

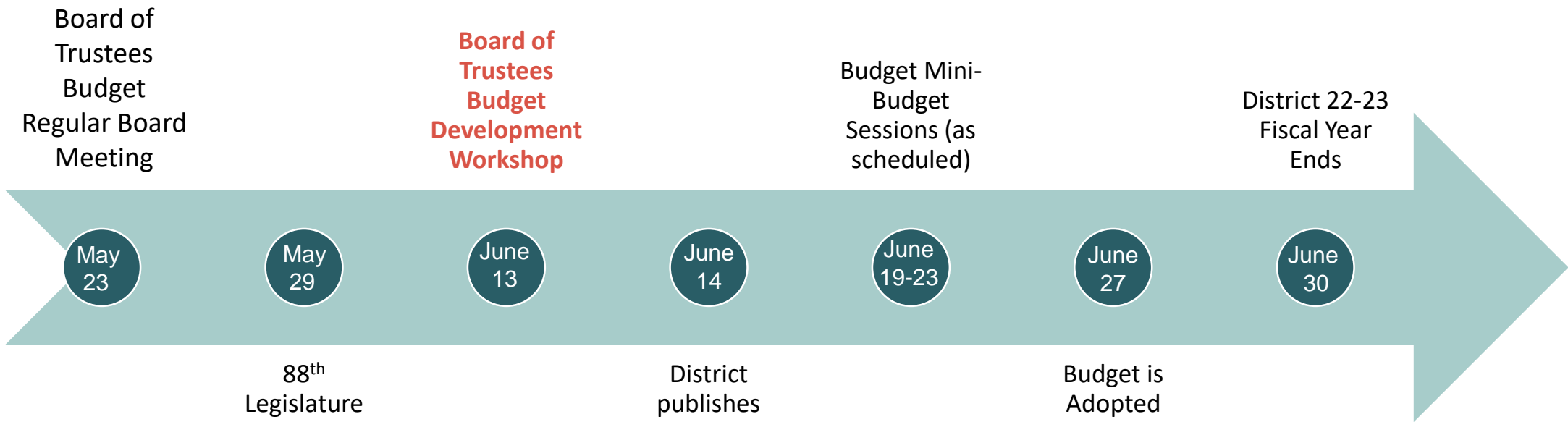
2023-2024 Budget Development Update

Board of Trustees Meeting

June 13, 2023



On track...to 2023-2024 Budget Adoption



88th
Legislature
Ends

District
publishes
Public Notice
on Budget and
Tax Rate by
this date

Budget is
Adopted



2023-2024 Key Revenue Assumptions

- Loss of enrollment, impact reduced due to 90% ADA projection
- 12% estimated increase in property values, resulting in increased property tax revenues
- Reduction in Indirect Cost revenues
- Improvement of investment earnings
- NIFA (New Instructional Facilities Allotment)
- TIA (Teacher Incentive Allotment)
- Recapture



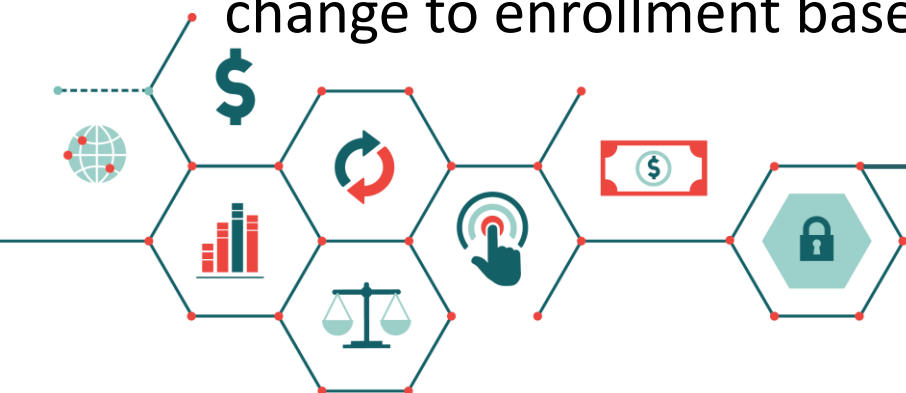
Legislative Outcomes

- HB3 - Additional \$10/ADA plus \$15,000 per campus for safety (primarily staff) – built into preliminary budget
- \$307 million in funding for the TIMA that was a restoration of the funding cut that was passed last session.
- \$2.367 billion that is a statutorily required increase in the guaranteed yield on golden pennies that is above prior-year levels – built into preliminary budget
- \$588.5 million in new money for TRS to keep ActiveCare premium increases under 10%.
- \$1.1 billion set aside in SB 30 that will go to TEA to fund school safety grants.



2023-2024 Key Expenditure Assumptions

- Balanced Budget Progress
- Compensation recommendations - \$17.3 million
- TRS insurance increases - \$3.4 million
- Restructuring/reorganization
 - Changes and realignment of budget owners – Savings of \$2.9 million
- Increased campus allotments due to change to enrollment based allocations
- Adherence to Staffing Guidelines for Campuses
- Addition of Rolling Hills Elementary
- \$2 million increase in property and other insurances
- One-Time Purchases
 - (IT, Roof Repair and Textbook Gap Funding) - \$10.8 million



2023-2024 Proposed Compensation and Benefit Changes



Proposed Compensation* (subject to final board approval)

Salary Schedules:

All employees will receive a minimum of a **3% raise** from midpoint of salary schedule.

Pay Grades:

All employees will receive a minimum of a **3% raise** from pay grade midpoint.

Other Proposed Adjustments:

Yearbook Sponsor stipends and Deaf Education Adjustments



*As proposed by Talent Management and built into the 2023-24 budget

Proposed Increase in TRS Rates

(subject to final board approval)

- District current contribution is \$287/month/employee
- Increase for Employee Only increased by \$44/month
- District proposal is to cover 100% of this increase, or \$331/month/employee



2023-24 TRS-ActiveCare Rates - Region 11				
Tier	2022-23 TRS-ActiveCare Primary	2023-24 TRS-ActiveCare Primary	2023-24 TRS-ActiveCare Primary % Increase	2023-24 TRS-ActiveCare Primary Annual Cost Increase
Employee Only	\$417.00	\$461.00	10.55%	\$528.00
Employee and Spouse	\$1,176.00	\$1,245.00	5.87%	\$828.00
Employee and Child(ren)	\$751.00	\$784.00	4.39%	\$396.00
Employee and Family	\$1,405.00	\$1,568.00	11.60%	\$1,956.00
Tier- Minus District Contrib	2022-23 TRS-ActiveCare Primary	2023-24 TRS-ActiveCare Primary	2023-24 TRS-ActiveCare Primary % Increase	2023-24 TRS-ActiveCare Primary Annual Cost Increase
Employee Only	\$130.00	\$130.00	0.00%	\$0.00
Employee and Spouse	\$889.00	\$914.00	2.81%	\$300.00
Employee and Child(ren)	\$464.00	\$453.00	-2.37%	-\$132.00
Employee and Family	\$1,118.00	\$1,237.00	10.64%	\$1,428.00
Scott and White HMO Plan Monthly Premiums				
Coverage Tier	2022 Plan Year Premiums Per Month	2023 Plan Year Premiums Per Month	2023 Plan Year Premiums Per Month % Increase	2023 Plan Year Premiums Per Month Annual Cost Increase
Employee Only	\$569.24	\$596.96	4.87%	\$332.64
Employee & Spouse	\$1,431.08	\$1,501.90	4.95%	\$849.84
Employee & Child(ren)	\$915.65	\$960.68	4.92%	\$540.36
Employee & Family	\$1,647.24	\$1,728.86	4.95%	\$979.44
Scott and White HMO Plan Monthly Premiums - Minus District Contribution of \$331				
Coverage Tier	2022 Plan Year Premiums Per Month	2023 Plan Year Premiums Per Month	2023 Plan Year Premiums Per Month % Increase	2023 Plan Year Premiums Per Month Annual Cost Increase
Employee Only	\$282.24	\$265.96	-5.77%	-\$195.36
Employee & Spouse	\$1,144.08	\$1,170.90	2.34%	\$321.84
Employee & Child(ren)	\$628.65	\$629.68	0.16%	\$12.36
Employee & Family	\$1,360.24	\$1,397.86	2.77%	\$451.44
2023-2024 District Contribut	\$331.00			

2023-24 TRS-ActiveCare Rates - Region 11

Tier	2022-23 TRS- ActiveCare Primary	2023-24 TRS- ActiveCare Primary	2023-24 TRS- ActiveCare Primary % Increase	2023-24 TRS- ActiveCare Primary Annual Cost Increase	2022-23 TRS- ActiveCare Primary+	2023-24 TRS- ActiveCare Primary+	2023-24 TRS- ActiveCare Primary+ % Increase	2023-24 TRS- ActiveCare Primary+ Annual Cost Increase
Employee Only	\$417.00	\$461.00	10.55%	\$528.00	\$525.00	\$541.00	3.05%	\$192.00
Employee and Spouse	\$1,176.00	\$1,245.00	5.87%	\$828.00	\$1,284.00	\$1,407.00	9.58%	\$1,476.00
Employee and Child(ren)	\$751.00	\$784.00	4.39%	\$396.00	\$845.00	\$920.00	8.88%	\$900.00
Employee and Family	\$1,405.00	\$1,568.00	11.60%	\$1,956.00	\$1,614.00	\$1,786.00	10.66%	\$2,064.00

Tier- Minus District Contrib	2022-23 TRS- ActiveCare Primary	2023-24 TRS- ActiveCare Primary	2023-24 TRS- ActiveCare Primary % Increase	2023-24 TRS- ActiveCare Primary Annual Cost Increase	2022-23 TRS- ActiveCare Primary+	2023-24 TRS- ActiveCare Primary+	2023-24 TRS- ActiveCare Primary+ % Increase	2023-24 TRS- ActiveCare Primary+ Annual Cost Increase
Employee Only	\$130.00	\$130.00	0.00%	\$0.00	\$238.00	\$210.00	-11.76%	-\$336.00
Employee and Spouse	\$889.00	\$914.00	2.81%	\$300.00	\$997.00	\$1,076.00	7.92%	\$948.00
Employee and Child(ren)	\$464.00	\$453.00	-2.37%	-\$132.00	\$558.00	\$589.00	5.56%	\$372.00
Employee and Family	\$1,118.00	\$1,237.00	10.64%	\$1,428.00	\$1,327.00	\$1,455.00	9.65%	\$1,536.00

2023-24 TRS-ActiveCare Rates - Region 11

Tier	2022-23 TRS- ActiveCare HD	2023-24 TRS- ActiveCare HD	2023-24 TRS- ActiveCare HD % Increase	2023-24 TRS- ActiveCare HD Annual Cost Increase
Employee Only	\$429.00	\$475.00	10.72%	\$552.00
Employee and Spouse	\$1,209.00	\$1,283.00	6.12%	\$888.00
Employee and Child(ren)	\$772.00	\$808.00	4.66%	\$432.00
Employee and Family	\$1,445.00	\$1,615.00	11.76%	\$2,040.00

Tier- Minus District Contrib	2022-23 TRS- ActiveCare HD	2023-24 TRS- ActiveCare HD	2023-24 TRS- ActiveCare HD % Increase	2023-24 TRS- ActiveCare HD Annual Cost Increase
Employee Only	\$142.00	\$144.00	1.41%	\$24.00
Employee and Spouse	\$922.00	\$952.00	3.25%	\$360.00
Employee and Child(ren)	\$485.00	\$477.00	-1.65%	-\$96.00
Employee and Family	\$1,158.00	\$1,284.00	10.88%	\$1,512.00

Proposed Increase in TRS Rates for Active Care Plans (subject to final board approval)



Other Benefits Changes

- **New Pharmacy Vendor Starts Sept. 1, 2023**
 - *The TRS Board of Trustees chose Express Scripts (ESI) as the new pharmacy benefits manager for TRS-ActiveCare.*
- **New Dental Provider for the District also begins on Sept. 1, 2023**
 - *During the last pre-renewal meeting, the District current provider proposed a rate increase for the 2023-2024 plan year, without adding any new plan benefits. Based on current rates, claims, and usage data this increase was not acceptable. The District is moving to a NEW PPO Dental Plan that offers employees more dental benefits at a lower cost!*

			2023-2024 PROPOSED GENERAL FUND (CURRENT)
	OBJECT	ESTIMATED REVENUE	
	5700	Local	519,067,626
	5800	State	265,550,256
	5900	Federal	16,385,807
	7900	Other Resources	500,000
		Total Estimated Revenue	\$ 801,503,689
	FUNCTION	ESTIMATED APPROPRIATIONS	
	11	Instruction	452,855,627
	12	Instruction Resources and Media Services	12,043,156
	13	Curriculum and Instructional Staff Development	12,911,081
	21	Instructional Administration	16,651,180
	23	School Administration	52,725,631
	31	Guidance and Counseling Services	46,782,032
	32	Social Work Services	4,924,376
	33	Health Services	13,018,700
	34	Student Transportation	22,731,086
	35	Food Services	426,614
	36	Cocurricular/Extracurricular Activities	20,321,670
	41	General Administration	26,130,271
	51	Plant Maintenance and Operations	97,511,340
	52	Security and Monitoring Services	15,788,569
	53	Data Processing Services	30,928,534
	61	Community Services	5,146,066
	71	Debt Service	3,000,000
	81	Facilities Acquisition & Construction	1,500,000
	91	Contracted Instructional Services Public Schools	8,422,002
	95	Payments to Juvenile Justice Alt Ed Programs	45,000
	97	Tax Increment Financing	-
	99	Other Intergovernmental Charges	2,963,095
		Total Estimated Appropriations	\$ 846,826,031
		Excess Revenue/Appropriations and Change in Fund Balance	(45,322,342)
		Fund Balance - Beginning	338,025,863
		Fund Balance - Ending (Unaudited)	\$ 292,703,521

*Audited fund balance as reflected in financial statements

General Fund Expenditures

2023-24 Proposed General Fund (current law)

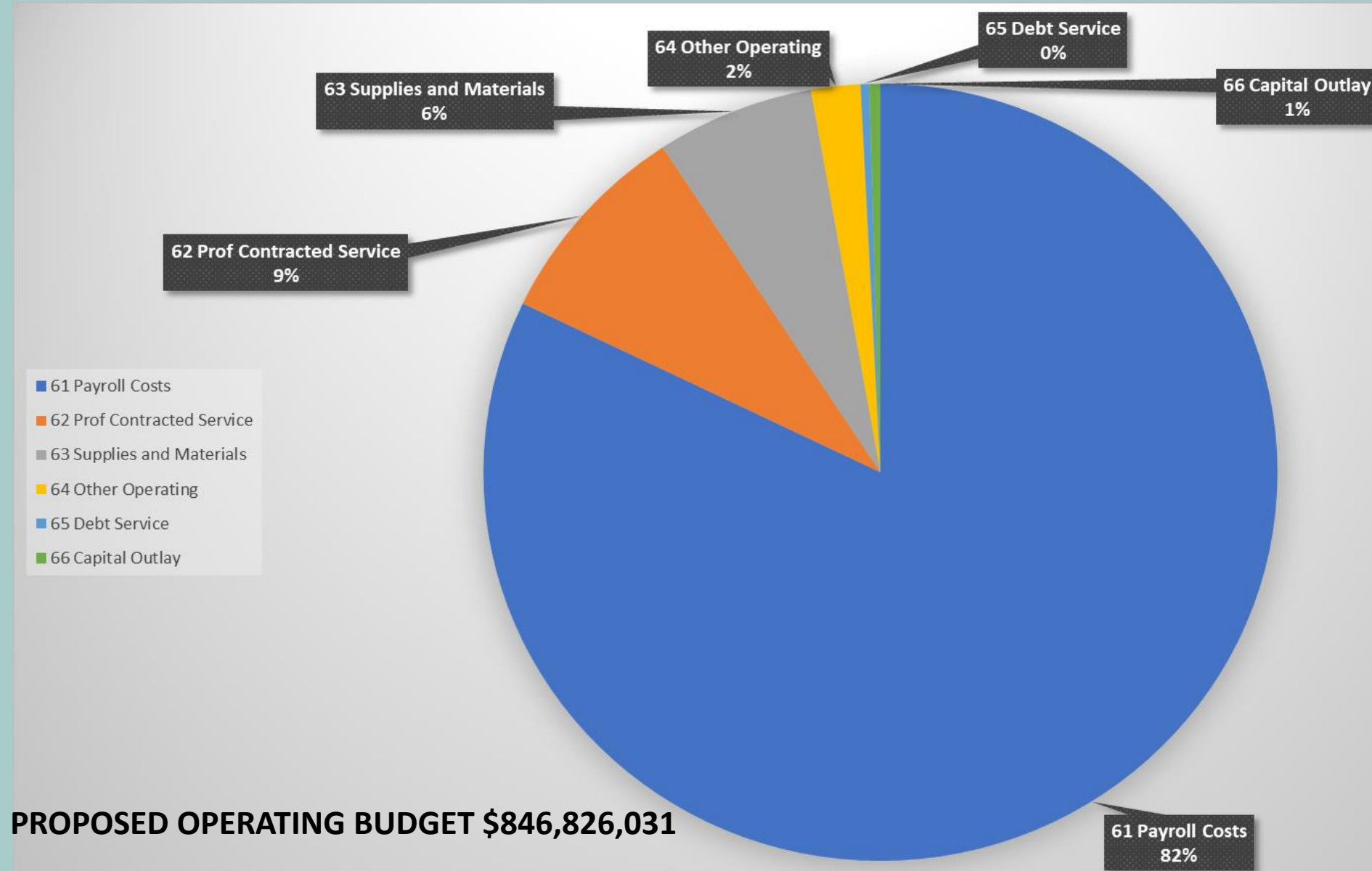
One-time purchases:

Roof Replacement @ PDC	1,500,000
Textbook Gap Funding	2,197,566
IT Student Laptops	7,100,000
	<u>\$ 10,797,566</u>

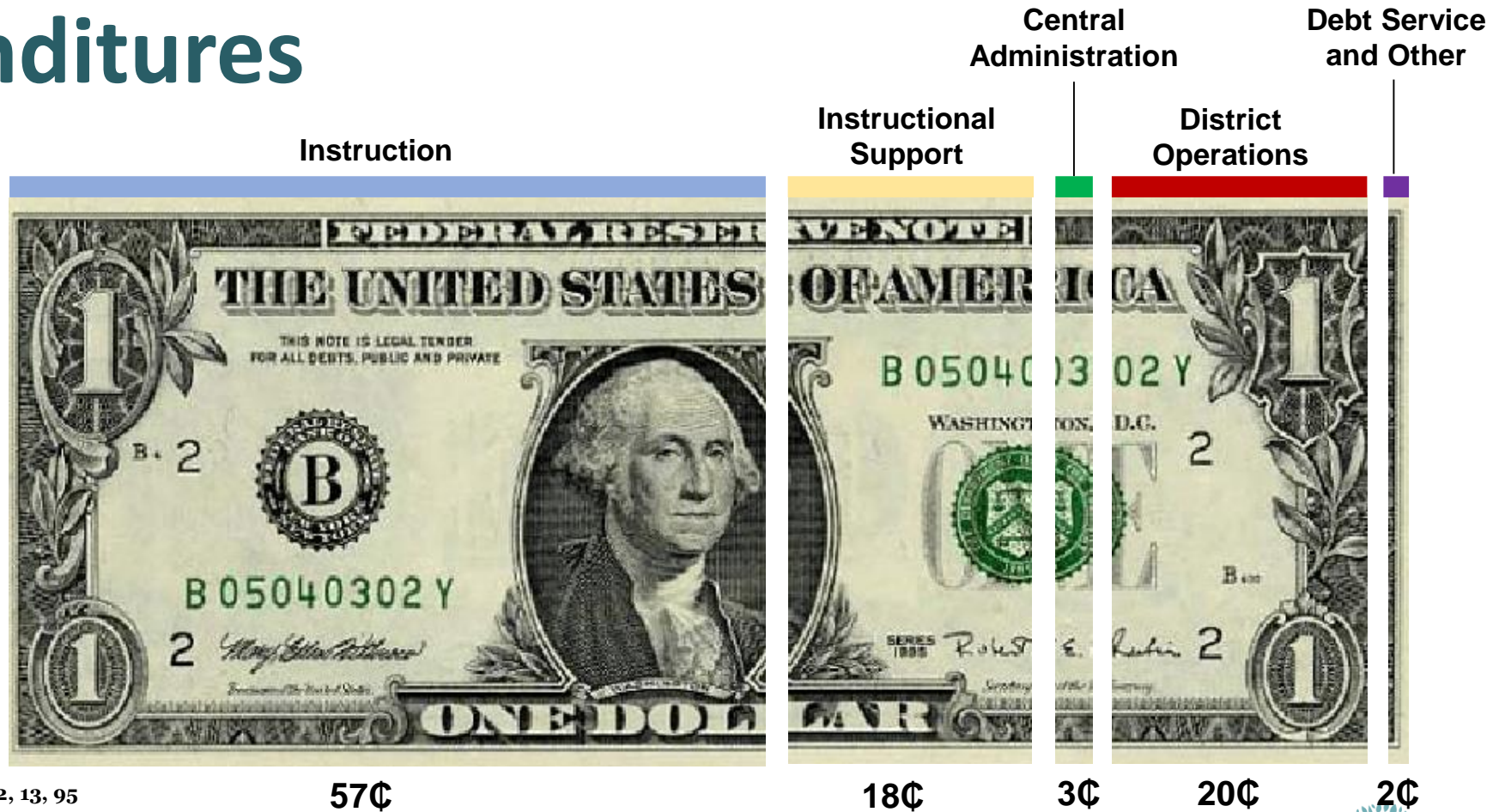
Net excess revenue/appropriations without extraordinary items	<u>\$ (34,524,776)</u>
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Proposed compensation model increase included in Proposed GF Budget - \$17,272,474

2023-2024 GENERAL FUND EXPENSE BY MAJOR OBJECT



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



DIVISION OF
BUSINESS AND FINANCE

General Fund

	OBJECT	ESTIMATED REVENUE	2021-2022 GENERAL FUND	2022-2023 ORIGINAL GENERAL FUND	2022-2023 PROJECTED GENERAL FUND	2023-2024 PROPOSED GENERAL FUND (CURRENT)
	5700	Local	468,499,180	485,767,032	534,611,907	519,067,626
	5800	State	296,511,490	260,945,145	263,716,648	265,550,256
	5900	Federal	44,125,777	29,419,955	26,141,501	16,385,807
	7900	Other Resources	217,146	3,000,000	4,945,492	500,000
		Total Estimated Revenue	\$ 809,353,593	\$ 779,132,132	\$ 829,415,548	\$ 801,503,689
	FUNCTION	ESTIMATED APPROPRIATIONS				
	11	Instruction	405,791,883	451,199,513	452,465,819	452,855,627
	12	Instruction Resources and Media Services	11,306,546	12,453,876	12,457,880	12,043,156
	13	Curriculum and Instructional Staff Development	12,339,933	11,588,543	14,743,993	12,911,081
	21	Instructional Administration	14,203,646	15,604,617	15,696,489	16,651,180
	23	School Administration	49,059,357	52,130,748	52,276,810	52,725,631
	31	Guidance and Counseling Services	43,785,574	48,301,359	45,535,917	46,782,032
	32	Social Work Services	4,250,240	5,160,819	4,382,679	4,924,376
	33	Health Services	9,981,298	11,801,053	10,534,021	13,018,700
	34	Student Transportation	20,523,852	24,581,334	28,107,578	22,731,086
	35	Food Services	1,423,613	472,192	559,085	426,614
	36	Cocurricular/Extracurricular Activities	16,962,129	19,090,722	21,384,782	20,321,670
	41	General Administration	22,124,956	23,664,497	24,136,082	26,130,271
	51	Plant Maintenance and Operations	85,862,940	93,406,299	92,881,855	97,511,340
	52	Security and Monitoring Services	11,419,605	12,966,454	13,520,408	15,788,569
	53	Data Processing Services	21,642,159	25,719,627	30,597,260	30,928,534
	61	Community Services	4,859,913	5,275,169	5,258,851	5,146,066
	71	Debt Service	831,021	3,000,000	3,000,000	3,000,000
	81	Facilities Acquisition & Construction	355,491	-	9,611,221	1,500,000
	91	Contracted Instructional Services Public Schools	-	-	2,483,811	8,422,002
	95	Payments to Juvenile Justice Alt Ed Programs	24,510	97,629	97,629	45,000
	97	Tax Increment Financing	-	-	-	-
	99	Other Intergovernmental Charges	2,772,413	3,000,000	2,889,867	2,963,095
		Total Estimated Appropriations	\$ 739,521,079	\$ 819,514,451	\$ 842,622,037	\$ 846,826,031
		Excess Revenue/Appropriations and Change in Fund Balance	69,832,514	(40,382,319)	(13,206,489)	(45,322,342)
		Fund Balance - Beginning	281,399,838	* 351,232,352 *	351,232,352	338,025,863
		Fund Balance - Ending (Unaudited)	\$ 351,232,352	\$ 310,850,033	\$ 338,025,863	\$ 292,703,521



Utilization of Fund Balance (Reserves)

- Based on preliminary estimates, District has sufficient assigned/unassigned fund balance to cover the Estimated Appropriations over Revenues of \$45,322,342
 - ✓ Projected days at 2022-2023 year-end based on Current Forecast: 146 Days
 - ✓ Projected days at 2023-2024 Fiscal Year End based on Current Projections: 126 Days
- Recommendation from TASBO* and GFOA* is to keep a minimum of 60 Days reserve in Unassigned Fund Balance
- FIRST Indicator looks at 75 days of Assigned/Unassigned Fund Balance to pass this test

**TASBO – Texas Association of School Business Officials
GFOA – Government Finance Officers Association*

Debt Service Fund

	2022 Actual	2023 Revised Budget	2023 YTD*	2023 Projected	Proposed 2024
Revenues					
5700 Local and intermediate sources	\$128,200,219	\$140,258,284	\$140,652,020	\$142,656,075	\$155,564,363
5800 State program revenues	1,786,294	2,496,274	4,151,004	4,151,004	3,693,999
TOTAL REVENUES	\$129,986,513	\$142,754,558	\$144,803,024	\$146,807,079	\$159,258,363
Expenditures					
71 Principal	\$70,575,000	\$88,835,000	\$88,835,000	\$88,835,000	\$85,910,000
72 Interest and issuance costs	47,361,261	51,663,865	51,567,540	51,567,140	63,318,071
TOTAL EXPENDITURES	\$117,936,261	\$140,498,865	\$140,402,540	\$140,402,140	\$149,228,071
Excess (deficiency) of revenues over expenditures	12,050,252	2,255,693	4,400,485	6,404,939	10,030,292
Other Financing Sources (net)	(1,181,333)	-	-	-	-
Net Change in Fund Balance	\$10,868,919	\$2,255,693	\$4,400,485	\$6,404,939	\$10,030,292
Fund balance - beginning	58,270,492	69,139,411	69,139,411	69,139,411	75,544,350
Fund balances - ending	\$69,139,411	\$71,395,104	\$73,539,895	\$75,544,350	\$85,574,642
Target - 20% of next fiscal year's requirement	20.00%			20.00%	20.00%
Beginning of year fund balance %	49.41%			49.24%	50.62%
EOY Projected fund balance %	49.21%			50.62%	62.62%

*As of May 31, 2023 unaudited unadjusted for May closing.



Food Service Budget

	2022 Actual	2023 Revised Budget	2023 YTD*	2023 Projected	Proposed 2024
Revenues					
5700 Local and intermediate sources	\$1,227,633	\$2,932,084	\$1,829,838	\$2,932,084	\$2,176,933
5800 State program revenues		274,022	\$171,686	\$274,022	\$69,126
7900 State program revenues	48,275,989	43,121,426	41,200,466	45,946,768	50,483,204
TOTAL REVENUES	\$49,503,622	\$46,327,532	\$43,201,990	\$49,152,874	\$52,729,263
Expenditures					
35 Food Services	\$43,108,517	\$46,298,932	\$35,073,202	\$49,124,274	\$52,069,798
51 Maintenance & Operations	31,360	28,600	22,280	28,600	35,674
TOTAL EXPENDITURES	\$43,139,877	\$46,327,532	\$35,095,482	\$49,152,874	\$52,105,472
Excess (deficiency) of revenues over expenditures	6,363,745	-	8,106,509	-	623,791
Net Change in Fund Balance	\$6,363,745		\$8,106,509		\$623,791
Fund balance - beginning	5,389,942	11,753,687	11,753,687	11,753,687	11,753,687
Fund balances - ending	\$11,753,687	\$11,753,687	\$19,860,196	\$11,753,687	\$12,377,478
Beginning of year fund balance %	12.49%			23.91%	22.56%
EOY Projected fund balance %	25.37%			22.56%	21.60%

Proposed compensation model increase included in Proposed FS Budget - \$440,347

*As of May 31, 2023 unaudited unadjusted for May closing.



Proposed 2023-2024 General Fund, Debt Service and Food Service Fund

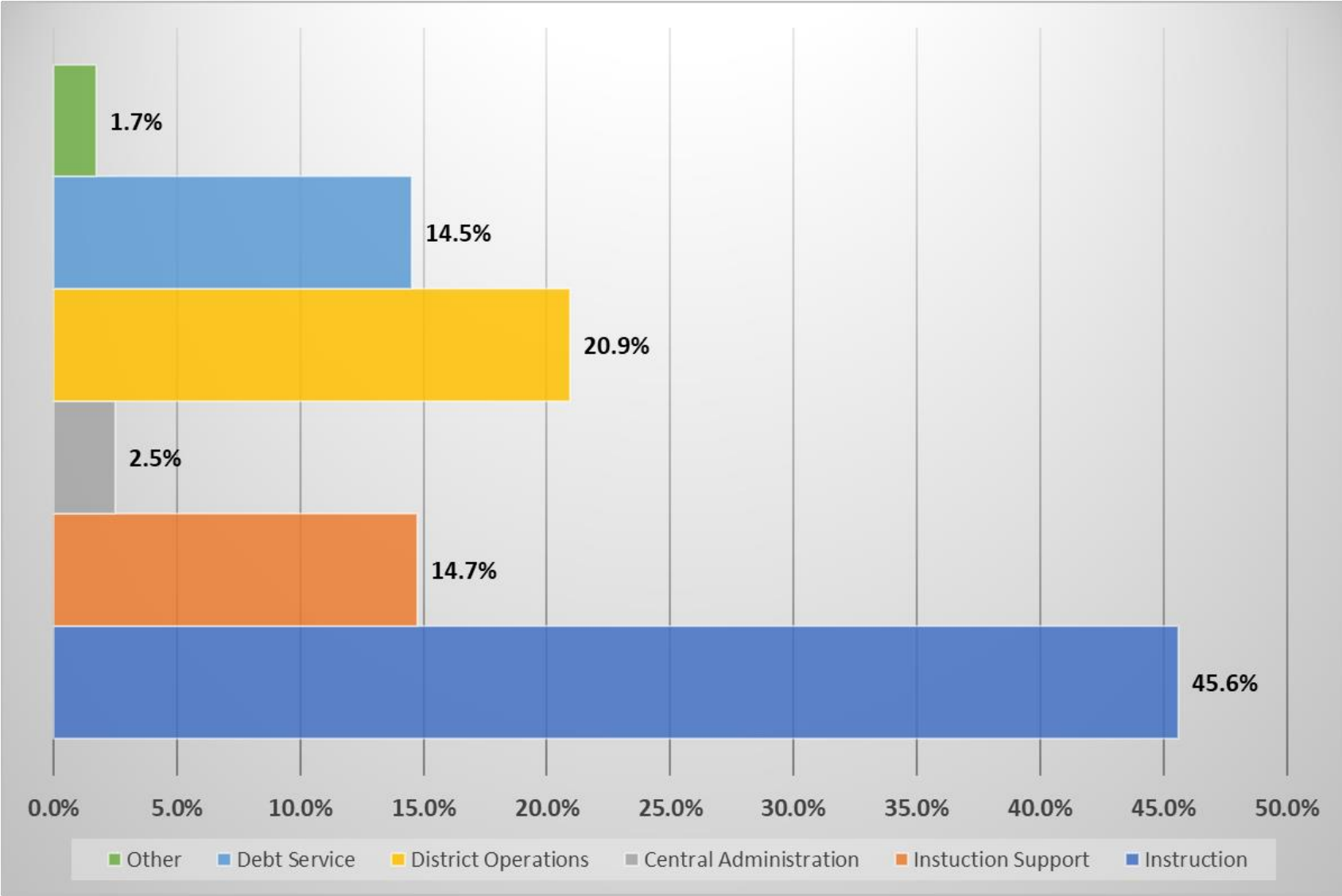


Fort Worth
INDEPENDENT SCHOOL DISTRICT

DIVISION OF
BUSINESS AND FINANCE

OBJECT	ESTIMATED REVENUE	GENERAL FUND 199	DEBT SERVICE FUND 599	FOOD SERVICE FUND 701
5700	Local	519,067,626	155,564,363	2,176,933
5800	State	265,550,256	3,693,999	69,126
5900	Federal	16,385,807	-	50,483,205
7900	Other Resources	500,000		
	Total Estimated Revenue	801,503,689	159,258,363	52,729,264
Function	Estimated Appropriations			
11	Instruction	452,855,627	-	-
12	Instruction Resources and Media Serv.	12,043,156	-	-
13	Curriculum and Instructional Staff Develop.	12,911,081	-	-
21	Instructional Administration	16,651,180	-	-
23	School Administration	52,725,631	-	-
31	Guidance and Counseling Services	46,782,032	-	-
32	Social Work Services	4,924,376	-	-
33	Health Services	13,018,700	-	-
34	Student Transportation	22,731,086	-	-
35	Food Services	426,614	-	52,069,798
36	Cocurricular/Extracurricular Activities	20,321,670	-	-
41	General Administration	26,130,271	-	-
51	Plant Maintenance and Operations	97,511,340	-	35,674
52	Security and Monitoring Services	15,788,569	-	-
53	Data Processing Services	30,928,534	-	-
61	Community Services	5,146,066	-	-
71	Debt Service	3,000,000	149,228,071	-
81	Facilities Acquisition & Construction	1,500,000	-	-
91	Contracted Instructional Services Public Schools	8,422,002	-	-
95	Payments to Juvenile Justice Alt Ed Prog.	45,000	-	-
97	Tax Increment Financing	-	-	-
99	Other Intergovernmental Charges	2,963,095	-	-
	Total Estimated Appropriations	846,826,031	149,228,071	52,105,472
	Excess Revenue/Appropriations and Change in Fund Balance	(45,322,342)	10,030,292	623,792
	Fund Balance - Beginning	338,025,863	75,544,350	11,753,687
	Fund Balance - Ending (Unaudited)	292,703,521	85,574,642	12,377,479

ALL FUNDS, EXPENSE PER STUDENT

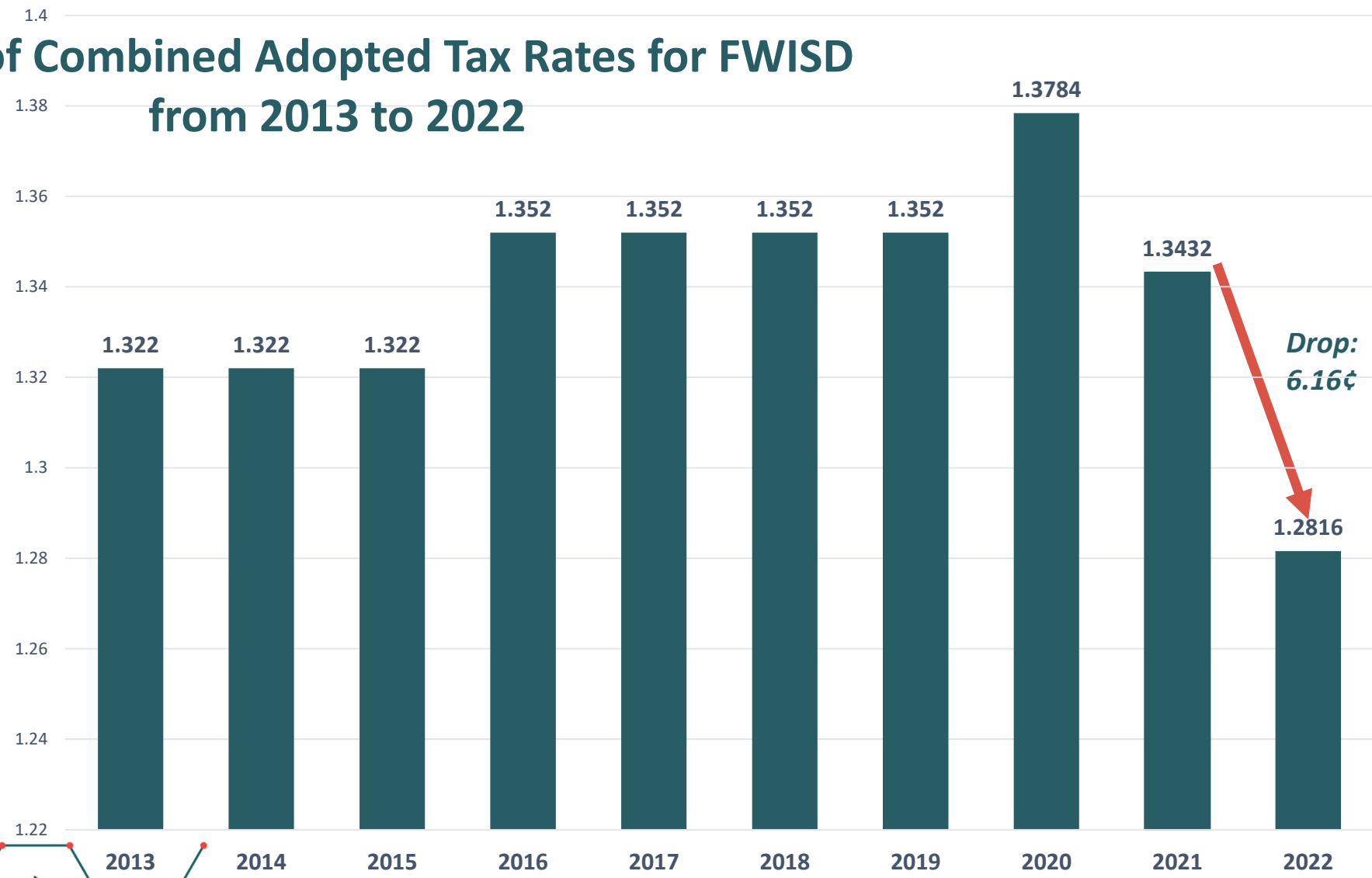


**PROJECTED STUDENT
ENROLLMENT 70,604**

\$14,846 per Student

History of Combined Adopted Tax Rates for FWISD

from 2013 to 2022



The District's 2022 Tax Rate is the lowest it has been in 10 years.

The District's 2023 Tax Rate is currently estimated at \$1.2570



TAX FACTS:

- THE CURRENT TAX RATE IS 10 CENTS LOWER THAN THE HIGHEST RATE FROM FY 2020.
- OVER THE PAST 10 YEARS, THE COMBINED TAX RATE HAS FLUCTUATED FROM \$1.32 (3YR. STREAK FROM 2013 -> 2015) TO \$1.35 (4YR. STREAK FROM 2016->2019) TO \$1.38 FOR JUST FY2020 (HIGHEST), IT LOWERED THE NEXT YEAR TO \$1.34 (2021) AND WAS AT IT'S LOWEST IN 2022 AT \$1.28.

Public Notice

- Year over year increase in total taxable property values* is 17.4%
- MCR State Comp Ceiling is \$0.795 cents plus \$0.17 approved Tier II pennies = \$0.9650
- Average taxable value of residences has gone up 22%
- Proposed tax rate has gone down by \$.0246 or 2%

**TAX RATE WILL BE
FINALIZED IN
AUGUST 2023**



Comparison of Proposed Rates with Last Year's Rates

	<u>Maintenance & Operations</u>	<u>Interest & Sinking Fund*</u>	<u>Total</u>	<u>Local Revenue Per Student</u>	<u>State Revenue Per Student</u>
Last Year's Rate	\$ 0.9896	\$ 0.2920 *	\$ 1.2816	\$ 9,585	\$ 3,314
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	\$ 0.9224	\$ 0.2920 *	\$ 1.2144	\$ 10,134	\$ 3,424
Proposed Rate	\$ 0.9650	\$ 0.2920 *	\$ 1.2570	\$ 9,770	\$ 3,424

* The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both. The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

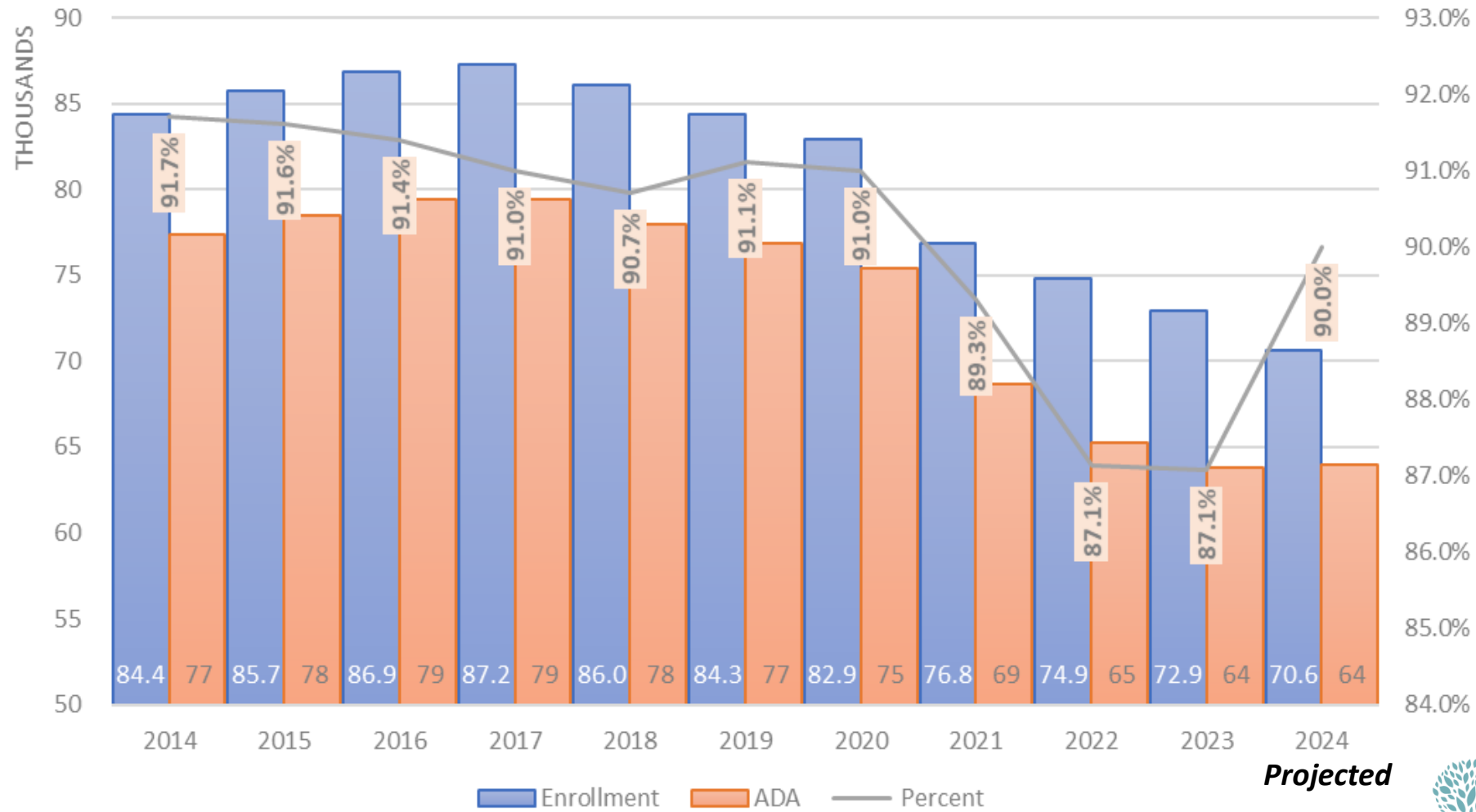
Comparison of Proposed Levy with Last Year's Levy on Average Residence

	<u>Last Year</u>	<u>This Year</u>
Average Market Value of Residences	\$ 235,913	\$ 297,279
Average Taxable Value of Residences	\$ 177,695	\$ 216,688
Last Year's Rate Versus Proposed Rate per \$100 Value	\$ 1.2816	\$ 1.2570
Taxes Due on Average Residence	\$ 2,277	\$ 2,723
Increase (Decrease) in Taxes		446

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person 65 years of age or older or of the surviving spouse of such a person, if the surviving spouse was 55 years of age or older when the person died, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

*As defined by Tax Code Section 1.04(10)

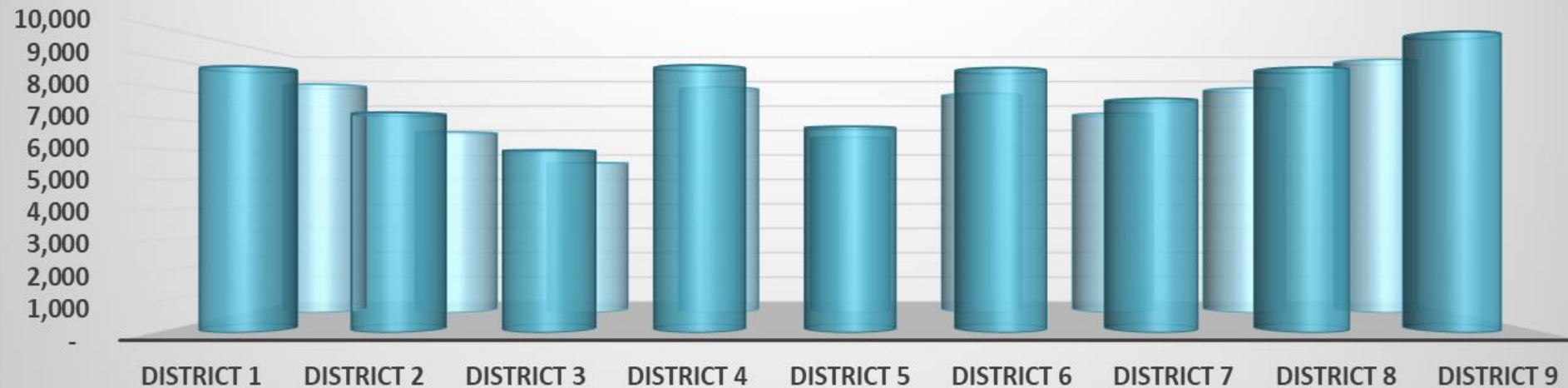
Enrollment vs ADA



Projected



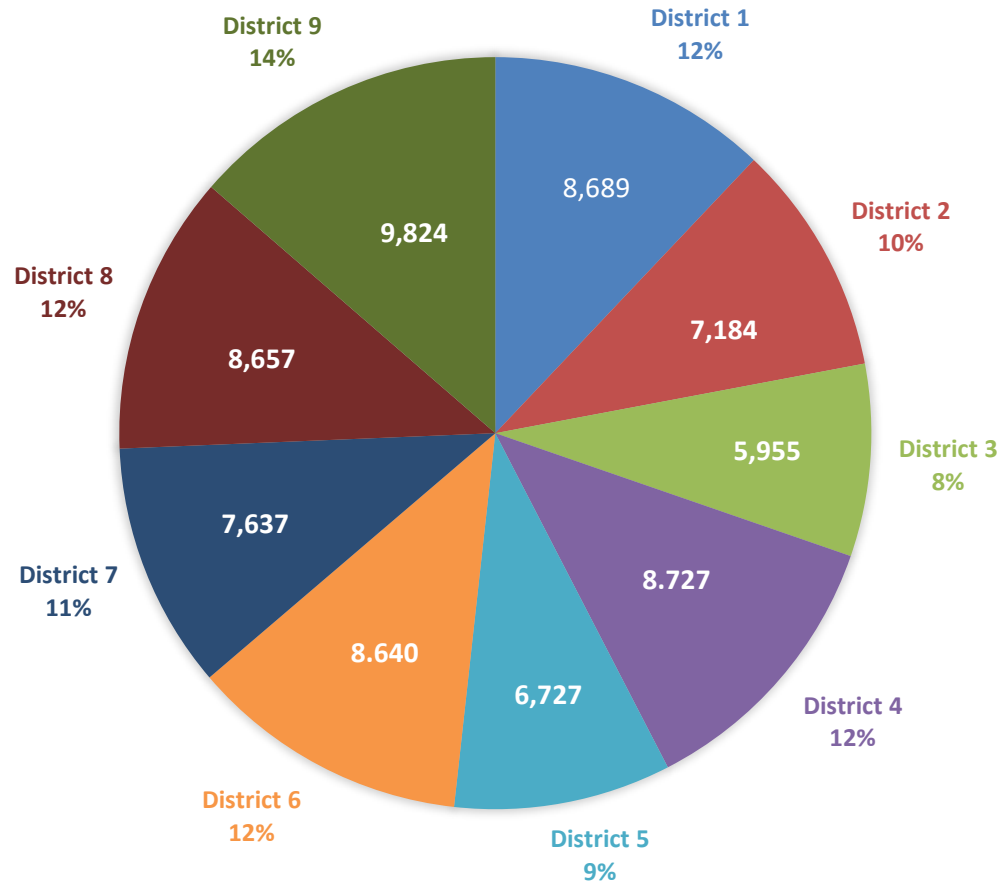
ENROLLMENT COMPARISON BY MEMBER DISTRICT



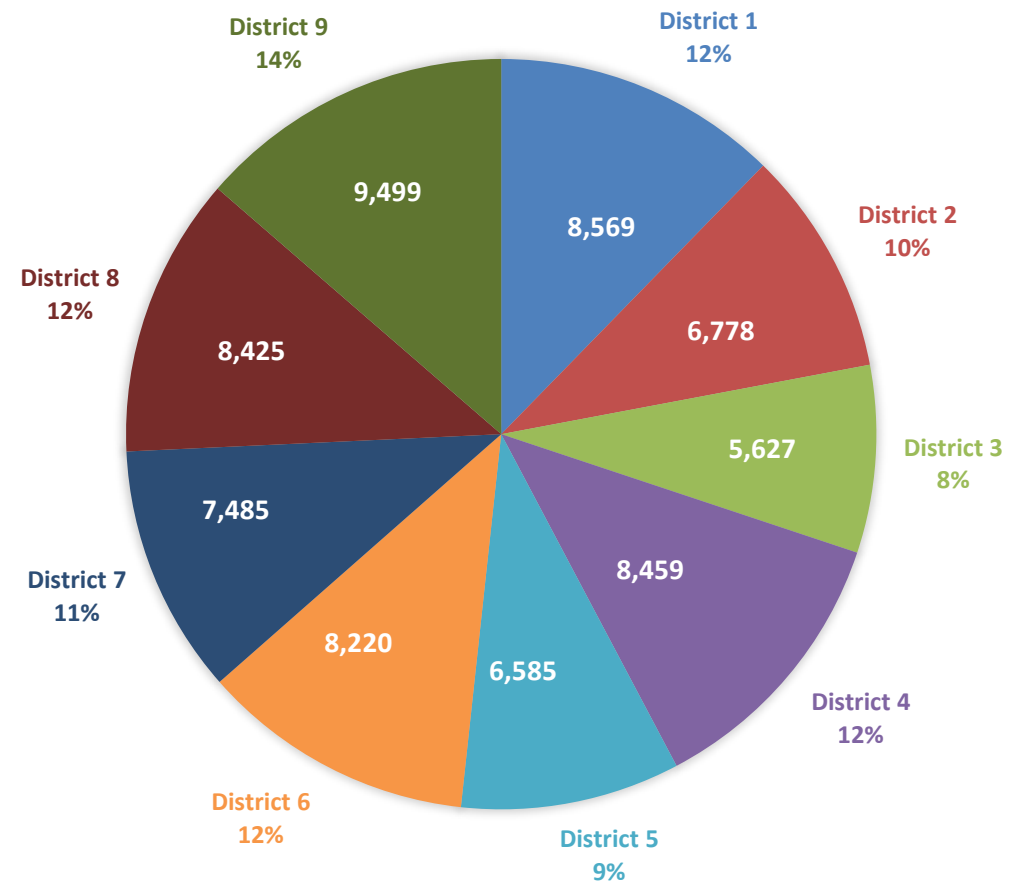
	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
FY23	8,689	7,184	5,955	8,727	6,727	8,640	7,637	8,657	9,824
FY24 (projected)	8,569	6,778	5,627	8,459	6,585	8,220	7,485	8,425	9,499

■ FY23 ■ FY24 (projected)

2022-23



2023-24



YOY Enrollment by Member District

Next Meetings

- Budget Mini-Sessions (June 19-22) – to be scheduled
- June 27, 2023 – Proposed Budget Adoption

Notes: As assumptions change for either revenue or expenditures during the course of the year, a budget amendment will be submitted to the board to reflect these changes.



DIVISION OF
BUSINESS AND FINANCE

2023-2024 Compensation: Valuing Our Workforce

Raúl Peña, Chief Talent Officer

June 13, 2023



TALENT
MANAGEMENT

TASB Pay Study Process

Data Collection

Pay data & processes

Kick-off discussions



Market Pay Review

Gather market data

Match common jobs

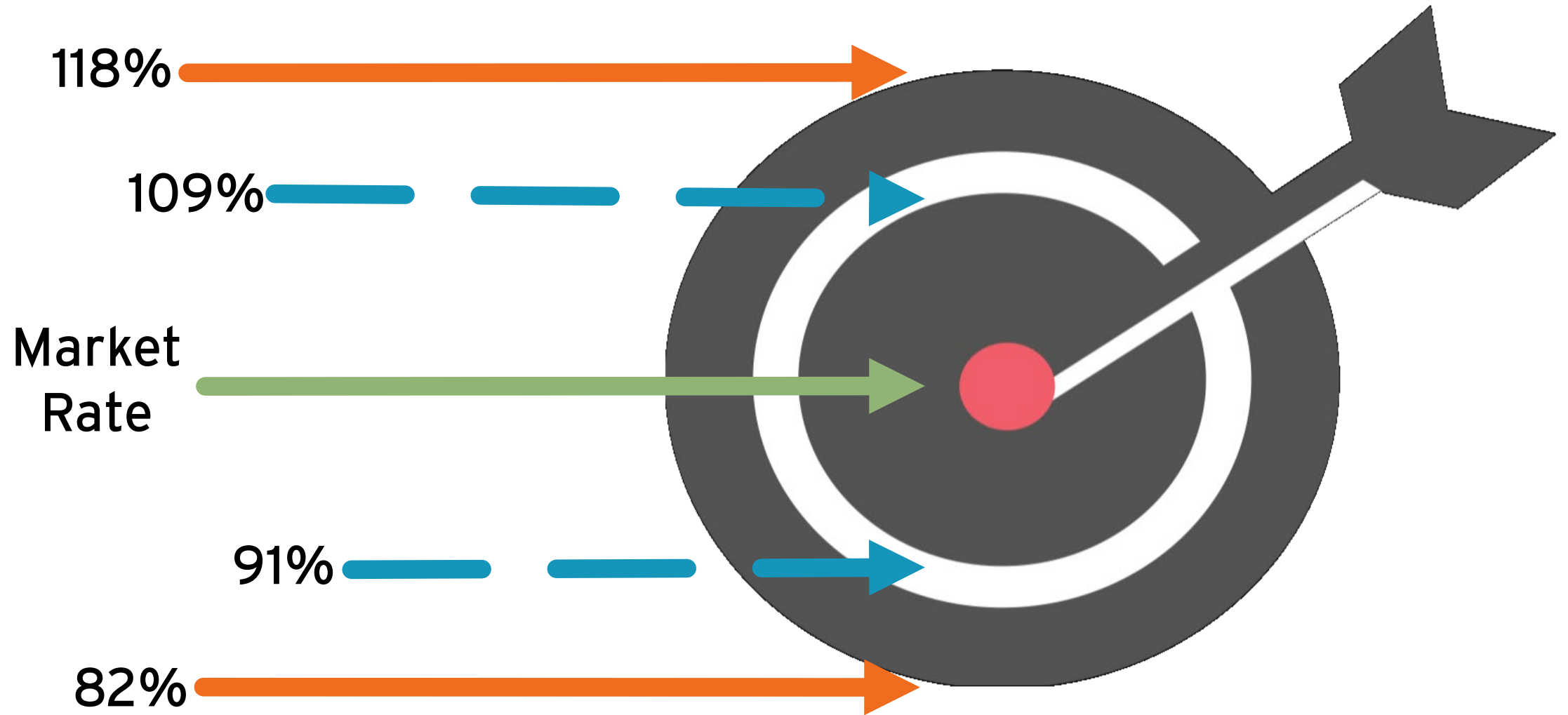


Build Models for Improvement

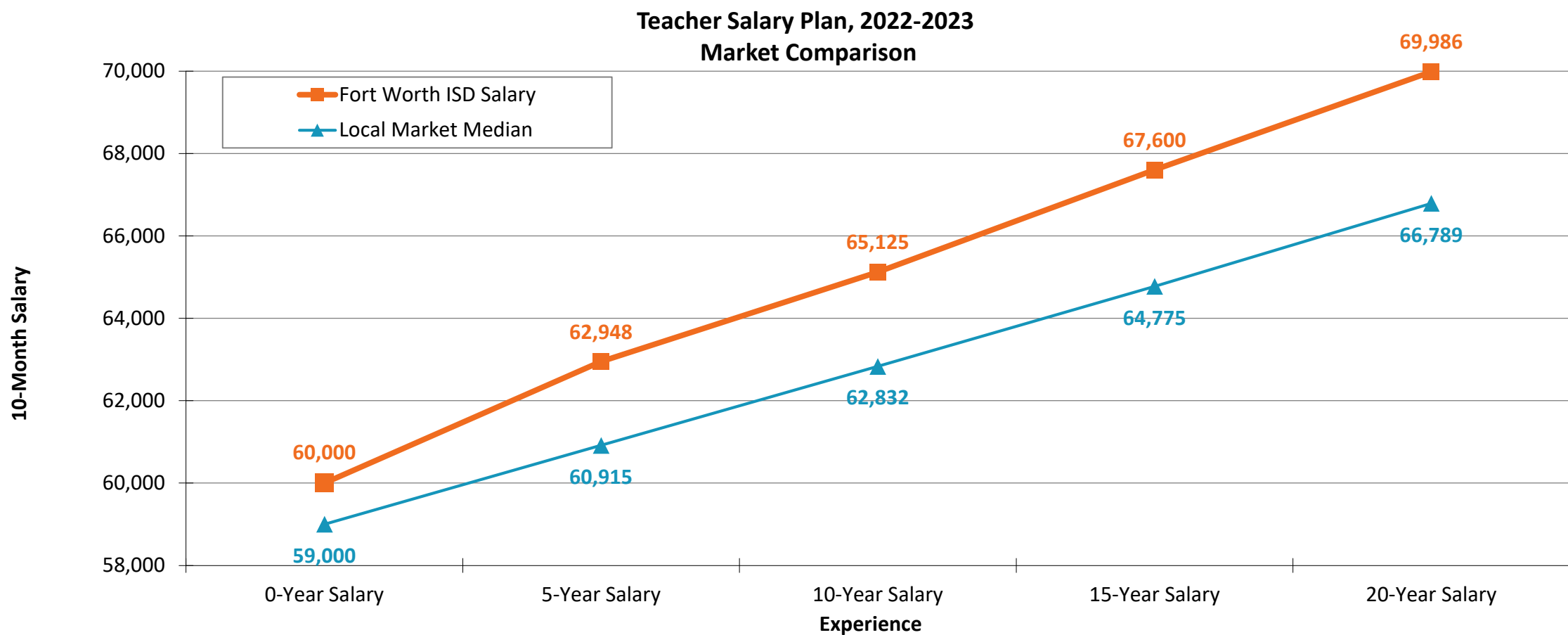
Align pay structures

Adjust employee pay

Market Pay Strategy



Teachers – Market Graph



Recommendation 1

Implement pay structure adjustments to maintain market position:

- Strong starting salaries
- Midpoints connected to market

Recommendation 2

Adopt a general pay increase (GPI) to maintain market position:

- Model 1: 3.0% for all job groups
- Model 2: 2.0% for executives and 3.0% for all other job groups
- In both models, \$62,000 starting salary for teachers & \$1,925 GPI
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint

Recommendation 3

Provide adjustments to address market differences and maintain equity:

- Increase to 1 percent above minimum
- Strategic adjustments
- Teacher pay equity adjustments
- Placement scale adjustments

Recommendation 4

Adding/increasing stipends to better align with market:

- Special Ed Regular: Increase from \$750 to \$2,000
- Special Ed Intensive: Increase from \$2,000 to \$3,000
- Deaf Ed Transcriber: Add \$450 stipend
- Interpreter for the Deaf: Add \$450-\$3,500 stipend based on certification
- Yearbook Stipend: Add \$1,000-\$3,000 stipend based on level/size

Recommendation 5

Honor external years of service from historically non-creditable entities:

- Health services providers
- Operations tradesmen

Projected Cost

Recommended

3% General Increase

Example	Expense
Proposed Adjustments	\$20,752,679
Fringe Benefits @12%	\$2,490,321
Total	\$23,243,000

Alternate Option

3% Increase, 2% Executives

Example	Expense
Proposed Adjustments	\$20,649,564
Fringe Benefits @12%	\$2,477,948
Total	\$23,127,512



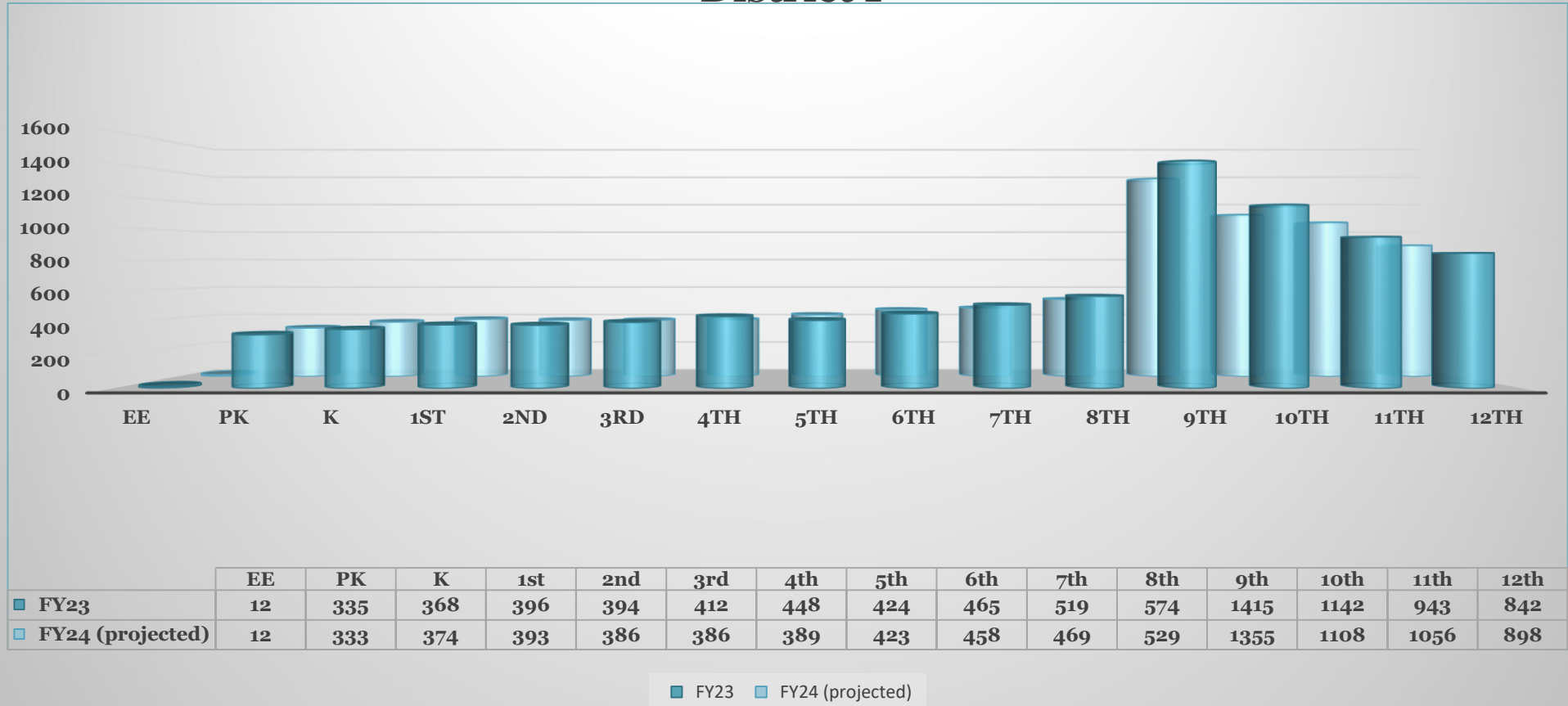
**THANK
YOU!**



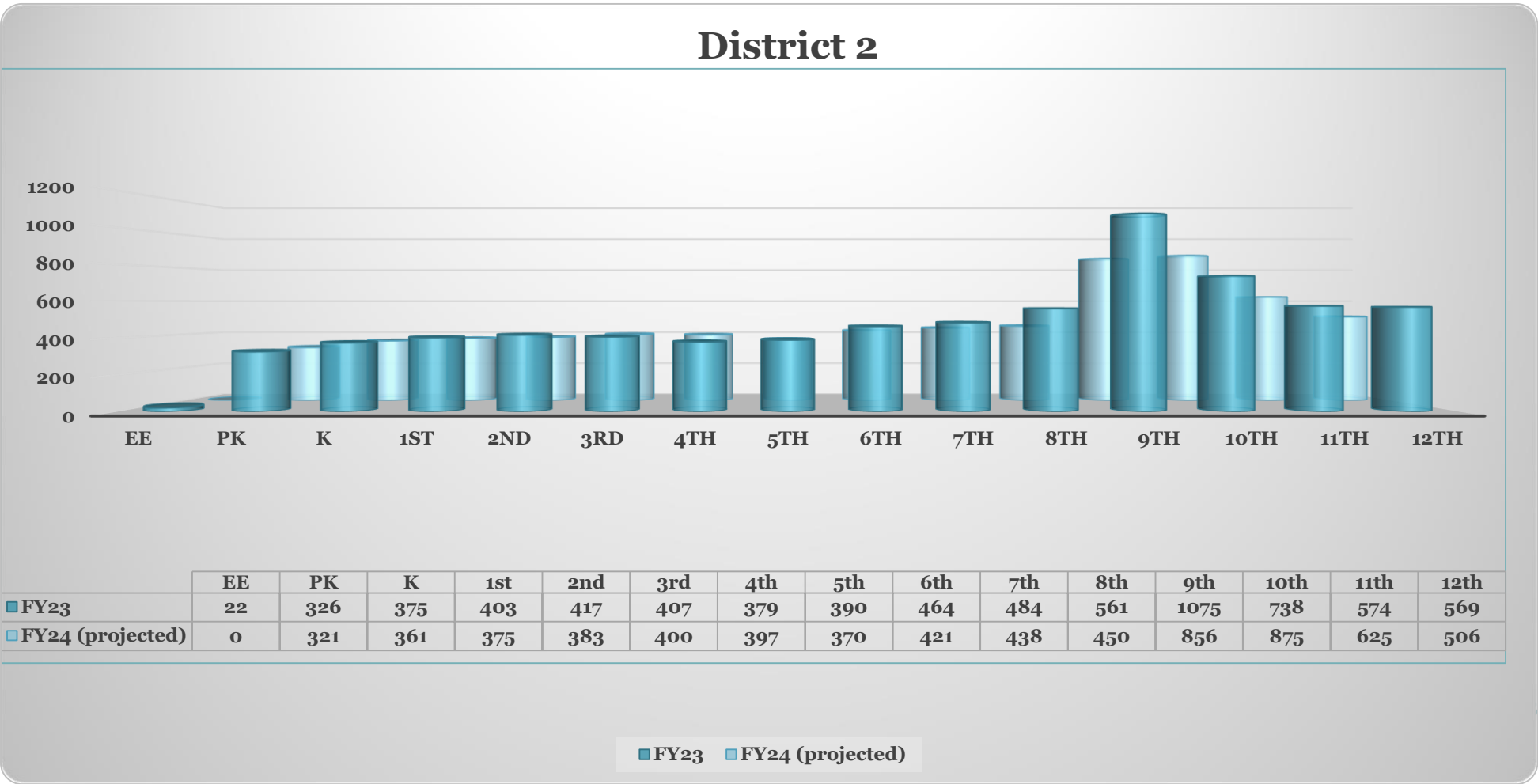
Fort Worth
INDEPENDENT SCHOOL DISTRICT
Division of Business and Finance

DISTRICT 1 ENROLLMENT BY GRADE

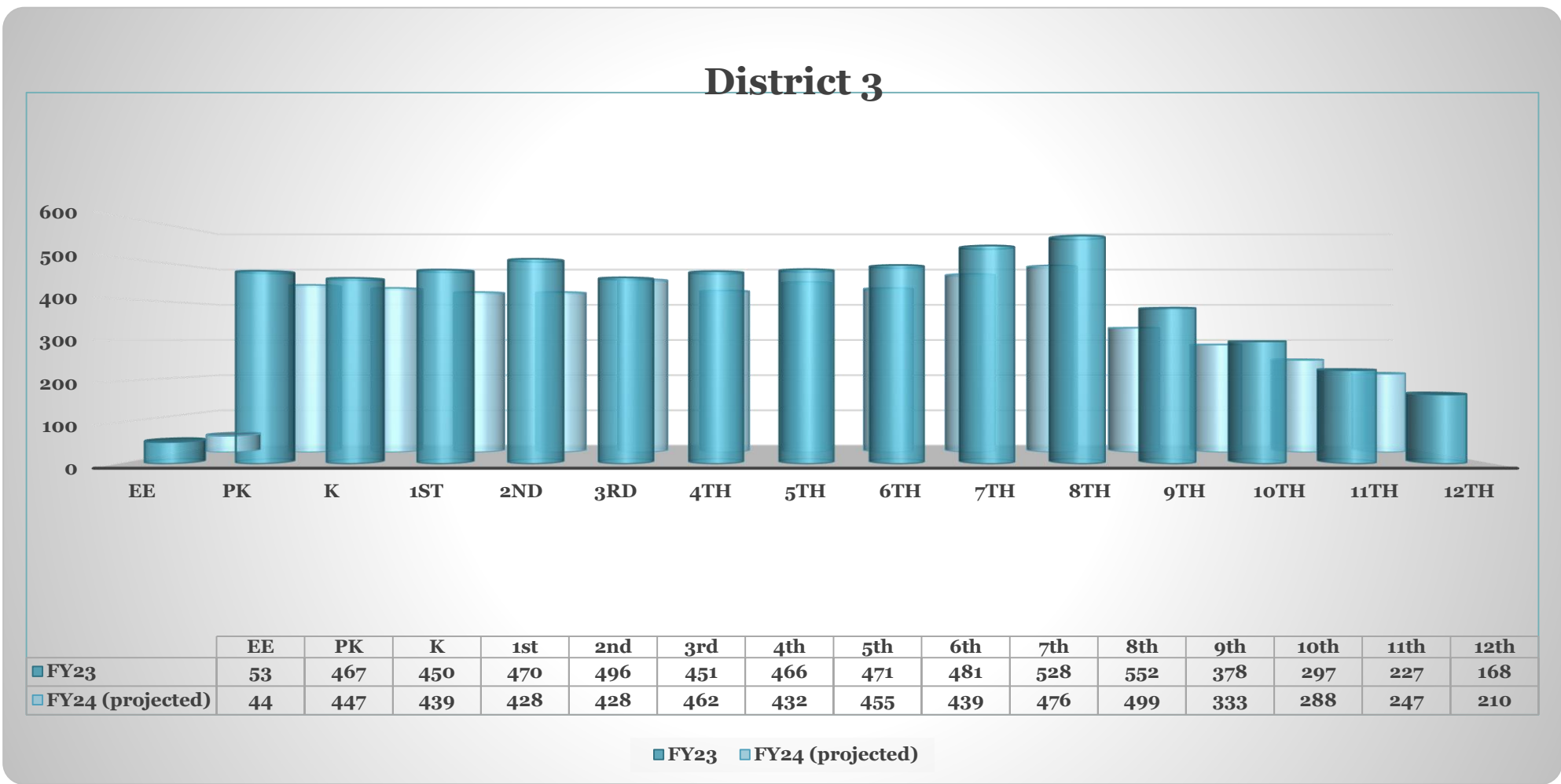
District 1



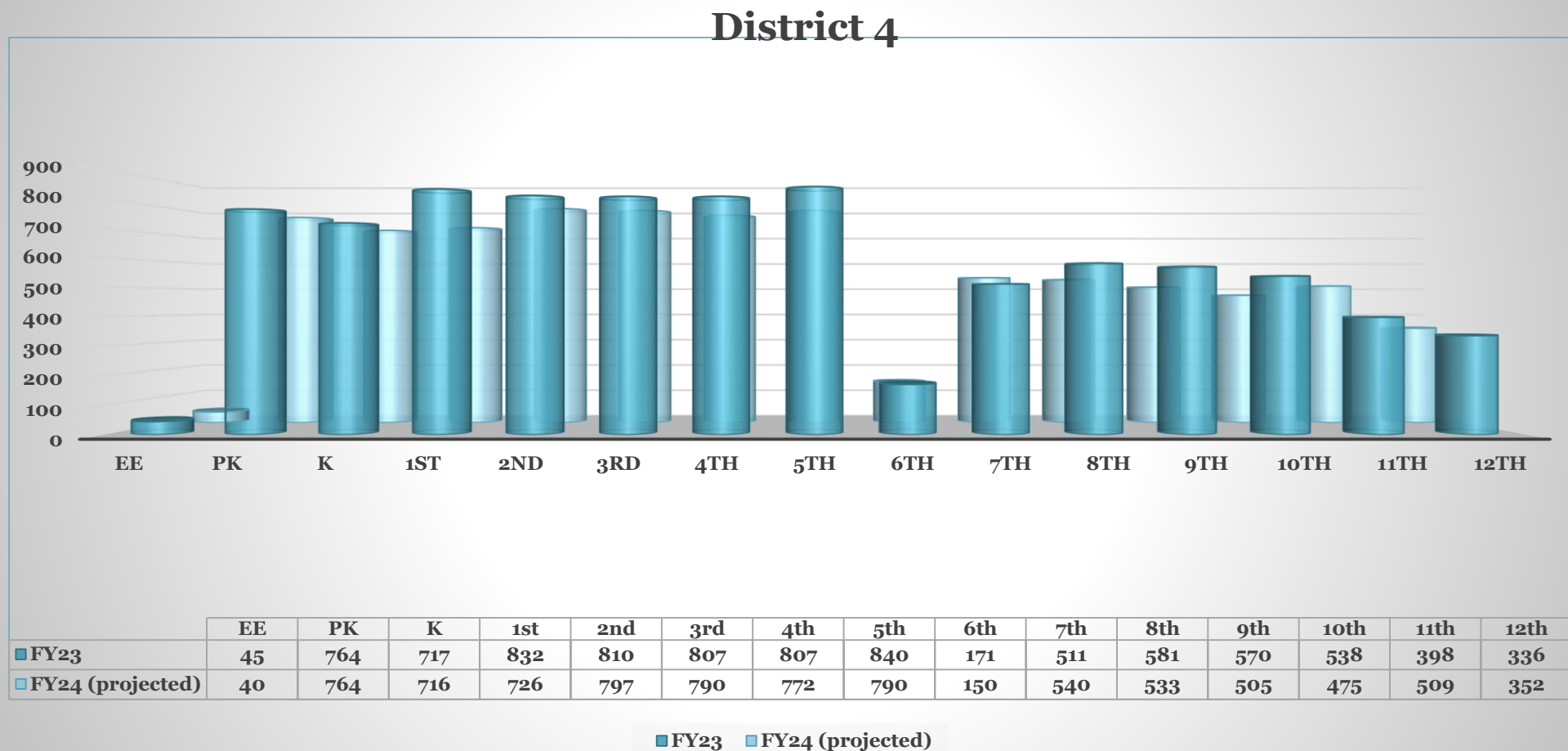
DISTRICT 2 ENROLLMENT BY GRADE



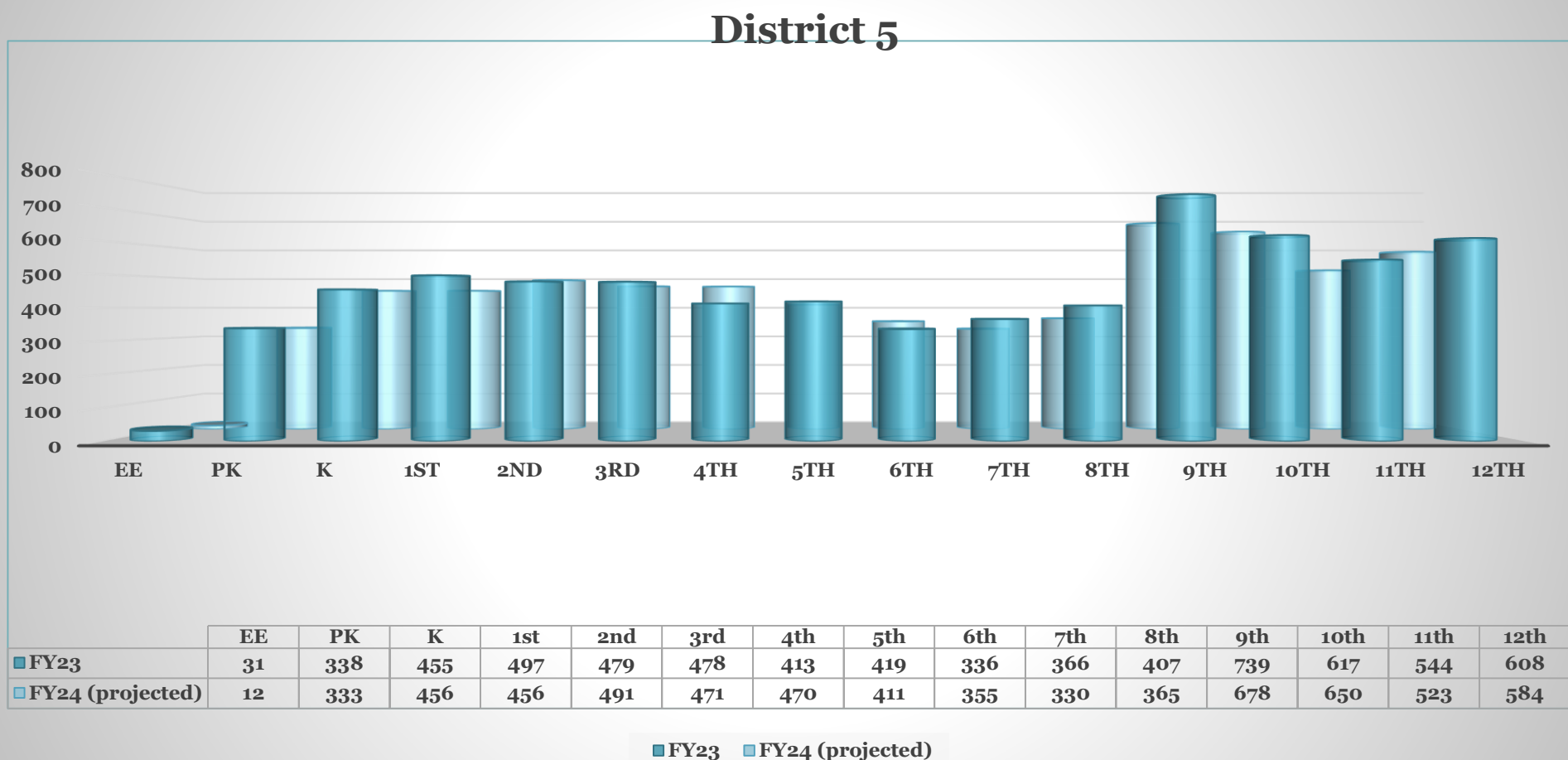
DISTRICT 3 ENROLLMENT BY GRADE



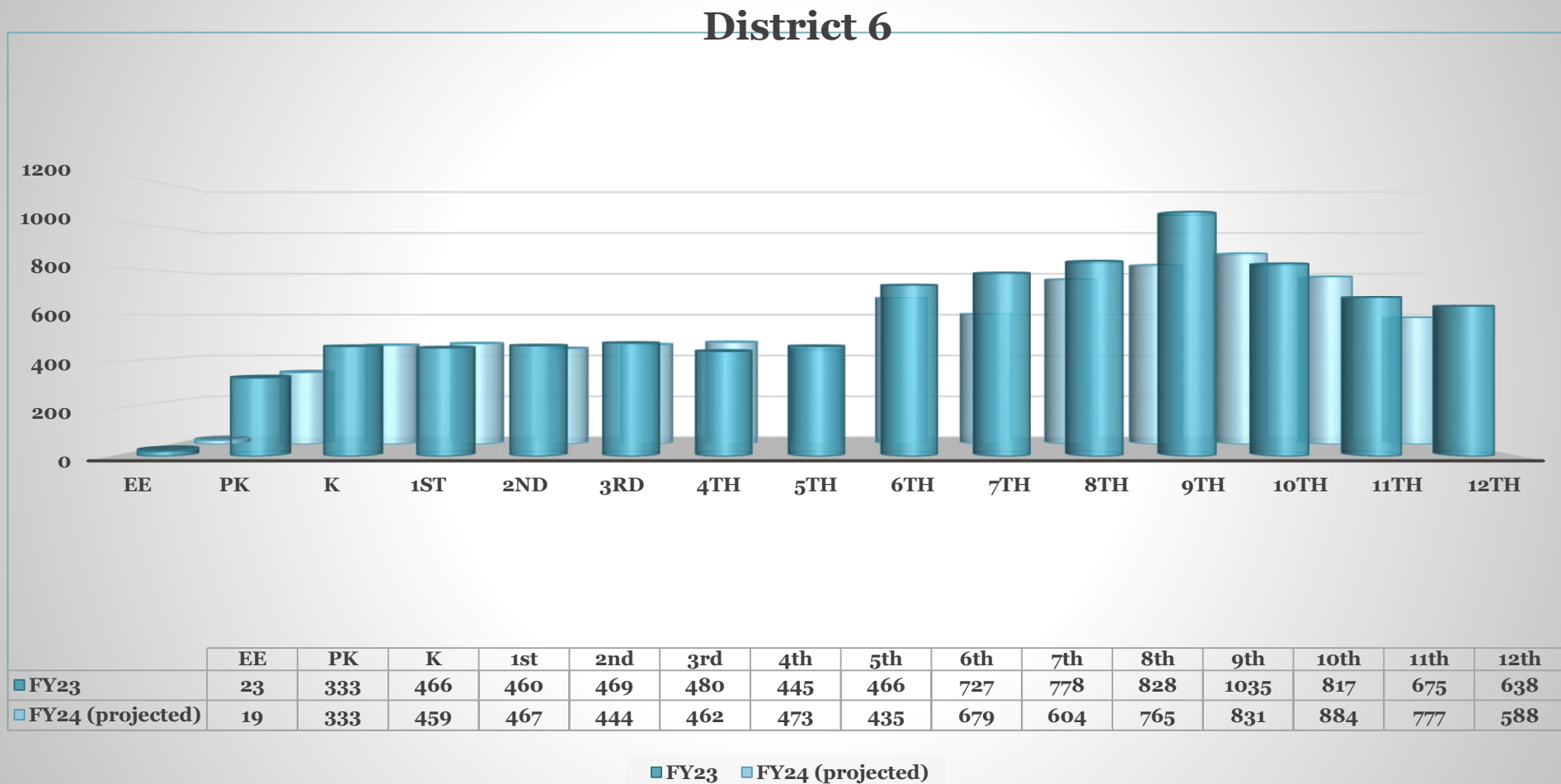
DISTRICT 4 ENROLLMENT BY GRADE



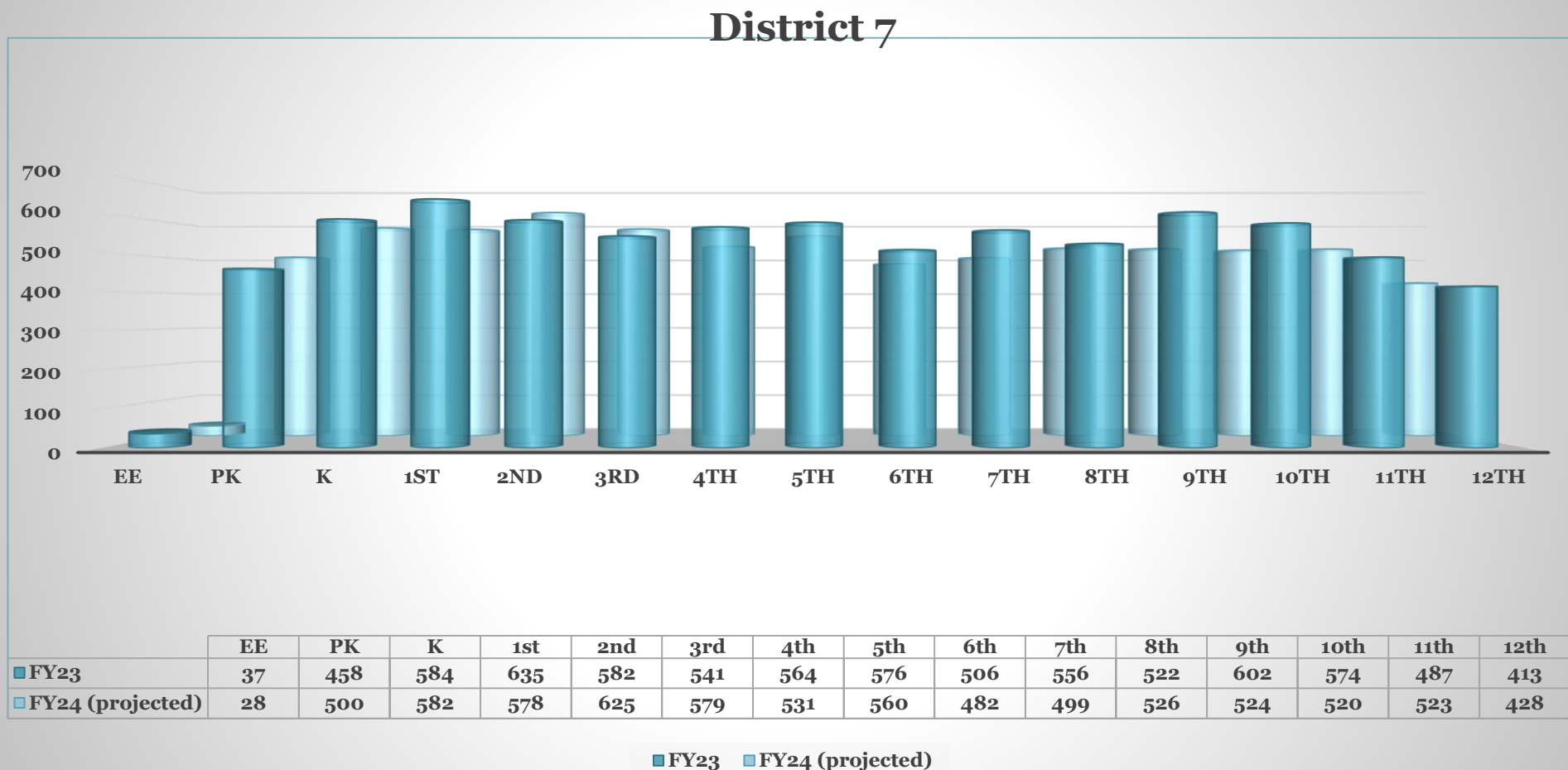
DISTRICT 5 ENROLLMENT BY GRADE



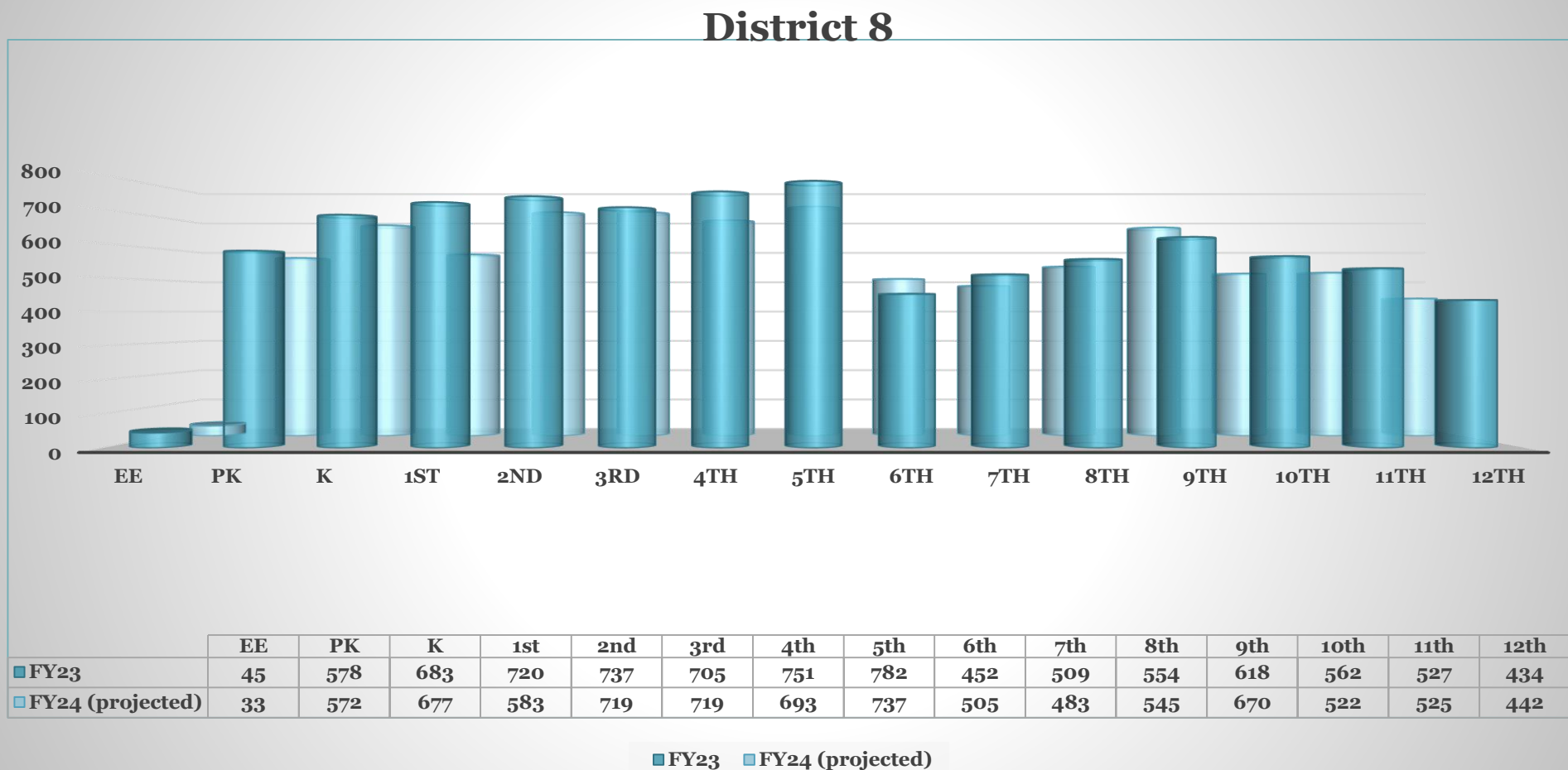
DISTRICT 6 ENROLLMENT BY GRADE



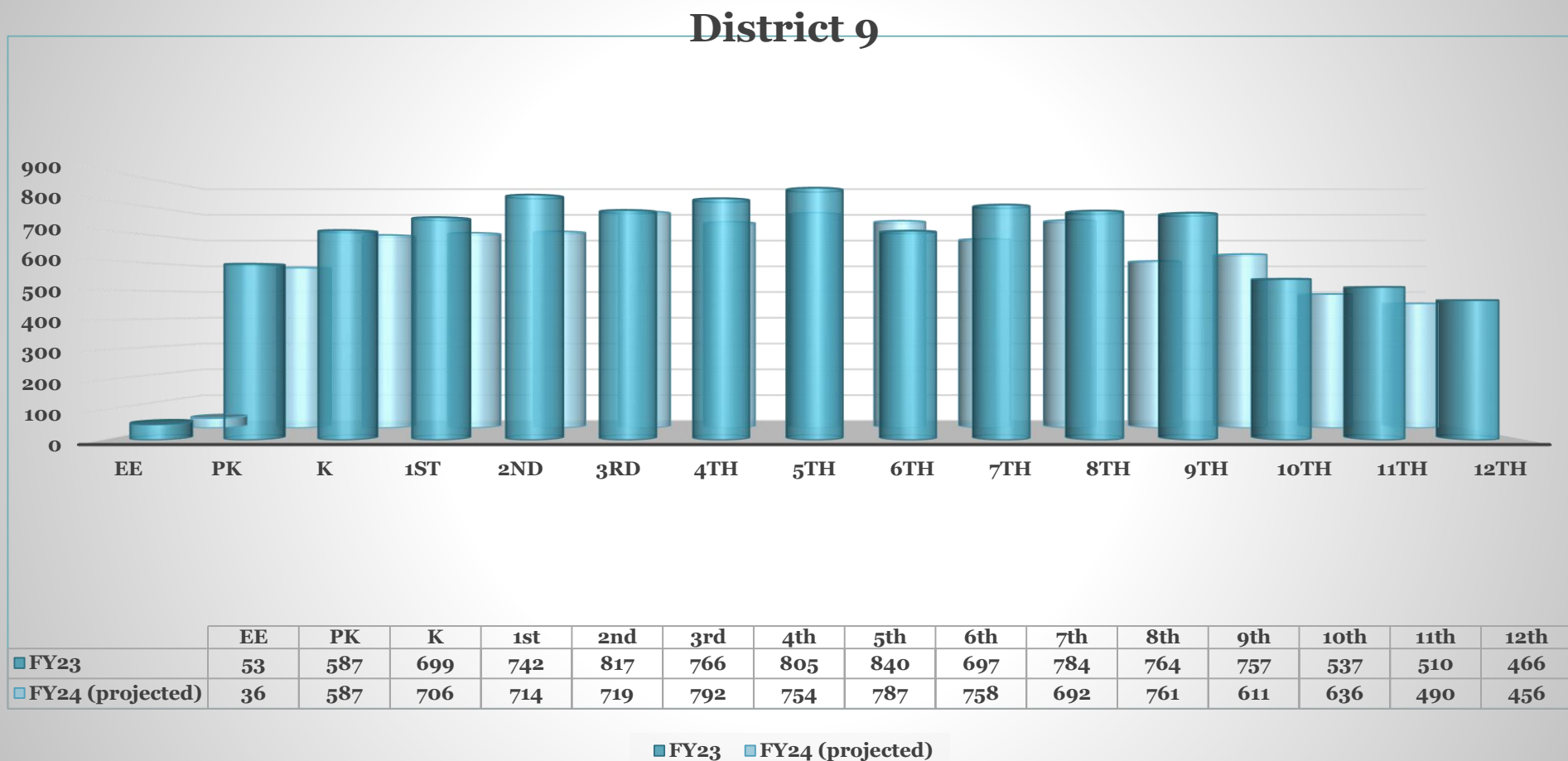
DISTRICT 7 ENROLLMENT BY GRADE



DISTRICT 8 ENROLLMENT BY GRADE



DISTRICT 9 ENROLLMENT BY GRADE





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