



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT

FINANCE AND OPERATIONS PRESENTATION

BUDGET WORKSHOP #4

Dr. Rene Gutiérrez, Superintendent of Schools

Dr. Nellie Cantu, Deputy Superintendent for Business and Operations

Mr. David Robledo, Chief Financial Officer

AGENDA

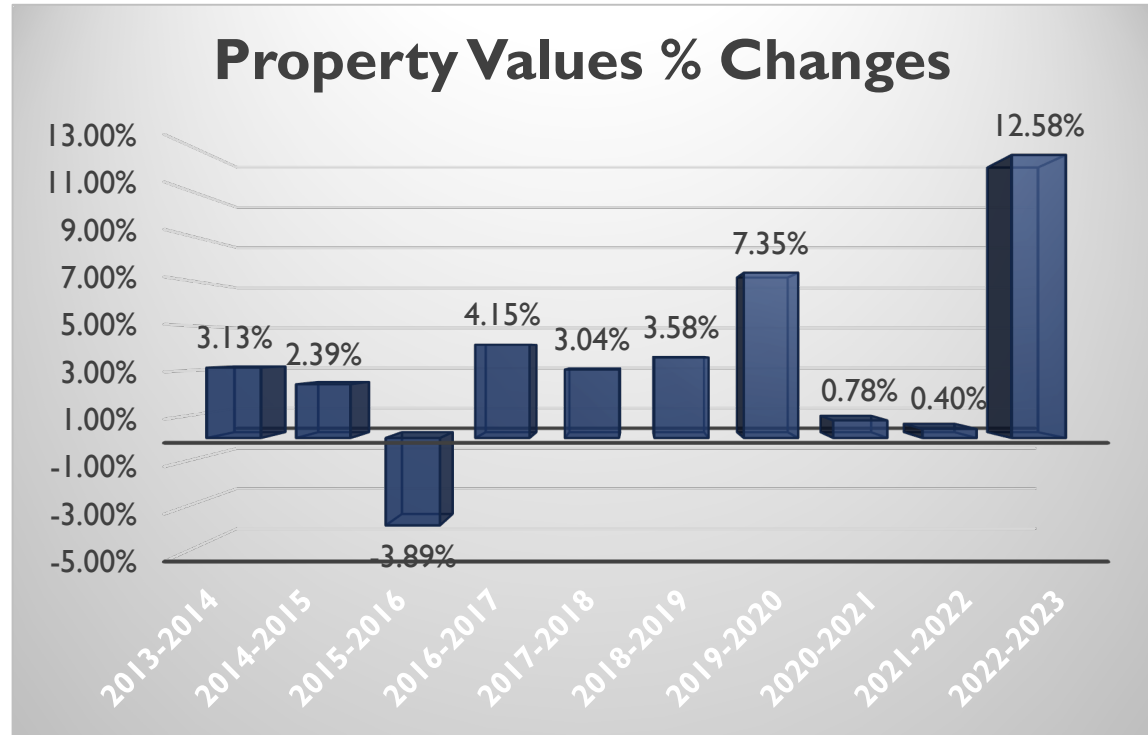


1. Property Values Update
2. State Foundation Revenues (ADA Adjustment)
3. Next Year Pay Increase Models
4. Solutions and ESSER Reclassifications
5. Summary of Proposed Employee Pay Increases

PROPERTY VALUES - HISTORY

Year	Assessed Value
2013-2014	5,373,232,460
2014-2015	5,501,477,818
2015-2016 (HS Exp \$15K to \$25K)	5,287,358,457
2016-2017	5,506,653,073
2017-2018	5,673,933,416
2018-2019	5,877,214,172
2019-2020	6,309,147,101
2020-2021	6,358,426,031
2021-2022	6,384,075,518
2022-2023 (Budget)	7,187,274,015

Notes for Budget Year: Values includes protested property values and still needs to be adjusted for the new Homestead Exemption (HS Exp) increase (\$25K to \$40K)

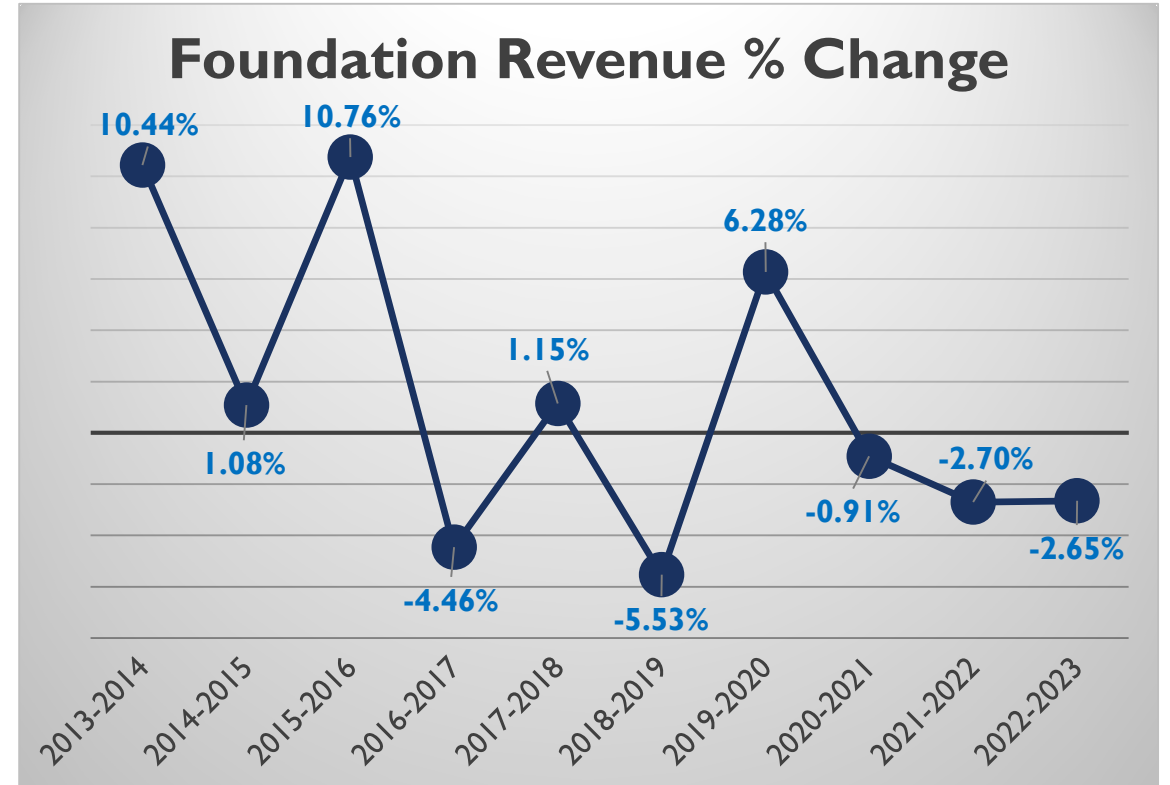


Funding Realities: When Property Values Increase and therefore Tax Revenue increase, TEA reduces Foundation Revenues



STATE FOUNDATION REVENUES HISTORY

Year	Refined ADA
2013-2014	\$302,089,732
2014-2015	\$305,347,222 (No Employee Raises)
2015-2016	\$338,207,310 (TRE)
2016-2017	\$323,117,154
2017-2018	\$326,845,724 (Reinstate I&S Tax Cents)
2018-2019	\$308,774,975
2019-2020	\$328,150,651 (House Bill 3)
2020-2021	\$325,177,609
2021-2022	\$303,381,984 + \$13.0 Million for ADA Adjustment
2022-2023 (Budget)	Estimated Reduction of \$8.4 Million



PAY INCREASE MODELS – 4 MODELS

Pay Groups	General Pay Increase Model 1		General Pay Increase Model 2		General Pay Increase Model 3		General Pay Increase Model 4	
	%	Amount	%	Amount	%	Amount	%	Amount
Teacher and Librarians	2.0%	\$4,209,468	3.0%	\$6,347,037	3.5%	\$7,646,814	\$5,000/8.6%	\$13,737,648
Counselors	2.0%	229,905	3.0%	344,858	3.5%	402,487	\$5,000/8.6%	988,592
Professional Instructional Support	2.0%	297,525	3.0%	423,757	3.5%	488,044	\$5,000/8.6%	1,101,117
Administrator Educator	2.0%	591,529	2.0%	591,529	2.0%	591,529	2.0%	591,529
Administrator Business Management	2.0%	138,841	2.0%	138,841	2.0%	138,841	2.0%	138,841
Technology - Certified	2.0%	18,842	2.0%	18,842	2.0%	18,842	2.0%	18,842
Technology - Classified	\$0.50/2.0%	38,580	\$0.75/2.5%	49,915	\$1.00/2.6%	64,728	\$1.00/2.6%	64,728
Police - Certified	2.0%	2,070	2.0%	2,070	2.0%	2,070	2.0%	2,070
Police - Classified	\$0.50/2.3%	224,251	\$0.75/4.6%	289,376	\$1.00/6.1%	341,889	\$1.00/6.1%	341,889
Clerical Administrative	\$0.50/3.1%	653,623	\$0.75/4.6%	815,291	\$1.00/6.1%	1,142,302	\$1.00/6.1%	1,142,302
Instructional Support	\$0.50/3.4%	712,540	\$0.75/5.0%	903,472	\$1.00/6.7%	1,131,071	\$1.00/6.7%	1,131,071
Auxiliary	\$0.50/3.5%	1,709,708	\$0.75/5.3%	2,009,543	\$1.00/7.0%	2,574,636	\$1.00/7.0%	2,574,636
Total		8,826,882		11,934,531		14,543,253		21,833,265
Estimated Benefits		1,324,032		1,790,180		2,181,488		3,274,990
Grand Total Pay Increase		\$10,150,914		\$13,724,711		\$16,724,741		\$25,108,255

Note for All Models: For Hourly Staff Members, % Increase is an Average for Each Particular Pay Group

RECOMMENDED PAY INCREASE (MODEL 3) BREAKDOWN BY FUND

	Fund	Fund	Fund	Fund	Fund	Fund	Fund	Fund	Fund	Fund	Fund	All Other		
	-	161	162	163	164	165	166	199	211	224	281	Federal		
Pay Groups	Food Service	School Deaf	State Comp	Bilingual	State CATE	Athletics	Special Ed	General Fund	Title I	Sp. Ed - Fed	ESSER II	Funds	Grand Total	By %
Teachers and Librarians	-	-	601,755	5,565	391,802	-	728,367	5,226,436	372,880	194,788	72,350	52,871	7,646,814	53.7%
Counselors	-	-	39,363	-	18,409	-	4,851	3,232	-	5,574	304,128	26,930	402,487	2.8%
Professional Instructional Support	-	-	18,484	-	-	37,569	233,449	105,655	49,008	40,476	-	3,403	488,044	3.4%
Administrator Educator	-	1,259	130,841	2,551	10,646	19,460	26,212	356,376	24,867	-	-	10,510	582,722	4.1%
Administrator Business Management	15,557	-	1,518	-	-	-	2,365	101,046	3,760	-	-	14,595	138,841	1.0%
Technology - Certified	-	-	-	-	-	-	-	20,793	-	-	-	-	20,793	0.1%
Technology - Classified	10,795	-	-	-	-	-	-	76,820	-	-	-	-	87,615	0.6%
Police - Certified	-	-	-	-	-	-	-	2,242	-	-	-	-	2,242	0.0%
Police - Classified	-	-	4,829	-	-	-	-	335,634	-	-	-	-	340,464	2.4%
Clerical Administrative	112,119	-	19,830	3,724	1,862	7,448	40,534	701,256	102,085	-	-	22,862	1,011,720	7.1%
Instructional Support	-	6,106	24,129	73,621	-	-	522,048	307,520	131,275	50,373	-	15,999	1,131,071	7.9%
Auxiliary	723,541	-	16,309	-	-	23,298	2,330	1,612,283	-	-	-	-	2,377,760	16.7%
Totals	862,012	7,365	857,061	85,461	422,718	87,774	1,560,156	8,849,293	683,875	291,211	376,478	147,170	14,230,573	100.0%
Benefits (Estimated 15%)	129,302	1,105	128,559	12,819	63,408	13,166	234,023	1,327,394	102,581	43,682	56,472	22,075	2,134,586	
Total Pay Increase	991,314	8,470	985,620	98,280	486,126	100,941	1,794,179	10,176,687	786,456	334,892	432,949	169,245	16,365,159	
Percentage by Funding	6.1%	0.1%	6.0%	0.6%	3.0%	0.6%	11.0%	62.2%	4.8%	2.0%	2.6%	1.0%	100.0%	
Last Updated 5-9-22														

Note: Breakdown is an estimate.

FUNDING SOLUTIONS AND RECLASSIFICATIONS

Amount of Shortfall	Explanation	2021-2022	2022-2023	2023-2024
General Fund Shortfall	Due to less Enrollment and ADA	\$30,000,000	\$8,400,000	\$8,400,000
	Pay Raise Projections	\$0	\$15,723,655	\$13,723,655
Total		\$30,000,000	\$24,123,655	\$22,123,655
Fund	Explanation	2021-2022	2022-2023	2023-2024
Local to ESSER II	Transfer all Counselor Salaries Fund 199 to ESSER (120 FTEs)	\$8,400,000	\$8,400,000	\$0
Local to ESSER III	Transfer staffing from Local to ESSER	\$18,000,000	\$9,600,000	\$18,000,000
Federal - Title I	1) Librarians \$3.3M & 2) Sweep campus budgets (\$1M) Rolling over 10%	\$4,300,000	\$3,399,000	\$3,500,970
State Comp.	1) \$400,000 technology purchased from 199 to State Comp. 2) Two Dyslexia supervisors (\$135,000), 3) Sweep campus budgets (\$261,000), 4) Sweep of fixed assets (\$1M), 5) Additional "extra" \$1M - Secondary Science Teachers	\$2,796,000	\$1,135,000	\$1,135,000
Local Funds	1) 10% Reduction of Department Budgets & 2) One Time Maintenance and Fine Arts Projects	\$0	\$1,100,000	\$1,100,000
Local Funds	Staff Reductions through Attrition	\$0	\$7,000,000	\$7,000,000
Total		\$33,496,000	\$30,634,000	\$30,735,970
Difference	Additional Savings	\$3,496,000	\$6,510,345	\$8,612,315

Funding Solutions



HISTORY OF HEALTH INSURANCE RATES

Plan Year	Provider	Employer Portion		Employee-Only Plan A		Employee-Only Plan B		Employee-Only Plan C	
		Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
2014-2015	BCBS	\$410.00	\$4,920.00	\$0.00	\$0.00	\$155.08	\$1,860.96	\$304.62	\$3,655.44
2015-2016	UHC	\$410.00	\$4,920.00	\$0.00	\$0.00	\$155.08	\$1,860.96	\$304.62	\$3,655.44
2016-2017	UHC	\$410.00	\$4,920.00	\$0.00	\$0.00	\$155.08	\$1,860.96	\$304.62	\$3,655.44
2017-2018	UHC	\$450.00	\$5,400.00	\$0.00	\$0.00	\$155.08	\$1,860.96	\$304.62	\$3,655.44
2018-2019	UHC	\$450.00	\$5,400.00	\$15.00	\$180.00	\$170.08	\$2,040.96	\$319.62	\$3,835.44
2019-2020	BCBS	\$615.00	\$7,380.00	\$15.00	\$180.00	\$170.08	\$2,040.96	\$319.62	\$3,835.44
2020-2021	BCBS	\$580.00	\$6,960.00	\$15.00	\$180.00	\$170.08	\$2,040.96	\$319.62	\$3,835.44
2021-2022	BCBS	\$580.00	\$6,960.00	\$15.00	\$180.00	\$170.08	\$2,040.96	\$319.62	\$3,835.44
2022-2023	BCBS	\$580.00	\$6,960.00	\$15.00	\$180.00	\$170.08	\$2,040.96	\$319.62	\$3,835.44

BCBS Blue Cross/Blue Shield

UHC United Healthcare

Note: Employee Portion of Health Insurance Rates have not changed since Fiscal Year 2018-2019

TEA COMMISSIONER: THINK FORWARD: AVOID ESSER – CAUSED FISCAL CLIFF

March 24, 2021 – Planning the Use of ESSER Funds (5 slides)

April 19, 2022 – Webinar: Budget Planning With ESSER Funds (36 slides)

1. Avoiding the ESSER Fiscal Cliff

- How are you building a budget for the long-term to avoid a sharp decline in funding when ESSER dollars expire?

2. Sustaining the ESSER Impact

- How are you organizing your resources in ways that enable new ways of working to continue long after ESSER dollars are exhausted?

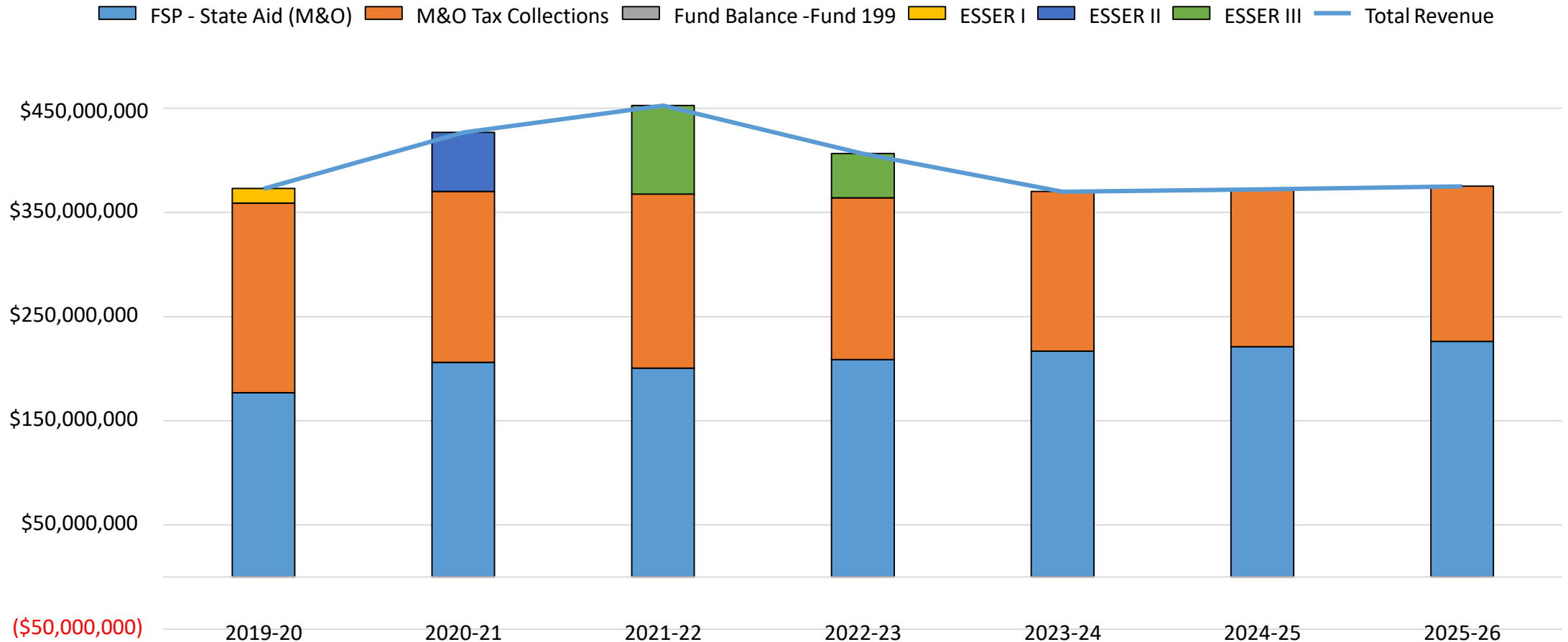
3. Seizing a unique opportunity

- Local Education Agencies (LEA) may supplant locally with ESSER funds.
- How are you crafting your fiscal strategy?



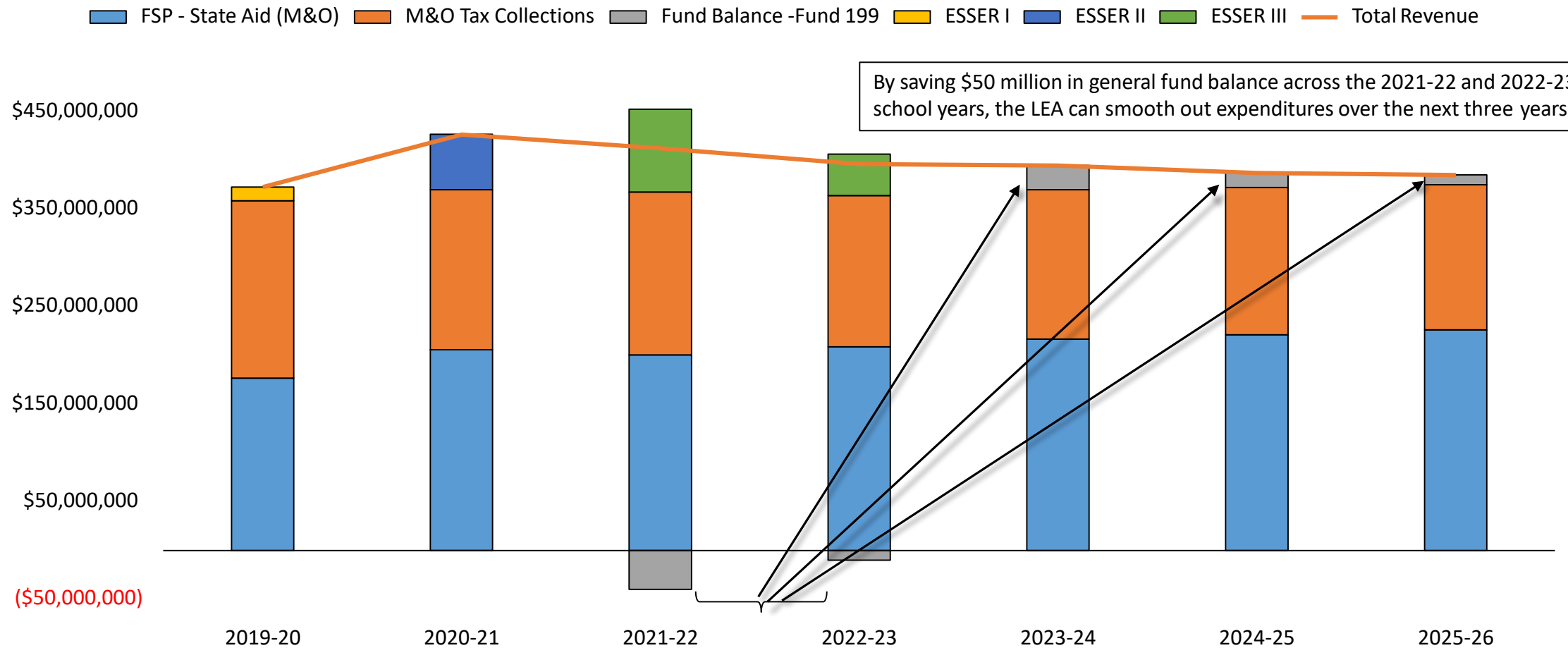
XYZ DISTRICT – EXPENDITURES W/FUNDING CLIFF

Without other adjustments, using ESSER III funds in the years funds are available **will create a funding cliff in 2023-2024.**



XYZ DISTRICT – EXPENDITURES W/ GLIDE PATH

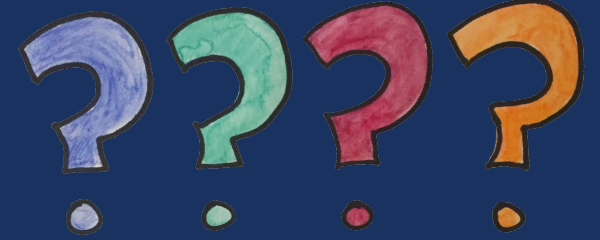
Maximizing ESSER III funds **before they expire** provides the LEA a way to **lessen the impact** of the loss of federal **stimulus funds** in future years and allows programs to extend further.



CLOSING COMMENTS - SUMMARY OF PROPOSED EMPLOYEE PAY INCREASES

- **Fact:** BISD Administration recognizes the need for teacher pay increases.
- As presented by TEA and the Commissioner of Education, maximizing ESSER funds **before they expire** provides the LEA **a way to lessen the impact of the loss of federal stimulus funds** in future years and allows programs to extend further.
- Proposed Teacher and Related Employee Groups – **One of the Largest** in Recent Years
- New Starting Teacher Pay Range of **\$50,000 – \$51,150**
- \$1.00 per hour pay raise for Hourly workers equates to a **(6.1% – 7.0%) percentage increase**
- ESSER, Title I, State Compensatory and other State and Federal Funds Sources are assisting with salaries and pay increases
- ESSER II and III are temporary “Gap Fillers” (Two Years Worth of Funding). Administration is planning ahead **to avoid a funding cliff. When ESSER grant funds expire.**
- Administration will continue to review positions based on district needs.
- Despite the challenges with the multiple factors impacting the budget, BISD will **offer ALL of its employees a pay increase.**

QUESTIONS???



- Thank you for your Time and Attention

