

# Property Value Discussion

Board Workshop  
May 14, 2024



Note: Required discussion of Property Values pursuant to FIRST requirements.



Fort Worth  
INDEPENDENT SCHOOL DISTRICT



DIVISION OF  
**BUSINESS** AND **FINANCE**

# FIRST Requirement



- Indicator 20: Did the school board members discuss the district's property values and the funding lag at a board meeting within 120 days before the district adopted its budget?
  - This indicator measures whether the school board had the opportunity to consider the impact of changes in property value on the finances of the district.
  - If the school district fails Indicator 20 the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.



# State Funding Change to Current Year Property Values

- Prior to House Bill 3 (2019), the State used Prior Year Taxable Property Values in the Funding Formula;
- Annual Property Value Growth would generate more revenues than the prior year values provided, and had been referred to as “lag” revenue;
- House Bill 3 implemented use of Current Year Taxable Values, which eliminated the gain associated with growth in the Taxable Values.
- There are two major components in the state funding formula: Tier One and Tier Two

▪ Ultimately, the “driver” in general fund revenue is ADA, or students.



# HB3 Tax Compression

- Tax Compression was part of HB3 in 2019: It does not impact overall funding, it impacts the balance of local and state funding ( $A+B=C$ ) in Tier One entitlement.
  - As local funding (A) increases, State funding (B) will decrease, tax compression is not supposed to affect the total (C).
  - In TY 2024, state and local compression will apply to the District's Tier One tax rate
    - State and local compression work in parallel, and districts receive the method which results in the greatest amount of compression.





# HB3 Tax Compression

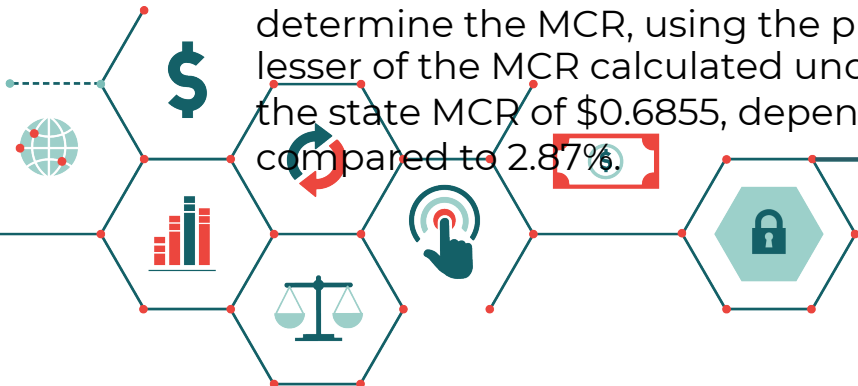
- **State Compression**

- To determine the Maximum Compressed Rate (MCR) for a given tax year, state compression: (1) compares the extent to which estimated statewide property value growth (set by the General Appropriations Act at 2.87 percent for TY 2024) exceeds 2.5 percent, and (2) may further reduce the maximum state compression rate in accordance with TEC, §48.2552(c), after accounting for additional state revenue as determined under TEC, §48.2552(b). See calculations below. [Note, a reduction of type (2) will not occur in TY 2024.]

- TY 2024 State MCR:  $0.6880 \times (1.025 \div 1.0287) - 0.0000 = \mathbf{\$0.6855}$
- In order to maintain tax rate equity, no district may have an MCR less than 90 percent of any other district. The limit on local compression for TY 2024 is \$0.6169 ( $\$0.6855 \times 0.90$ ). This results in a range of possible TY 2024 MCRs of \$0.6169 to \$0.6855.

- **Local Compression**

- Similarly, local compression uses individual district property value growth compared to 2.5 percent to determine the MCR, using the prior-year MCR for each district as a starting point. Since districts receive the lesser of the MCR calculated under state compression or local compression a district's MCR may be lower than the state MCR of \$0.6855, depending on the district's prior-year MCR and rate of local property value growth compared to 2.87%.



# Tier Two Component

- Tier Two Enrichment (based on local tax effort)
  - Tier Two of the FSP is intended to supplement the basic funding provided by Tier One. Tier Two guarantees a specific level of funding per student in weighted average daily attendance, or WADA, for each penny of tax effort above a school district's maximum Tier One tax rate (also referred to as the state maximum compressed tax rate, or MCR). The funding provided by this additional tax effort is also referred to as enrichment.
  - Currently the District has 17 pennies above the MCR



# Estimated MCR + Enrichment Pennies

- Estimated M&O tax rate for 24-25
  - $\$0.6169 + \$0.17 = \$0.7869$
- M&O tax rate for 23-24:  $\$0.7904$



$\$0.0035$



# Recapture

- Texas Education Code makes provisions for certain districts with excess local revenue to pay funds into the Foundation School Program for distribution to other school districts

School Districts with  
Excess Local Revenue



**RECAPTURE FUNDING**



All School  
Systems



# Recapture

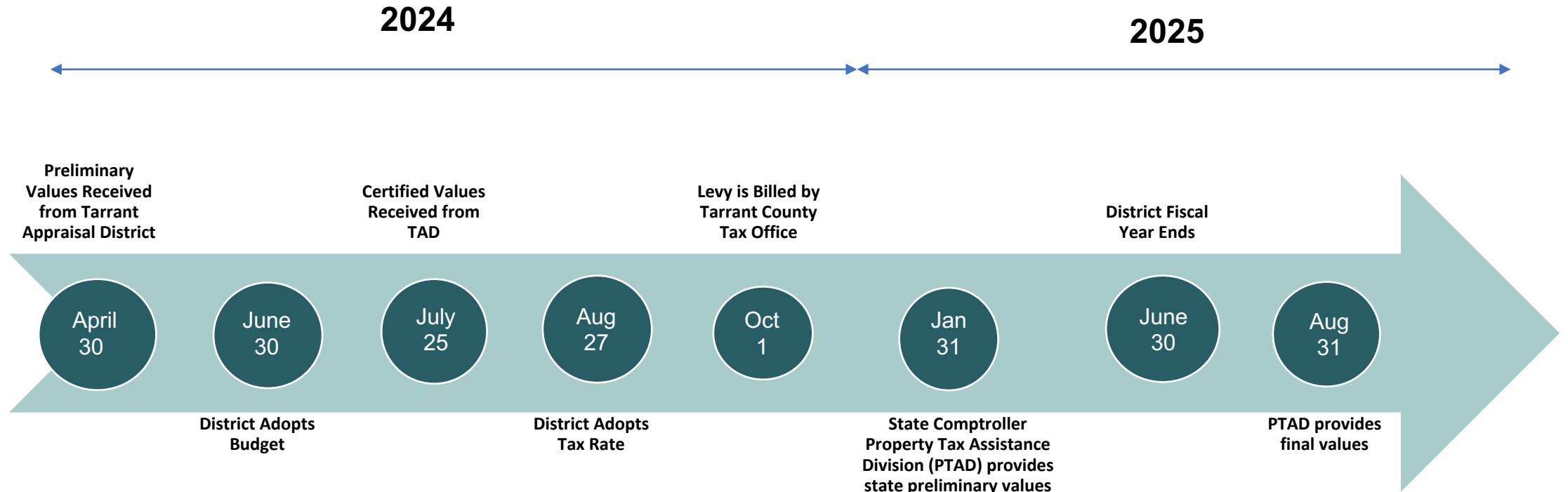


Fiscal Year	Recapture Amount
2022-23	\$2,483,811
2023-24*	\$4,863,043
2024-25*	\$8,358,020



\*Estimate only

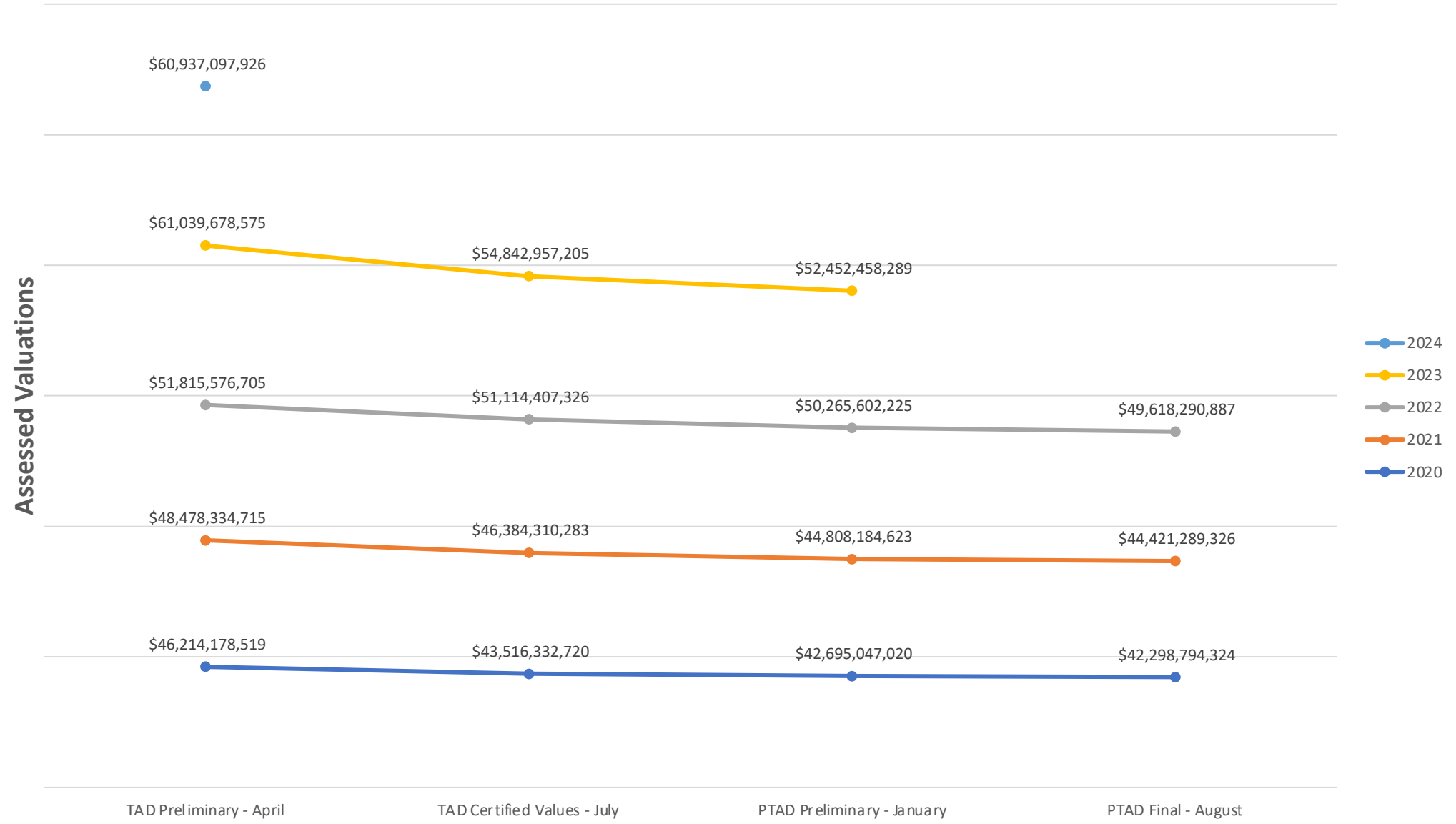
# Timeline of PV and Tax Process



# Property Values Information

Source	2024 Tax Year	Use
Tarrant Appraisal District	Preliminary Values: 4/30/24 Certified Values: 7/25/24	Preliminary values are used to budget revenue, and certified values to set tax rate.
Tarrant County Tax Office	Levy billed: 10/1/24 (monthly adjustments from November through August) The June adjusted levy is used on the year end Financial Statements.	The tax office bills tax payers based on values from the appraisal district, and tax rates set by each taxing entity.
State Comptroller Property Tax	Preliminary Values: 1/31/25 Final Values: 8/31/25 Changes are made by filing property value Audits and Self reports	TEA uses the Comptroller values to adjust State Funding. The State calculates Tier 1 funding based on student data, and applies the Local Fund Assignment to reduce the State portion.

# Property Values from TAD and PTAD for Tax Years 2020 - 2024



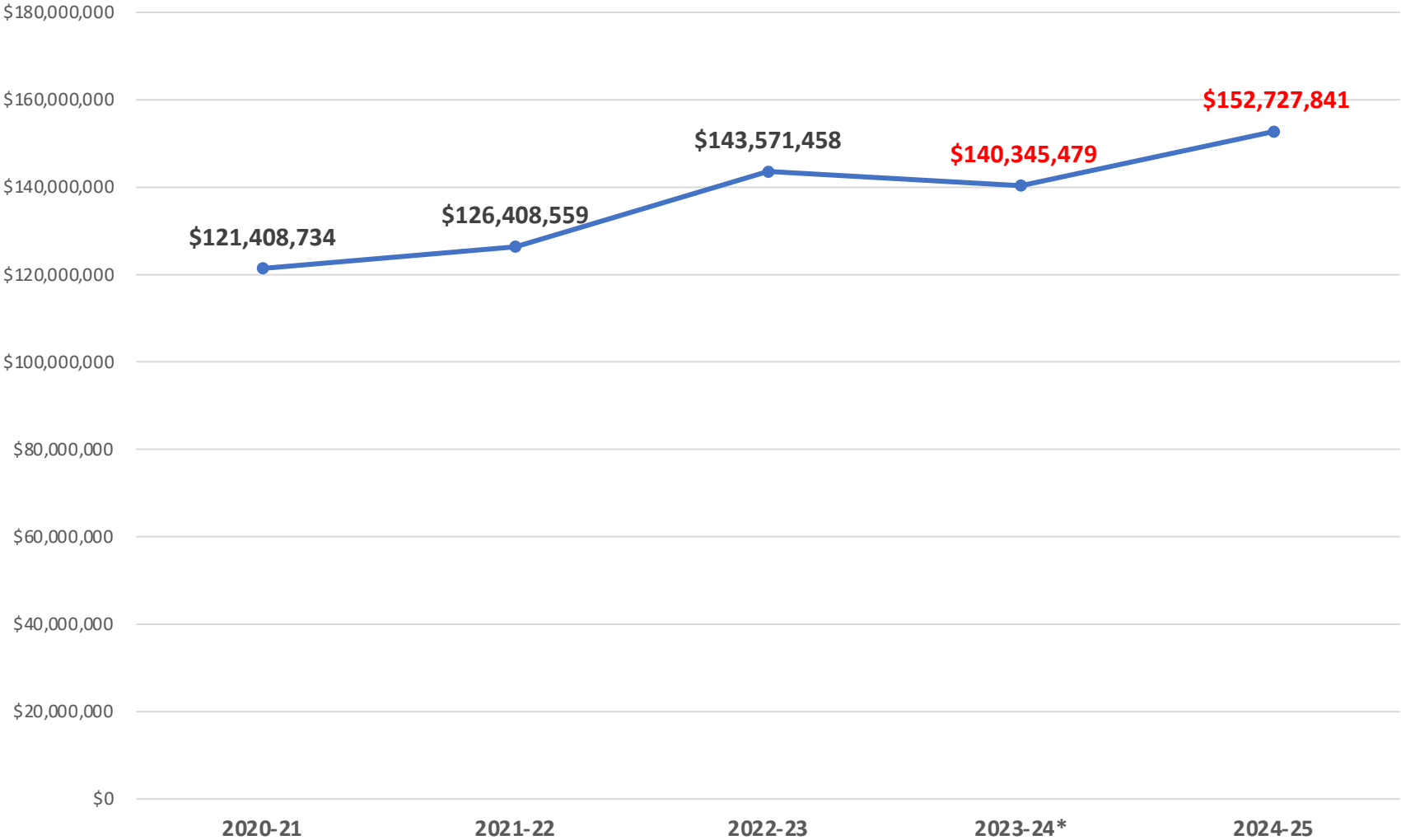


# FWISD STATE AND LOCAL FUNDING



Note: Numbers in red are estimated and subject to change.

# Interest & Sinking (Debt) Tax Collections



Note: Numbers in red are estimated and subject to change.

# Debt Service Fund

Fort Worth ISD  
Debt Service Fund  
As of May 11, 2024

## Revenues:

5700 - Local Sources

5800 - State Sources

Total Revenues

## Expenditures (Function 71):

Bond Principal

Interest and other issuance costs

Total Expenditures

TOTAL REVENUES OVER EXPENDITURES

TOTAL OTHER FINANCING SOURCES

NET CHANGE IN FUND BALANCE

FUND BALANCE - BEGINNING

FUND BALANCE - ENDING

Actual 2022-23	Adopted Budget 2023-24	Revised Budget 2023-24	Projected Actual 2023-24	Proposed Budget 2024-25
\$ 145,941,749	\$ 155,564,363	\$ 138,921,627	\$ 138,921,627	\$ 154,978,343
3,626,880	3,693,999	11,255,330	14,913,211	13,475,846
\$ 149,568,629	\$ 159,258,362	\$ 150,176,957	\$ 153,834,838	\$ 168,454,189
\$ 88,835,000	\$ 85,910,000	\$ 115,847,078	\$ 115,847,078	\$ 97,230,000
51,586,319	63,318,070	63,318,070	63,318,070	71,224,189
\$ 140,421,319	\$ 149,228,070	\$ 179,165,148	\$ 179,165,148	\$ 168,454,189
\$ 9,147,310	\$ 10,030,292	\$ (28,988,191)	\$ (25,330,310)	\$ 0
\$ -	\$ -	\$ -	\$ -	\$ -
\$ 9,147,310	\$ 10,030,292	\$ (28,988,191)	\$ (25,330,310)	\$ 0
69,139,410	78,286,720	78,286,720	78,286,720	52,956,410
\$ 78,286,720	\$ 88,317,012	\$ 49,298,529	\$ 52,956,410	\$ 52,956,410

Fund Balance Target 20% of Next Year's Requirements

\$ 33,690,838 \$ 30,021,600

Target at EOY - Fund Balance

31.44%

35.28%

15

**Estimated revenues based on a \$0.2755 tax rate**

## ADOPTED TAX RATES

Year	M & O	Debt Service	Totals
2023-2024	\$0.7904	\$0.2720	\$1.0624
2022-2023	\$0.9896	\$0.2920	\$1.2816
2021-2022	\$1.0512	\$0.2920	\$1.3432
2020-2021	\$1.0864	\$0.2920	\$1.3784
2019-2020	\$0.99	\$0.2920	\$1.282
2018-2019	\$1.06	\$0.2920	\$1.352
2017-2018	\$1.06	\$0.2920	\$1.352
2016-2017	\$1.04	\$0.3120	\$1.352
2015-2016	\$1.04	\$0.3120	\$1.352
2014-2015	\$1.04	\$0.2822	\$1.322
2013-2014	\$1.04	\$0.2822	\$1.322

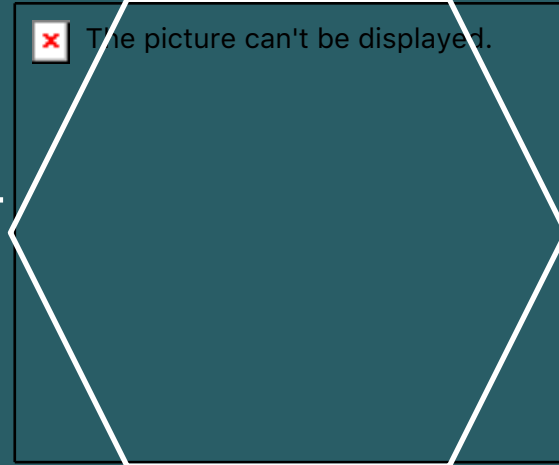
# Projected Tax Rate for 24-25\*

Fiscal Year	2023-24	2024-25
Maintenance & Operation	\$0.7904	\$0.7869
Interest & Sinking	\$0.2720	\$0.2755
Total Tax Rate	\$1.0624	\$1.0624

***\*PRELIMINARY BASED ON ESTIMATED CERTIFIED VALUES WHICH ARE SUBJECT TO CHANGE AS VALUES BECOME AVAILABLE***

# Tax Rate Adoption

- The M&O Rate is determined by TEA based on property value growth, and the amount of Tier 2 pennies that have been voter approved.
- The I&S Rate is determined by the District based on property value growth, and the total amount of bonded debt payments due in the following calendar year.
  - The I&S tax rate adopted for 2024-25 will make the debt payments primarily due in February 2025 and August 2025.
- 2024 is a non-legislative year; no changes to State funding and to property taxes are likely to occur before the next session.
- The 2024-25 tax rate will be adopted in August 2024.



# 2024-2025 Budget Development Update

May 14, 2024

Board Budget Workshop



# 2024-25 FWISD Strategic Priorities



**Student  
Academic  
Excellence**



**Student  
and Family  
Experience**



**Employee  
Engagement and  
Effectiveness**



**Organizational  
Effectiveness and  
Cohesion**





# 2024-2025 Budget Workshop

## Overview

- Review of preliminary assumptions have been made with information available (*calculations are subject to change*)
- Provide revenue and expenditure information to the Board
- Goal is to adopt a budget at the June 11, 2024 meeting



# 2024 – 2025 Budget Planning Calendar

**Q1 Overview:**

- Refining 2024-25 Budget Planning

**Q2 Overview:**

- ACFR to the Board
- PEIMS Fall First Submission
- Student Attendance Projection
- DERC and DAC meetings

**Q3 Overview:**

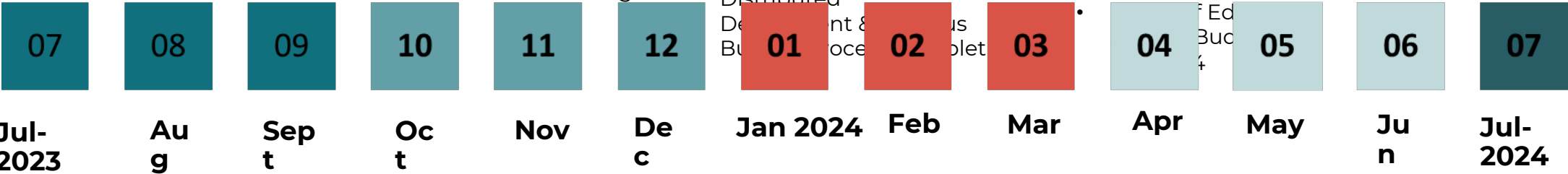
- Resubmission/Mid-Year First Submission
- Student and Revenue Projections
- Campus Budgetary Allocations to Campus Principals
- Department Budgeting with Assoc Supt/Chiefs/Deputy Supt
- Staffing Allocations Distributed

**Q4 Overview:**

- Preliminary Budget Complete
- Department Budget Hearings
- Budget Development Updates to Leadership
- Publish Notice of Public Hearing for Budget Adoption 6/3/2024
- Legally Required Hearings for Budget Adoption

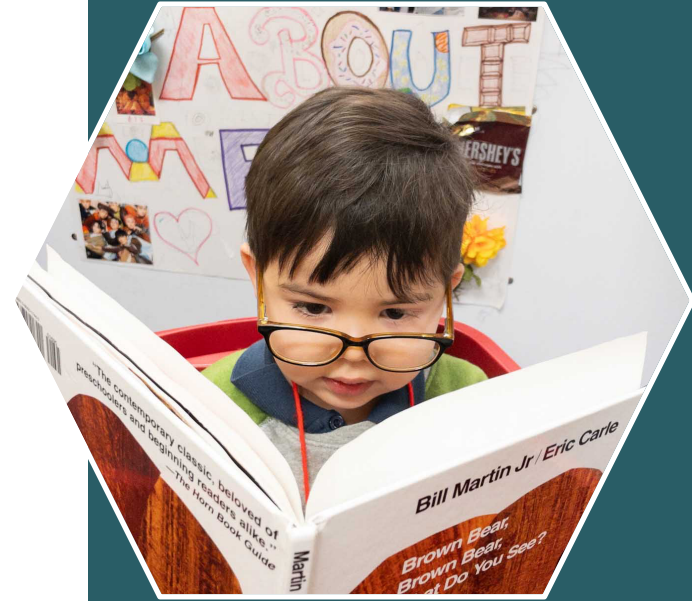
**Q1 Overview:**

- Close out FY 2023-24
- Begin FY 2024-25
- Calculate MCR
- Appraisal District Provides Certified Taxable Values



# 2024-2025 Key Revenue Assumptions

- Overall declining enrollment, offset by an increase in Special Education
- Increase in Average Daily Attendance (ADA)
- Increase in property values
  - Received preliminary values – 11.11% increase from July 2023 Certified Values
- Improvement of investment earnings
- Teacher Incentive Allotment (TIA)
- Additional Safety and Security allocations



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# 2024-2025 Key Expenditure Impacts

- Balanced Budget Objective
- End of ESSER funding
- Program Changes
- Increase\* in TRS-Active Care premiums
- Staffing Guideline

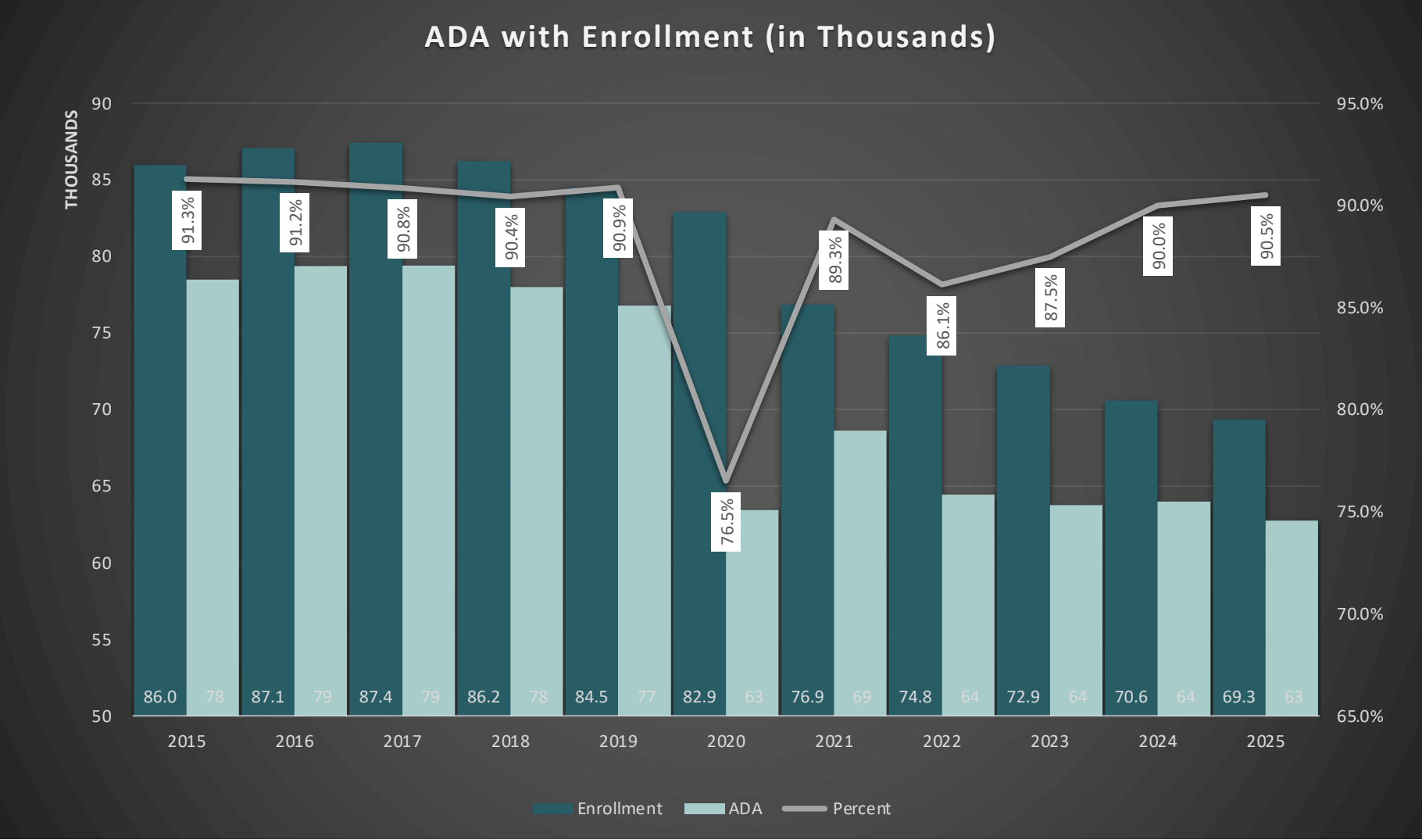
## \$ Adjustments



- Reduction of staff due to loss of enrollment
- Review of all vacancies districtwide
- Closing of Wedgewood 6<sup>th</sup> Grade Center
- Additional requirements for Safety and Security
- One-time purchases (Major construction projects, Textbook Gap Funding, Equipment replacements, Technology needs)

\*Compensation or increases in premium contributions not included in proposed budget

# Average Daily Attendance vs Enrollment



\*2024  
Adopted  
\*2025  
Estimate

DIVISION OF  
BUSINESS AND FINANCE



# General Fund Revenue

Revenues	2022-2023 Actuals	2023-2024 Original Budget	2023-2024 Projected	2024-2025 Proposed
5700 Local and intermediate sources	\$ 542,062,024	\$ 519,067,626	\$ 434,079,536	\$ 461,183,531
5800 State program revenues	263,895,605	265,550,256	367,957,680	344,868,973
5900 Federal program revenues	29,189,984	16,385,807	14,901,605	16,403,057
7900 Other Sources	5,989,013	500,000	799,548	500,000
<b>TOTAL REVENUES</b>	<b>\$ 841,136,626</b>	<b>\$ 801,503,689</b>	<b>\$ 817,738,369</b>	<b>\$ 822,955,561</b>

Changes from Projected 2024 to Proposed 2025 \$ 5,217,192

<b>Actual ADA</b>	64,327	63,544	
<b>Projected ADA</b>		63,806	62,755



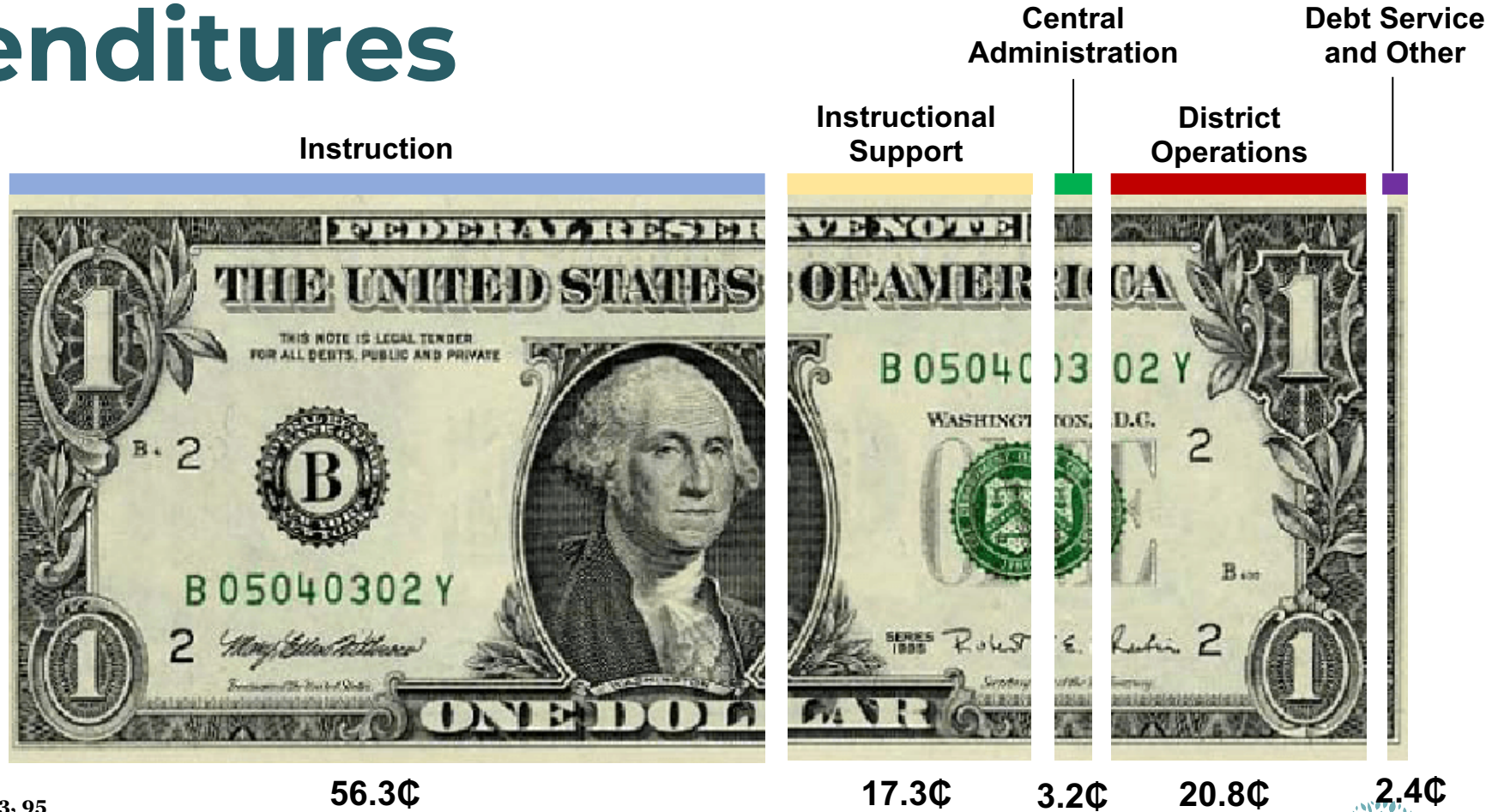
# General Fund Expenditures

	OBJECT	ESTIMATED REVENUE	2022-2023 GENERAL FUND	2023-2024 ORIGINAL GENERAL FUND	2023-2024 REVISED GENERAL FUND	2023-2024 PROJECTED GENERAL FUND	2024-2025 PRELIMINARY GENERAL FUND
	5700	Local	542,062,024	519,067,626	434,079,536	434,079,536	461,183,531
	5800	State	263,895,605	265,550,256	367,957,680	367,957,680	344,868,973
	5900	Federal	29,189,984	16,385,807	14,901,605	14,901,605	16,403,057
	7900	Other Resources	5,989,013	500,000	799,548	799,548	500,000
		<b>Total Estimated Revenue</b>	<b>\$ 841,136,626</b>	<b>\$ 801,503,689</b>	<b>\$ 817,738,369</b>	<b>\$ 817,738,369</b>	<b>\$ 822,955,561</b>
	<b>FUNCTION</b>	<b>ESTIMATED APPROPRIATIONS</b>					
	11	Instruction	435,693,264	452,855,627	475,990,508	472,160,980	443,692,669
	12	Instruction Resources and Media Services	11,985,752	12,043,156	11,877,426	12,115,370	10,277,968
	13	Curriculum and Instructional Staff Development	13,860,855	12,911,081	12,520,724	13,250,347	9,066,263
	21	Instructional Administration	15,481,905	16,651,180	16,728,505	16,252,791	15,152,246
	23	School Administration	50,668,491	52,725,631	52,530,970	52,578,025	49,326,374
	31	Guidance and Counseling Services	44,147,446	46,782,032	47,224,415	46,885,234	42,154,005
	32	Social Work Services	4,116,050	4,924,376	5,629,687	4,284,010	2,998,820
	33	Health Services	10,358,700	13,018,700	12,561,090	11,449,118	12,138,035
	34	Student Transportation	21,838,319	22,731,086	38,492,056	29,763,414	23,137,806
	35	Food Services	520,621	426,614	501,967	325,065	373,886
	36	Cocurricular/Extracurricular Activities	20,150,053	20,321,670	21,310,832	20,758,827	20,538,998
	41	General Administration	22,856,214	26,130,271	25,728,939	21,776,873	26,272,776
	51	Plant Maintenance and Operations	87,214,102	97,511,340	104,182,041	98,835,983	104,308,002
	52	Security and Monitoring Services	13,274,224	15,788,569	15,889,226	14,049,942	17,716,306
	53	Data Processing Services	24,821,616	30,928,534	33,550,027	22,983,922	25,862,453
	61	Community Services	4,931,026	5,146,066	5,129,023	5,127,670	4,700,831
	71	Debt Service	2,075,239	3,000,000	3,000,000	2,490,000	3,000,000
	81	Facilities Acquisition & Construction	1,318,021	1,500,000	8,496,499	7,544,293	1,130,000
	91	Contracted Instructional Services Public Schools	2,483,811	8,422,002	8,422,002	4,864,211	8,358,020
	95	Payments to Juvenile Justice Alt Ed Programs	8,127	45,000	45,000	45,000	36,000
	97	Tax Increment Financing	-	-			-
	99	Other Intergovernmental Charges	2,889,867	2,963,095	2,963,095	2,910,002	2,714,103
		<b>Total Estimated Appropriations</b>	<b>\$ 790,693,703</b>	<b>\$ 846,826,031</b>	<b>\$ 902,774,032</b>	<b>\$ 860,451,077</b>	<b>\$ 822,955,561</b>
		<b>Excess Revenue/Appropriations and Change in Fund Balance</b>	<b>50,442,923</b>	<b>(45,322,342)</b>	<b>(85,035,663)</b>	<b>(42,712,708)</b>	<b>-</b>
		<b>Fund Balance - Beginning</b>	<b>351,232,352 *</b>	<b>401,675,275 *</b>	<b>401,675,275</b>	<b>401,675,275</b>	<b>358,962,567</b>
		<b>Fund Balance - Ending (Unaudited)</b>	<b>\$ 401,675,275</b>	<b>\$ 356,352,933</b>	<b>\$ 316,639,612</b>	<b>\$ 358,962,567</b>	<b>\$ 358,962,567</b>

\*Audited fund balance as reflected in financial statements



# General Fund Expenditures



Instruction - functions 11, 12, 13, 95

Instructional Support – functions 21, 23, 31, 32, 33, 36

Central Administration – function 41

District Operations – functions 51, 52, 53, 34, 35

Debt Service and Other – functions 61, 71, 81, 91, 92, 93, 97, 99



# Food Service Budget

	2023 Actual	2024 Original Budget	2024 YTD*	2024 Projected	2025 Proposed
<b>Revenues</b>					
5700 Local and intermediate sources	\$2,015,306	\$2,176,933	\$1,248,667	\$1,673,383	\$1,676,275
5800 State program revenues	\$171,686	69,126	\$176,818	\$69,126	\$161,719
7900 State program revenues	45,583,287	50,483,204	31,232,632	43,968,371	41,757,811
<b>TOTAL REVENUES</b>	<b>\$47,770,279</b>	<b>\$52,729,263</b>	<b>\$32,658,117</b>	<b>\$45,710,880</b>	<b>\$43,595,805</b>
<b>Expenditures</b>					
35 Food Services	\$37,521,459	\$52,069,798	\$37,844,379	\$46,098,425	\$37,786,412
51 Maintenance & Operations	28,696	35,674	25,701	35,674	34,667
<b>TOTAL EXPENDITURES</b>	<b>\$37,550,155</b>	<b>\$52,105,472</b>	<b>\$37,870,080</b>	<b>\$46,134,099</b>	<b>\$37,821,079</b>
Excess (deficiency) of revenues over expenditures	10,220,124	623,791	(5,211,963)	(423,219)	5,774,726
<b>Net Change in Fund Balance</b>	<b>\$10,220,124</b>		<b>(\$5,211,963)</b>		<b>\$5,774,726</b>
Fund balance - beginning	11,753,687	21,973,811	21,973,811	21,973,811	21,550,592
Fund balances - ending	\$21,973,811	\$22,597,602	\$16,761,848	\$21,550,592	\$27,325,318
<b>Beginning of year fund balance %</b>	<b>31.30%</b>			<b>47.63%</b>	<b>56.98%</b>
<b>EOY Projected fund balance %</b>	<b>42.17%</b>			<b>56.98%</b>	<b>65.68%</b>

\*As of April 30, 2024 unaudited unadjusted for April closing.



DIVISION OF  
BUSINESS AND FINANCE

2024-2025 PROPOSED BUDGETS				
GENERAL FUND, DEBT SERVICE FUND AND FOOD SERVICE FUND				
OBJECT	ESTIMATED REVENUE	GENERAL FUND 199	DEBT SERVICE FUND 599	FOOD SERVICE FUND 701
5700	Local	461,183,531	154,978,343	1,676,275
5800	State	344,868,973	13,475,846	161,719
5900	Federal	16,403,057	-	41,757,812
7900	Other Resources	500,000		
	<b>Total Estimated Revenue</b>	<b>822,955,561</b>	<b>168,454,189</b>	<b>43,595,806</b>
Function	Estimated Appropriations			
11	Instruction	443,692,669	-	-
12	Instruction Resources and Media Serv.	10,277,968	-	-
13	Curriculum and Instructional Staff Develop.	9,066,263	-	-
21	Instructional Administration	15,152,246	-	-
23	School Administration	49,326,374	-	-
31	Guidance and Counseling Services	42,154,005	-	-
32	Social Work Services	2,998,820	-	-
33	Health Services	12,138,035	-	-
34	Student Transportation	23,137,806	-	-
35	Food Services	373,886	-	37,786,412
36	Cocurricular/Extracurricular Activities	20,538,998	-	-
41	General Administration	26,272,776	-	-
51	Plant Maintenance and Operations	104,308,002	-	34,667
52	Security and Monitoring Services	17,716,306	-	-
53	Data Processing Services	25,862,453	-	-
61	Community Services	4,700,831	-	-
71	Debt Service	3,000,000	168,454,189	-
81	Facilities Acquisition & Construction	1,130,000	-	-
91	Contracted Instructional Services Public Schools	8,358,020	-	-
95	Payments to Juvenile Justice Alt Ed Prog.	36,000	-	-
97	Tax Increment Financing	-	-	-
99	Other Intergovernmental Charges	2,714,103	-	-
	<b>Total Estimated Appropriations</b>	<b>822,955,561</b>	<b>168,454,189</b>	<b>37,821,079</b>
	<b>Excess Revenue/Appropriations and Change in Fund Balance</b>	<b>-</b>	<b>-</b>	<b>5,774,727</b>
	<b>Fund Balance - Beginning</b>	<b>358,962,567</b>	<b>52,956,410</b>	<b>21,891,223</b>
	<b>Fund Balance - Ending (Unaudited)</b>	<b>358,962,567</b>	<b>52,956,410</b>	<b>27,665,950</b>

2024-2025

General Fund, Debt Service and Food Service Budgets

Combined expenditure budgets: \$1.029B

30

Fort Worth

INDEPENDENT SCHOOL DISTRICT

DIVISION OF BUSINESS AND FINANCE

# Upcoming Budget Development Dates

May 28, 2024 Adopt  
Compensation Plan  
and Budget Update

June 11, 2024 Adopt  
2024-2025 General  
Fund, Debt and Food  
Service Budgets



# TRS Active Care Insurance Overview

May 14, 2024

Board Budget Workshop



# Fiscal Year 2025 Premium TRS Increases

- Original estimates of  $\approx 10\%$  increase have materialized
- District current contribution is \$331/month/employee
- Increase for *Active Care Primary Employee Only*\* is \$44/month
- In 23-24, the District picked up the full \$44 increase in the rate, going from \$287/month to \$331/month

$\approx 6,200$  FWISD  
Employees  
Impacted



*\*Active Care Primary is shown here for illustrative purposes; other plans will be similarly affected.*

# Proposed Increase in TRS Rates (subject to final board approval)

2024-25 TRS-ActiveCare Rates - Region 11

Tier	2023-24 TRS-ActiveCare Primary	2024-25 TRS-ActiveCare Primary	2024-25 TRS-ActiveCare Primary % Increase	2024-25 TRS-ActiveCare Primary Annual Cost Increase
Employee Only	\$461.00	\$505.00	9.54%	\$528.00
Employee and Spouse	\$1,245.00	\$1,364.00	9.56%	\$1,428.00
Employee and Child(ren)	\$784.00	\$859.00	9.57%	\$900.00
Employee and Family	\$1,568.00	\$1,717.00	9.50%	\$1,788.00

Tier- Minus District Contribution of \$331	2023-24 TRS-ActiveCare Primary	2024-25 TRS-ActiveCare Primary	2024-25 TRS-ActiveCare Primary % Increase	2024-25 TRS-ActiveCare Primary Annual Cost Increase
Employee Only	\$130.00	\$174.00	33.85%	\$528.00
Employee and Spouse	\$914.00	\$1,033.00	13.02%	\$1,428.00
Employee and Child(ren)	\$453.00	\$528.00	16.56%	\$900.00
Employee and Family	\$1,237.00	\$1,386.00	12.05%	\$1,788.00

Tier	2023-24 TRS-ActiveCare HD	2024-25 TRS-ActiveCare HD	2024-25 TRS-ActiveCare HD % Increase	2024-25 TRS-ActiveCare HD Annual Cost Increase
Employee Only	\$475.00	\$519.00	9.26%	\$528.00
Employee and Spouse	\$1,283.00	\$1,402.00	9.28%	\$1,428.00
Employee and Child(ren)	\$808.00	\$883.00	9.28%	\$900.00
Employee and Family	\$1,615.00	\$1,765.00	9.29%	\$1,800.00
Tier- Minus District Contribution of \$331	ActiveCare HD	ActiveCare HD	ActiveCare HD %	ActiveCare HD Annual
Employee Only	\$144.00	\$188.00	30.56%	\$528.00
Employee and Spouse	\$952.00	\$1,071.00	12.50%	\$1,428.00
Employee and Child(ren)	\$477.00	\$552.00	15.72%	\$900.00
Employee and Family	\$1,284.00	\$1,434.00	11.68%	\$1,800.00

2023-24 TRS-ActiveCare Primary+	2024-25 TRS-ActiveCare Primary+	2024-25 TRS-ActiveCare Primary+ % Increase	2024-25 TRS-ActiveCare Primary+ Annual Cost Increase
\$541.00	\$592.00	9.43%	\$612.00
\$1,407.00	\$1,540.00	9.45%	\$1,596.00
\$920.00	\$1,007.00	9.46%	\$1,044.00
\$1,786.00	\$1,954.00	9.41%	\$2,016.00

2023-24 TRS-ActiveCare Primary+	2024-25 TRS-ActiveCare Primary+	2024-25 TRS-ActiveCare Primary+ % Increase	2024-25 TRS-ActiveCare Primary+ Annual Cost Increase
\$210.00	\$261.00	24.29%	\$612.00
\$1,076.00	\$1,209.00	12.36%	\$1,596.00
\$589.00	\$676.00	14.77%	\$1,044.00
\$1,455.00	\$1,623.00	11.55%	\$2,016.00

<b>2024-2025 District Contribution:</b>	<b>\$331.00</b>
<b>Current Enrollment</b>	<b>6,215</b>
<b>2024-2025 ActiveCare Primary Employee Only Increase</b>	<b>\$44.00</b>
<b>Current (2023-2024) District monthly contribution</b>	<b>\$2,057,165</b>
<b>IF District absorbs full 2024-2025 monthly increase</b>	<b>\$273,460</b>
<b>Total (2024-2025) District contribution with increase</b>	<b>\$2,330,625</b>
<b>Annual Current Cost to District ONLY</b>	<b>\$24,685,980</b>
<b>Increased Annual Cost to District ONLY</b>	<b>\$3,281,520</b>

*In 23-24, the District picked up the full \$44 increase in rate, from \$287 to \$331*



## FY 25 TRS-ActiveCare Gross Premiums (Before Employer Contribution)

		Lowest Cost Region (Region 18 Midland)			Mid-Point Region (Region 6 Huntsville)			Highest Cost Region (Region 11 Forth Worth)		
Plan	Tier	FY24 Rate	FY25 Rate	Dollar & Percent Change	FY24 Rate	FY25 Rate	Dollar & Percent Change	FY24 Rate	FY25 Rate	Dollar & Percent Change
Primary	EMP	\$347	\$395	\$48 (13.8%)	\$421	\$452	\$31 (7.4%)	\$461	\$505	\$44 (9.5%)
	ESP	\$937	\$1,067	\$130 (13.9%)	\$1,137	\$1,221	\$84 (7.4%)	\$1,245	\$1,364	\$119 (9.6%)
	ECH	\$590	\$672	\$82 (13.9%)	\$716	\$769	\$53 (7.4%)	\$784	\$859	\$75 (9.6%)
	FAM	\$1,180	\$1,343	\$163 (13.8%)	\$1,432	\$1,537	\$105 (7.3%)	\$1,568	\$1,717	\$149 (9.5%)
Primary+	EMP	\$407	\$464	\$57 (14.0%)	\$494	\$530	\$36 (7.3%)	\$541	\$592	\$51 (9.4%)
	ESP	\$1,059	\$1,207	\$148 (14.0%)	\$1,285	\$1,378	\$93 (7.2%)	\$1,407	\$1,540	\$133 (9.5%)
	ECH	\$692	\$789	\$97 (14.0%)	\$840	\$901	\$61 (7.3%)	\$920	\$1,007	\$87 (9.5%)
	FAM	\$1,344	\$1,532	\$188 (14.0%)	\$1,631	\$1,749	\$118 (7.2%)	\$1,786	\$1,954	\$168 (9.4%)
HD	EMP	\$357	\$405	\$48 (13.4%)	\$433	\$465	\$32 (7.4%)	\$475	\$519	\$44 (9.3%)
	ESP	\$964	\$1,094	\$130 (13.5%)	\$1,170	\$1,256	\$86 (7.4%)	\$1,283	\$1,402	\$119 (9.3%)
	ECH	\$607	\$689	\$82 (13.5%)	\$737	\$791	\$54 (7.3%)	\$808	\$883	\$75 (9.3%)
	FAM	\$1,214	\$1,377	\$163 (13.4%)	\$1,473	\$1,581	\$108 (7.3%)	\$1,615	\$1,765	\$150 (9.3%)
AC2	EMP	\$1,013	\$1,013	\$0 (0.0%)	\$1,013	\$1,013	\$0 (0.0%)	\$1,013	\$1,013	\$0 (0.0%)
	ESP	\$2,402	\$2,402	\$0 (0.0%)	\$2,402	\$2,402	\$0 (0.0%)	\$2,402	\$2,402	\$0 (0.0%)
	ECH	\$1,507	\$1,507	\$0 (0.0%)	\$1,507	\$1,507	\$0 (0.0%)	\$1,507	\$1,507	\$0 (0.0%)
	FAM	\$2,841	\$2,841	\$0 (0.0%)	\$2,841	\$2,841	\$0 (0.0%)	\$2,841	\$2,841	\$0 (0.0%)

\*Increases vary by region, plan and tier, and for ~127k subscribers the increase by plan and tier exceeds 10%, with the highest being 14.4%.

8

35



# FY 25 TRS-ActiveCare Benefit Alignments



TRS is proposing **several benefit adjustments** to align with **regulatory standards** and **account for migration** between plans.

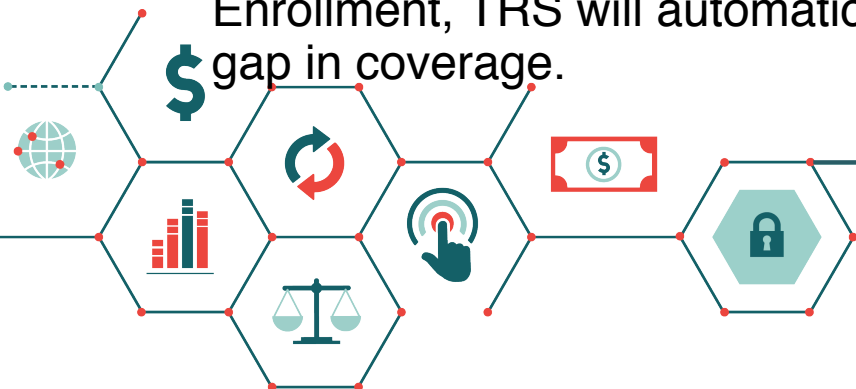
Benefit Alignment	Current FY 24	Proposed FY 25
TRS-ActiveCare HD Plan Maximum out-of-pocket (MOOP)	\$7,500 individual	\$8,050 individual ↑
TRS-ActiveCare HD Plan in-network deductibles (IRS requirement)	\$3,000 individual \$6,000 family	\$3,200 individual ↑ \$6,400 family ↑
TRS-ActiveCare HD Plan out-of- network deductibles	\$5,500 individual \$11,000 family	\$6,400 individual ↑ \$12,800 family ↑
TRS-ActiveCare Primary Plan MOOP	\$7,500 individual	\$8,050 individual ↑



# Important 2024-2025 TRS Plan Update

- After considerable evaluation, TRS and Baylor Scott & White (BSW) Health Plan have mutually decided not to renew BSW's Health Plan contract at the end of the current 2023-24 plan year, Aug. 31, 2024. The BSW Health Plan is a fully insured HMO product offered under the TRS-ActiveCare umbrella for districts located in North and Central Texas.
- As such, this HMO product will not be offered as a plan option for the upcoming 2024-25 plan year, beginning **Sept. 1, 2024**.
- Nearly all BSW Health Plan providers are in-network for TRS-ActiveCare plans, including BSW's medical facilities and physicians.
- The TRS-ActiveCare Primary+ plan offers comparable coverage with a lower total premium in most tiers. If an employee doesn't select a plan during Annual Enrollment, TRS will automatically enroll them in the Primary+ plan so there is no gap in coverage.

174 FWISD  
Employees  
Impacted



# Thought Exchange

May 14, 2024

Board Budget Workshop



What are the priorities we should consider when developing the 2024-25 budget (ex. process, strategies, timing, support, resources)?  
Any specific considerations to address the budget shortfall?



240  
Participants



175  
Thoughts



2,574  
Ratings



DIVISION OF  
BUSINESS AND FINANCE

# Key Thoughts

**Cuts should not be at the campus level if at all possible. Every single person at a campus are stretched thin. If they have to take on more job duties** from other positions, something else they are responsible for will have to drop. There's only so many hours in the day.

4.5  ( 21  )  
Ranked #1 of 175

**Can we stop cutting positions at the school level. We are drowning with all the unreasonable demands from district.** We at the school level are asked to do more than can be done in our contract hours. Cutting the support we have on campus isn't going to help the stud

4.4  ( 23  )  
Ranked #2 of 175

**Are there any plans to have an incentive for staff retention? Not just for new staff.** Staff leave for lack of attention to retention of tenured staff.

4.3  ( 22  )  
Ranked #3 of 175



# Student Question: What decision can you suggest for utilizing funds on campus?



## 33

### Participants



29  
Thoughts

198  
Ratings

# Key Thoughts

**World Languages institute is in desperate need of a parking lot** We only have 7 spots for all students.

**Resources for fine arts (better stages, more funding).** Students are more inclined to enroll, stay, and participate in school when they have extra curriculares to join.

**Get a census per school on where fund are needed.** To get a better understanding on where this money goes and where it needs to be and why.

4.3 ★★★★★ (9 👤)

Ranked #1 of 29

4.1 ★★★★★ (9 👤)

Ranked #2 of 29

4.0 ★★★★★ (9 👤)

Ranked #3 of 29





**THANK  
YOU!**



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT  
Division of Business and Finance



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