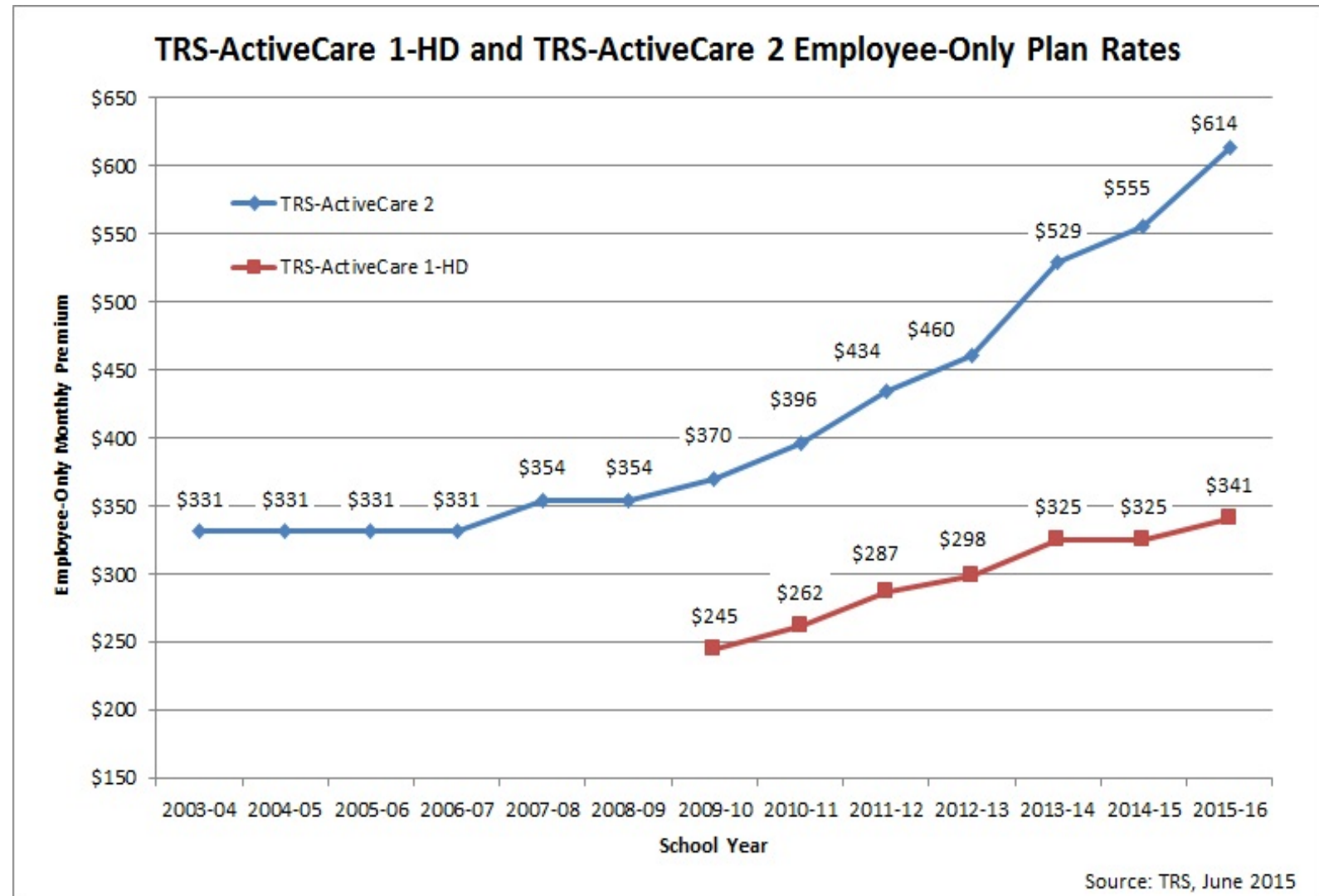


Trends in MISD Employee Pay

- 2012/2013
 - Third consecutive year of no employee pay raises of any type.
- 2013/2014
 - All qualifying staff received a 5% retention stipend paid half in December 2013 and half in May 2014
- 2014/2015
 - Current pay scale was unfrozen for teachers, counselors, librarians, and RN's. Staff in this group on step 25 or above received a \$600 retention stipend. All other qualifying staff received a 3% retention stipend paid half in December 2014 and half in May 2015.
- 2015/2016
 - Current pay scale remained unfrozen for teachers, counselors, librarians, and RN's. Staff in this group on step 25 or above and other employees classified as administrative received a \$1,000 retention stipend paid half in December 2015 and half in May 2016. \$0.25 per hour raise for hourly employees.

A Look Ahead: Payroll and Staffing

- TRS contribution rate for employees on the rise.
 - 2017/2018 – 7.7%
 - 2016/2017 – 7.72%
 - 2015/2016 – 7.2%
 - 2014/2015 – 6.7%
 - 2013/2014 – 6.4%
- Monthly cost of TRS Active Care has increased each year. 2016/2017 rates will not be available until later this summer.





2016-2017 TRS-ActiveCare POS II Rates and Benefit Changes Changes Effective September 1, 2016

TRS-ActiveCare 1-HD Premium Changes

Coverage Tier	2015-2016 Premiums	2016-2017 Premiums
Employee Only	\$341.00	\$341.00
Employee & Spouse	\$914.00	\$914.00
Employee & Child(ren)	\$615.00	\$615.00
Employee & Family	\$1,231.00	\$1,231.00

TRS-ActiveCare 1-HD Benefit Changes

Benefit	2015-2016 Plan Year	2016-2017 Plan Year
Deductible	Individual - \$2,500 Family - \$5,000	No changes
Out-of-Pocket Maximum	Individual - \$6,450 Family - \$12,900	Individual - \$6,550 Family - \$13,100

Gross monthly premiums before state and district contributions

TRS-ActiveCare Select Premium Changes

Coverage Tier	2015-2016 Premiums	2016-2017 Premiums
Employee Only	\$473.00	\$484.00
Employee & Spouse	\$1,122.00	\$1,147.00
Employee & Child(ren)	\$762.00	\$779.00
Employee & Family	\$1,331.00	\$1,361.00

Gross monthly premiums before state and district contributions

TRS-ActiveCare Select Benefit Changes

Benefit	2015-2016 Plan Year	2016-2017 Plan Year
Deductible	Individual - \$1,200 Family - \$3,600	No changes
Out-of-Pocket Maximum	Individual - \$6,600 Family - \$13,200	Individual - \$6,850 Family - \$13,700
Retail Maintenance (after 1 st fill, up to 31-day supply)		
Generic	\$25 copay	\$35 copay
Preferred Brand	\$50 copay	\$60 copay
Non-Preferred Brand	50% coinsurance	50% coinsurance

TRS-ActiveCare 2 Premium Changes

Coverage Tier	2015-2016 Premiums	2016-2017 Premiums
Employee Only	\$614.00	\$645.00
Employee & Spouse	\$1,478.00	\$1,552.00
Employee & Child(ren)	\$992.00	\$1,042.00
Employee & Family	\$1,521.00	\$1,597.00

Gross monthly premiums before state and district contributions

TRS-ActiveCare 2 Benefit Changes

Benefit	2015-2016 Plan Year	2016-2017 Plan Year
Deductible	Individual - \$1,000 Family - \$3,000	No changes
Out-of-Pocket Maximum	Individual - \$6,600 Family - \$13,200	Individual - \$6,850 Family - \$13,700
Retail Maintenance (after 1 st fill, up to 31-day supply)		
Generic	\$25 copay	\$35 copay
Preferred Brand	\$50 copay	\$60 copay
Non-Preferred Brand	\$80 copay	\$90 copay

A Look Ahead: Payroll and Staffing

- 2017/2018
 - Transition from 11 to 7 campuses
 - Staffing ratios could be adjusted and FTE's reduced
 - Excess administrative and support staff scenario:

	2015/2016 Current Positions	2016/2017 Projected Positions	2017/2018 Potential Positions	Excess Positions	Midpoint on Pay Scale	Potential Savings
Counselor	14	14	10	(4)	\$41,500	\$166,000
Librarian and Library Aides	15	15	7	(8)	\$17,533	\$140,264
School Nurses	13	13	9	(4)	\$22,912	\$91,648
Assistant Principals*	20	20	14	(6)	\$45,815	\$274,890
Principal Secretary	12	12	8	(4)	\$25,916	\$103,664
Principals	12	12	8	(4)	\$75,330	\$301,320
	86	86	56	(30)		\$1,077,786
					15% Benefits	\$161,668
*Includes Assistant Principals, Associate Principals, and Academic Deans					Total	\$1,239,454

A Look Ahead: Payroll and Staffing

- 2016/2017 Staffing Reductions
 - Reduce Counselor Positions from 14 to 13
 - Absorb 2 Librarian Positions
 - Absorb 3 ARD Facilitator Positions

Raise Scenarios

- Scenario - Step for teachers on new pay scale (Matrix #1); 3% for all others, market adjustment for instructional aides and child nutrition

5700 LOCAL REVENUE	24,708,417
5800 STATE PROGRAM REVENUE	13,359,242
5900 FEDERAL PROGRAM REVENUE	495,000

R -----	38,562,659

6100 PAYROLL COSTS	32,260,010
6200 PROFESSIONAL & CONTRACTED SERVICES	4,455,759
6300 SUPPLIES & MATERIALS	2,378,086
6400 OTHER OPERATING EXPENSES	920,687
6600 CAPITAL OUTLAY	70,593

E -----	40,085,135

INCREASE (DECREASE) IN FUND BALANCE	(1,522,476)

Preliminary Options for Reducing Deficit

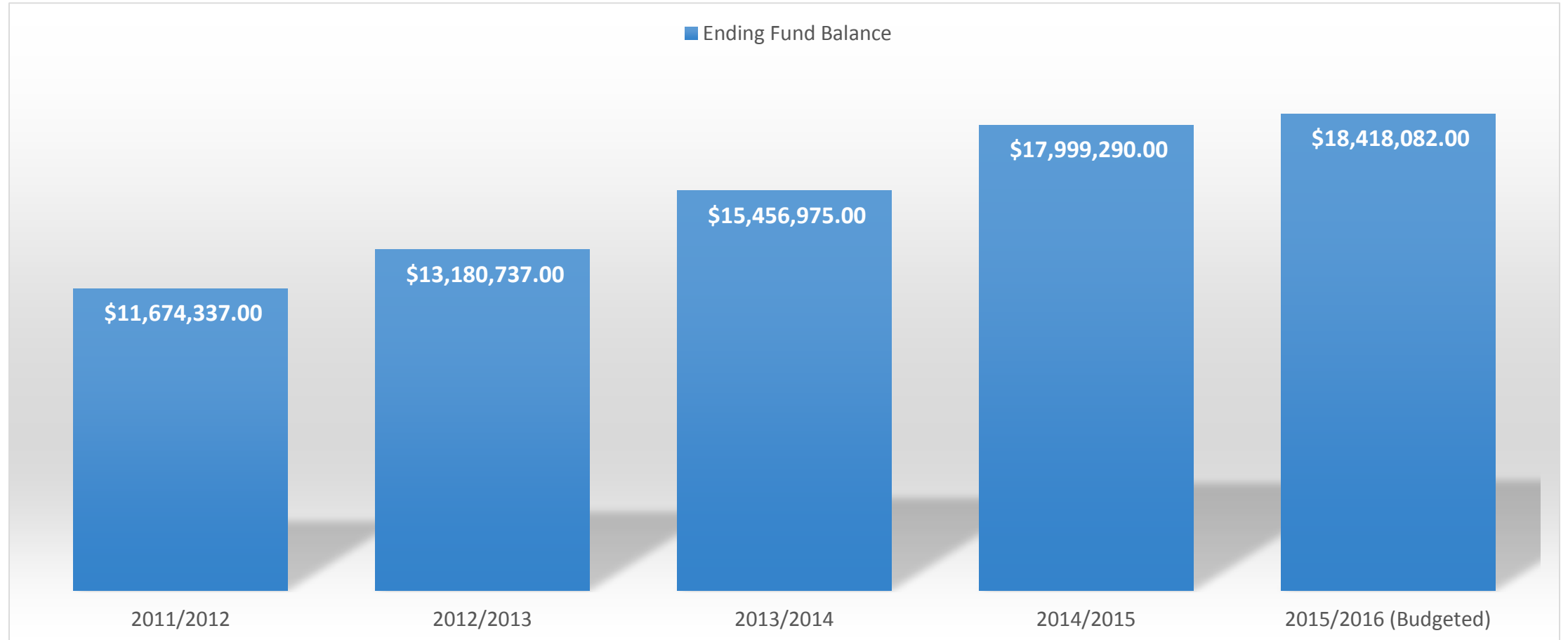
Bring custodial services in-house (estimate)	\$ 300,000
Postpone updating library collections to 2017/2018	\$ 195,300
Reduce technology allocation	<u>\$ 150,000</u>
	<u>\$ 645,300</u>

Additional Budget Request

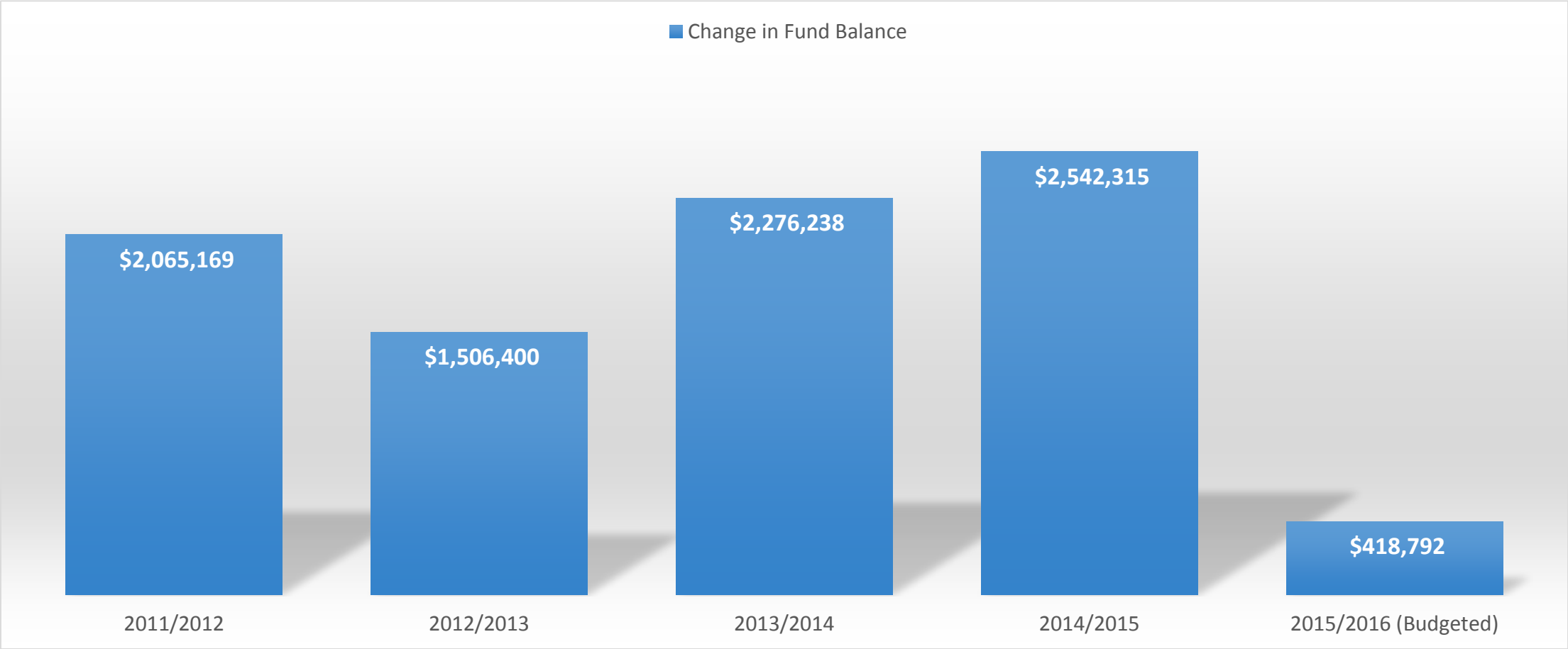
AVID - Expansion to MJHS 8th grade (Approved 6/20/2016)	66,765.00
Computer Listening Stations for Band Hall	7,000.00
Case Management Reporting Software	18,000.00
Instrument Classroom Sets - Fine Arts	20,000.00
Manlift - Maintenance	25,000.00
Repaint MHS Gym	29,940.00
YA Tittle Fieldhouse Parking	30,000.00
Box Truck for Band	30,000.00
MHS Gym Bleachers	30,000.00
Stadium Lighting	30,000.00
CTE - Van	45,000.00
F-350 Super Duty Diesel - Band	45,000.00
2 Maintenance Trucks	50,000.00
JH Officer and car	86,750.00
DARE Officer and Car	86,750.00
Specialized Bus	92,000.00
K9 Officer	105,250.00
3 Vans - Transportation	180,000.00
4 Route Buses	360,000.00
HS Auditorium Lighting and Sound Upgrade	532,460.00
	<u>1,869,915.00</u>

Fund Balance

Five Year Comparison of Fund Balance



Five Year Change in Fund Balance



Fund Balance Analysis

The TEA's recommendation is to maintain 3 - 4 months operating in fund balance.

	Marshall ISD	TEA Recommended	Excess Fund Balance
2015/2016 Fund Balance	\$18,418,082	\$12,375,700	\$6,042,382
Current Monthly Operating	\$3,093,925	\$3,093,925	\$3,093,925
Months in Operation	5.95	4	1.95

- Marshall ISD is projected to have 5.95 months of operations in fund balance at the close of 2015/2016.