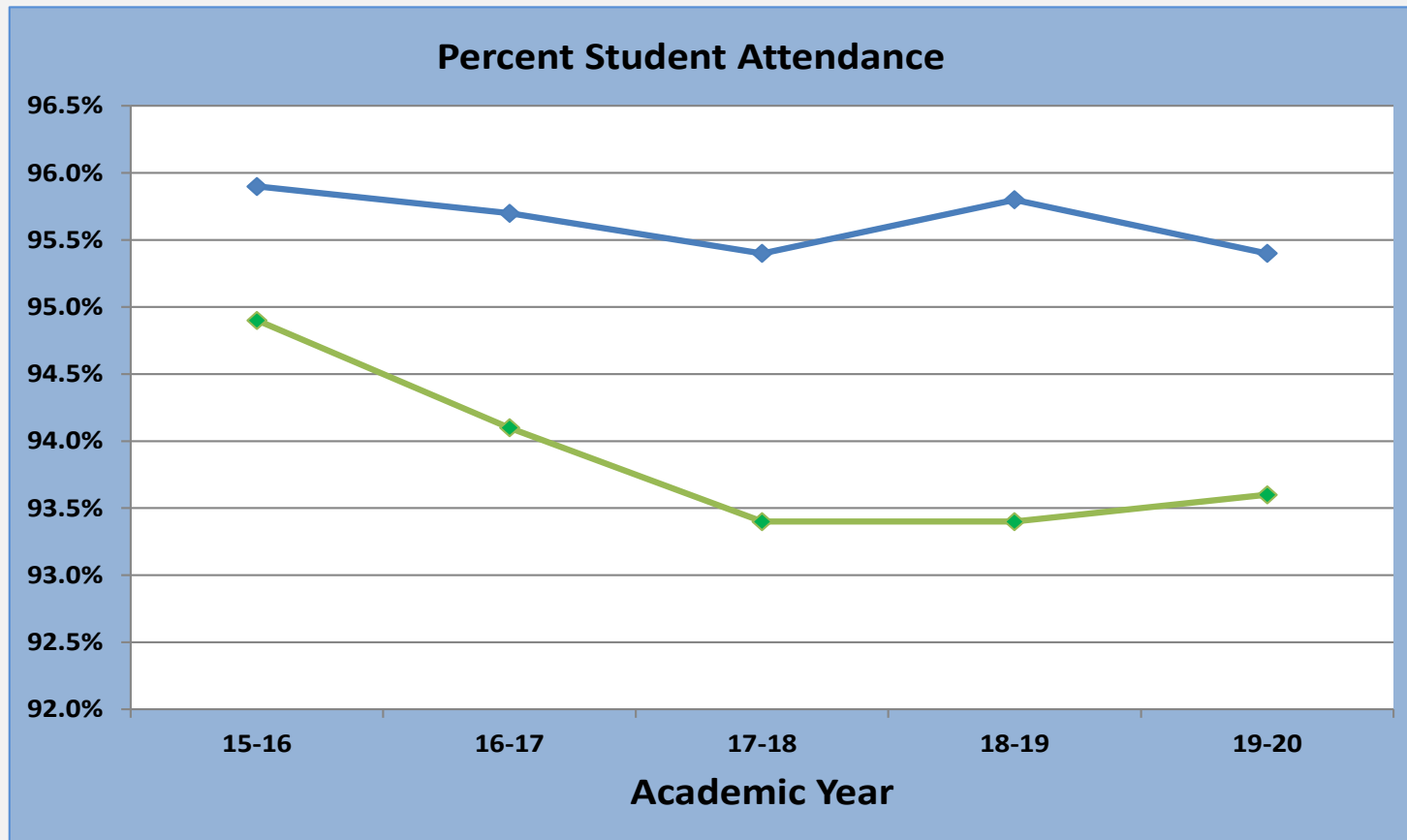
# Five Year Historical Analysis: Students and Staffing (RPT 4, p. 13)

Enrollment decline of 13.4% over 5-year period = approximately \$7.5 million in state revenue loss.



source: <https://rptsvr1.tea.texas.gov/adhocrpt/adpeb.html>

## Five-Year Trend Line: Percent Student Attendance (RPT 16, p. 45)



## **Global Budget Assumption**

ADA: 7,128

Tax Values: \$2.006B

Tax Rate: \$1.3912 per \$100 of Valuation

Tax Collections: \$17.063MM

Comp Ed Census Blocks Remain the Same

7,920



# PROPOSED BUDGETS

## General Fund

### Revenue

	<b>2020-2021 Proposed</b>	<b>2019-2020 Adopted</b>	<b>2019-2020 Amended</b>
Local Revenue	17,958,466	18,609,760	18,610,760
State Revenue	55,085,204	59,943,637	58,514,509
Federal Revenue	2,457,984	2,774,900	2,774,900
Operating Transfers	-	100,800	100,800
<b>Total Revenue</b>	<b>75,501,654</b>	<b>81,429,097</b>	<b>80,000,969</b>

### Expenditures

	<b>2020-2021 Proposed</b>	<b>2019-2020 Adopted</b>	<b>2019-2020 Amended</b>
Payroll and Benefits	66,571,062	69,860,080	66,004,665
Contracted Services	5,658,920	5,991,601	8,761,070
Materials and Supplies	1,464,539	2,689,465	6,059,465
Miscellaneous Operating	1,004,536	1,189,792	1,507,799
Capital Outlay	285,000	1,698,159	5,056,528
<b>Total Expenditures</b>	<b>74,984,057</b>	<b>81,429,097</b>	<b>87,389,527</b>

<b>Revenue Over Expenditures</b>	<b>517,597</b>	<b>-</b>	<b>(7,388,558)</b>
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## Variances from Prior Year

### Revenue

	2020-2021 Proposed	Variance from Adopted	Variance from Amended
Local Revenue	17,958,466	(651,294)	(652,294)
State Revenue	55,085,204	(4,858,433)	(3,429,305)
Federal Revenue	2,457,984	(316,916)	(316,916)
Operating Transfers	-	(100,800)	(100,800)
<b>Total Revenue</b>	<b>75,501,654</b>	<b>(5,927,443)</b>	<b>(4,499,315)</b>

### Expenditures

	2020-2021 Proposed	Variance from Adopted	Variance from Amended
Payroll and Benefits	66,571,062	(3,289,018)	566,397
Contracted Services	5,658,920	(332,681)	(3,102,150)
Materials and Supplies	1,464,539	(1,224,926)	(4,594,926)
Miscellaneous Operating	1,004,536	(185,256)	(503,263)
Capital Outlay	285,000	(1,413,159)	(4,771,528)
<b>Expenditures</b>	<b>74,984,057</b>	<b>(6,445,040)</b>	<b>(12,405,470)</b>

<b>Revenue Over Expenditures</b>	<b>517,597</b>	<b>517,597</b>	<b>7,906,155</b>
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## Food Service

### Revenue

	2020-2021 Proposed	2019-2020 Adopted	2019-2020 Amended
Local Revenue	140,277	213,708	213,708
State Revenue	15,000	422,439	35,000
Federal Revenue	5,020,172	6,771,575	7,159,014
<b>Total Revenue</b>	<b>5,175,449</b>	<b>7,407,722</b>	<b>7,407,722</b>

### Expenditures

	2020-2021 Proposed	2019-2020 Adopted	2019-2020 Amended
Payroll	3,514,907	3,849,866	3,721,666
Contracted Services	492,055	376,258	561,258
Supplies	2,913,108	3,281,800	3,206,750
Miscellaneous	7,520	23,500	24,500
Capital Outlay	-	526,000	543,250
<b>Total Expenditures</b>	<b>6,927,590</b>	<b>8,057,424</b>	<b>8,057,424</b>

<b>Revenue Over Expenditures</b>	<b>(1,752,141)</b>	<b>(649,702)</b>	<b>(649,702)</b>
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\*There is approximately \$1,074,279 in Food Service Fund Balance. The General Fund would supplement where needed.

## Debt Service

### Revenue

	2020-2021 Proposed	2019-2020 Adopted	2019-2020 Amended
Local Taxes	9,113,703.00	8,976,026.00	8,976,026.00
State Aid	2,644,388.00	4,036,700.00	4,036,700.00
<b>Total Revenue</b>	<b>11,758,091.00</b>	<b>13,012,726.00</b>	<b>13,012,726.00</b>

### Expenditures

	2020-2021 Proposed	2019-2020 Adopted	2019-2020 Amended
Debt Service	13,214,158.00	13,328,237.00	13,328,237.00
<b>Total Expenses</b>	<b>13,214,158.00</b>	<b>13,328,237.00</b>	<b>13,328,237.00</b>

<b>Revenue Over Expenditures</b>	<b>(1,456,067)</b>	<b>(315,511)</b>	<b>(315,511)</b>
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\* I&S Fund Balance of \$2,241,151 is in place to cover the shortfall

## **Strategic Considerations**

West Campus Phase III

West Campus Phase IV

Ongoing Facilities Improvement

Health Insurance

Workers Compensation

**SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
2020-2021 ADOPTED BUDGET**

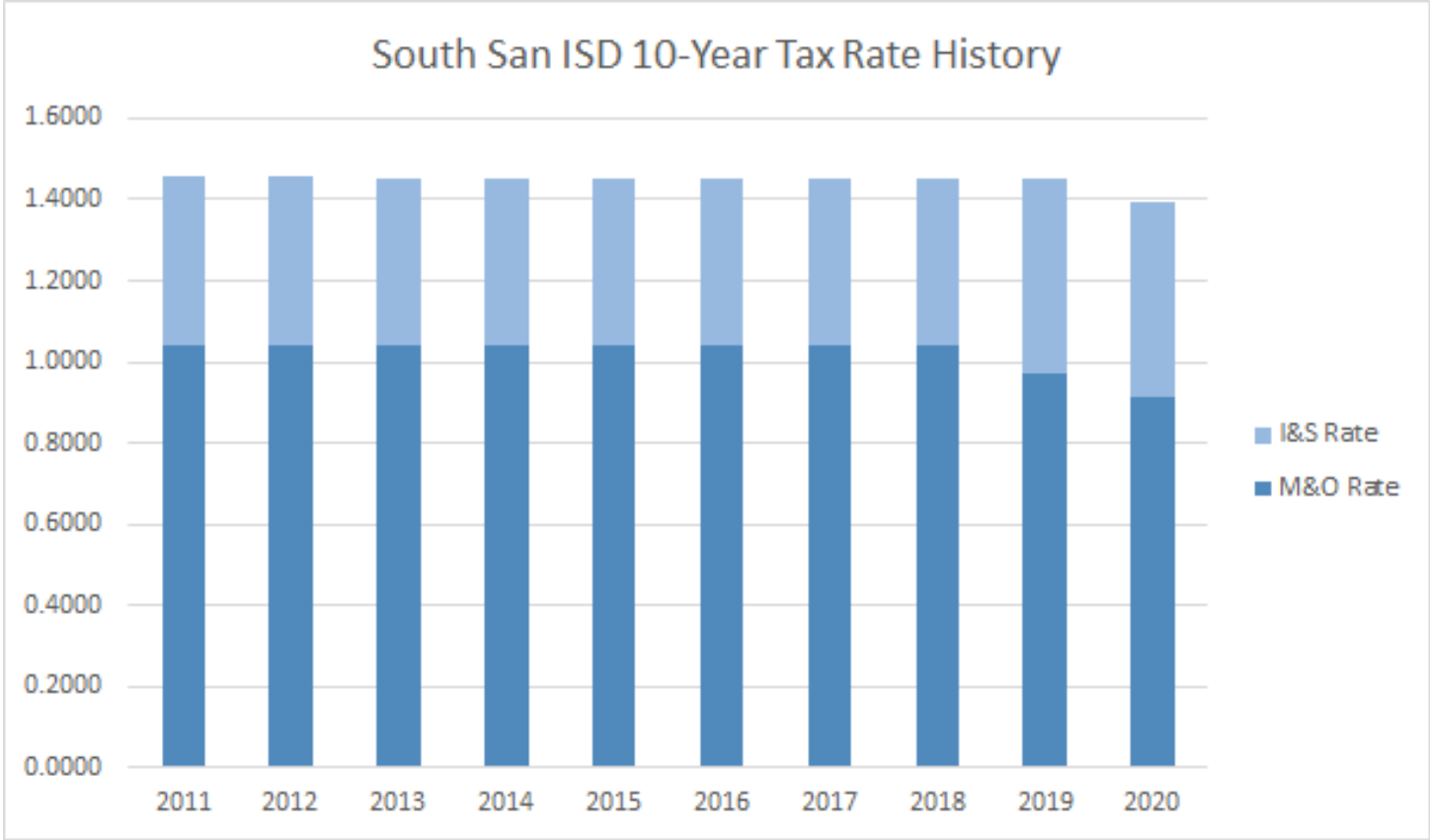
	General Fund (199)	Food Service (240)	Debt Service (599)
<u>Revenue</u>			
57--	17,958,466	140,277	9,113,703
58--	55,085,204	15,000	2,644,388
59--	2,457,984	5,020,172	
Total Revenue	75,501,654	5,175,449	11,758,091
<u>Expenditures</u>			
11 Instruction	44,220,148		
12 Instructional Media Resources	1,166,693		
13 Staff Development	563,460		
21 Instructional Leadership	1,063,469		
23 Campus Leadership	5,533,644		
31 Guidance and Counseling	3,095,540		
32 Social Work	275,208		
33 Health Services	1,573,468		
34 Student Transportation	1,594,255		
35 Food and Nutrition		6,173,821	
36 Extracurricular Services	1,536,062		
41 General Administration	2,983,382		
51 Facilities and Maintenance	8,542,887	753,769	
52 Police and Safety	1,039,855		
53 Data Processing	1,235,978		
61 Community Relations	217,456		
71 Debt Service			13,214,158
81 Facilities Acquisition and Construction	135,000		
93 Payments to Fiscal Agents	75,000		
95 Juvenile Justice and Alternative Ed	10,000		
99 Intergovernmental Charges	122,552		
Total Expenditures	74,984,057	6,927,590	13,214,158
Surplus/(Deficit)	517,597	(1,752,141)	(1,456,067)
2019-2020 Fund Balance*	24,712,112	1,074,279	2,241,151
2020-2021 Fund Balance*	25,229,709	(677,862)	785,084

\* Projected



# TAX RATE

# Tax Rate History



**HB3 Impact on Tax Rate**

	<u>MCR</u>	<u>Effective Collections</u>
Prior to HB3	1.04	19,200,975.82
2019	0.97	17,931,060.27
2020	0.9664	17,865,721.25
2020 Appealed	0.9112	16,863,466.96

### Additional Tax Compression

	<u>TEA Assigned</u>	<u>Appealed</u>		
M&O Tax Rate	0.9664	0.9112		
M&O Tax Collections	17,865,721	16,863,467	↓	LESS FROM LOCAL TAXPAYERS
State Aid	48,728,904	49,820,550	↑	MORE FROM STATE
Total from M&O and State Aid	66,594,625	66,684,017	↑	MORE NET TO DISTRICT





THANK YOU!