

FY25 Negotiations

“First Pitch”

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“The Cliff” We Discussed Last Year

- We were not held harmless last year as we originally thought
- Less money to sustain us through this reset year
- Had to change our plan mid-year
 - \$50M mid-year cut to revenues
 - Legislature did come through with \$10M
 - Still leaves us Short
- Mid-Year Analysis we prepared for the Board shows a \$12.8M deficit we need to make up for ongoing
 - This is where we begin

The Good, The Bad, and the Ugly

- Good
 - We have some flexibility between funds thanks to our School Board
 - This is the Plan that we shared with them (Superintendent's March Report)
- Bad
 - We did not collect \$5M in property taxes due to an error
 - Centrally assessed property was double counted
 - This will be fixed next year
- Ugly
 - We only got \$10M, when it could have been \$50M (hold harmless)

Legislature – How it should have ended



Legislative Estimates, GBU

- Good
 - 5% increase in the WPU generates \$5M in new revenue (above the line)
 - ESA will increase to \$8,904 next year (\$504 increase, or 6%)
- Bad
 - Large reduction in TSSA (no online students), this will need to be adjusted
 - We should look at reducing the 25% on the salary schedule
 - Eliminated some programs by rolling them into the At-Risk Program
- Ugly
 - Voted and Board Guarantees reduced by \$4.7M
 - Leaves no new ongoing money to negotiate with

Topics for Negotiations

- Salary Schedules
 - Always a top discussion item
 - What can we do?
 - Level Increases would be \$2.2M
- Health Insurance Increase
 - 9.2% to 8.94% to stay with Select Health (\$1.7M estimate)
 - 3 other options range from -6% to 5.89% increase (\$1.1M estimate)
- URS Retirement Changes
 - Reduction of 0.5% across all tiers (Savings of \$0.5M)
 - Tier II DB now must contribute 0.7% to retirement plan

Questions?