



# NISD Financial Update

February 28, 2022

# Budget Workshop Agenda

- 2022-23, 2023-24, 2024-25 Revenue Projections
- Staffing Budget Priorities
- Documentation of Priorities
- Executive/Principal Recommendations
- Running Total of Decisions



# Future Revenue Projections



# Future Projections

<b>Forecasted Revenue</b>	<b><u>2022-2023</u></b>	<b><u>2023-2024</u></b>	<b><u>2024-2025</u></b>	<b><u>2025-2026</u></b>
<b>M&amp;O Rev From State</b>	\$24,482,166	\$21,328,314	\$14,396,800	\$12,991,600
<b>Gross M&amp;O Rev from Local Taxes</b>	\$247,051,220	\$281,638,390	\$321,067,765	\$366,017,252
<b><u>Recapture</u></b>	<b><u>\$32,480,761</u></b>	<b><u>\$47,753,956</u></b>	<b><u>\$70,711,530</u></b>	<b><u>\$95,666,812</u></b>
<b>Net Total State/Local M&amp;O Revenue</b>	<b>\$239,052,625</b>	<b>\$255,212,748</b>	<b>\$264,753,035</b>	<b>\$283,342,040</b>
<b>Yearly Increase</b>	<b>\$16,161,400</b>	<b>\$16,160,123</b>	<b>\$9,540,287</b>	<b>\$18,589,005</b>

# Looking Forward: 2022-2023 Budget

- HB 3 designed to provide a more equal funding to students across the state. Fast growth districts were going to pay less in recapture since the tax rate would be compressed. **Additional funding would come from the growth of students.**
- However, Northwest ISD has grown so rapidly that it has maxed out compression and recapture will begin to rise very quickly. The district will increase its revenue net of recapture – but only at the level of student growth.
- The district will need to increase its budget at approximately **\$8,600 per additional student.**
- 2,000 additional students, the district should realize an increase of  $(2,000 * \$8,600 =)$  **\$17,200,000.**
- NISD should operate where payroll is approximately 80% of revenue. Additional expense towards staff for the following fiscal year should be around  $(80% * 17,200,000 =)$  **\$13,760,000.**



# 2022-2023 NISD Revenue Estimate (January)

Ultimately show \$17 million growth for 2000 students

	Current Template 2021-2022	Projected Currently <b>2022-2023</b>
Revenue		
Local *	\$216,711,596	\$247,051,220
State **	\$16,729,842	\$24,015,877
Total Revenue Budget	<b>\$233,441,438</b>	<b>\$271,067,097</b>
Recapture	<u>\$10,550,215</u>	<u>\$31,000,000</u>
Revenue Net of Recapture	<b>\$222,891,223</b>	<b>\$240,067,097</b>

Projected Next Year – Current Template = Increase for 2000 Students Net of Recapture  
 \$239,619,097 - \$222,891,223 = \$17,175,874

Increase in Revenue \* Percentage of Payroll = Total Dollar Increase for Payroll  
 \$17,200,000 \* 80% = \$13,760,000

# Staffing Budget Priorities



# 2022-2023 Budget Assumptions Expenses

- Campus Staffing Formulas
- Pay Raise – 3%
- Growth Positions
- GE Pay Increase
- Program Staffing Increases
- Campus/Department Non-Payroll
- Balanced Budget





# Documentation of Priorities



# 2022-2023 Staffing Ratios (Current)

<b>Current Staffing Ratios</b>	<b>Additional Teachers</b>	<b>Budget Impact</b>
<u><b>Elementary</b></u> K        22:1 1 <sup>st</sup> -4 <sup>th</sup> 24:1 5 <sup>th</sup> 25:1	+50	\$3,300,000
<u><b>Middle School</b></u> 165:1	+7	\$462,000
<u><b>High School</b></u> 165:1	+18	\$1,188,000
<b>Total</b>	<b>+75</b>	<b>\$4,950,000</b>

\*Projections include teaching staff only

# 2022-2023 Staffing Ratios

Reducing Class Sizes to 22:1 for K-2















Current Staffing Ratios	Additional Teachers	Budget Impact
<b><u>Elementary</u></b>	+50	\$3,300,000
K 22:1		
1 <sup>st</sup> -2 <sup>nd</sup> 22:1	+18	\$1,188,000
3 <sup>rd</sup> -4 <sup>th</sup> 24:1		
5 <sup>th</sup> 25:1		
<b><u>Middle School</u></b>	+7	\$462,000
165:1		
<b><u>High School</u></b>	+18	\$1,188,000
165:1		
<b>Total</b>	<b>+93</b>	<b>\$6,138,000</b>

<b>Raise Scenarios &amp; Adjustments</b>	<b>Budget Increase</b>
.5%	\$863,000
1%	\$1.7 M
2%	\$3.45 M
<b>3%</b>	<b>\$5.2 M</b>

# Pay Increase History

YEAR	RAISE
2021-2022	1.5% Midpoint
2020-2021	1% Midpoint
2019-2020	4% Midpoint (T/C/N/L > 6 yrs) 3% Midpoint (T/C/L/N < 6 yrs) 3% Midpoint Non-Administrative Staff 2% Midpoint Administrative Staff
2018-2019	2% Midpoint
2017-2018	2% Midpoint

# Comparison of Teacher Salaries in the Western Metroplex School Year 2021 - 2022 | BA / BS Degree

YEAR		0	YEAR		5	YEAR		10	YEAR		15	YEAR		20	YEAR		25	YEAR		30
1	Everman	60008	1	Everman	61880	1	Irving	64678	1	Arlington	65900	1	Arlington	68400	1	Arlington	70400	1	HEB	74528
2	HEB	58500	2	HEB	61058	2	Everman	64064	2	Everman	65832	2	Everman	68120	2	Irving	70298	2	Ft Worth	74485
3	Arlington	58400	3	Ft Worth	60927	3	Arlington	63400	3	Irving	65698	3	Ft Worth	67664	3	HEB	70224	3	Irving	74348
4	Mansfield	58300	4	Arlington	60900	4	HEB	63033	4	Ft Worth	65477	4	Irving	67348	4	Everman	70200	4	Everman	73632
5	Aledo	58100	5	Irving	60448	5	Ft Worth	62980	5	Grand Prairie	64902	5	HEB	67336	5	Ft Worth	69825	5	Arlington	73400
6	Ft Worth	58000	6	Castleberry	60075	6	Grand Prairie	62635	6	HEB	64581	6	Grand Prairie	66906	6	Grand Prairie	68722	6	Mansfield	72296
7	Joshua	57959	7	Mansfield	59735	7	Castleberry	62169	7	Keller	63991	7	Keller	66030	7	Kennedale	68059	7	Keller	71995
	Castleberry	57900	8	Aledo	59700	8	Kennedale	61733	8	Kennedale	63730	8	Kennedale	65781	8	Keller	67736	8	Azle	71717
9	Lake Worth	57500	9	Crowley	59590	9	Aledo	61600	9	Aledo	63400	9	Aledo	65400	9	Mansfield	67391	9	Kennedale	71531
10	Grand Prairie	57250	10	Grand Prairie	59109	10	Keller	61596	10	Castleberry	63169	10	Castleberry	65169	10	Crowley	67281	10	Crowley	71348
11	EMS	57120	11	Lake Worth	59000	11	Mansfield	61456	11	Lake Worth	63150	11	Lake Worth	64750		EMS	67194	11	EMS	71305
12	Crowley	57090	12	Keller	58915	12	Alvarado	61206	12	Mansfield	63061	12	Mansfield	64491	12	Castleberry	67119	12	Grand Prairie	71222
13	Birdville	57000	13	Joshua	58759	13	Lake Worth	61150	13	Alvarado	62766	13	EMS	64380	13	Aledo	66900		Castleberry	71143
14	Burleson	56800	14	EMS	58400	14	Crowley	61066	14	EMS	62500	14	Crowley	64355	14	Birdville	66511	14	Joshua	71043
14	Keller	56800		Birdville	58106		Joshua	60485	15	Crowley	62221	15	Alvarado	64354	15	Lake Worth	66370		Northwest	70100
16	Irving	56727	16	Carroll	57805	16	EMS	60400	16	Joshua	62085	16	Birdville	64011		Northwest	66350	16	Birdville	69813
	Northwest	56500	17	Alvarado	57552	17	Birdville	60031		Birdville	61911		Burleson	63752	17	Alvarado	66287	17	Aledo	69625
18	Carroll	56100	18	Kennedale	57500	18	Burleson	59540	18	Carroll	61595	18	Carroll	63606	18	Burleson	66128	18	Burleson	69584
19	Alvarado	56000		Northwest	57450	19	Carroll	59470	19	Burleson	61214	19	Joshua	63473	19	Carroll	65632	19	Cleburne	69421
19	Kennedale	56000	20	Burleson	57298	20	Grapevine	60146	20	Grapevine	61676		Northwest	62700	20	White Sett	65250	20	Carroll	69193
21	Grapevine	55600	21	Cleburne	56936	21	Weatherford	59009		Northwest	60700	21	Cleburne	62497	21	Cleburne	65097	21	Alvarado	68988
22	Cleburne	55000	22	Grapevine	57520		Northwest	58950	22	Weatherford	60409	22	White Sett	62450	22	Joshua	64976	22	Grapevine	69280
23	White Sett	54600	23	Azle	56228	23	Cleburne	58436	23	Cleburne	60236	23	Weatherford	62249	23	Azle	64715	23	Weatherford	67599
24	Azle	54100	24	White Sett	55900	24	Azle	58137	24	Azle	59410	24	Grapevine	63646	24	Weatherford	64569	24	Granbury	67477
25	Duncanville	53000	25	Weatherford	55178	25	White Sett	57150	25	White Sett	58700	25	Azle	62169	25	Glen Rose	63863	25	Glen Rose	67021

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1	Everman	61008	1	HEB	63299	1	Irving	66188	1	Arlington	67400	1	Arlington	69900	1	Irving	72308	1	Irving	76858
2	HEB	60500	2	Everman	62880	2	HEB	65914	2	Irving	67208	2	HEB	69498	2	HEB	72224	2	HEB	76625
3	Mansfield	60462	3	Arlington	62400	3	Everman	65064	3	Everman	66832	3	Irving	69358	3	Arlington	71900	3	Ft Worth	75991
4	Arlington	59900	4	Mansfield	61993	4	Arlington	64900	4	HEB	66739	4	Everman	69120	4	Ft Worth	71407	4	Arlington	74900
5	Aledo	59100	5	Irving	61982	5	Ft Worth	64022	5	Ft Worth	66672	5	Ft Worth	68985	5	Everman	71200	5	Everman	74632
6	Ft Worth	59000	6	Ft Worth	61957	6	Mansfield	63725	6	Grand Prairie	65902	6	Grand Prairie	67906	6	Alvarado	69836	6	Mansfield	74565
7	Joshua	58959	7	Crowley	61190	7	Grand Prairie	63635	7	Mansfield	65330	7	Keller	67030	7	Grand Prairie	69722	7	(Ctrl)	72995
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11	Lake Worth	58500	12	Keller	59915	12	Keller	62596	12	Lake Worth	64150	12	Crowley	65955	12	EMS	68694	12	Kennedale	72531
12	Northwest	58500	13	EMS	59900	13	Lake Worth	62150	13	EMS	64000	13	EMS	65880	13	Northwest	68350	13	Grand Prairie	72222
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15	Grand Prairie	58250	15	Birdville	59606	15	Birdville	61531	15	Birdville	63411	15	Birdville	65511	15	Birdville	68011	15	Northwest	72100
16	Irving	58227	16	Northwest	59450	16	Joshua	61485	16	Joshua	63085	16	Burleson	65252	16	Aledo	67900	16	Joshua	72043
17	Keller	57800	17	Carroll	58805	17	Grapevine	61146	17	Burleson	62714	17	Alvarado	65168	17	Burleson	67628	17	Birdville	71313
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20	Grapevine	56600	20	Kennedale	58500	20	Carroll	60470	20	Carroll	62595	20	Carroll	64606	20	Carroll	66632	20	Aledo	70625

# Staffing Formulas – Elementary School

- 900+ Students
- Additional Assistant Principal
- Additional Counselor





# Staffing Formulas – Middle School

- No changes proposed



# Staffing Formulas – High School

- 3000+ Students
- Additional Assistant Principal
- Additional Counselor
- Additional Registrar
- Additional Assistant Principal Secretary



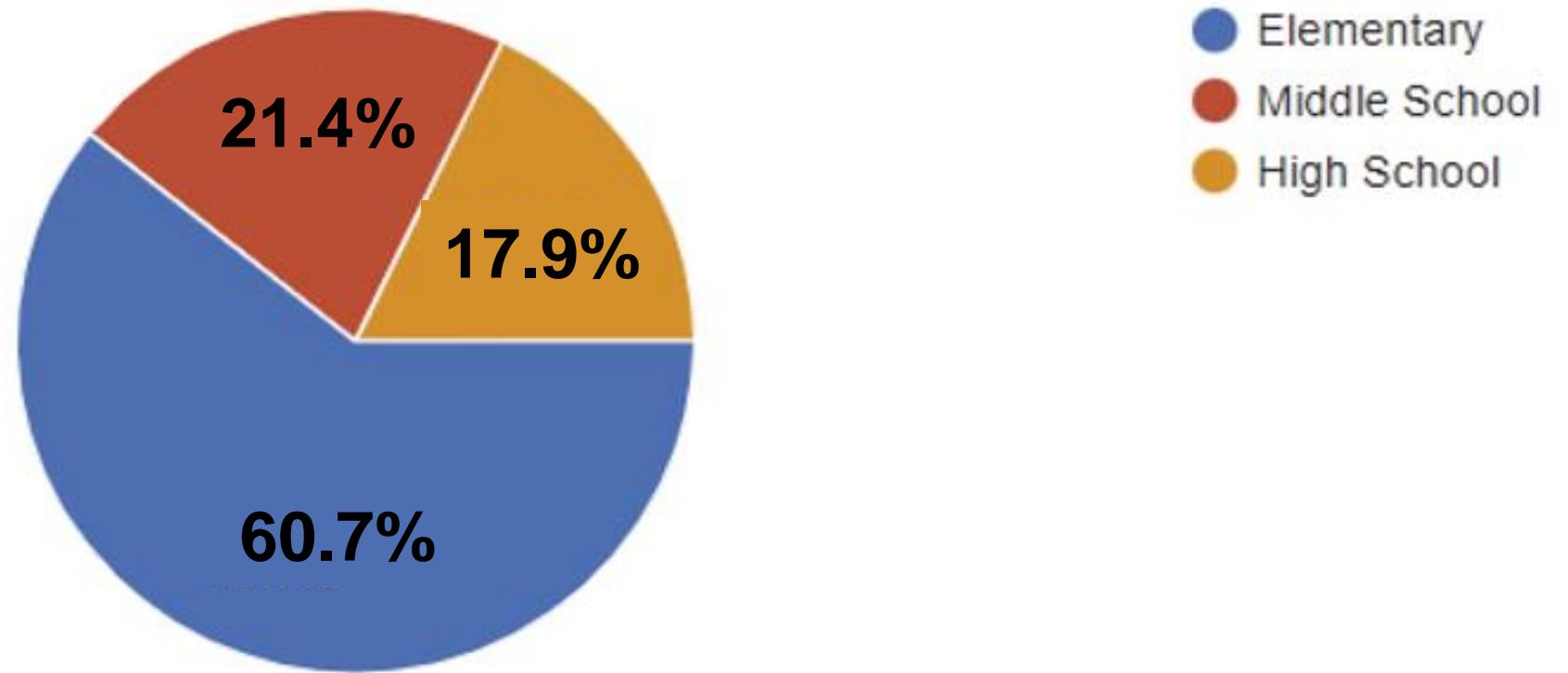
# Executive / Principal Recommendations



# Principal Feedback ~ Budget Priorities

## Campus Level

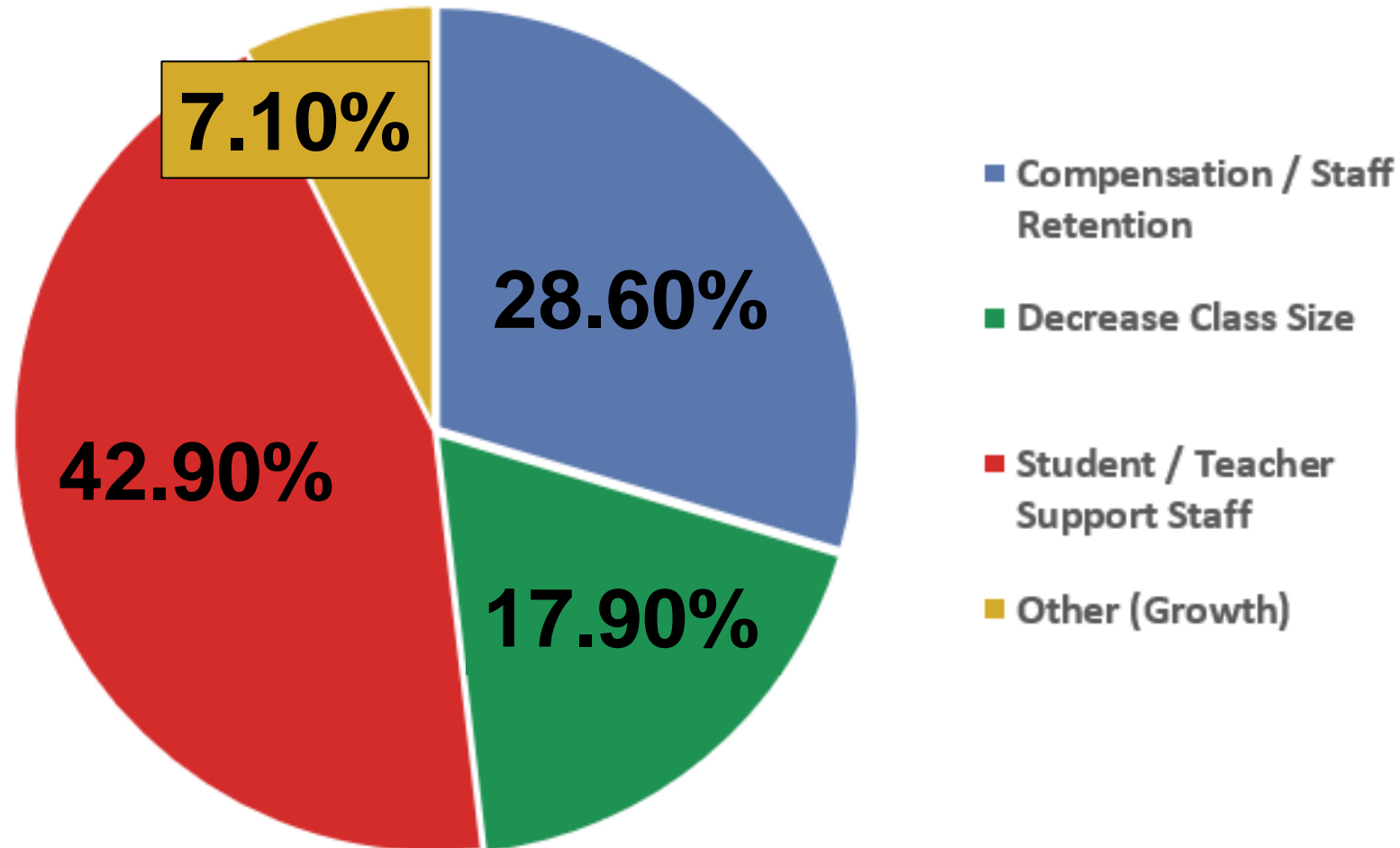
Please indicate your campus level:



# Principal Feedback ~ Budget Priorities

## Priority #1

1. Based on your campus needs, what is your top priority for the district to consider in our budget process?

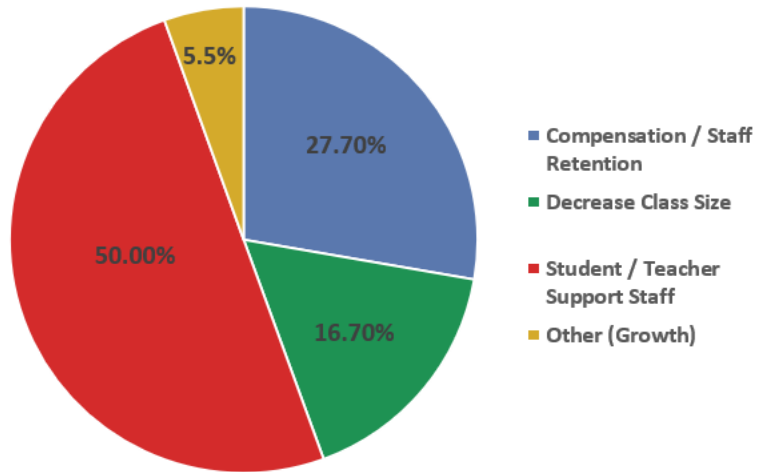


# Principal Feedback ~ Budget Priorities

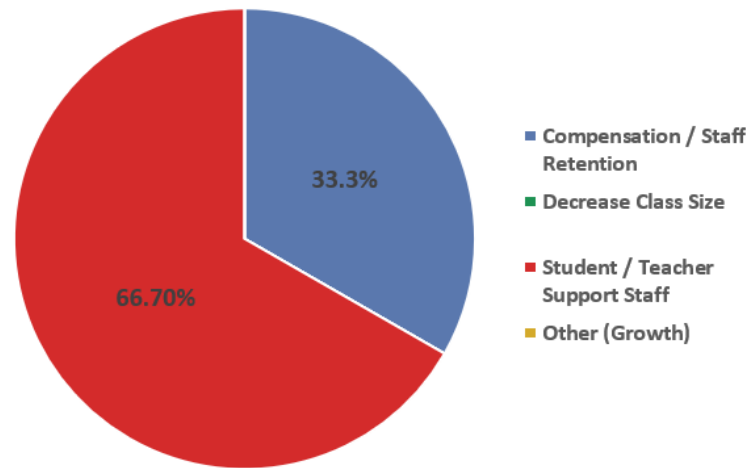
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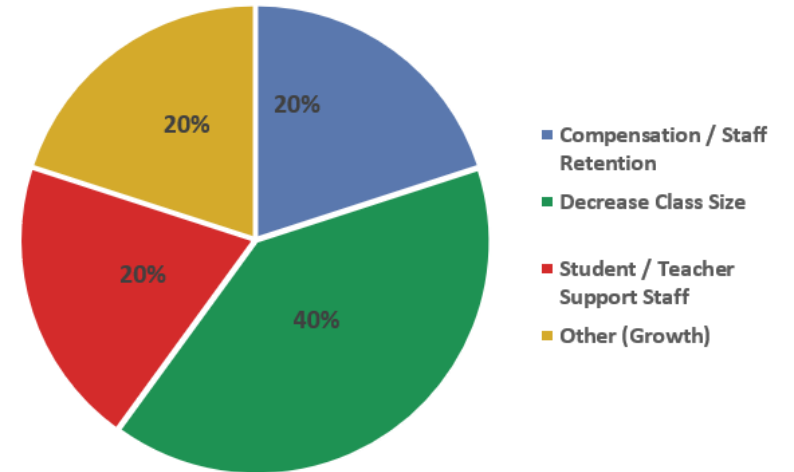
Elementary - Priority #1



Middle School - Priority #1



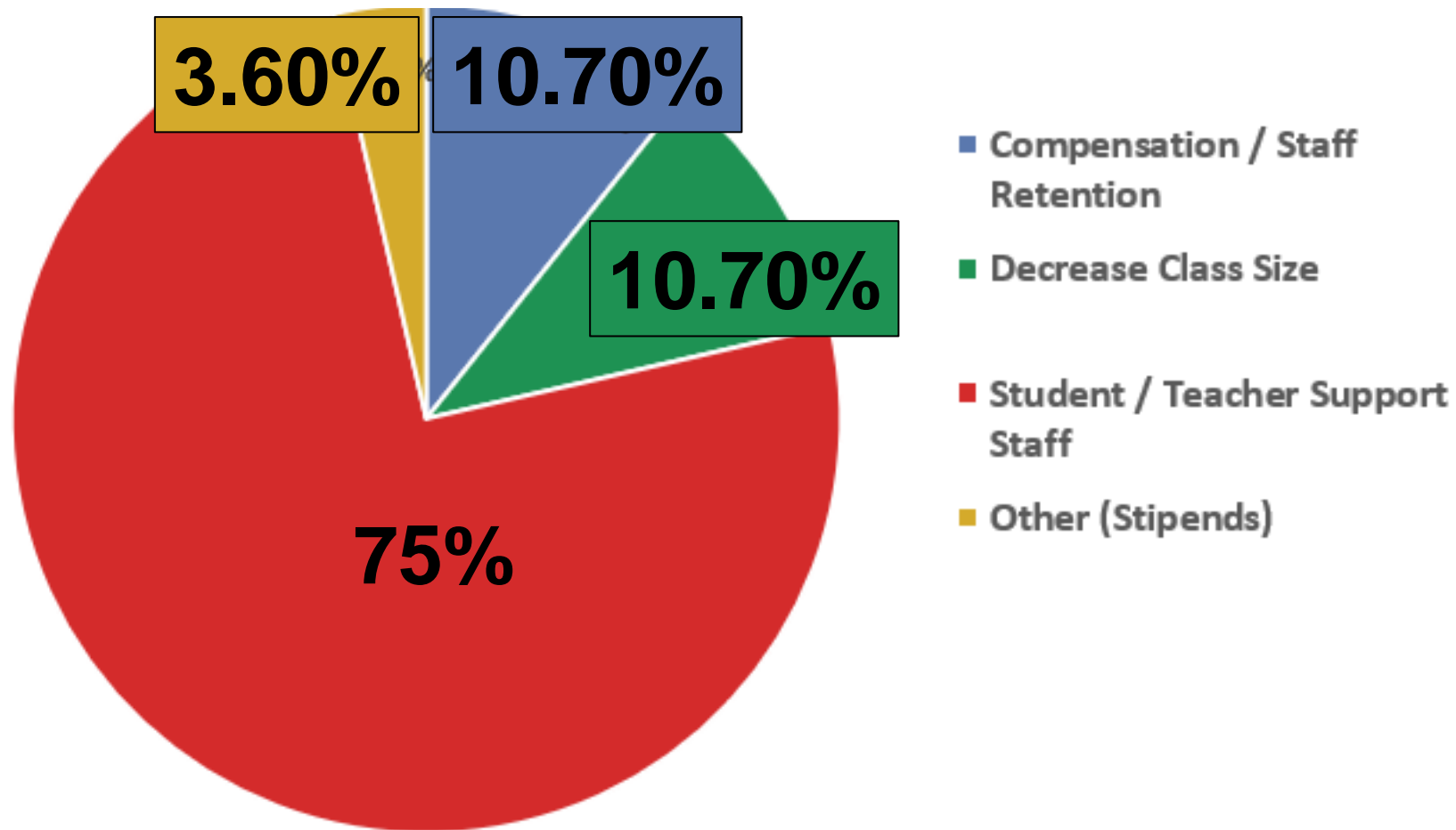
High School - Priority #1



# Principal Feedback ~ Budget Priorities

## Priority #2

2. Based on your campus needs, what is your second priority for the district to consider in our budget process?

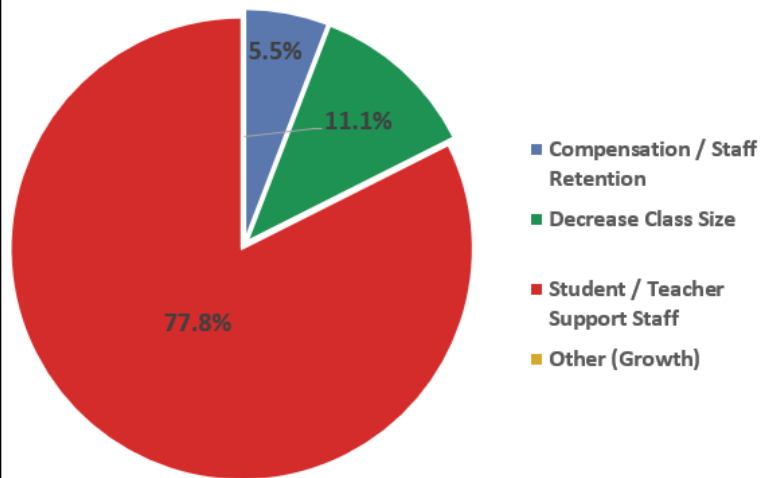


# Principal Feedback ~ Budget Priorities

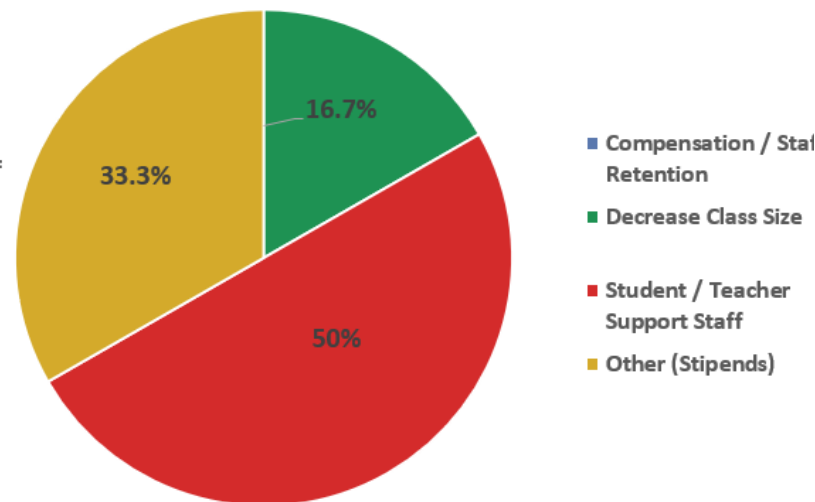
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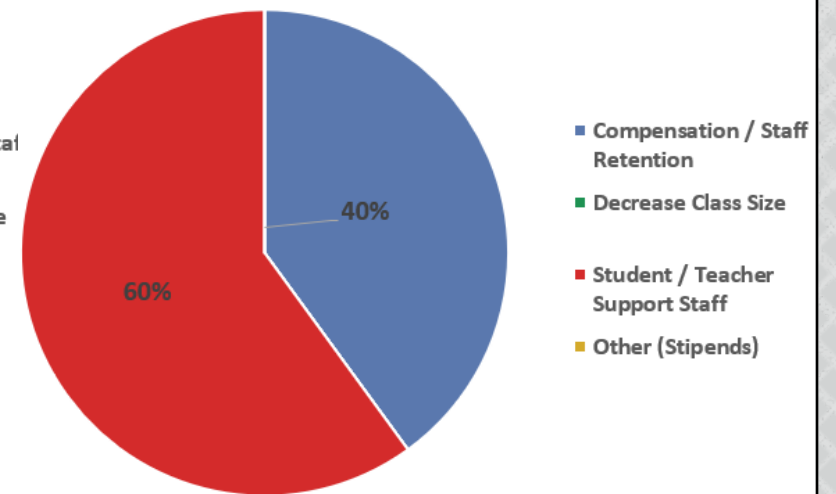
Elementary- Priority #2



Middle School- Priority #2



High School - Priority #2

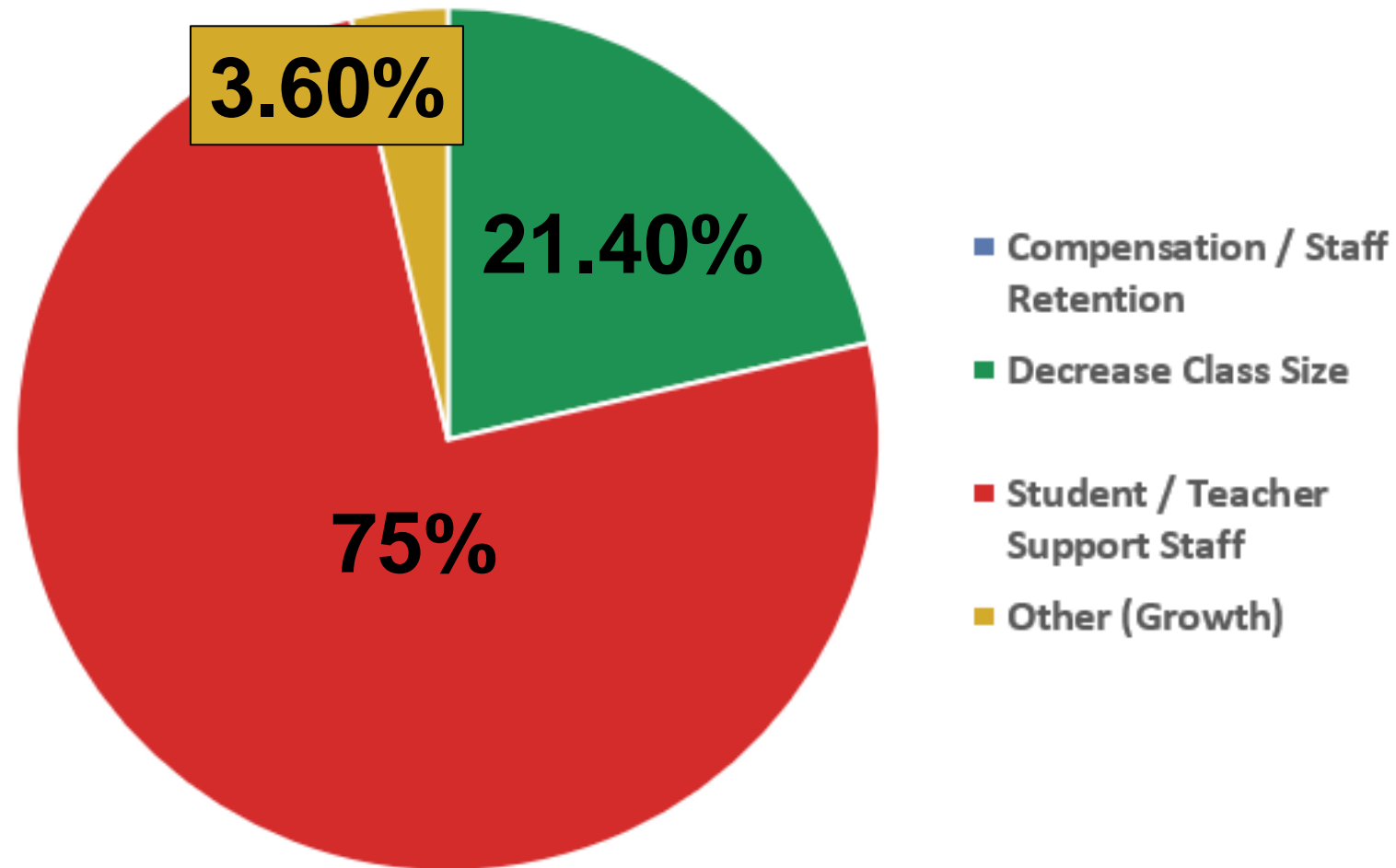




# Principal Feedback ~ Budget Priorities

## Priority #3

3. Based on your campus needs, what is your third priority for the district to consider in our budget process?

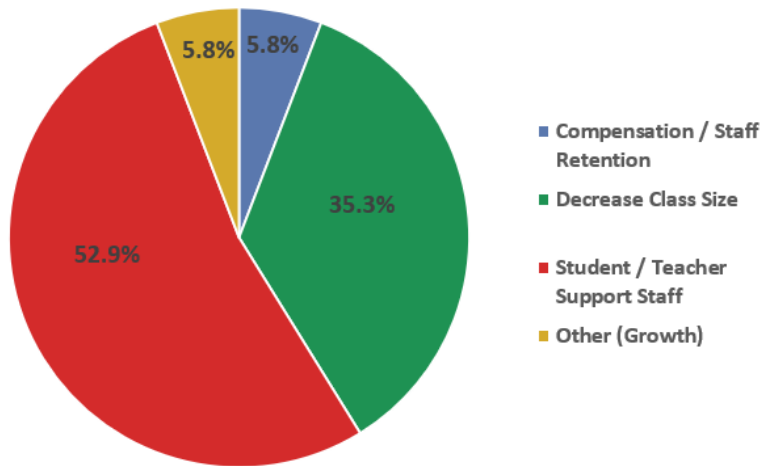


# Principal Feedback ~ Budget Priorities

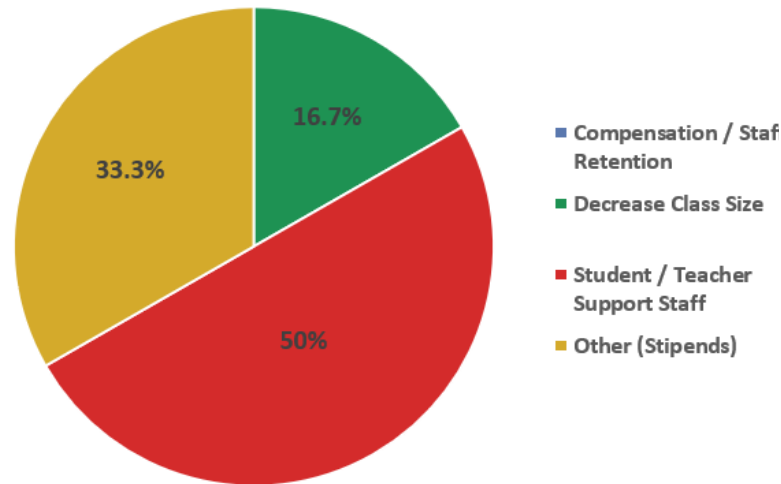
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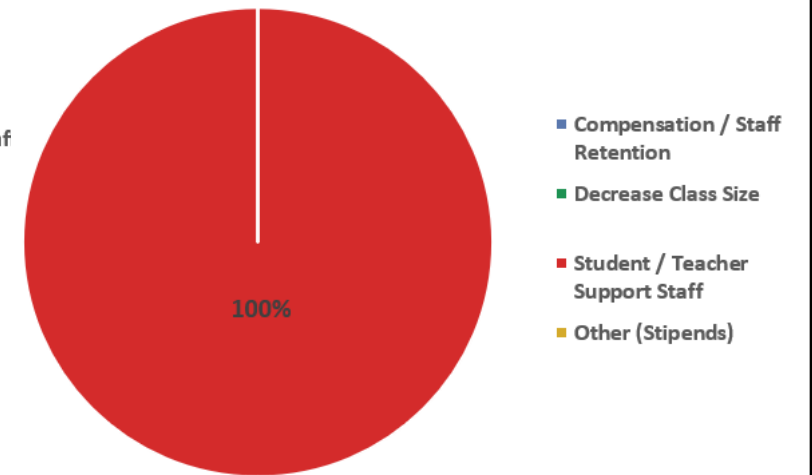
Elementary - Priority #3



Middle School - Priority #3



High School - Priority #3

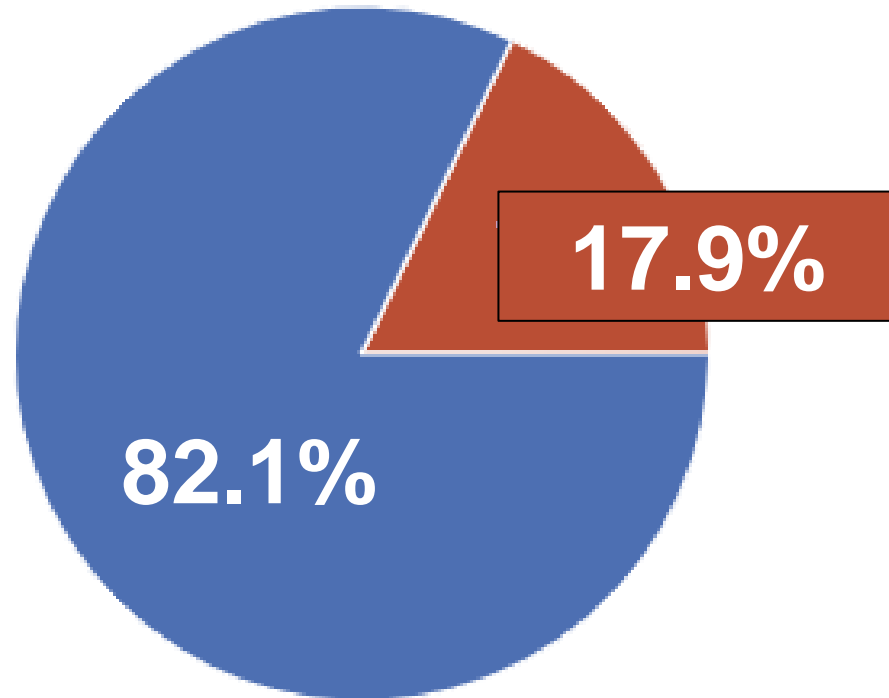


# Principal Feedback ~ Budget Priorities

## Most Impactful Triangulation

### Compensation vs. Class Size Ratio

Based on your campus needs, which of the following is more impactful?



- Maintaining a competitive compensation plan (.5% = \$866,000)
- Lowering class size ratio in 1st & 2nd grade (18 teachers = \$1.2 million)

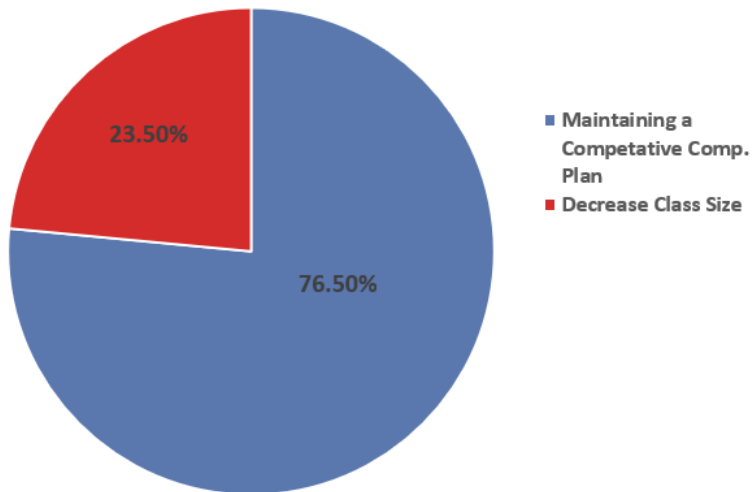
# Principal Feedback ~ Budget Priorities

## Most Impactful Triangulation

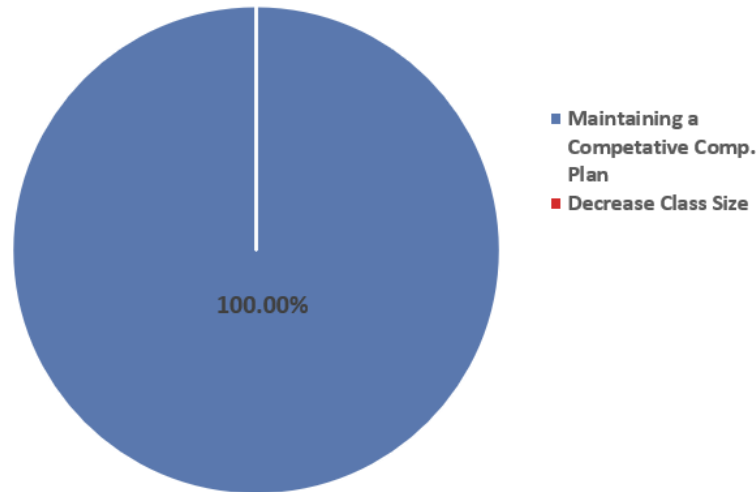
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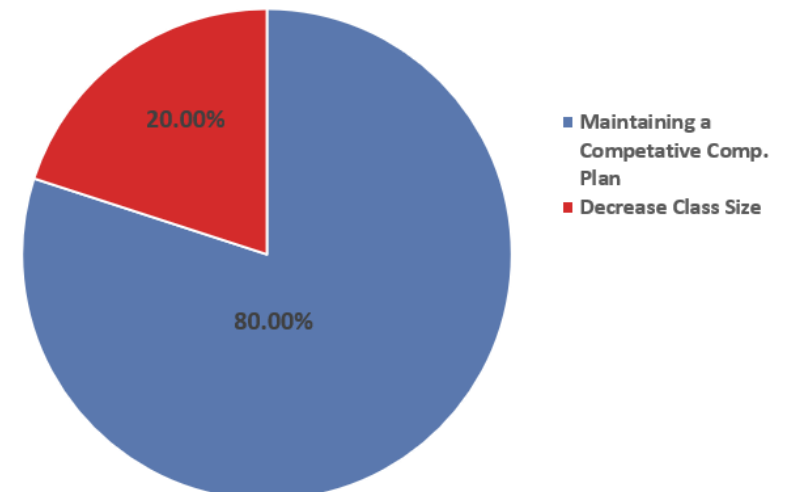
Elementary



Middle School



High School

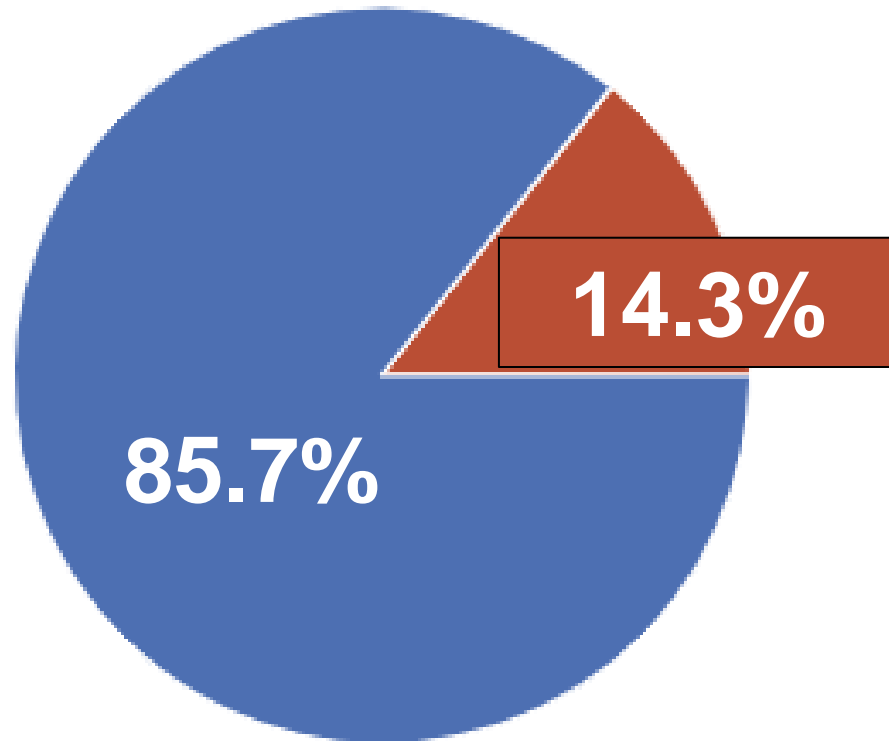


# Principal Feedback ~ Budget Priorities

## Most Impactful Triangulation

### Support Staff vs. Class Size Ratio

Based on your campus needs, which of the following is more impactful?



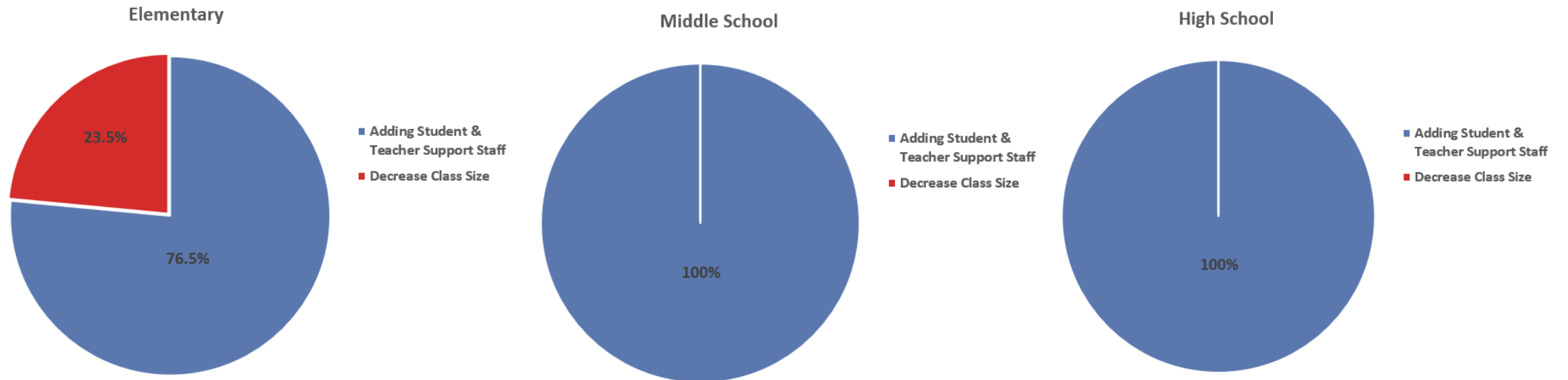
- Adding student and teacher support staff (i.e. Interventionists, Behavior Interventionists, Instructional Coaches, Special Education, positions that were cut, etc. \*20+ professional positions=1.6 mil))
- Lowering class size ratio in 1st & 2nd grade (18 teachers = \$1.2 million)

# Principal Feedback ~ Budget Priorities

## Most Impactful Triangulation

### Support Staff vs. Class Size Ratio

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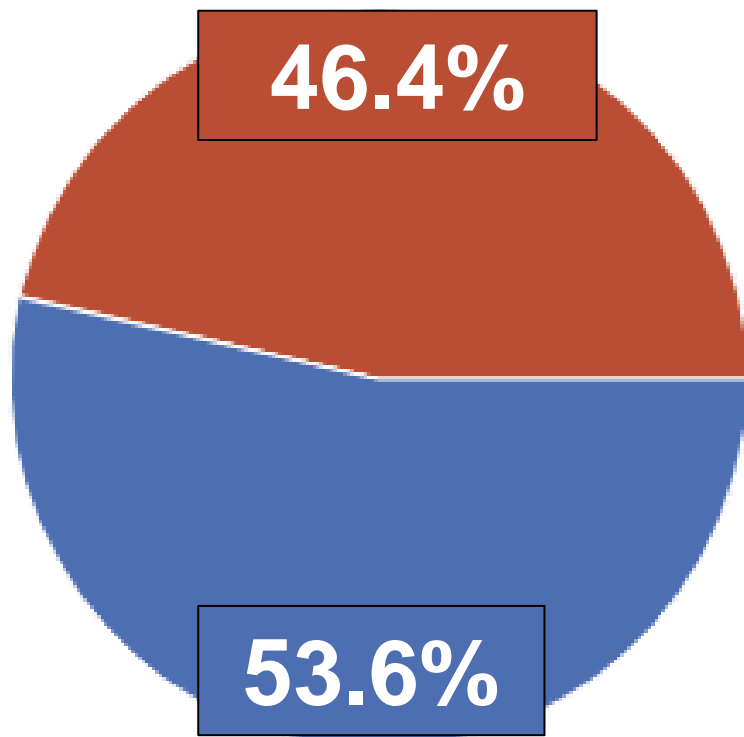


# Principal Feedback ~ Budget Priorities

## Most Impactful Triangulation

### Support Staff vs. Compensation

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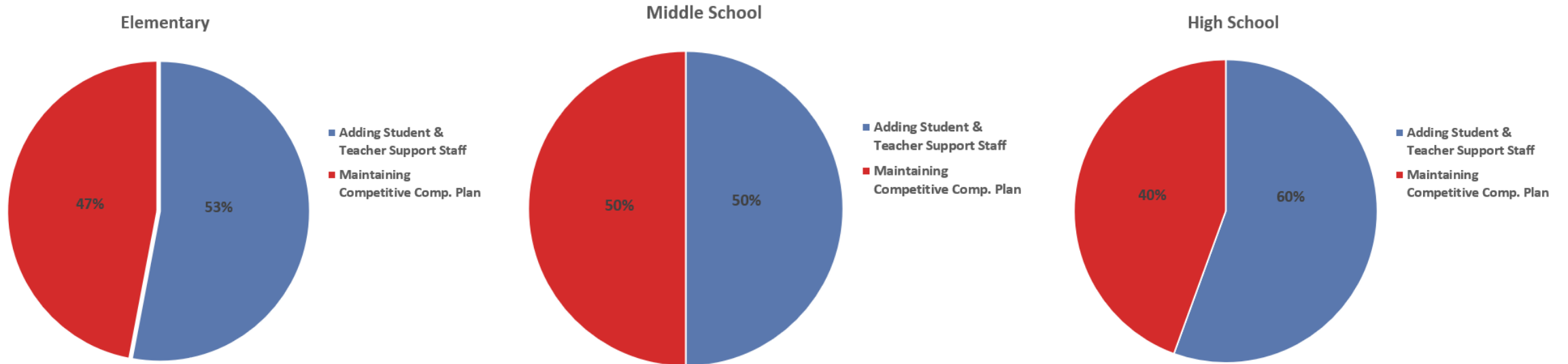
- Adding student and teacher support staff (i.e. Interventionists, Behavior Interventionists, Instructional Coaches, Special Education, positions that were cut, etc. \* 20+ professional positions=1.6 mil)
- Maintaining a competitive compensation plan (.5% = \$866,000)

# Principal Feedback ~ Budget Priorities

## Most Impactful Triangulation

### Support Staff vs. Compensation

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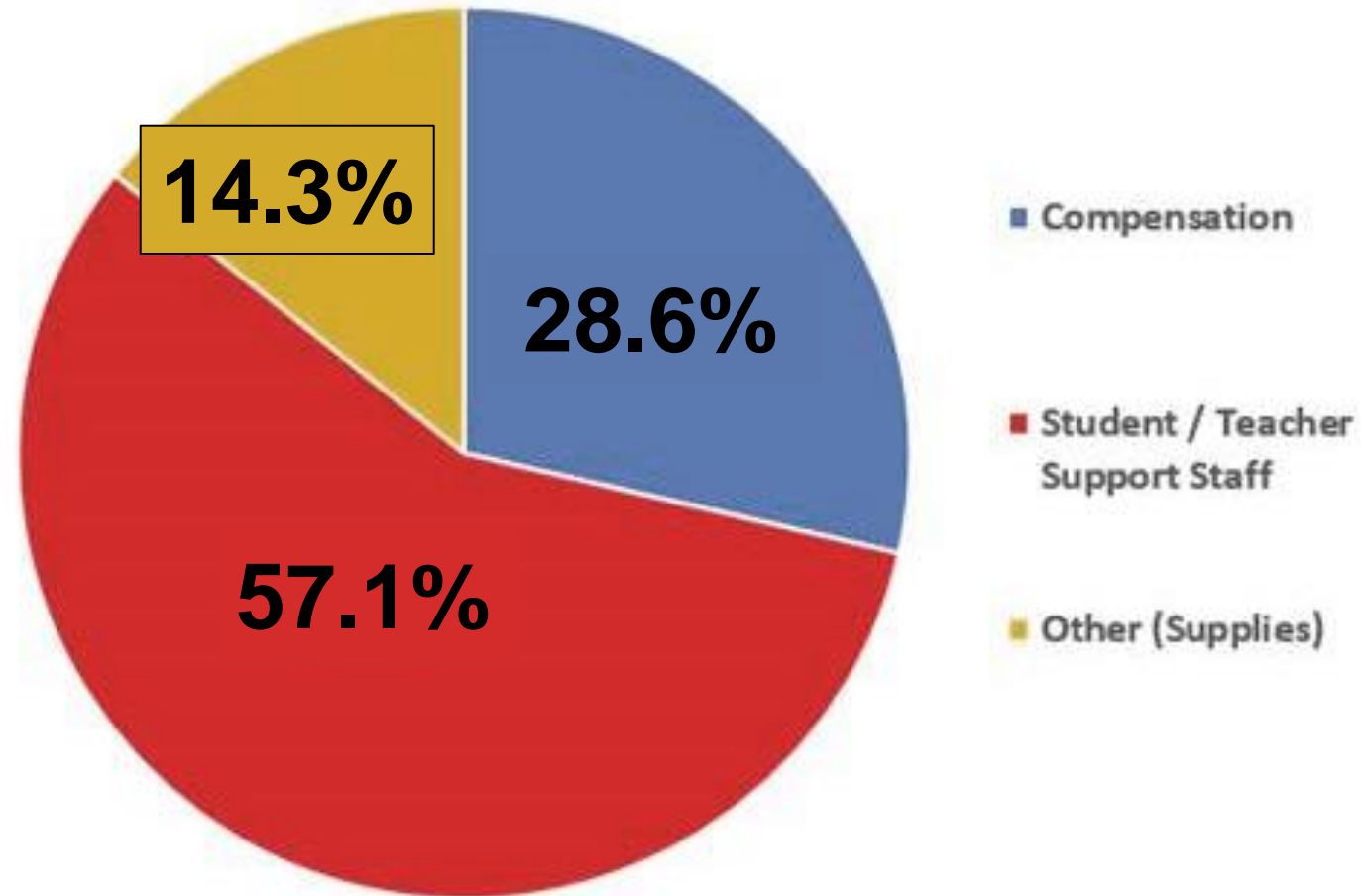




# C&I Executive Director Feedback ~ Budget Priorities

## Priority #1

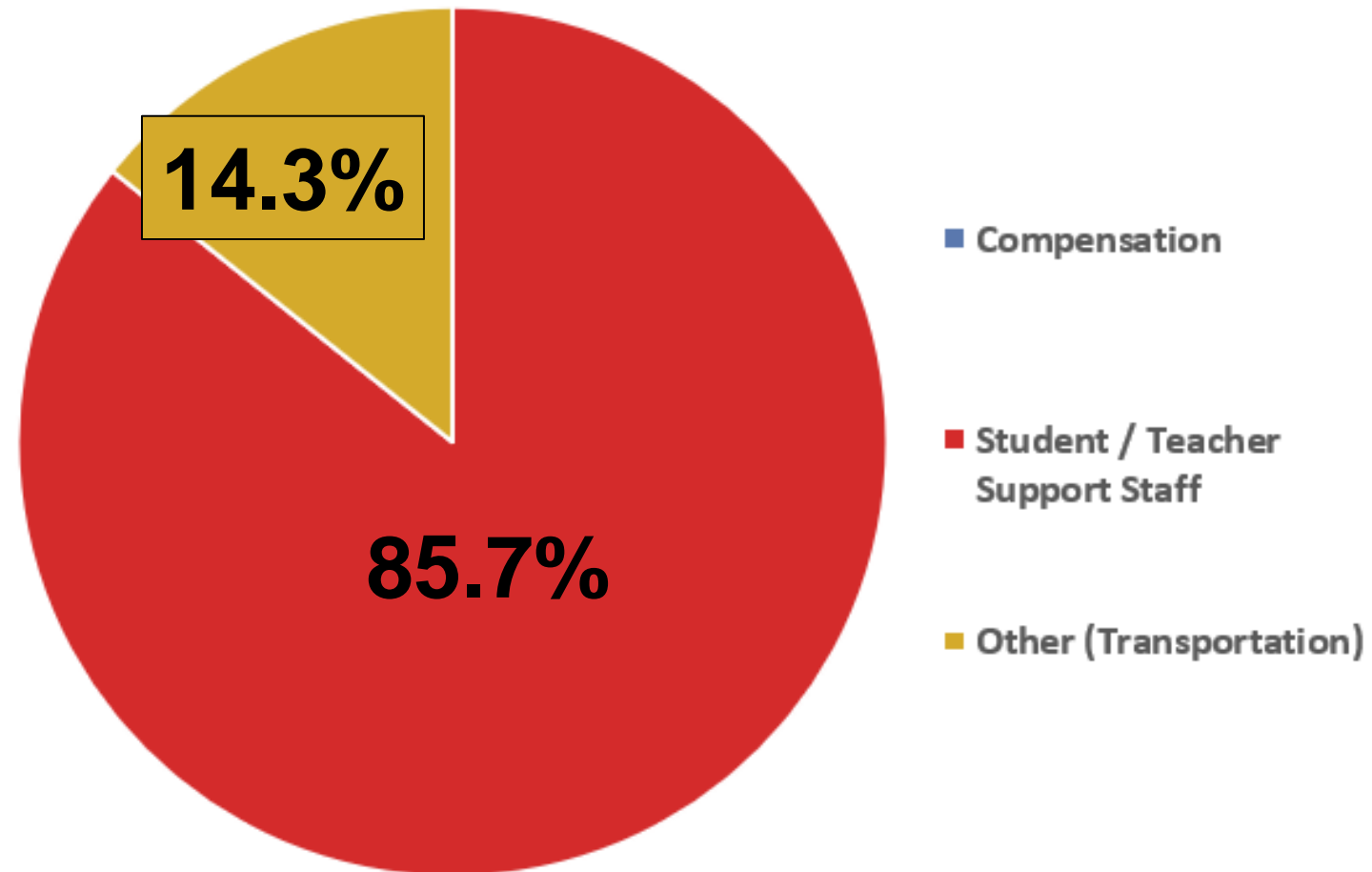
1. Based on the needs you see from your department's perspective, what is your top priority for the district to consider in our budget process?



# C&I Executive Director Feedback ~ Budget Priorities

## Priority #2

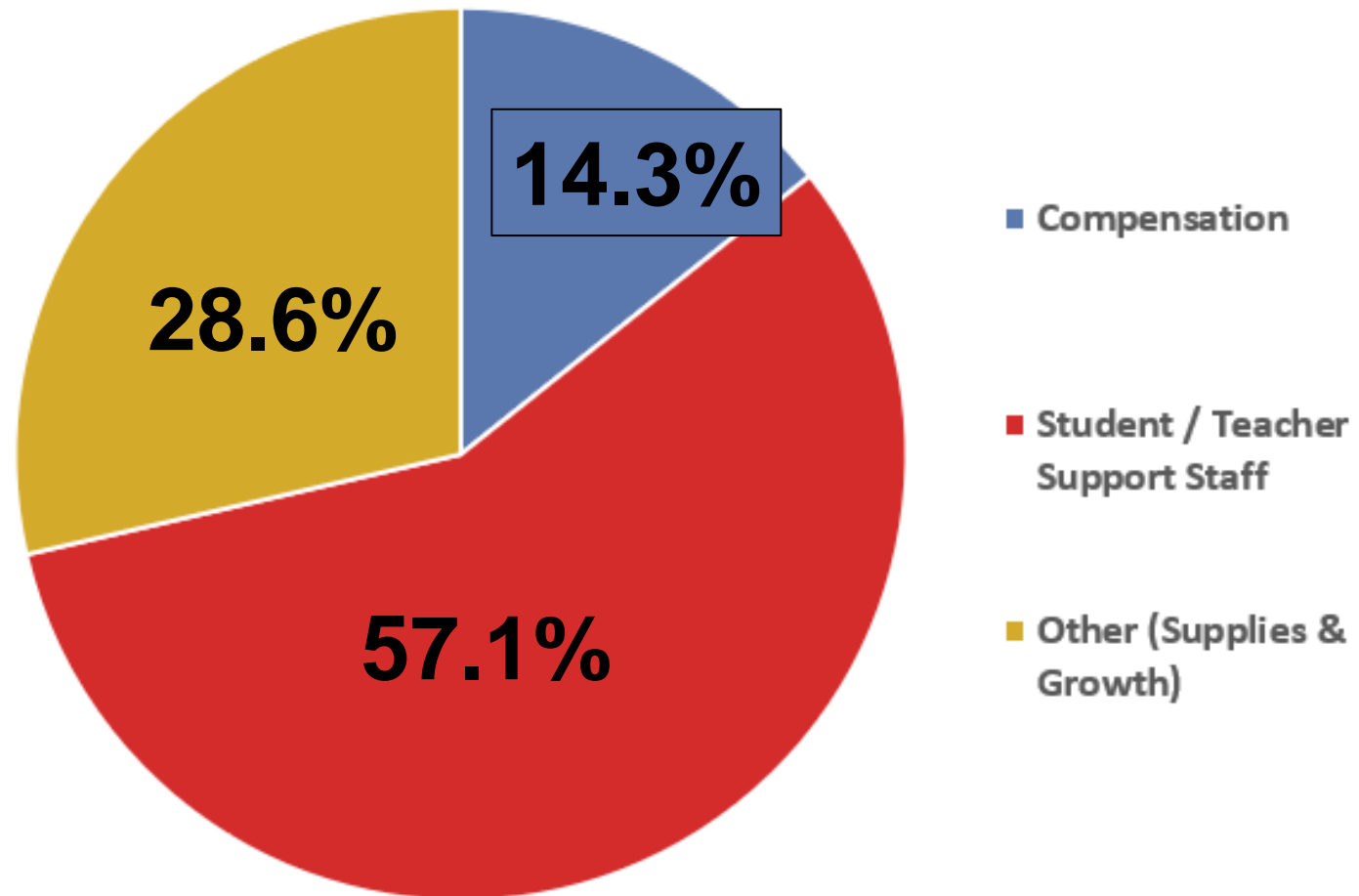
2. Based on the needs you see from your department's perspective, what is your second priority for the district to consider in our budget process?



# C&I Executive Director Feedback ~ Budget Priorities

## Priority #3

3. Based on the needs you see from your department's perspective, what is your third priority for the district to consider in our budget process?

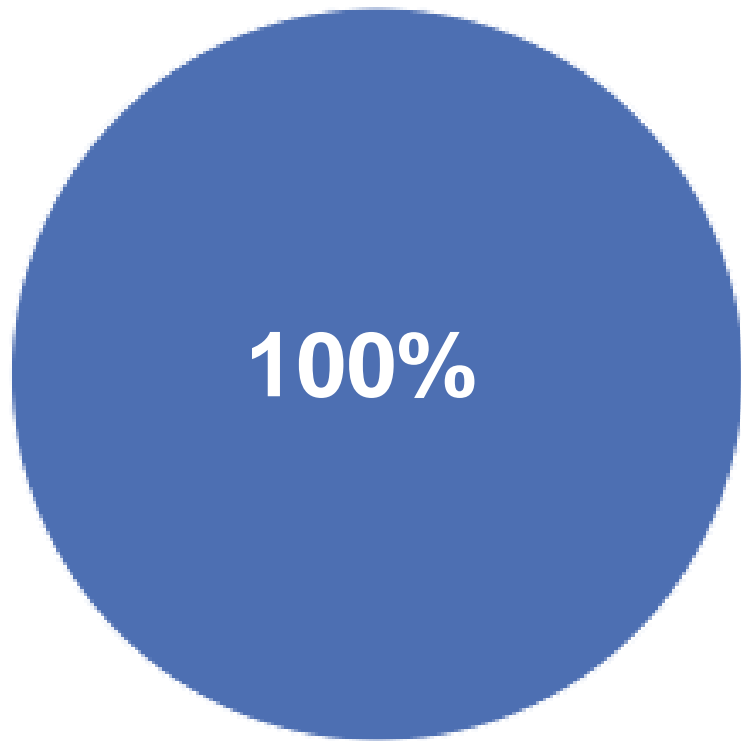


## C&I Executive Director Feedback ~ Budget Priorities

# Most Impactful Triangulation

## Compensation vs. Class Size Ratio

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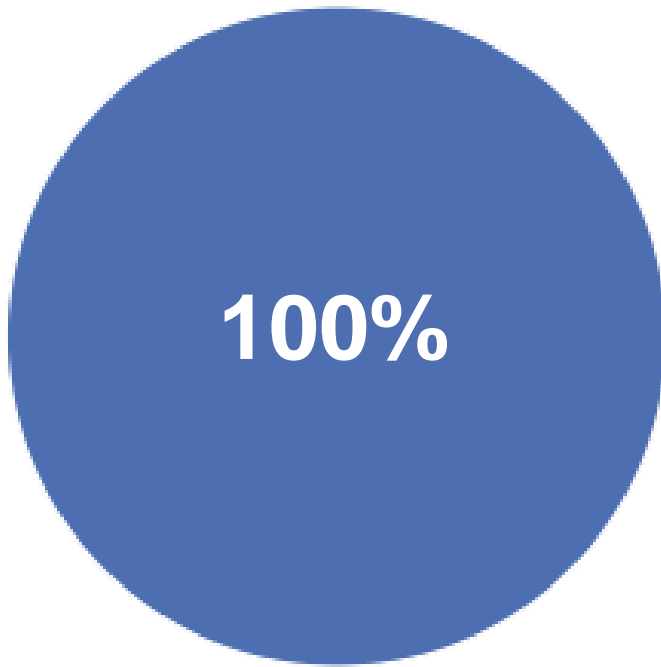
- Maintaining a competitive compensation plan (.5% = \$866,000)
- Lowering class size ratio in 1st & 2nd grade (18 teachers = \$1.2 million)

## C&I Executive Director Feedback ~ Budget Priorities

# Most Impactful Triangulation

## Support Staff vs. Class Size Ratio

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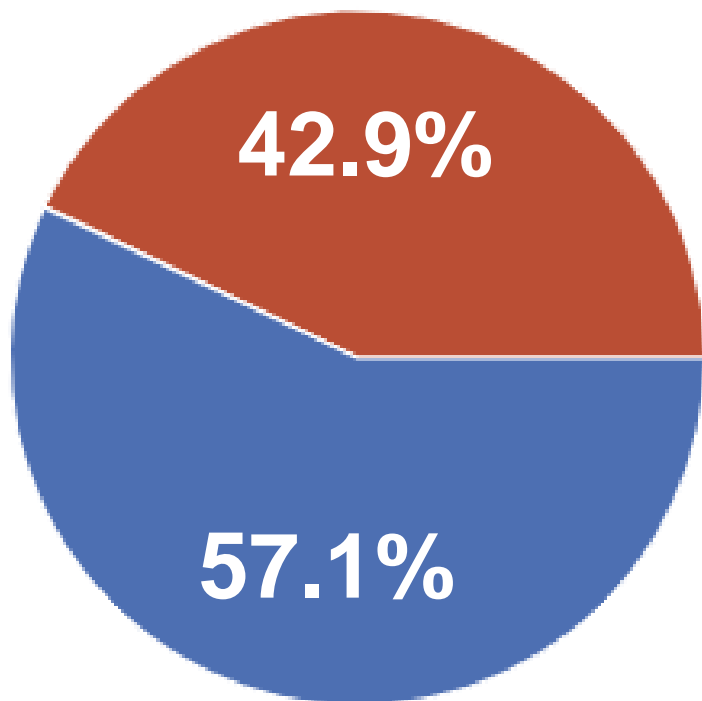
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## C&I Executive Director Feedback ~ Budget Priorities

# Most Impactful Triangulation

Support Staff vs. Compensation

Based on the needs you see from your department's perspective, which of the following is more impactful?



- Adding student and teacher support staff (i.e. Interventionists, Behavior Interventionists, Instructional Coaches, Special Education, positions that were cut, etc. \* 20+ professional positions=1.6 mil)
- Maintaining a competitive compensation plan (.5% = \$866,000)

# Running Total of Decisions



# Growth Support Staff

	<b>Additional Staff</b>	<b>Budget Impact</b>
<b><u>Elementary</u></b>	+3 Counselors +3 Assistant Principals	\$498,000
<b><u>Middle School</u></b>	+2 Counselors +2 Assistant Principals	\$350,000
<b><u>High School</u></b>	+1 Assistant Principal +1 Registrar +1 Assistant Principal Secretary	\$175,000
<b><u>Total</u></b>		<b>\$1,023,000</b>



# Ancillary Growth Campus Positions

- World Languages Paraprofessional
- Elementary Campus Assistants
- Pre-K Teachers and Assistants
- PE Teacher
- Fine Arts Aides
- Dual Language Teacher
- And Others

**Net Total Budget Impact = \$129,000**



# New Campus Support

	<b>Positions</b>	<b>Budget Impact</b>
<u>Elementary #21</u> <u>Elementary #22</u>	Principal Office Manager Counselor Librarian Nurse Attendance/Receptionist Extra Office Assistance	\$284,600
<u>Middle School #7</u>	Principal Office Manager Counselor (2) Librarian Nurse Extra Office Assistance	\$293,520
<u>Total</u>		<b>\$578,120</b>

# Total Budget Impact

<b><u>Growth Campus Positions (total)</u></b>	<b>\$4,950,000</b>
<b><u>Growth of Ancillary Staff</u></b>	<b>\$129,000</b>
<b><u>Growth Support Staff</u></b>	<b>\$1,023,000</b>
<b><u>New Campus Support</u></b>	<b>\$578,120</b>
<b><u>Total</u></b>	<b>\$6,680,120</b>

# 2022-2023 Payroll Options

Description	Cost	Balance
Additional Revenue for Payroll		\$13,760,000
3% Staff Raise	\$5,200,000	\$8,560,000
Guest Educator Raise	\$250,000	\$8,310,000
Net Teacher Growth (75 FTEs)	\$4,950,000	\$3,360,000
Growth of Support Staff	\$1,023,000	\$2,337,000
Net Ancillary Staff Growth	\$129,000	\$2,208,000
Growth – New Campus Operations	\$578,120	\$1,629,880
Ratio Adjustment (18 FTEs)	\$1,188,000	\$441,880
Program Staffing	??	



**Discussion and  
Questions?**