



Agenda of Workshop Meeting

The Board of Trustees Belton Independent School District

A Workshop Meeting of the Board of Trustees of Belton Independent School District will be held March 25, 2024, beginning at 5:00 PM in the Dragon Room, 400 N. Wall Street, Belton, TX 76513. One or more trustees may participate via video conference.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on the meeting notice.

1. **Call to Order**
2. **Public Comments**
3. **Board Workshop:**
 - A. Goal 5 Update: Budget & Compensation Overview 2
4. **Adjourn**

Goal 5 Update - Budget & Compensation Overview

Belton ISD Board of Trustees
Workshop - March 25, 2024



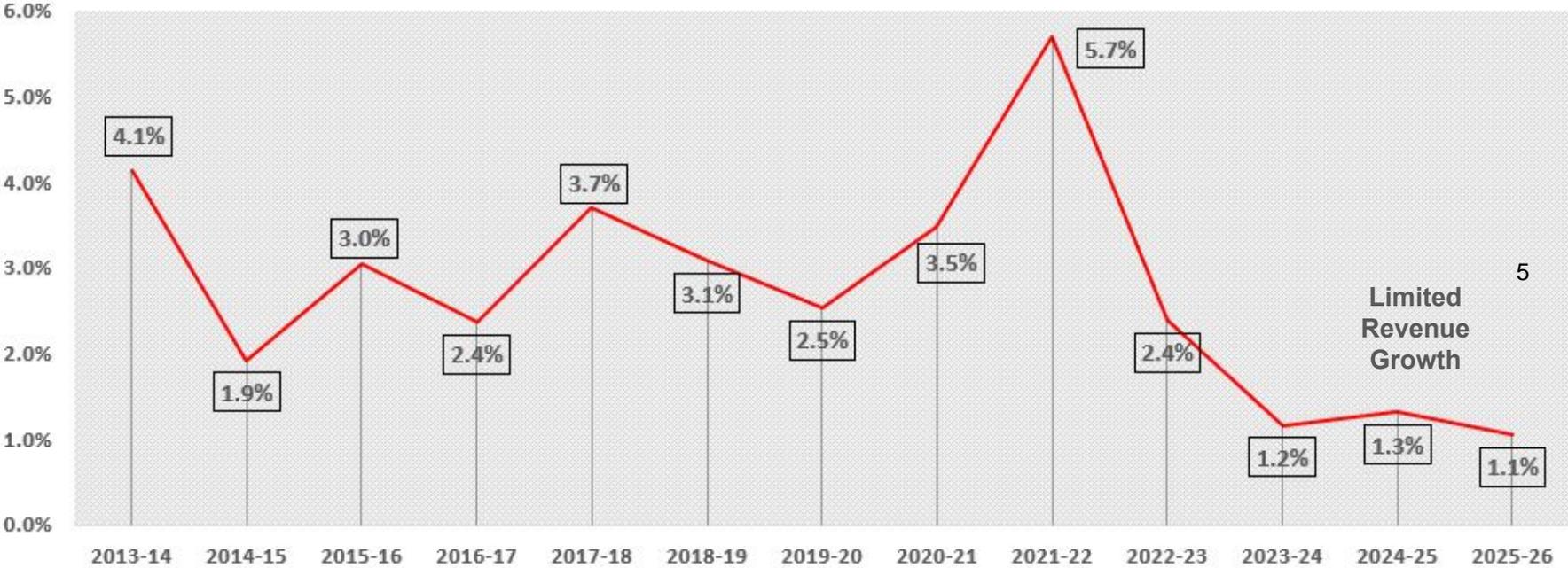
Engage in discussion regarding our preliminary assessment of budget outlook and market competitiveness.

Timeline

February	March	April	May	June	July	August
Release Campus & Dept Allocations	Goal 5 - Budget Workshop	Preliminary Values	Complete Campus & Dept Allocations	Approve Compensation Plan	Approve KPMs, DIP & CIP	Adopt Budget & Tax Rate
Staffing Review	Discuss/Approve Budget Assumptions	Staffing Review		Final DIP & CIP	Certified Values	
	Staffing Review				Draft Budget	

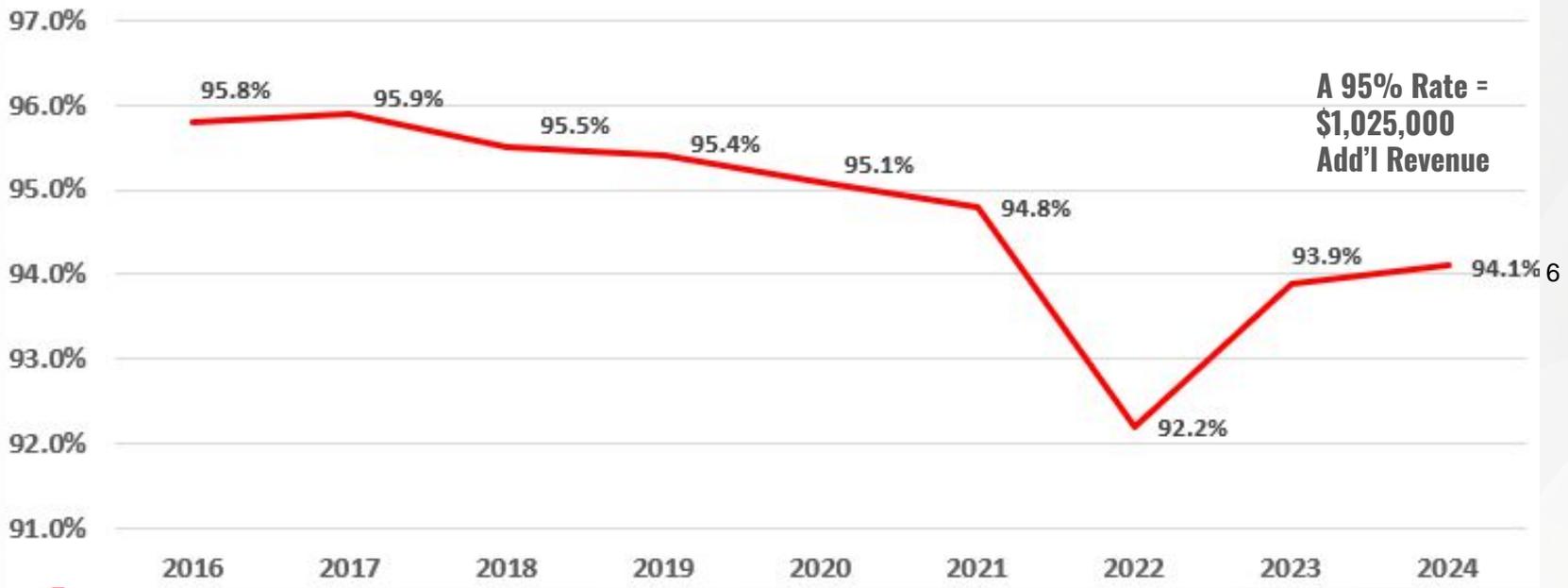


Enrollment Growth Year to Year

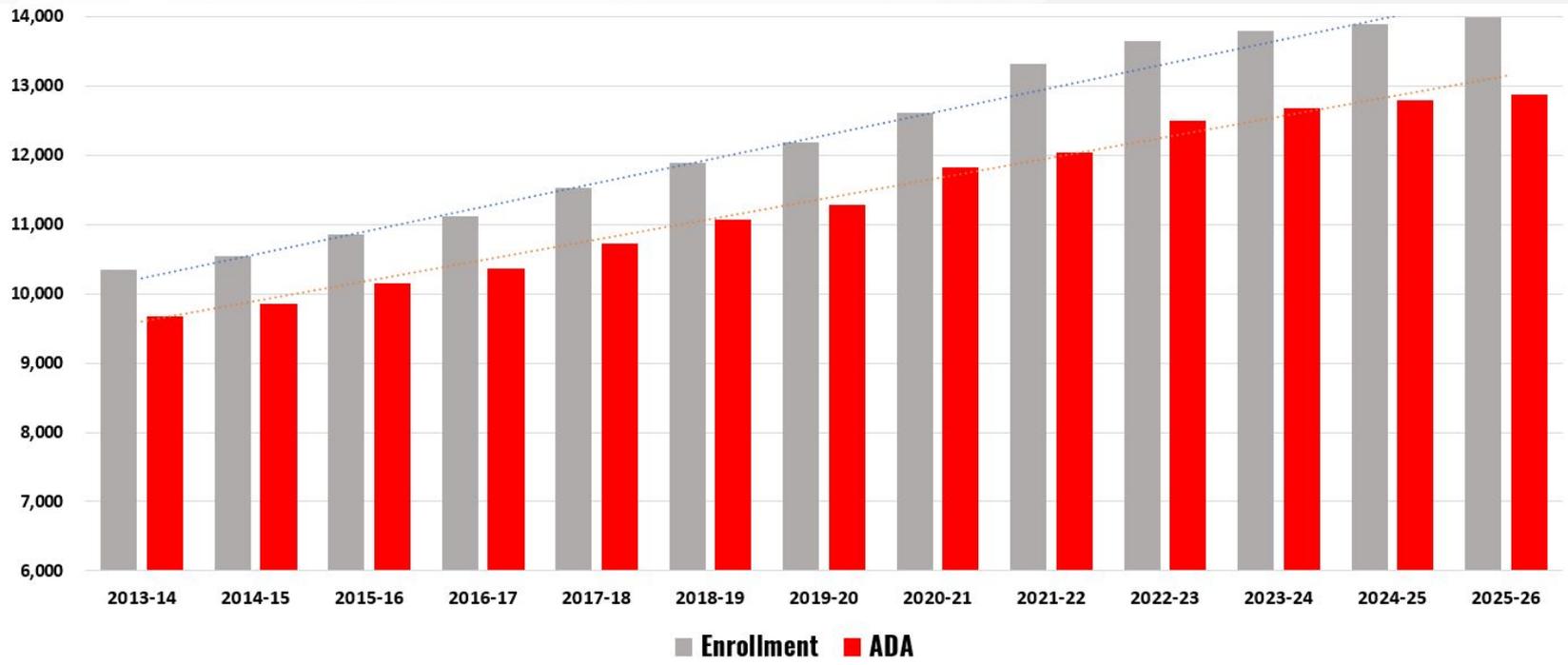


Attendance

Attendance Percentage



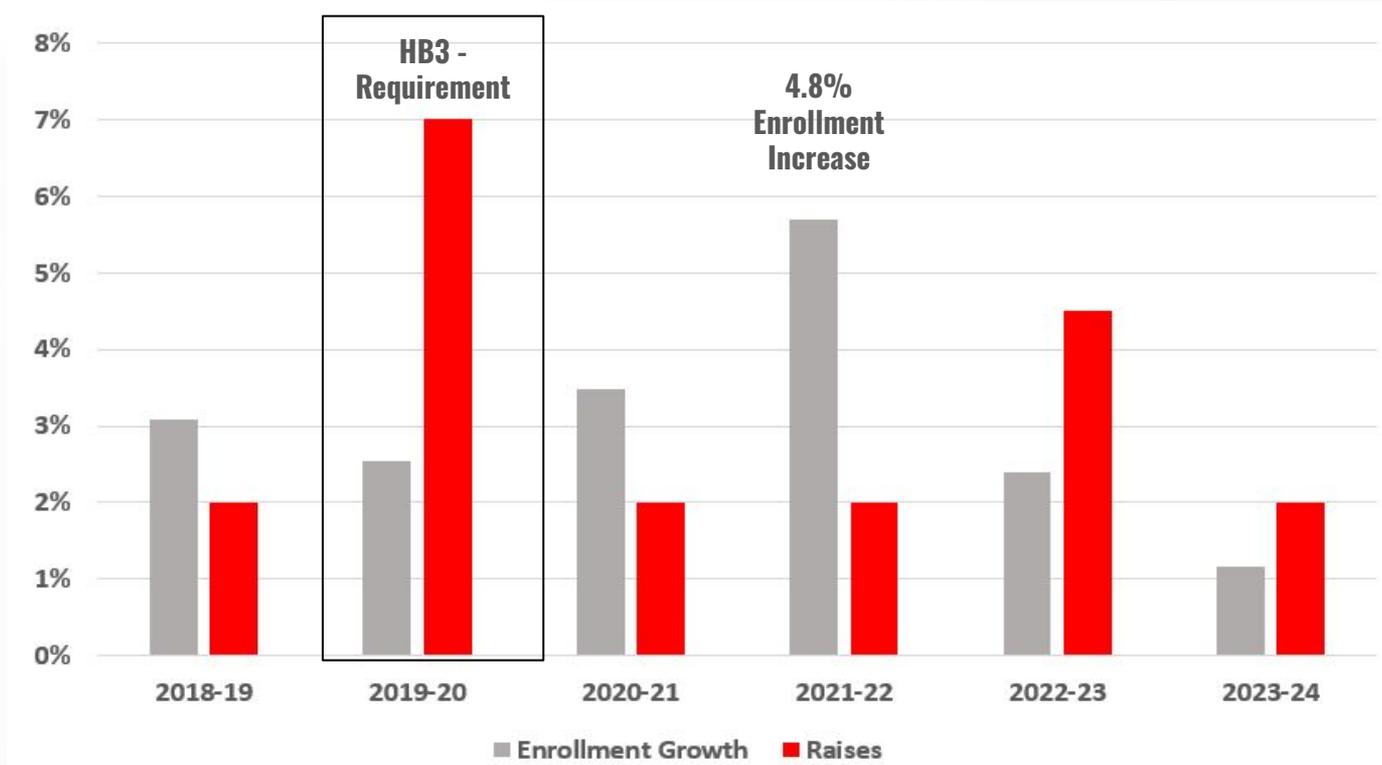
Enrollment vs ADA



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Raises vs Enrollment Growth



Original Budget vs Actual

	2017-18 Original Budget	2018-19 Original Budget	2019-20 Original Budget	2020-21 Original Budget	2021-22 Original Budget	2022-23 Original Budget	2023-24 Original Budget
Total Revenue	95,257,268	99,752,280	119,738,755	125,276,500	132,104,727	137,543,419	144,327,798
Total Expenditures	95,884,713	100,324,895	119,738,755	129,500,185	137,357,137	141,757,085	149,343,189
Change to Fund Bal	(627,445)	(572,615)	-	(4,223,685)	(5,252,410)	(4,213,666)	(5,015,391)

	2017-18 FY Actual	2018-19 FY Actual	2019-20 FY Actual	2020-21 FY Actual	2021-22 FY Actual	2022-23 FY Actual	2023-24 Revised Budget
Total Revenue	100,090,652	106,909,024	115,380,815	131,138,610	133,398,202	138,819,932	139,915,064
Total Expenditures	94,176,652	99,552,830	117,420,882	129,392,883	133,673,556	137,879,154	151,844,057
Change to Fund Bal	5,914,000	7,356,194	(2,040,067)	1,745,727	(275,354)	940,778	(11,928,993)

Fund Balance	32,397,564	39,753,760	37,713,692	39,459,420	39,184,066	40,124,844	28,195,851
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Enrollment vs Demographer Projections

Year	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Demographer	11,382	11,963	12,301	12,576	13,222	14,139	13,994	13,984	14,131
Enrollment	11,557	11,865	12,233	12,715	13,326	13,644	13,813	13,900	13,990
Enrollment Growth	4%	3%	3%	4%	5%	2%	1%	1%	10 1%
Difference	175	(98)	(68)	139	104	(495)	(181)	(84)	(141)
% Change	1.5%	-0.8%	-0.6%	1.1%	0.8%	-3.5%	-1.3%	-0.6%	-1.0%

Enrollment Avg of Snapshot Data & Third Week of May

Budgeting student growth increase of 100



ADA vs Enrollment

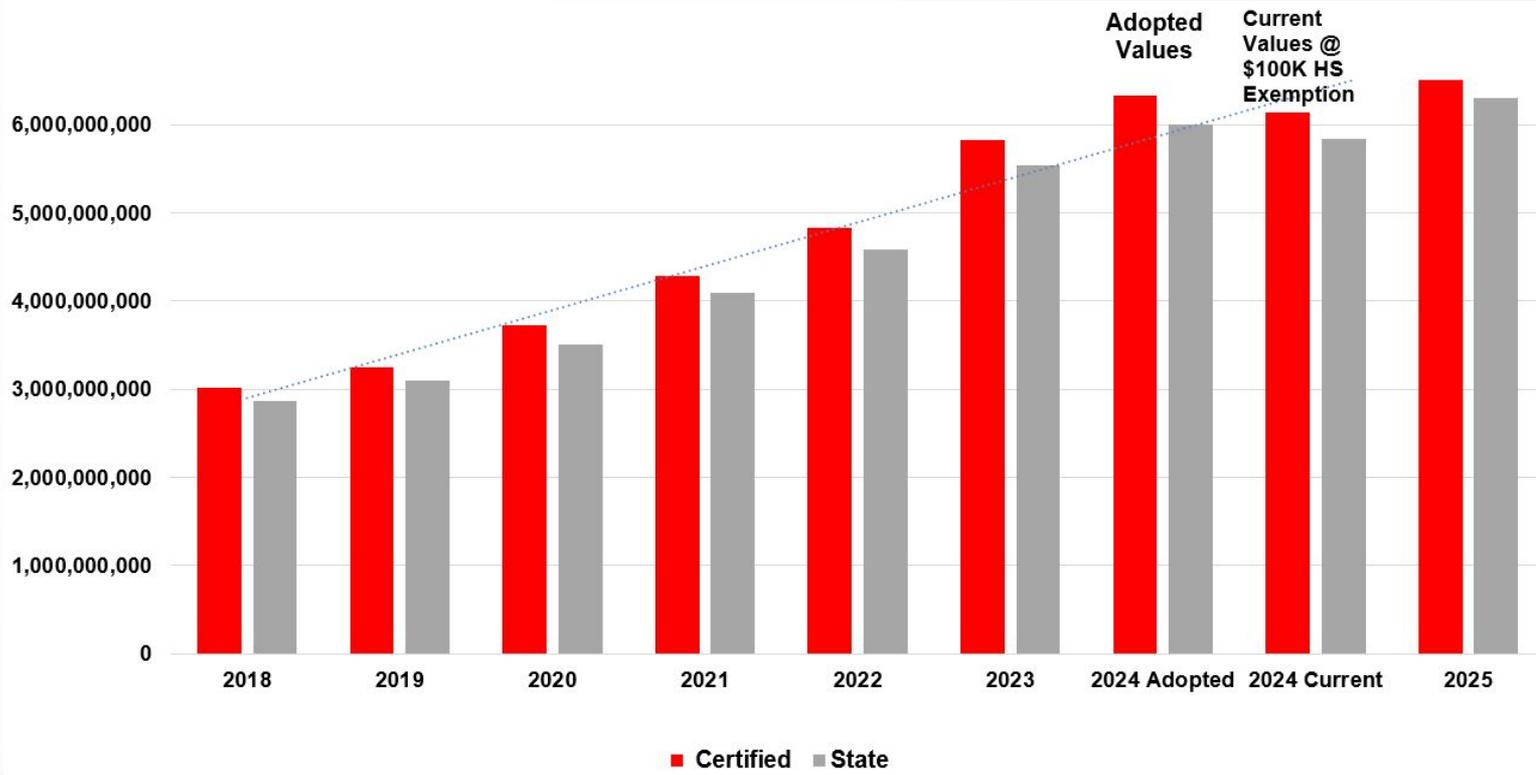
Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Enrollment	11,885	12,186	12,609	13,326	13,644	13,803	13,984	14,131
Reduction @ .6%							13,900	13,990
ADA	11,063	11,282	11,823	12,045	12,491	12,681	12,788	12,871
ADA as % of Enrollment	93.08%	92.58%	93.77%	90.39%	91.55%	91.87%	91.80%	91.80%

ADA % is not actual attendance rate

Budgeting student growth increase of 100



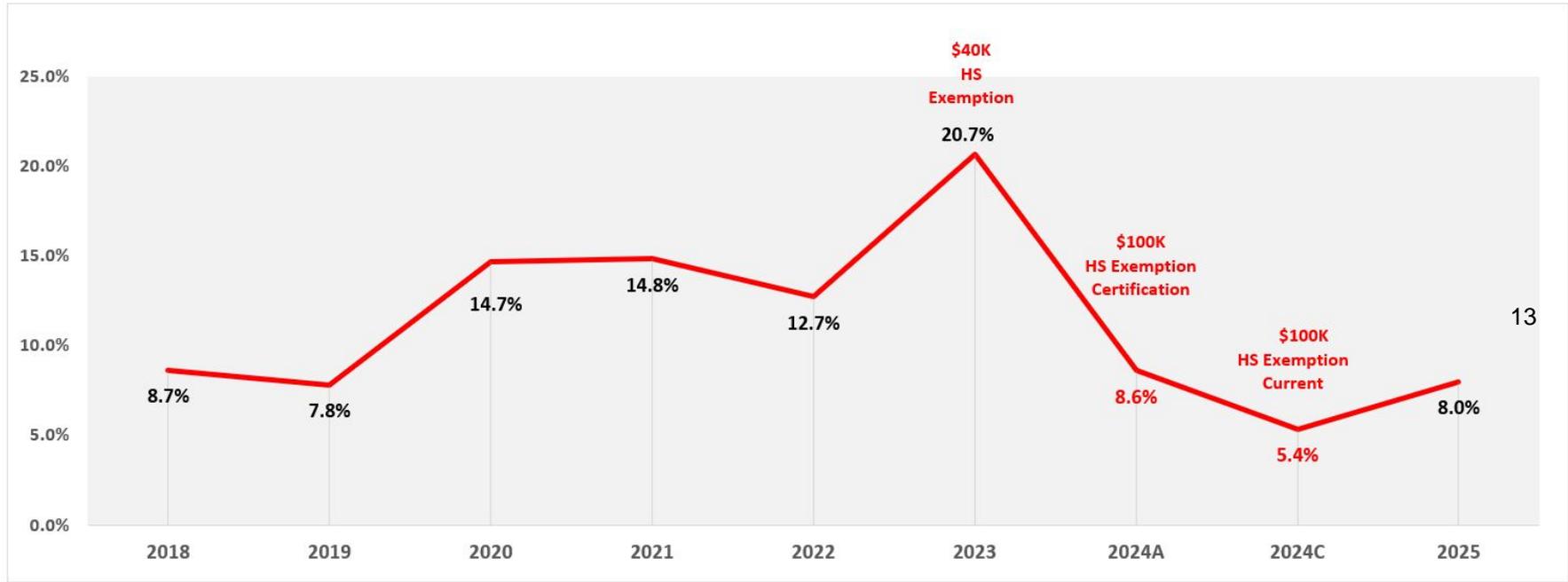
Taxable Values



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% Change in Local Value Year to Year



Change in Tax Levy

	<u>Certified Values @ Adoption</u>	<u>Values as of February 1, 2024</u>	<u>Change in Levy</u>
Freeze Adjusted Tax	\$ 63,943,185	\$ 61,604,028	\$ (2,339,157)
Over 65 Freeze Tax	<u>8,408,582</u>	<u>4,027,758</u>	<u>(4,380,824)</u>
Levy Total	\$ 72,351,767	\$ 65,631,786	\$ (6,719,981)

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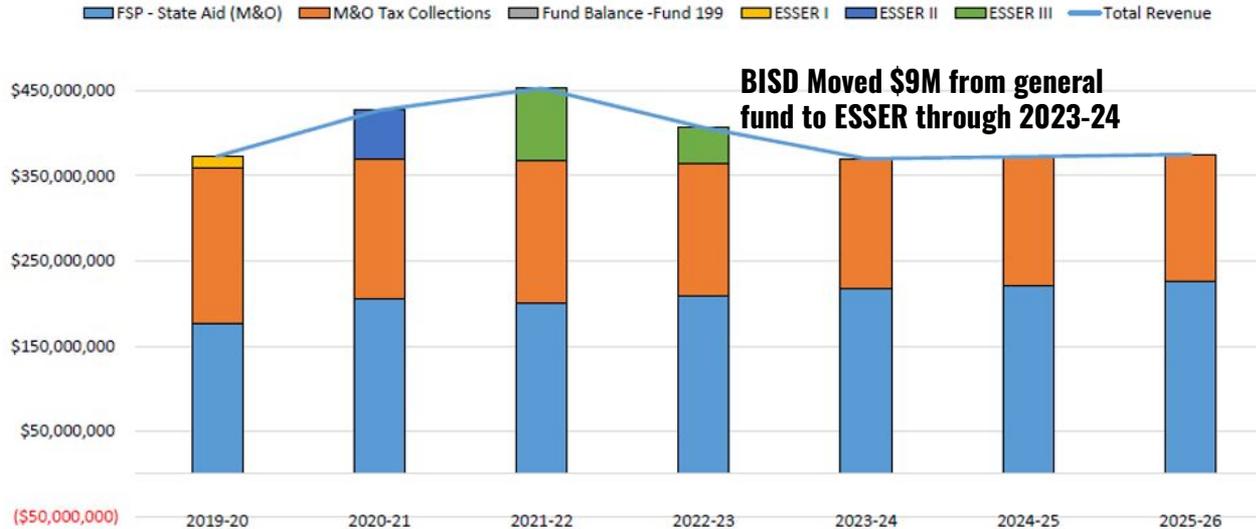
General Fund & Debt Service





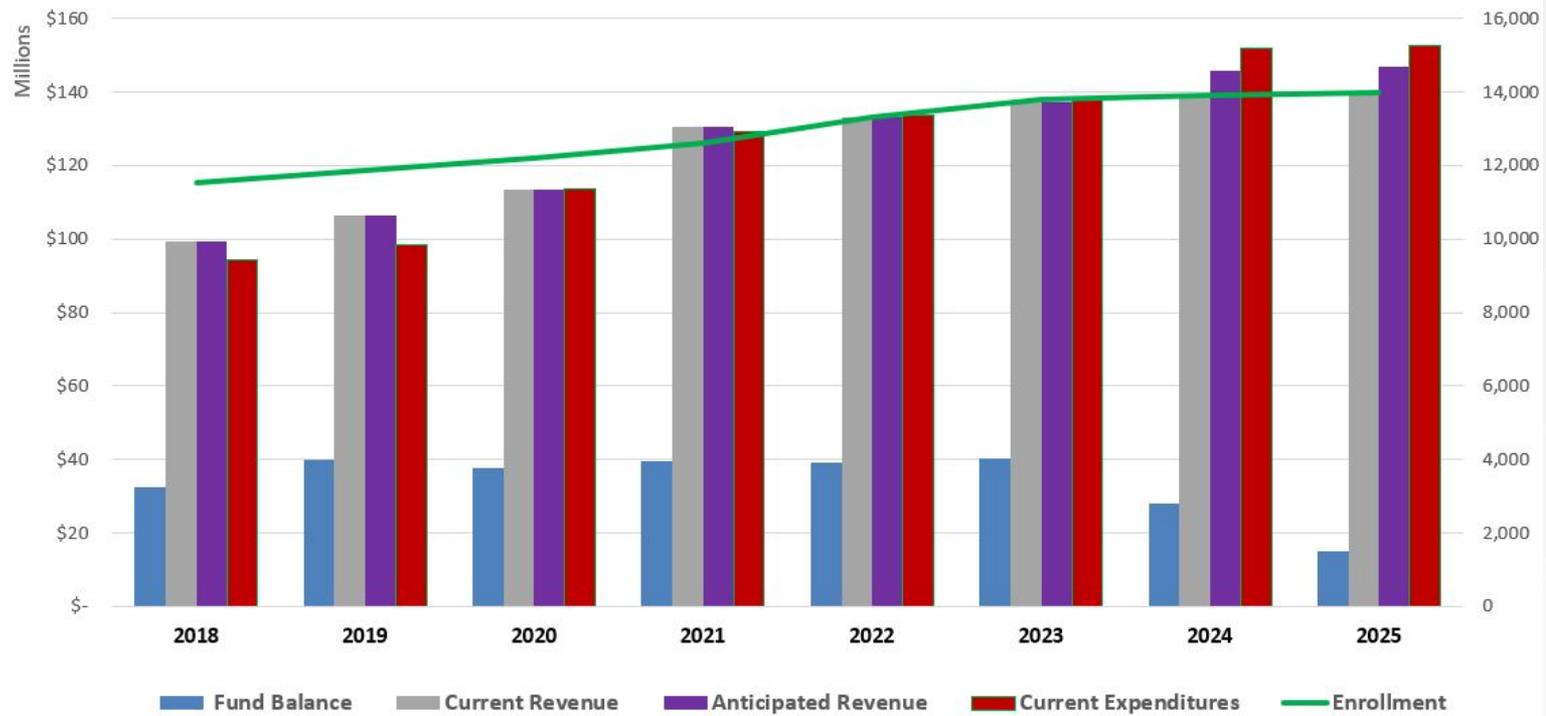
XYZ District – Expenditures w/ Funding Cliff

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



Budget Position

General Fund Revenues & Expenditures Compared to Enrollment



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Anticipated Revenue - Current Revenue = State's Reduction of Funding Sources

Historical Fund Balance

	2011	2012	2013	2014	2015	2016	2017
Revenue	\$67,470,245	\$69,122,747	\$ 73,875,452	\$81,714,801	\$85,994,241	\$89,974,673	\$94,505,144
Expenditures	\$65,887,746	\$74,267,597	\$ 73,323,352	\$80,034,125	\$86,003,726	\$88,131,590	\$91,264,806
Fund Balance	\$18,073,502	\$13,640,459	\$ 15,693,673	\$19,969,937	\$21,500,819	\$25,126,861	\$26,483,562
Fund Balance %	27%	18%	21%	25%	25%	29%	29%

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	2018	2019	2020	2021	2022	2023	2024
Revenue	100,090,652	106,909,024	115,380,815	131,138,610	133,398,202	138,819,932	139,915,064
Expenditures	94,176,652	99,552,830	117,420,882	129,392,883	133,673,556	137,879,154	151,844,057
Fund Balance	32,397,564	39,753,760	37,713,692	39,459,420	39,184,066	40,124,844	28,195,851
Fund Balance %	34%	40%	32%	30%	29%	29%	19%



Current Budget Situation

	2023-24 Revised Budget	2023-24 Current Budget Position	Changes	
5700	\$ 48,382,413	\$ 45,338,865	\$ (3,043,548)	- \$4.6M Freeze Collections + \$1.3M Interest Earnings + \$0.3M Athletic Revenues
5800	93,505,385	92,521,814	(983,571)	
5900	2,475,000	1,275,000	(1,200,000)	- \$1M Lower Enrollment
Revenue	144,362,798	139,135,679	(5,227,119)	- \$1.2M SHARS Reduction
Transfer Stadium Revenue	779,385	779,385	-	
6100	127,765,608	128,952,091	1,186,483	
6200	11,181,659	11,181,659	-	
6300	9,009,653	9,509,653	500,000	
6400	4,142,856	4,142,856	-	
6500	300,000	300,000	-	+ \$1.2M Retention Pay
6600	1,757,798	1,757,798	-	+ \$0.5M Hubbard Branch
Vacancy Factor	(4,000,000)	(4,000,000)	-	
Expenditures	150,157,574	151,844,057	1,686,483	
Surplus/(Deficit)	\$ (5,015,391)	\$ (11,928,993)	\$ (6,913,602)	
Fund Balance	\$ 35,109,453	\$ 28,195,851		
% Fund Balance	23%	19%		

Budget Moving Forward

	Before Raise Consideration	
	2024-25 Projected Budget	2025-26 Projected Budget
5700	\$ 47,812,854	\$ 50,955,006
5800	90,442,156	86,975,247
5900	1,275,000	1,275,000
Revenue	\$ 139,530,010	\$ 139,205,253
Transfer Stadium Revenue		
6100	132,533,015	132,533,015
6200	10,727,225	10,727,225
6300	8,842,654	8,842,654
6400	4,207,700	4,207,700
6500	-	-
6600	332,595	332,595
Vacancy Factor	(4,000,000)	(4,000,000)
Expenditures	\$ 152,643,189	152,643,189
Surplus/(Deficit)	\$ (13,113,179)	\$ (13,437,936)
Fund Balance	\$ 15,082,672	1,644,736
% Fund Balance	10%	1%
	\$ 31,800,664	\$ 31,800,664

+ \$3.3M ESSER Grant



Possible Strategies

Revenue Generating:

- Increase advertising fees
- Additional CTE courses
- Attendance
- Voter-approved tax rate election
- SHARS
- CCMR
- PEIMS audit

Expenditure Reductions:

- Positions through attrition
- Campus & departmental budgets
- Increase class size
- Retirement notice incentives
- Outsourcing services

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Fiscal year change to inflate fund balance temporarily. Does not change financial position overall.



FIRST Rating Implications

Average change in fund balance and number of days cash on hand indicators would begin to score below 10 points.

A	Superior Achievement	90 -100
B	Above Standard Achievement	80 - 89
C	Meets Standard Achievement	70 - 79
F	Substandard Achievement	< 70

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Local Budget Reductions

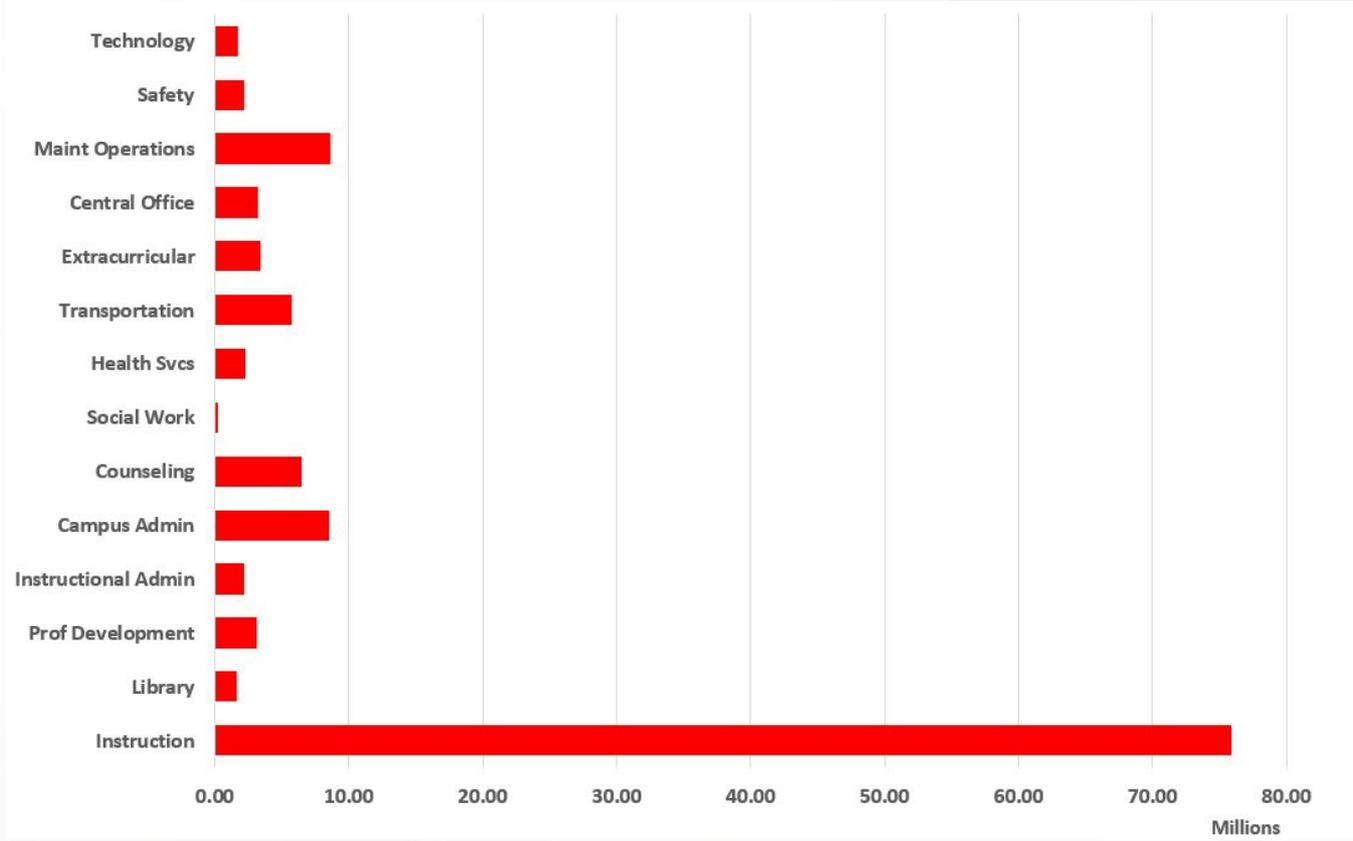
Total Campus & Departmental Budgets

\$ 26,099,256	\$ 26,099,256	\$ 26,099,256
1%	3%	5%
<hr/>		
\$ 260,993	\$ 782,978	\$ 1,304,963

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Payroll by Function

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Budget Assumptions

BELTON INDEPENDENT SCHOOL DISTRICT 2024-2025 INITIAL BUDGET ASSUMPTIONS

DATA ELEMENT	ASSUMPTION/PARAMETER	Initial
Student Enrollment:	Demographer's growth projection	13,984
	Student enrollment projection for staffing/funding	13,900
Average Daily Attendance Rate:	Based on student attendance for SY 2023 & 2024*	92.00%
Property Values:	Projected growth over prior year local net taxable values**	8%
Staff Pay Increase:	Pay increases to all staff (average) <i>(Increase is a conservative starting point - subject to change)</i>	TBD
Other compensation increases:	New positions due to growth (based on staffing guidelines)	TBD
	Market adjustments (as needed)	\$ -
Campus Allocations:	Per student allocation guidelines	\$ 1,900,000
Capital Projects	Set aside for facilities improvements	\$ 500,000
New Programs	Start up costs for new programs (as needed)	\$ -
Campus Improvement	Set aside for campus instructional improvement	\$ -
Employee Benefits:	Contribution towards insurance premiums	\$400 per
Tax Rate:	M&O rate (Current tax rate with additional compression anticipated)	\$ 0.75520
	I&S rate	\$ 0.39420
		<u>\$ 1.14940</u>

* This is not a refined average daily attendance rate

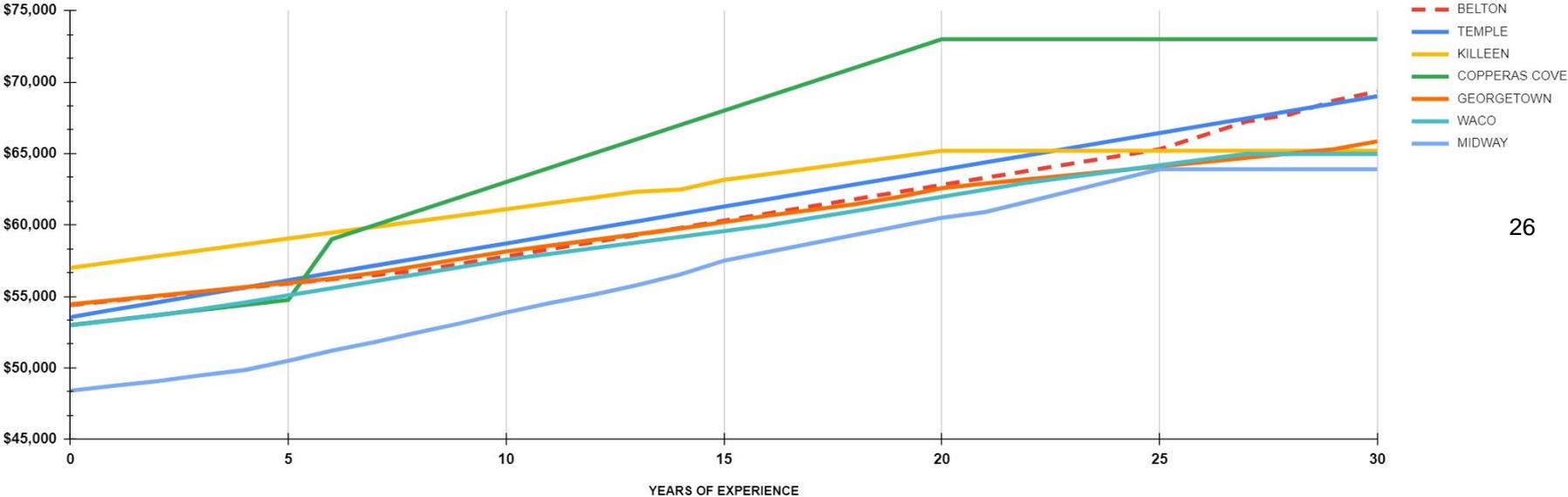
** Assumes \$100K Homestead Exemptions



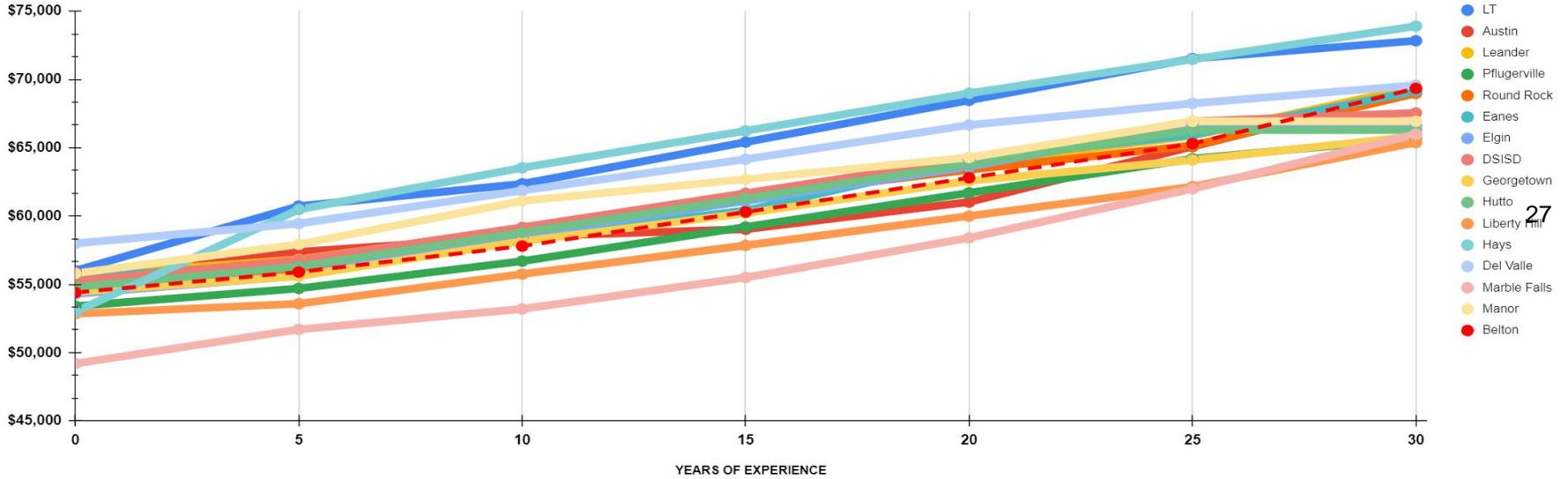
Market Comparisons



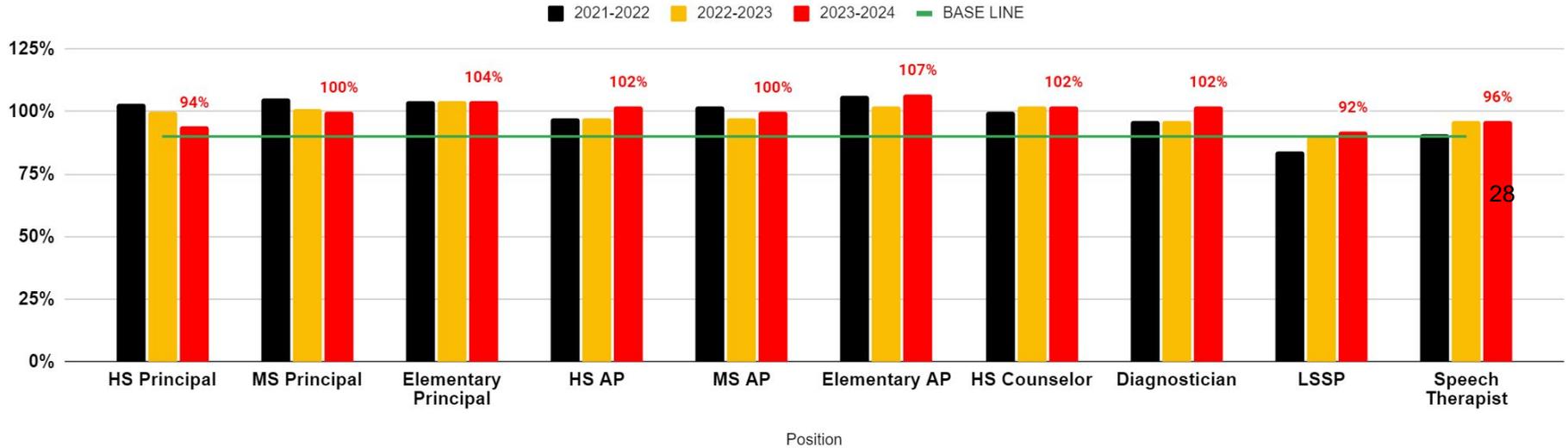
TEACHER MARKET COMPARISON - LOCAL



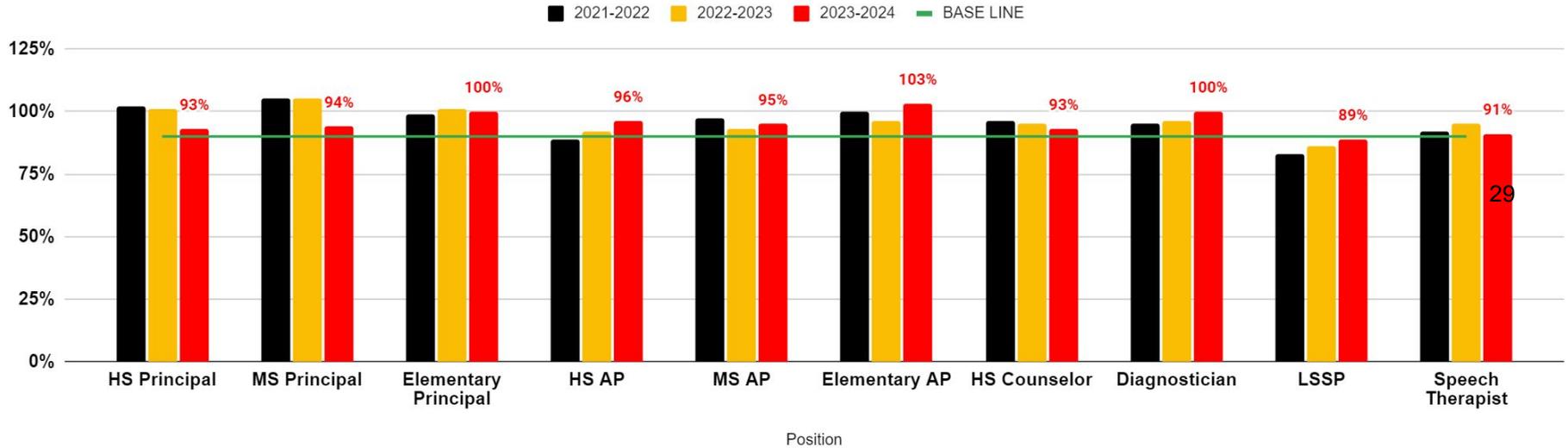
TEACHER MARKET COMPARISON - REGION



ADMINISTRATOR/PROFESSIONAL MARKET COMPARISON - LOCAL

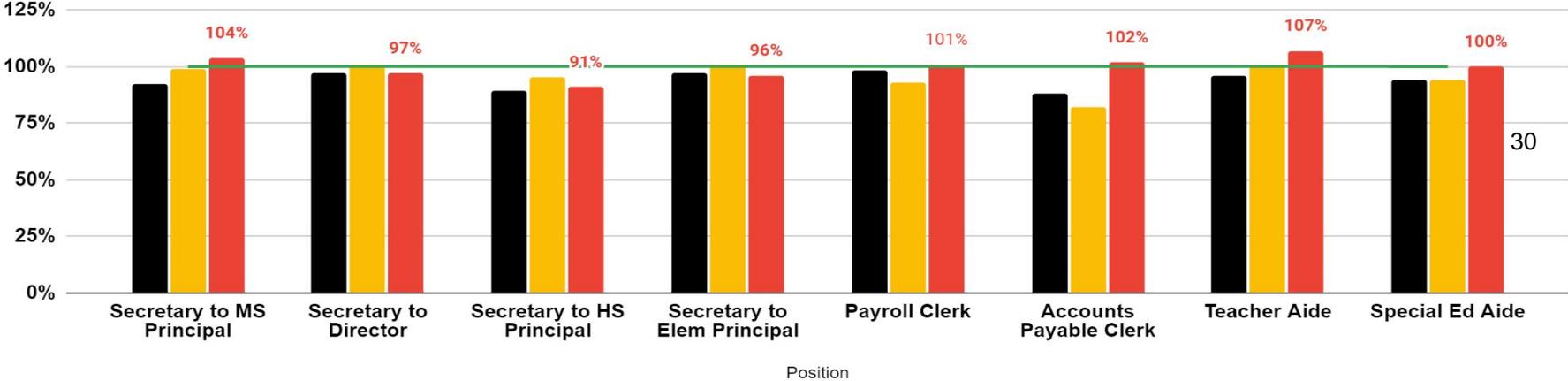


ADMINISTRATOR/PROFESSIONAL MARKET COMPARISON - DISTRICTS WITH ENROLLMENT 13,000 - 18,000



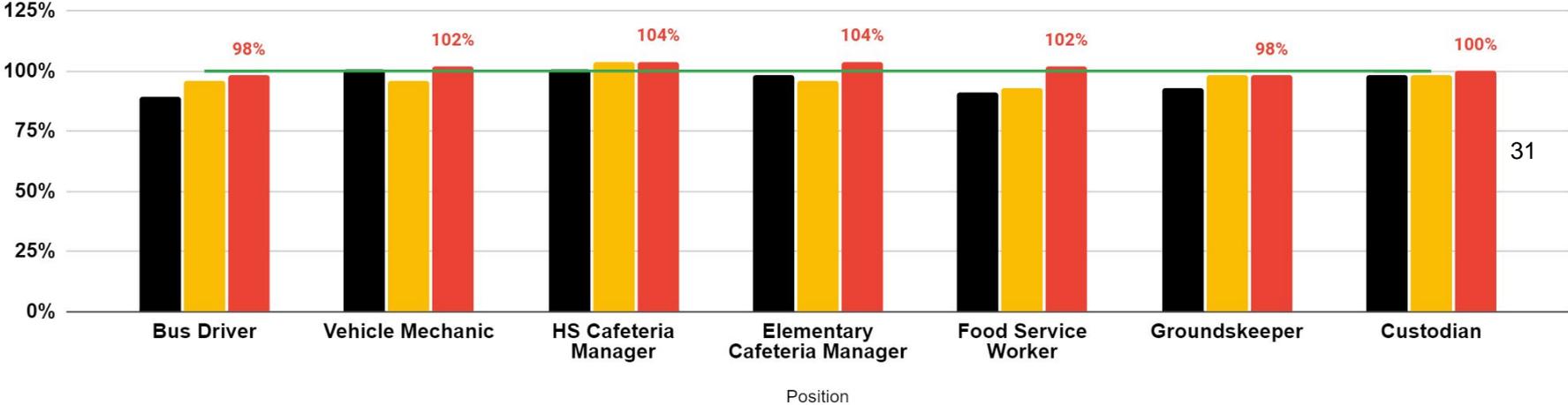
PARAPROFESSIONAL MARKET COMPARISON - LOCAL

2021-2022 2022-2023 2023-2024 BASE LINE



AUXILIARY MARKET COMPARISON - LOCAL

2021-2022 2022-2023 2023-2024 BASE LINE



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Salary Increase & New Position History

Year	Salary Increase	Percentage Increase	New Positions	Total
2017-2018	\$1,700,000.00	All Staff - 2%	\$1,100,000.00	\$2,800,000.00
2018-2019	\$1,700,000.00	All Staff - 2%	\$1,900,000.00	\$3,400,000.00
2019-2020	\$4,800,000.00	Teacher - 5.8% to 9%; other prof & Admin - 4%; Para & Aux - 6%	\$4,600,000.00	\$9,400,000.00 32
2020-2021	\$2,900,000.00	Admin/Prof - 2% (Market adjustments to admin); Para/Aux - 3%	\$11,400,000.00	\$14,300,000.00
2021-2022	\$1,900,000.00	All Staff - 2%	\$4,900,000.00	\$6,800,000.00
2022-2023	\$5,088,000.00	Admin -2%, Prof - 4%; Para/Aux - 6%	\$4,550,000.00	\$9,638,000.00
2023-2024	\$4,311,935.00	Admin - 2%; Prof - 2%; Para & Aux - \$1/hr; Nutrition - \$2/hr	\$2,700,000.00	\$7,011,935.00



Salary Increase Cost

- 1% all positions = \$1,084,231
- 2% all positions = \$2,177,838
- 2% all admin & prof; \$1/hour for paras and aux = \$ 3,174,574
- 2.9% teachers; 2% all other admin & prof; \$1/hour for paras & aux = \$4,016,577

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Health Insurance Cost

- Anticipate health insurance premium increase
- Average increase last year was \$58/month
- Cost of a \$50/month increase is \$1,000,000

