

Education & School Finance

COVID-19 ESSER Update

As we've moved past the stage in the COVID-19 pandemic in which in-person learning opportunities were limited, and in some cases nonexistent. Our 2022-2023 budget recognized that we have transitioned into a new phase that includes investments and priorities. As the district is utilizing federal Elementary and Secondary School Emergency Relief (ESSER) funding, we envisioned great hope, potential, and opportunity these dollars have created for the nearly 8,100 students in the last few years.

With this funding winding down, we hope we can continue to reflect on the priorities, align resources towards district initiatives on advancing student achievement, and target investments connected to the district's strategic plan Vision 2030. As well as, teachers and staff will continue to provide exceptional instruction and give support to our students. The ESSER budget includes 52 positions, addressing class sizes at all levels, has increased course offerings, provides district-wide average class sizes of 23.1, provides 30 full-time building substitute positions at every school every day, school and district support staff positions, and investments in textbooks and computer subscriptions, building maintenance, and technology.

This summarizes the major budget allocations that we have had with ESSER funding. It is to help the staff have a high-level understanding of the District finances.

You can learn more about the districts finances by checking out the Budget Transparency Guide or our [Finance website](#).

Never too early to start planning for retirement...

WPS works with multiple companies that provide a variety of retirement plans like 401k, 457, 403b, and Roth options. Starting on January 2023 PERA has provided a new and exciting retirement opportunity "**PERA Plus Roth**". Read more about it on [Colorado PERA](#). New to PERA? Check out this helpful [six-minute video](#) that gives you a high-level overview of your PERA membership. The video covers topics like PERA benefits, contributions, social security, optional programs, and much more!

Tax-Shelter Annuity (TSA): is a financial savings program 403b, 401k, 457, and Roth plans where an employee may elect to set aside a portion of their earned gross salary, which is not taxed by the federal government.

For example, Alice makes \$1,200.00 gross pay semi-monthly. She would like to know the difference between a 10% Roth deferral.* The deferral amount is the same at \$120.00 per paycheck, and the net paycheck difference is \$22.82, which is the amount that Alice deferred in the pre-tax scenario OR the taxes she paid in the Roth scenario.

*This example assumes \$91.80 was deducted from each Employee's paycheck for Social Security and Medicare, income taxes for a single individual, and a state income tax rate of 4.5%.



Example	Pre-Tax Deferral	Roth Deferral
Gross Pay	\$1,200.00	\$1,200.00
Pre-Tax- Health/Dental and Caf� Plans	\$-70.00	\$0.00
401k, 403b or 457 Plans	\$-50.00	\$0.00
Amount Subject to Income Tax	\$1,080.00	\$1,200.00
Taxes Paid	\$-151.50	\$-174.32
Pay After Taxes	\$928.50	\$1,025.68
Roth (after tax) Deferral		\$-120.00
Net Pay	\$928.50	\$905.68

If you want to simulate your check when deciding how much to contribute toward your retirement plan check out [Omni's calculators](#). Our Payroll team would be more than happy to answer any questions you might have in regard to this.

Open Enrollment began on October 17, 2022



Open enrollment is your once-a-year opportunity to make any changes to benefits elections.

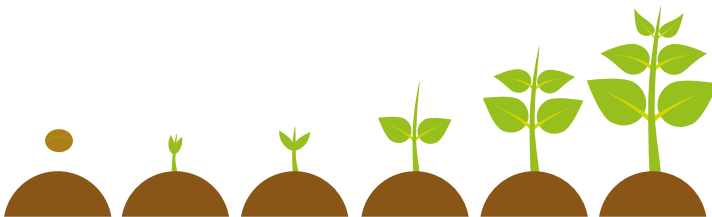
Take some time now to review your options and choose the benefits that work best for you and your family.

Please view the 2023 WPS Benefits presentation below for more information on important benefits decisions.

[2023 WPS Benefits presentation](#)

Help US Grow

The WPS Student Referral Program is still in effect for the 22-23 school year! WPS is offering any employee a \$200 recruitment bonus for every referral of a PK-12 student to WPS who did not attend our district in the 2021-2022 school year.



WOULD YOU LIKE TO EARN SOME EXTRA CASH?

- 1 WHS Needs Game Workers!**
Many opportunities to make some extra money.
- 2 Positions available :**
 - Gate
 - Clock
 - Scorekeeper
 - Game Manager
 - Scoreboard Operator
 - Announcer
- 3 How much will you get paid?**
\$20 per hour or up to \$25 per hour pending your job duty!
- 4 Please contact the WHS Athletics Department if you are interested!**
cgutierrez@mywps.org or jehernandez@mywps.org

How's Your Work-Life Balance?

Did you know...

- 48% of Americans consider themselves workaholics.
- 66% of American workers lack work-life balance.
- 77% of full-time U.S. employees experienced burnout at their current job.
- Americans take 26% of their work home.
- 80% of U.S. adults feel stressed at work.
- 15% of work time in U.S. organizations is spent in meetings.
- San Diego, San Francisco, and Portland have the best scores for work-life balance.
- Millennials and Gen Zers are the least satisfied with their work-life balance.
- 40% of Millennials identify as "work martyrs."
- 16% of Millennials fight off burnout with Netflix.



From 30 Home-invading Work-Life Balance Statistics for 2020. March 30, 2020. HealthCareers blog. <https://healthcareers.co/work-life-balance-statistics/>

School Business Affairs September 2022

District Partner of the Month Pachellos Printing Inc.

We wanted to take some time to give Pachellos Printing Inc. a big **THANK YOU!**

Greg, Beth, and Kevin are always so flexible and speedy in processing our print jobs from flyers to budget books. They help us get the job done well. Pachellos Printing Inc. is owned by Greg Pachellos since 1988, they have been working with WPS for approximately 30 years. Pachellos Printing Inc. has evolved with WPS from their three offset print presses that required plates to be made to the now digital offset printing and other wide formatting printing with one-four color capabilities.

