



BEA BARGAINING



ARTICLES 18 & 19

MARCH 7, 2024

BSD Counter Proposal

- Three year proposal with COLA at 3% each year 2024-2027
- Three year proposal with Health Insurance cap increase at \$50/month each year 2024-2027

Salary Comparators

2022-2023	MIN	2023-2024	MIN	2024-2025	MIN	2025-2026	MIN	2026-2027	MIN
North Clackamas	\$ 50,783	West Linn*	\$ 54,420	Portland	\$ 55,538	Portland	\$ 57,204	Beaverton**	\$ 57,521
Beaverton	\$ 50,616	North Clackamas	\$ 53,322	North Clackamas	\$ 55,455	Beaverton**	\$ 55,846		
West Linn*	\$ 50,316	Portland	\$ 53,146	Beaverton**	\$ 54,219				
Portland	\$ 50,020	Beaverton	\$ 52,640						
Tigard*	\$ 49,713	Tigard*	\$ 51,702						
Hillsboro	\$ 49,198	Hillsboro	\$ 50,674						
2022-2023	MAX	2023-2024	MAX	2024-2025	MAX	2025-2026	MAX	2026-2027	MAX
Hillsboro	\$ 101,455	West Linn*	\$ 108,178	Beaverton**	\$ 108,634	Beaverton**	\$ 111,893	Beaverton**	\$ 115,250
Beaverton	\$ 101,414	Beaverton	\$ 105,470	Portland	\$ 108,070	Portland	\$ 111,312		
Tigard*	\$ 100,132	Hillsboro	\$ 104,499	North Clackamas	\$ 105,144				
West Linn*	\$ 100,017	Tigard*	\$ 104,137						
Portland	\$ 97,333	Portland	\$ 103,416						
North Clackamas	\$ 96,286	North Clackamas	\$ 101,100						
*Salary increased by 6% for PERS Pickup									
**Current Proposal (3%)									

Health Insurance Comparators

- Difficult to measure
 - Broad range of insurance caps among comparators (\$1,370/month Hillsboro, \$2,054/month Tigard)
 - Pooling and other concepts in use
 - Plans not comparable
- Interested in collaboration on how to compare

Financial Forecast Based on BSD Proposal

Resources	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Beginning Fund Balance	\$ 109,645,221	\$ 138,652,119	\$ 150,665,148	\$ 139,688,226	\$ 115,395,265
State Controlled	476,178,315	492,117,821	505,326,108	518,924,203	538,430,064
Locally Controlled	66,454,016	67,814,817	66,618,707	67,610,814	68,687,329
Total	\$ 652,277,552	\$ 698,584,757	\$ 722,609,963	\$ 726,223,243	\$ 722,512,658
Expenditures	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Salaries	\$ 289,468,762	\$ 304,063,573	\$ 322,765,214	\$ 338,081,896	\$ 354,139,766
Benefits	169,554,436	181,001,161	192,984,905	202,381,811	210,288,686
All Other	54,602,235	62,854,875	67,171,618	70,364,271	73,793,101
Total	\$ 513,625,433	\$ 547,919,609	\$ 582,921,737	\$ 610,827,978	\$ 638,221,553
Surplus/(Deficit)	29,006,898	12,013,029	(10,976,922)	(24,292,961)	(31,104,160)
Ending Fund Balance	\$ 138,652,119	\$ 150,665,148	\$ 139,688,226	\$ 115,395,265	\$ 84,291,105
Financial Reserve (PERS)	17,163,350	22,522,561	28,225,322	34,203,953	40,775,538
Total Reserves	\$ 155,815,469	\$ 173,187,709	\$ 167,913,548	\$ 149,599,218	\$ 125,066,643

Assumptions:

- Based on the best information we have today
- Assumes \$10.2 Billion SSF in 2023-2025, \$11.12 Billion for 2025-2027 (9% increase)
- Assumes enrollment declines based on demographer assumptions through 2025-2026, flat after
- Includes step increases and 3.0% COLA each year (all groups)
- Includes staffing added in Fall 2023 (SPED, Kinder Paras)
- Includes enhancements to Staffing Allocation Methodology
- Includes previously funded ESSER positions related to schools and Teaching & Learning Dept
- Does not include any budget changes under review for the 2024-2025 budget year
- Does not include Student Investment Account funds
- Does not include High School Success Act (M98) funds
- Based on actual and forecasted numbers

Financial Forecast Differential

Resources	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Beginning Fund Balance	\$ 109,645,221	\$ 138,652,119	\$ 150,665,148	\$ 114,668,921	\$ 45,515,169
State Controlled	476,178,315	492,117,821	505,326,108	518,924,203	538,430,064
Locally Controlled	66,454,016	67,814,817	66,618,707	67,610,814	68,687,329
Total	\$ 652,277,552	\$ 698,584,757	\$ 722,609,963	\$ 701,203,938	\$ 652,632,562
Expenditures	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Salaries	\$ 289,468,762	\$ 304,063,573	\$ 322,765,214	\$ 338,081,896	\$ 354,139,766
Benefits	169,554,436	181,001,161	192,984,905	202,381,811	210,288,686
All Other	54,602,235	62,854,875	67,171,618	70,364,271	73,793,101
Licensed Differential (salary/cap)			25,019,305	44,860,791	40,535,976
Total	\$ 513,625,433	\$ 547,919,609	\$ 607,941,042	\$ 655,688,769	\$ 678,757,529
Surplus/(Deficit)	29,006,898	12,013,029	(35,996,227)	(69,153,752)	(71,640,136)
Ending Fund Balance	\$ 138,652,119	\$ 150,665,148	\$ 114,668,921	\$ 45,515,169	\$ (26,124,967)
Financial Reserve (PERS)	17,163,350	22,522,561	28,225,322	34,203,953	40,775,538
Total Reserves	\$ 155,815,469	\$ 173,187,709	\$ 142,894,243	\$ 79,719,122	\$ 14,650,571

Assumptions:

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- Assumes \$10.2 Billion SSF in 2023-2025, \$11.12 Billion for 2025-2027 (9% increase)
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- Does not include any budget changes under review for the 2024-2025 budget year
- Does not include Student Investment Account funds
- Does not include High School Success Act (M98) funds
- Does not include impact of other contract proposals
- Based on the best information we have today



Potential Budget Impact

Resources	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Beginning Fund Balance	\$ 109,645,221	\$ 138,652,119	\$ 150,665,148	\$ 114,668,921	\$ 74,515,169
State Controlled	476,178,315	492,117,821	505,326,108	518,924,203	538,430,064
Locally Controlled	66,454,016	67,814,817	66,618,707	67,610,814	68,687,329
Total	\$ 652,277,552	\$ 698,584,757	\$ 722,609,963	\$ 701,203,938	\$ 681,632,562
Expenditures	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Salaries	\$ 289,468,762	\$ 304,063,573	\$ 322,765,214	\$ 338,081,896	\$ 354,139,766
Benefits	169,554,436	181,001,161	192,984,905	202,381,811	210,288,686
All Other	54,602,235	62,854,875	67,171,618	70,364,271	73,793,101
Licensed Differential (salary/cap)			25,019,305	44,860,791	40,535,976
Reduction				(29,000,000)	(29,870,000)
Total	\$ 513,625,433	\$ 547,919,609	\$ 607,941,042	\$ 626,688,769	\$ 648,887,529
Surplus/(Deficit)	29,006,898	12,013,029	(35,996,227)	(40,153,752)	(41,770,136)
Ending Fund Balance	\$ 138,652,119	\$ 150,665,148	\$ 114,668,921	\$ 74,515,169	\$ 32,745,033
Financial Reserve (PERS)	17,163,350	22,522,561	28,225,322	34,203,953	40,775,538
Total Reserves	\$ 155,815,469	\$ 173,187,709	\$ 142,894,243	\$ 108,719,122	\$ 73,520,571

Assumptions:

- Based on the best information we have today
- Assumes \$10.2 Billion SSF in 2023-2025, \$11.12 Billion for 2025-2027 (9% increase)
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Comments & Questions?
