

Agenda of Special Meeting

The Board of Trustees Waco Independent School District

A Special Meeting of the Board of Trustees of Waco Independent School District will be held August 3, 2017, beginning at 6:00 PM in the WISD Conference Center, 115 S 5th Street, Waco, Texas.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

- I. CALL TO ORDER
- II. ESTABLISHMENT OF QUORUM
- III. CLOSED SESSION
 - A. Texas Government Code Section:
 - 1. 551.74 Personnel Matters
 - a. Discussion and Possible Action on Hiring of Administrator(s)
 - b. Other personnel matters
- IV. REPORTS AND DISCUSSION
 - A. Presentation and Discussion of the Proposed Budget and Proposed Tax Rate for the 2017-18 Fiscal Year 2
- V. DISCUSSION AND POSSIBLE ACTION ON AUGUST 3, 2017
 - A. Discussion and Possible Action on Hiring of Administrator(s) 6
 - B. Discussion of and Possible Action to Approve the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2017-2018 Fiscal Year, Setting the Proposed Tax Rate and the Date, Time, and Place for the Public Meeting 7
 - C. Discussion and Possible Action to Approve the 2017-2018 Employee Compensation Plan 11
 - D. Discussion and Possible Action to Approve Self Funded Health Insurance Plan Designs including Prescription Benefits and Rate Structure 23
 - E. Discussion and Possible Action to Approve additional 2017-2018 Texas Teacher Evaluation and Support System (T-TESS) Teacher Appraisers 28
- VI. ANNOUNCEMENTS
- VII. ADJOURNMENT

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 3, 2017

Contact Person: Sheryl Davis

RE: Presentation and Discussion of the Proposed Budget and Proposed Tax Rate for the 2017-18 Fiscal Year

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Background Information:

On or before a date set by the State Board of Education, the superintendent shall prepare, or cause to be prepared, a proposed budget covering all estimated revenue and proposed expenditures of the district for the following fiscal year. The budget must be prepared according to generally accepted accounting principles; rules adopted by the State Board of Education; and adopted policies of the board of trustees.

The administration will present information on the proposed budgets for funds included in the official budget as well as three funds for which the District is the fiscal agent. Information will also be presented on the proposed tax rate including a review of the draft notice for publication.

Fiscal Implications:

None

Administrative Recommendations:

No action will be required at this meeting, both the 2017-18 budget and 2017 proposed tax rate will be presented on August 31, 2017, for approval subsequent to the public hearing.

Waco Independent School District
OFFICIAL ADOPTED BUDGET
2017-2018

	General Fund	National School Lunch & Breakfast Fund	Debt Service Fund	Memorandum Total
Revenues:				
Local and Intermediate Source Revenue	\$ 65,150,236	\$ 800,065	\$ 12,607,134	\$ 78,557,435
State Program Revenue	72,071,686	53,700	380,507	72,505,893
Federal Program Revenue	3,661,226	9,215,214	-	12,876,440
Total Revenues	<u>\$ 140,883,148</u>	<u>\$ 10,068,979</u>	<u>\$ 12,987,641</u>	<u>\$ 163,939,768</u>
Appropriations:				
Instruction	\$ 76,449,367	\$ -	\$ -	\$ 76,449,367
Instructional Resources and Media Services	898,008	-	-	898,008
Instructional Staff Development and Curriculum Development	3,856,543	-	-	3,856,543
Instructional Leadership	2,689,886	-	-	2,689,886
School Leadership	9,245,559	-	-	9,245,559
Guidance, Counseling and Evaluation Services	3,745,800	-	-	3,745,800
Social Work Services	912,675	-	-	912,675
Health Services	1,113,051	-	-	1,113,051
Student Transportation	3,546,386	-	-	3,546,386
Food Services	-	10,068,979	-	10,068,979
Extracurricular Activities	4,399,225	-	-	4,399,225
General Administration	4,988,253	-	-	4,988,253
Plant Maintenance and Operations	16,756,066	-	-	16,756,066
Security and Monitoring Services	2,239,732	-	-	2,239,732
Data Processing Services	2,593,316	-	-	2,593,316
Community Services	796,079	-	-	796,079
Debt Service	361,235	-	13,585,206	13,946,441
Facilities Acquisition and Construction	-	-	-	-
Payments to Shared Services Arrangement	440,000	-	-	440,000
Payments to Juvenile Justice Alternative Education Program	750,000	-	-	750,000
Payments to Tax Increment Fund	6,806,529	-	1,082,950	7,889,479
Other Intergovernmental Charges	746,760	-	-	746,760
Total Appropriations	<u>\$ 143,334,470</u>	<u>\$ 10,068,979</u>	<u>\$ 14,668,156</u>	<u>\$ 168,071,605</u>
Excess (Deficiency) of Estimated Revenues Over Appropriations				
Other Financing Sources/(Uses)	\$ (2,451,322)	\$ -	\$ (1,680,515)	\$ (4,131,837)
Net Change in Fund Balance	<u>(608,001)</u>	<u>-</u>	<u>-</u>	<u>(608,001)</u>
Fund Balance, beginning of year	\$ (3,059,323)	\$ -	\$ (1,680,515)	\$ (4,739,838)
Fund Balance, end of year	<u>41,367,901</u>	<u>1,635,765</u>	<u>4,646,144</u>	<u>47,649,810</u>
Fund Balance, end of year	<u>\$ 38,308,578</u>	<u>\$ 1,635,765</u>	<u>\$ 2,965,629</u>	<u>\$ 42,909,972</u>
Non-spendable Funds:				
Inventories	200,000	-	-	200,000
Restricted Funds:				
Retirement of Long-term Debt	-	-	2,965,629	2,965,629
National School Lunch and Breakfast Program	-	1,635,765	-	1,635,765
Committed Funds	5,655,942	-	-	5,655,942
Assigned Funds	1,946,552	-	-	1,946,552
Unassigned Fund Balance	<u>\$ 30,506,084</u>	<u>\$ 1,635,765</u>	<u>\$ 2,965,629</u>	<u>\$ 35,107,478</u>

Waco Independent School District
OTHER ADOPTED BUDGETS
2017-2018

	Greater Waco Advanced Health Care Academy	Greater Waco Advanced Manufacturing Academy	McLennan County Challenge Academy	Regional Day School for the Deaf	Memorandum Total
Revenues:					
Local and Intermediate Source Revenue	\$ 860,400	\$ 734,400	\$ 935,646	\$ 716,297	\$ 3,246,743
State Program Revenue	37,107	38,607	34,920	26,726	137,360
Total Revenues	<u>\$ 897,507</u>	<u>\$ 773,007</u>	<u>\$ 970,566</u>	<u>\$ 743,023</u>	<u>\$ 3,384,103</u>
Appropriations:					
Instruction	\$ 727,582	\$ 869,645	\$ 576,316	\$ 678,793	\$ 2,852,336
Instructional Staff Development and Curriculum Development	10,100	7,190	200	250	17,740
Instructional Leadership	193,234	95,104	-	50,980	339,318
School Leadership	-	-	226,927	-	226,927
Guidance, Counseling and Evaluation Svcs	74,522	73,105	63,039	-	210,666
Health Services	-	-	100	-	100
Plant Maintenance and Operations	128,536	99,497	3,000	-	231,033
Community Services	-	-	-	-	-
Payments to Shared Services Arrangement	-	-	100,984	13,000	113,984
Total Appropriations	<u>\$ 1,133,974</u>	<u>\$ 1,144,541</u>	<u>\$ 970,566</u>	<u>\$ 743,023</u>	<u>\$ 3,992,104</u>
Excess (Deficiency) of Estimated Revenues Over Appropriations	\$ (236,467)	\$ (371,534)	\$ -	\$ -	\$ (608,001)
Other Financing Sources/(Uses)	236,467	371,534	-	-	608,001
Net Change in Deferred Revenue	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Deferred Revenue, beginning of year	-	-	232,889	23,172	256,061
Deferred Revenue, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 232,889</u>	<u>\$ 23,172</u>	<u>\$ 256,061</u>

Summary Comparison of the Proposed Budget for the Waco ISD

	2016-2017		2017-2018	
	Enrollment 15,081		Enrollment 15,120	
	Revised Budget*		Proposed Budget	
	Aggregate	Per Pupil	Aggregate	Per Pupil
Instruction				
11 Instruction	\$ 75,400,349	\$ 5,000	\$ 76,449,367	\$ 5,056
12 Instructional Resources, Media Services	\$ 904,842	\$ 60	\$ 898,008	\$ 59
13 Curriculum Development & Staff Development	\$ 3,754,241	\$ 249	\$ 3,856,543	\$ 255
93 Payments to Fiscal Agents for Shared Service Arrangements	\$ 440,000	\$ 29	\$ 440,000	\$ 29
95 Payment to Juvenile Justice AEP	\$ 780,000	\$ 52	\$ 750,000	\$ 50
Total Instruction	\$ 81,279,432	\$ 5,390	\$ 82,393,918	\$ 5,449
Instructional Support				
21 Instructional Leadership	\$ 2,736,956	\$ 181	\$ 2,689,886	\$ 178
23 School Leadership	\$ 9,430,188	\$ 625	\$ 9,245,559	\$ 611
Total Instructional Support	\$ 12,167,144	\$ 807	\$ 11,935,445	\$ 789
Student Support				
31 Guidance & Counseling, Evaluation	\$ 3,588,518	\$ 238	\$ 3,745,800	\$ 248
32 Social Work Services	\$ 866,907	\$ 57	\$ 912,675	\$ 60
33 Health Services	\$ 1,139,009	\$ 76	\$ 1,113,051	\$ 74
34 Student Transportation	\$ 5,319,771	\$ 353	\$ 5,546,386	\$ 235
35 Food Services	\$ 9,960,438	\$ 660	\$ 10,068,979	\$ 666
36 Co-curricular/ Extra-curricular Activities	\$ 4,444,185	\$ 295	\$ 4,399,225	\$ 291
Total Student Support	\$ 25,318,828	\$ 1,679	\$ 23,786,116	\$ 1,573
Central Administration				
41 General Administration	\$ 5,420,831	\$ 359	\$ 4,988,253	\$ 330
Total General Administration	\$ 5,420,831	\$ 359	\$ 4,988,253	\$ 330
District Operations				
51 Plant Maintenance & Operations	\$ 22,122,866	\$ 1,467	\$ 16,756,066	\$ 1,108
52 Security and Monitoring	\$ 2,180,153	\$ 145	\$ 2,239,732	\$ 148
53 Data Processing	\$ 2,947,875	\$ 195	\$ 2,593,316	\$ 172
Total District Operations	\$ 27,250,894	\$ 1,807	\$ 21,589,114	\$ 1,428
Ancillary Services				
61 Community Service	\$ 750,865	\$ 50	\$ 796,079	\$ 53
Total Community Services	\$ 750,865	\$ 50	\$ 796,079	\$ 53
Debt Service				
71 Debt Service	\$ 13,949,117	\$ 925	\$ 13,946,441	\$ 922
Total Debt Services	\$ 13,949,117	\$ 925	\$ 13,946,441	\$ 922
Capital Outlay				
81 Facilities Acquisition & Construction	\$ 2,198,676	\$ 146	\$ -	\$ -
Total Capital Outlay	\$ 2,198,676	\$ 146	\$ -	\$ -
Other				
97 Payments to Tax Increment Funds	\$ 6,096,287	\$ 404	\$ 7,889,479	\$ 522
99 Inter-governmental Charges Not Defined in Other Codes	\$ 723,380	\$ 48	\$ 746,760	\$ 49
Total Other	\$ 6,819,667	\$ 452	\$ 8,636,239	\$ 571
Total	\$ 175,155,454	\$ 11,614	\$ 168,071,605	\$ 11,116

*2016-17 Budget as of July 28, 2017

Waco Independent School District
Board of Trustees Meeting Agenda Item

Date: August 3, 2017

Contact Person: Elaine Botello

RE: Discussion and Possible Action on Hiring of Administrators

Background Information:

According to policy DC (Local), the Board retains final authority for employment of all administrative personnel. The Administration recommends that the Board of Trustees approve the employment of the administrator(s) as presented (Names provided under separate cover).

- Elementary Assistant Principal
- Middle School Assistant Principal
- High School Assistant Principal

Fiscal Implications:

Salaries included in fiscal year budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the employment of named candidate(s) (provided under separate cover) for the administrative position(s) as presented.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 3, 2017

Contact Person: Sheryl Davis

RE: Discussion of and Possible Action to Approve the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2017-2018 Fiscal Year, Setting the Proposed Tax Rate and the Date, Time, and Place for the Public Meeting

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Background Information:

In accordance with Texas Education Code Section 44.004, NOTICE OF BUDGET AND TAX RATE MEETING; BUDGET ADOPTION, when the budget has been prepared under section 44.002, the president shall call a meeting of the Board of Trustees for the purpose of adopting a budget for the succeeding fiscal year. The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. The president shall provide for the publication of notice of the budget and proposed tax rate meeting in a daily, weekly, or biweekly newspaper published in the district.

Inasmuch as the budget has been prepared as required under Section 44.002, the Board of Trustees should consider the proposed tax rate and set the date, time, and place to invite public discussion on the proposed 2017-18 budget and the 2017 tax rate to support the proposed budget.

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown on the notice unless the district publishes a revised notice containing the same information and comparisons and holds another public meeting to discuss the revised notice.

A public notice of the date of the meeting should be published in the Waco Tribune between the 30th and 10th day prior to the public meeting.

At the meeting, the administration will present the budget and proposed tax rate for the 2017-18 fiscal year.

Fiscal Implications:

None

Administrative Recommendations:

The administration recommends that the Board of Trustees approve the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2017-2018 fiscal year, setting the proposed tax rate and the date, time, and place for the public meeting, August 31, 2017 at 7:00 p.m. at the Waco ISD Administration Building.

NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

The Waco ISD will hold a public meeting at 7:00 PM, August 25, 2016 in Waco ISD Administration Building Conference Center, 115 South 5th St., Waco, TX 76701. **The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.**

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax	\$1.170000/\$100 (proposed rate for maintenance and operations)
School Debt Service Tax	\$0.230000/\$100 (proposed rate to pay bonded indebtedness)
Approved by Local Voters	

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories.

Maintenance and operations	4.79 % increase
Debt Service	-1.33 % decrease
Total expenditures	4.18 % increase

Total Appraised Value and Total Taxable Value (as calculated under Section 26.04, Tax Code)

	<u>Preceding Tax Year</u>	<u>Current Tax Year</u>
Total appraised value* of all property	\$6,948,531,866	\$7,720,843,718
Total appraised value* of new property**	\$355,571,740	\$198,130,928
Total taxable value*** of all property	\$4,347,544,245	\$4,794,731,592
Total taxable value*** of new property**	\$128,295,423	\$180,419,775

*Appraised value is the amount shown on the appraisal roll and defined by Section 1.04(8), Tax Code.

** "New property" is defined by Section 26.012(17), Tax Code.

*** "Taxable value" is defined by Section 1.04(10), Tax Code.

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* \$166,390,000

*Outstanding principal.

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	\$1.170000	\$0.230000*	\$1.400000	\$4,485	\$4,970
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	\$1.119270	\$0.230000*	\$1.349270	\$4,649	\$5,030
Proposed Rate	\$1.170000	\$0.230000*	\$1.400000	\$4,847	\$4,949

*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	\$98,974	\$103,058
Average Taxable Value of Residences	\$71,896	\$75,935
Last Year's Rate Versus Proposed Rate per \$100 Value	\$1.400000	\$1.400000
Taxes Due on Average Residence	\$1,006.54	\$1,063.09
Increase (Decrease) in Taxes		\$56.55

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.

Notice of Rollback Rate: The highest tax rate the district can adopt before requiring voter approval at an election is \$1.400000. This election will be automatically held if the district adopts a rate in excess of the rollback rate of \$1.400000.

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment.

Maintenance and Operations Fund Balance(s)	\$35,141,420
Interest & Sinking Fund Balance(s)	\$4,627,553

NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

The Waco ISD will hold a public meeting at 7:00 PM, August 31, 2017 in Waco ISD Administration Building Conference Center, 115 South 5th St., Waco, TX 76701. **The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.**

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax	\$1.170000/\$100 (proposed rate for maintenance and operations)
School Debt Service Tax	\$0.240000/\$100 (proposed rate to pay bonded indebtedness)
Approved by Local Voters	

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories.

Maintenance and operations	2.79 % increase
Debt Service	0.83 % increase
Total expenditures	2.61 % increase

Total Appraised Value and Total Taxable Value (as calculated under Section 26.04, Tax Code)

	<u>Preceding Tax Year</u>	<u>Current Tax Year</u>
Total appraised value* of all property	\$7,720,843,718	\$8,317,562,744
Total appraised value* of new property**	\$198,130,928	\$141,355,490
Total taxable value*** of all property	\$4,794,731,592	\$5,299,274,784
Total taxable value*** of new property**	\$180,419,775	\$135,410,041

*Appraised value is the amount shown on the appraisal roll and defined by Section 1.04(8), Tax Code.

** "New property" is defined by Section 26.012(17), Tax Code.

*** "Taxable value" is defined by Section 1.04(10), Tax Code.

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* \$159,795,000

*Outstanding principal.

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	\$1.170000	\$0.230000*	\$1.400000	\$4,818	\$4,974
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	\$1.129590	\$0.254950*	\$1.384540	\$5,299	\$4,728
Proposed Rate	\$1.170000	\$0.240000*	\$1.410000	\$5,123	\$4,728

*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	\$102,996	\$116,097
Average Taxable Value of Residences	\$75,918	\$84,296
Last Year's Rate Versus Proposed Rate per \$100 Value	\$1.400000	\$1.410000
Taxes Due on Average Residence	\$1,062.85	\$1,188.57
Increase (Decrease) in Taxes		\$125.72

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.

Notice of Rollback Rate: The highest tax rate the district can adopt before requiring voter approval at an election is \$1.410000. This election will be automatically held if the district adopts a rate in excess of the rollback rate of \$1.410000.

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment.

Maintenance and Operations Fund Balance(s)	\$33,565,407
Interest & Sinking Fund Balance(s)	\$4,646,144

Debt Service Fund - Five Year Projection

Debt Service Fund - Five Year Projection			With 6% Increase in Values, 25% increase in TIF Zones		With 5% Increase in Values, 20% increase in TIF Zones		With 4% Increase in Values, 15% increase in TIF Zones		With 3% Increase in Values, 15% increase in TIF Zones	
	2017-18 Proposed Budget \$0.23	2017-18 Proposed Budget \$0.24	2018-19 Proposed Budget \$0.23	2018-19 Proposed Budget \$0.24	2019-20 Proposed Budget \$0.23	2019-20 Proposed Budget \$0.24	2020-21 Proposed Budget \$0.23	2020-21 Proposed Budget \$0.24	2021-22 Proposed Budget \$0.23	2021-22 Proposed Budget \$0.24
Revenues:										
Local and Intermediate Source	12,607,134	13,138,403	13,634,300	14,208,213	14,586,753	15,200,130	15,413,887	16,061,491	16,156,518	16,834,695
State Programs	380,507	387,004	-	-	-	-	-	-	-	-
Federal Programs	-	-	-	-	-	-	-	-	-	-
Total Revenues	12,987,641	13,525,407	13,634,300	14,208,213	14,586,753	15,200,130	15,413,887	16,061,491	16,156,518	16,834,695
Expenditures:										
Debt Services	13,585,206	13,585,206	13,511,306	13,511,306	13,570,063	13,570,063	13,703,500	13,703,500	13,662,800	13,662,800
Intergovernmental Charges	1,082,950	1,126,025	1,353,688	1,407,531	1,624,426	1,689,037	1,868,090	1,942,393	2,148,304	2,233,752
Total Expenditures	14,668,156	14,711,231	14,864,994	14,918,837	15,194,489	15,259,100	15,571,590	15,645,893	15,811,104	15,896,552
Revenues Over/(Under) Expenditures	(1,680,515)	(1,185,824)	(1,230,694)	(710,624)	(607,736)	(58,970)	(157,703)	415,598	345,414	938,143
Other Financing Sources/(Uses)										
Other Sources	-	-	-	-	-	-	-	-	-	-
Other Uses	-	-	-	-	-	-	-	-	-	-
Revenues and Other Sources Over/ (Under) Expenditures and Other Uses	(1,680,515)	(1,185,824)	(1,230,694)	(710,624)	(607,736)	(58,970)	(157,703)	415,598	345,414	938,143
Fund Balance Beginning of the Year	4,646,144	4,646,144	2,965,629	3,460,320	1,734,935	2,749,696	1,127,200	2,690,727	969,497	3,106,325
Fund Balance End of the Year	2,965,629	3,460,320	1,734,935	2,749,696	1,127,200	2,690,727	969,497	3,106,325	1,314,911	4,044,468
Restricted Fund Balance	(2,965,629)	(3,460,320)	(1,734,935)	(2,749,696)	(1,127,200)	(2,690,727)	(969,497)	(3,106,325)	(1,314,911)	(4,044,468)
Unassigned Fund Balance	-	-	-	-	-	-	-	-	-	-
	20.2%	23.5%	11.7%	18.4%	7.4%	17.6%	6.2%	19.9%	8.3%	25.4%

Waco Independent School District Board
of Trustees Meeting Agenda Item

Date: August 3, 2017

Contact Person: Elaine Botello

RE: Discussion and Possible Action to Approve the 2017-2018 Employee Compensation Plan

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Background Information:

According to District Policy DEA (Local), the Superintendent shall recommend to the Board pay structures and a compensation plan for District Employees. The Superintendent shall also recommend to the Board an amount for employee pay increases as part of the annual budget.

Teacher Pay Schedule

The 2017-2018 proposed teacher pay schedule includes an average increase of 1.1%. The proposed teacher pay scale intervals between each step varies from \$300 to \$500 depending on a teacher's number of years of experience. (The proposed 2017-2018 schedule is attached.)

Non-Teacher Pay Schedule

Administration is recommending non-teaching employees (administrative, professional, paraprofessional, and auxiliary staff) receive an increase of 1% of the midpoint of their assigned pay grade / schedule.

The pay schedules for the auxiliary staff includes adjustments to reflect the District's efforts to increase entry level pay grades to a livable wage.

The hourly rate for entry level auxiliary staff (Custodial and Cafeteria workers) will increase from \$9.55 per hour to \$10.00 per hour. This reflects a 4.71% adjustment to the auxiliary pay schedule compared to last year's entry level rate.

The paraprofessional, professional, and administrative pay schedule also includes a slight increase compared to last year's entry level rate. As beginning wage rates increase, the minimum, midpoint, and maximum of each pay grade is consequently adjusted to maintain the integrity of the pay schedule.

Note: If the 1% general increase results in a pay rate that is below the new minimum of the employee's assigned pay grade the employee will receive an additional adjustment to bring them to the minimum rate.

Substitute Staff Pay Schedule

There will be no changes to the pay schedule for substitute staff. The 2016-2017 substitute schedule included increases at various levels including a \$2.00 daily rate increase, \$5.00 daily rate increase for substitutes who work on Fridays, and 30/60 consecutive days incremental pay incentives. The district's substitute schedule remains comparable compared to substitute pay schedules of neighboring districts.

Temporary and Extra Duty Pay Schedule

The 2017-2018 temporary staff and extra duty pay schedule includes an increase from \$8.50 per hour to \$9.00 per hour for entry level cafeteria and custodial temporary workers. If a cafeteria or custodial temporary worker is hired to a permanent position their hourly rate would increase to the appropriate hourly rate on the 302 paygrade.

Stipend Schedule

The only change to the 2017-2018 stipend schedule was the removal of the Master Reading Teacher stipend.

Note: *Employee salaries will not exceed the maximum of the assigned pay grade.*

Employees who previously received written notification from the human resources department stating that their salary was frozen until the midpoint of their assigned pay grade catches up will not receive the 2017-2018.

Employees over the maximum salary of their assigned paygrade will not receive a pay increase.

Employees who are close to the maximum of their assigned paygrade will receive the board adopted pay increase up to the maximum.

District Contribution for Health Insurance and Prescription/Pharmacy Benefits

Administration recommends an increase in the district contribution for health insurance and pharmacy benefits. The district proposes the district contribution increase from \$350 per employee per month to \$367.50 per employee per month – an annual benefit up to \$4,412.04 per employee. Employees who waive the district's health insurance and enroll in the alternative flexible spending account would receive a monthly benefit of \$41.667 up to \$500 per year.

Fiscal Implications:

Cost of the proposed compensation plan is included in the 2017-2018 proposed budget.

Administrative Recommendations:

The administration recommends approval of the employee compensation plan as presented to include the monthly district contribution of \$367.50 per employee per month for health insurance / prescription benefits and the option for employees to elect the alternative flexible spending account of \$41.66 per month for employees who waives major medical and prescription benefits coverage.

2017-18 Proposed Teacher Schedule

A	C	D	E	F	G	H	Teacher Schedule/Draft 2017-18			
Step	Current Salary Schedule	Current Interval	Proposed 2017-18 Schedule	Scale Interval	Scale Difference	Inc/Dec	Current Salary Cost	Total Cost	Actual Increase	Percent Increase
0	45,500		45,600		100		5,551,000	5,563,200		
1	45,800	300	46,100	500	300	600	4,534,200	4,563,900	73,200	1.3%
2	46,100	300	46,400	300	300	600	4,379,500	4,408,000	59,400	1.3%
3	46,400	300	46,700	300	300	600	2,923,200	2,942,100	57,000	1.3%
4	46,800	400	47,000	300	200	600	2,480,400	2,491,000	37,800	1.3%
5	47,200	400	47,400	400	200	600	1,699,200	1,706,400	31,800	1.3%
6	47,600	400	47,800	400	200	600	2,570,400	2,581,200	21,600	1.3%
7	48,000	400	48,200	400	200	600	1,776,000	1,783,400	32,400	1.3%
8	48,400	400	48,600	400	200	600	1,742,400	1,749,600	22,200	1.3%
9	48,800	400	49,000	400	200	600	1,903,200	1,911,000	21,600	1.2%
10	49,200	400	49,400	400	200	600	1,525,200	1,531,400	23,400	1.2%
11	49,600	400	49,800	400	200	600	1,438,400	1,444,200	18,600	1.2%
12	50,000	400	50,200	400	200	600	1,600,000	1,606,400	17,400	1.2%
13	50,400	400	50,600	400	200	600	1,159,200	1,163,800	19,200	1.2%
14	50,800	400	51,000	400	200	600	965,200	969,000	13,800	1.2%
15	51,200	400	51,400	400	200	600	1,024,000	1,028,000	11,400	1.2%
16	51,700	500	51,800	400	100	600	723,800	725,200	12,000	1.2%
17	52,200	500	52,300	500	100	600	1,148,400	1,150,600	8,400	1.2%
18	52,700	500	52,800	500	100	600	685,100	686,400	13,200	1.2%
19	53,200	500	53,300	500	100	600	532,000	533,000	7,800	1.1%
20	53,700	500	53,800	500	100	600	590,700	591,800	6,000	1.1%
21	54,200	500	54,300	500	100	600	542,000	543,000	6,600	1.1%
22	54,700	500	54,800	500	100	600	656,400	657,600	6,000	1.1%
23	55,200	500	55,300	500	100	600	496,800	497,700	7,200	1.1%
24	55,700	500	55,800	500	100	600	835,500	837,000	5,400	1.1%
25	56,200	500	56,300	500	100	600	786,800	788,200	9,000	1.1%
26	56,700	500	56,800	500	100	600	1,020,600	1,022,400	8,400	1.1%
27+	57,200	500	57,300	500	100	600	4,633,200	4,641,300	10,800	1.1%
Group 1	60,700	3,500	61,300	700	600	600	424,900	429,100	4,200	1.0%
Group 2	61,600	900	62,200	700	600	600	369,600	373,200	3,600	1.0%
Total							#####	50,919,100	569,400	1.1%

2017-18 Proposed Non-Teacher Schedules

	Current			Proposed			1% of Proposed Midpoint
Pay Grade	2016-17 Auxiliary Schedule			2017-18 Auxiliary Schedule			
	*Minimum	*Midpoint	*Maximum	*Minimum	*Midpoint	*Maximum	
300	\$ 8.50	\$ 10.62	\$ 12.74	\$ 9.00	\$ 11.25	\$ 13.50	\$ 0.11
301	\$ 9.55	\$ 11.94	\$ 14.33	\$ 10.00	\$ 12.50	\$ 15.00	\$ 0.13
302	\$ 10.45	\$ 13.06	\$ 15.67	\$ 10.90	\$ 13.63	\$ 16.36	\$ 0.14
303	\$ 11.44	\$ 14.30	\$ 17.16	\$ 11.89	\$ 14.86	\$ 17.83	\$ 0.15
304	\$ 12.53	\$ 15.66	\$ 18.79	\$ 12.96	\$ 16.20	\$ 19.44	\$ 0.16
305	\$ 13.72	\$ 17.15	\$ 20.58	\$ 14.14	\$ 17.67	\$ 21.20	\$ 0.18
306	\$ 15.02	\$ 18.78	\$ 22.54	\$ 15.42	\$ 19.27	\$ 23.12	\$ 0.19
307	\$ 16.45	\$ 20.56	\$ 24.67	\$ 16.81	\$ 21.01	\$ 25.21	\$ 0.21
308	\$ 18.01	\$ 22.51	\$ 27.01	\$ 18.33	\$ 22.91	\$ 27.49	\$ 0.23
309	\$ 19.72	\$ 24.65	\$ 29.58	\$ 19.98	\$ 24.98	\$ 29.98	\$ 0.25
310	\$ 21.59	\$ 26.99	\$ 32.39	\$ 21.79	\$ 27.24	\$ 32.69	\$ 0.27
311	\$ 23.64	\$ 29.55	\$ 35.46	\$ 23.77	\$ 29.71	\$ 35.65	\$ 0.30

	Current			Proposed			
Pay Grade	2016-17 Paraprofessional Schedule			2017-18 Paraprofessional Schedule			
	*Minimum	*Midpoint	*Maximum	*Minimum	*Midpoint	*Maximum	
201	\$ 10.50	\$ 13.13	\$ 15.76	\$ 10.55	\$ 13.19	\$ 15.83	\$ 0.13
202	\$ 11.55	\$ 14.44	\$ 17.33	\$ 11.61	\$ 14.51	\$ 17.41	\$ 0.15
203	\$ 12.70	\$ 15.88	\$ 19.06	\$ 12.77	\$ 15.96	\$ 19.15	\$ 0.16
204	\$ 13.98	\$ 17.47	\$ 20.96	\$ 14.05	\$ 17.56	\$ 21.07	\$ 0.18
205	\$ 15.38	\$ 19.22	\$ 23.06	\$ 15.46	\$ 19.32	\$ 23.18	\$ 0.19
206	\$ 16.91	\$ 21.14	\$ 25.37	\$ 17.00	\$ 21.25	\$ 25.50	\$ 0.21
207	\$ 18.60	\$ 23.25	\$ 27.90	\$ 18.70	\$ 23.38	\$ 28.06	\$ 0.23
208	\$ 20.46	\$ 25.58	\$ 30.70	\$ 20.58	\$ 25.72	\$ 30.86	\$ 0.26
209	\$ 22.51	\$ 28.14	\$ 33.77	\$ 22.63	\$ 28.29	\$ 33.95	\$ 0.28

	Current			Proposed			
Pay Grade	2016-17 Admin/Professional Sched			2017-18 Admin/Professional Sched			
	*Minimum	*Midpoint	*Maximum	*Minimum	*Midpoint	*Maximum	
101	\$ 221.68	\$ 263.90	\$ 306.12	\$ 222.78	\$ 265.22	\$ 307.66	\$ 2.65
102	\$ 239.96	\$ 285.67	\$ 331.38	\$ 241.16	\$ 287.10	\$ 333.04	\$ 2.87
103	\$ 259.76	\$ 309.24	\$ 358.72	\$ 261.06	\$ 310.79	\$ 360.52	\$ 3.11
104	\$ 281.19	\$ 334.75	\$ 388.31	\$ 282.60	\$ 336.43	\$ 390.26	\$ 3.36
105	\$ 304.39	\$ 362.37	\$ 420.35	\$ 305.92	\$ 364.19	\$ 422.46	\$ 3.64
106	\$ 329.51	\$ 392.27	\$ 455.03	\$ 331.16	\$ 394.24	\$ 457.32	\$ 3.94
107	\$ 356.69	\$ 424.63	\$ 492.57	\$ 358.48	\$ 426.76	\$ 495.04	\$ 4.27
108	\$ 386.11	\$ 459.66	\$ 533.21	\$ 388.05	\$ 461.97	\$ 535.89	\$ 4.62
109	\$ 417.97	\$ 497.58	\$ 577.19	\$ 420.07	\$ 500.08	\$ 580.09	\$ 5.00

**2017-2018
Substitute Pay Schedule**

Substitute Position	Credential Requirement	2015-2016 Daily Rate	2016-2017 Daily Rate	2016-2017 Fridays Only
Paraprofessional	High School Diploma / GED	\$68	\$70	\$75
*Long Term Paraprofessional	High School Diploma / GED	\$68	\$75	n/a
Teacher	** Substitute teacher must have 40+ college hours from an accredited college.	\$71	\$73	\$78
Teacher	Bachelor's Degree	\$81	\$83	\$88
Teacher	Teacher Certification	\$88	\$90	\$95
*Long Term Teacher	Bachelor's Degree	\$120	\$110	n/a
*Long Term Teacher	Teacher Certification	\$120	\$125	n/a
Assistant Principal	Principal Certification	\$175	\$178	n/a
Counselor	Counselor Certification	\$148	\$150	n/a
Nurse	LVN or RN	\$125	\$127	n/a
<p style="text-align: center;">Incremental Pay</p> <p>\$10 per day will be paid in addition to the proposed daily rate for substitute teachers after 30 cumulative days worked. (New rate begins of the 31st day.)</p> <p>\$20 per day will be paid in addition to the proposed daily rate for substitute teachers after 60 cumulative days worked. (New rate begins on the 61st day.)</p> <p>EXAMPLE: Substitute teacher, Jane Doe, has a bachelor's degree and is getting paid \$83 per day. Once she has worked 30 cumulative days as a substitute teacher her new daily rate will be \$93 per day (beginning on day 31). Once Ms. Doe works 60 cumulative days as a substitute teacher her new daily rate will be \$103 per day.</p> <p>NOTE: Substitutes who earned the cumulative day additional pay in the 2016-2017 school year will start the 2017-2018 school year back at zero (0) days and will have to work back up to the cumulative additional pay (30/60 days).</p>				
<p>* Long Term Assignments: The substitute teacher / paraprofessional will earn their assigned daily rate (credential specific) for the first twenty consecutive days while substituting in the same assignment (without a break in service) then, provided the substitute remains in the same assignment, will earn the long-term rate of pay on the twenty first (21st) day of the assignment. Only substitute teachers with a bachelor's degree or teacher certification can earn the long term teacher pay rate.</p>				
<p>**Non-Degreed Substitute Teachers were previously required to have 60+ college hours.</p>				

**2017-2018
Proposed
Temporary Employee Rates**

Classification	Position	Rate	
Auxilliary	Cafeteria Temp Labor Pool	\$ 9.00	Hourly Rate
Auxilliary	Custodial Temp Labor Pool	\$ 9.00	Hourly Rate
Auxilliary	Game Help - 25 Second Clock	\$ 16.25	Hourly Rate
Auxilliary	Game Help - Announcer	\$ 17.50	Hourly Rate
Auxilliary	Game Help - Chain Crew	\$ 11.25	Hourly Rate
Auxilliary	Game Help - Custodial Supervisor	\$ 10.00	Hourly Rate
Auxilliary	Game Help - Field Gate	\$ 11.25	Hourly Rate
Auxilliary	Game Help - Game Clock	\$ 15.00	Hourly Rate
Auxilliary	Game Help - Parkers	\$ 10.00	Hourly Rate
Auxilliary	Game Help - Parking Supervisor	\$ 20.00	Hourly Rate
Auxilliary	Game Help - Pass/Band Gate	\$ 11.25	Hourly Rate
Auxilliary	Game Help - Porch Gate	\$ 11.25	Hourly Rate
Auxilliary	Game Help - Press Box Coordinator	\$ 13.75	Hourly Rate
Auxilliary	Game Help - Press Box Host	\$ 8.50	Hourly Rate
Auxilliary	Game Help - Pressbox Technician	\$ 20.00	Hourly Rate
Auxilliary	Game Help - Reserve Ushers	\$ 8.50	Hourly Rate
Auxilliary	Game Help - Scoreboard	\$ 8.50	Hourly Rate
Auxilliary	Game Help - Spotter	\$ 8.50	Hourly Rate
Auxilliary	Game Help - Tea Sales	\$ 8.50	Hourly Rate
Auxilliary	Game Help - Ticket Seller	\$ 11.25	Hourly Rate
Auxilliary	Game Help - Ticket Taker	\$ 8.50	Hourly Rate
Auxilliary	Game Help - Video Board	\$ 13.75	Hourly Rate
Paraprofessional	Administrative Assistant_Central Office	\$ 13.25	Hourly Rate
Paraprofessional	Aide_After School Care	\$ 10.00	Hourly Rate
Paraprofessional	Aide_Instructional	\$ 10.00	Hourly Rate
Paraprofessional	Clerk_Office Elementary	\$ 9.50	Hourly Rate
Paraprofessional	Clerk_Office Secondary	\$ 11.00	Hourly Rate
Paraprofessional	Clerk_Office Central Office	\$ 11.00	Hourly Rate
Paraprofessional	Nurse (LVN)	\$ 16.00	Hourly Rate
Paraprofessional	Paraprofessional (Summer School)	Regular Hourly Rate (if working in the same paraprofessional position as in the regular school year)	
Paraprofessional	Secretary_Elementary	\$ 10.00	Hourly Rate
Paraprofessional	Secretary_Secondary	\$ 11.00	Hourly Rate
Paraprofessional	Specialist (Para)Central Office	\$ 13.25	Hourly Rate
Paraprofessional	Student Internship	\$ 10.00	Hourly Rate
Paraprofessional	Technician Technology (Para)	\$ 13.50	Hourly Rate
Paraprofessional	Videographer (WISD TV)	\$ 15.50	Hourly Rate
Professional	Administrator_Central Office	Negotiated	
Professional	Assistant Principal_Elementary	\$ 220.04	Daily Rate
Professional	Assistant Principal_High School	\$ 266.24	Daily Rate
Professional	Assistant Principal_Middle	\$ 242.04	Daily Rate
Professional	Coordinator (Professional)	\$ 26.00	Hourly Rate
Professional	Nurse (RN)	\$ 24.00	Hourly Rate

**2017-2018
Proposed
Temporary Employee Rates**

Classification	Position	Rate	
Professional	Principal	Negotiated	
Professional	Professional (Instructional_Non Teacher)	\$ 22.00	Hourly Rate
Professional	Professional (Non_Instructional)	\$ 22.00	Hourly Rate
Professional	After School Program Coordinator (Professional)	\$ 25.75	Hourly Rate
Professional	Specialist (Professional)	\$ 16.00	Hourly Rate
Professional	Teachers (Other)	\$ 22.00	Hourly Rate
Professional	Teachers (Summer School)	\$28.00	Hourly Rate
Professional	Elem Campus Admin (Summer School)	\$30.00	Hourly Rate
Professional	Middle Sch Admin (Summer School)	\$33.00	Hourly Rate
Professional	High School Admin (Summer School/ Compensatory	\$36.00	Hourly Rate
Professional	Teachers (Summer School/ Non Compensatory)	\$ 25.00	Hourly Rate
Professional	Tutor - Music (Degreed)	\$ 30.00	Hourly Rate
Paraprofessional	Tutor - (High School Diploma/Less than Nine College Hours in Core Content)	\$ 10.00	Hourly Rate
Paraprofessional	Tutor - High School Peer Tutors	\$10.00	Hourly Rate
Professional	Tutor (Non-Degreed - Min of Nine Hours in Core Content)	\$ 12.50	Hourly Rate
Professional	Tutor (Degreed - Min of Nine Hours in Core Content)	\$ 16.00	Hourly Rate
Professional	Tutor (Degreed / Certified}	\$ 22.00	Hourly Rate
<p><i>Note: Any temporary employment position not listed above will be paid the current minimum hourly wage.</i></p> <p><i>Current full time nonexempt employees who work more than 40 hours in a workweek must be paid time-and-a-half of their regular hourly rate for each hour worked over 40. Each workweek stands alone for the purpose of determining an employee's regular hourly rate of pay for that week. If an employee is not paid on an hourly basis, that person's regular hourly rate must be calculated based on his or her total pay and hours worked for that week. As a rule, an employee who works two or more jobs at different rates of pay must receive overtime pay that equals time-and-a-half of the weighted average of all rates of pay for all hours worked in that workweek.</i></p>			

Waco Independent School District 2017-2018 Stipend Schedule	
<p>A stipend form must be completed and submitted to Human Resources. All stipends are subject to certification and schedule verification and may not be paid until the employee's first or second paycheck of the year.</p> <p>Note: To receive full stipend amount, teachers must have certification in the content area. Stipend amount is prorated based on the number of sections taught in that subject/content area.</p> <p>Middle School Math & Science teachers who possess a Generalist 4-8 certification are eligible to receive half (50%) of the content area stipend. Stipend amount will then be prorated based on the number of sections taught in the content area.</p>	
Position Description	Amount
Critical Area Stipends	
Math Stipend Middle School (MATH CERTIFIED ONLY)	\$6,000
Science Middle School Stipend (SCIENCE CERTIFIED ONLY)	\$6,000
Math & Science Middle School (GENERALIST CERTIFICATION)	Generalist 4-8 certification will receive 50% of the content stipend.
Math / Physics High School Stipend (CERTIFIED ONLY)	\$8,000
Science High School Stipend - Including Chemistry (CERTIFIED ONLY)	\$8,000
Engineering High School (Funded out of CTE Budget)	\$8,000
Special Education Self – Contained: PPCD, Functional Academics	\$2,000
Bilingual Stipend (CERTIFIED ONLY)	\$4,500
BASE	\$3,000
RDSPD w/Deaf Ed Certification	\$1,000
Speech Therapist Bilingual/Translator	\$3,000
Diagnostician, LSSP Bilingual/Translator	\$3,000
Special Education Aide – PPCD, Functional Academics, BASE	\$500
Deaf Interpreter – Cert. Level I,II,III	\$1,000
Foreign Languages (CERTIFIED ONLY)	\$3,000
ESL - Elementary (CERTIFIED ONLY)	
1 to 6 Students or up to 25% of Students Assigned to Teacher	\$500
7-12 Students or 26 to 50% of Students Assigned to Teacher	\$1,000
13-18 Students or 51 to 75% of Students Assigned to a Teacher	\$1,500
19-23+ Students or 76% to 100% of Students Assigned to a Teacher	\$2,000
ESL - Secondary (CERTIFIED ONLY)	
1%-25% Students Served	\$500
26% to 50% Students Served	\$1,000
51% -75% Students Served	\$1,500
76%- 100% Students Served	\$2,000

Waco Independent School District 2017-2018 Stipend Schedule	
<p>A stipend form must be completed and submitted to Human Resources. All stipends are subject to certification and schedule verification and may not be paid until the employee's first or second paycheck of the year.</p> <p>Note: To receive full stipend amount, teachers must have certification in the content area. Stipend amount is prorated based on the number of sections taught in that subject/content area.</p> <p>Middle School Math & Science teachers who possess a Generalist 4-8 certification are eligible to receive half (50%) of the content area stipend. Stipend amount will then be prorated based on the number of sections taught in the content area.</p>	
Position Description	Amount
Lead / Program Oversight Stipends	
Lead Nurse	\$1,000
Lead Secondary Counselor	\$1,000
Lead Elementary Counselor	\$1,000
Lead Art	\$1,000
Lead PE	\$1,000
Lead Librarian	\$1,000
Suspend Kids to School Program Oversight	\$7,000
Safe School Ambassador (Must be paid by campus budget and duties are performed outside of work hours.)	\$1,150
Student Court Coordinator (Must be paid by campus budget.)	\$2,200
Peer Mediation (Must be paid by campus budget and duties are performed outside of work hours.)	\$1,150
Specialized Stipends	
Certified Nurse Assistant (CNA) Course (w/ Texas Department of Aging and Disability Services approval). Teacher must have an RN designation.	\$8,000
Advanced Certified Nurse Assistant (CNA) Course. Teacher must have an RN designation.	\$8,000
Certified Nurse Assistant (CNA) Course (w/ Texas Department of Aging and Disability Services approval). Teacher with only a LVN designation.	\$4,000
Welding	\$4,500
Precision Metal	\$4,500
Alternative Stipend (ONLY Classroom Teachers)	\$1,000
PDS Mentor Stipend (Baylor)	Various Assigned by Baylor School of Education
Montessori Stipend "Grandfathered Only"	\$1,000
New Teacher Mentor Stipend	\$500
National Board Certification	Varies
Work in a core content area on a WISD TEA rated Met Standard campus & meeting the National Board Mentorship expectations for one or two mentees.	\$2,500
Work in a core content area on a TEA rated Not Met Standard campus & meeting the National Board Mentorship expectations for at least three mentees.	\$5,000
Work in a non – core content subject (such as PE or Art) at any campus and meet the National Board Mentorship expectations for one to two mentees.	\$2,400

Waco Independent School District 2017-2018 Stipend Schedule	
<p>A stipend form must be completed and submitted to Human Resources. All stipends are subject to certification and schedule verification and may not be paid until the employee's first or second paycheck of the year.</p> <p>Note: To receive full stipend amount, teachers must have certification in the content area. Stipend amount is prorated based on the number of sections taught in that subject/content area.</p> <p>Middle School Math & Science teachers who possess a Generalist 4-8 certification are eligible to receive half (50%) of the content area stipend. Stipend amount will then be prorated based on the number of sections taught in the content area.</p>	
Position Description	Amount
Dual Credit Stipends MCC Only (per semester)	
4 Hour Dual Credit Class (Science)	\$4,175
3 Hour Dual Credit Class (Non-Science)	\$2,505
3 Hour Science Dual Credit Class	\$3,051
Science Lab	\$2,034
<p>Each class must have a minimum of 15 students enrolled. If the class does not have at least 15 students the approved compensation / stipend will be prorated based on the number students enrolled.</p> <p>TSTC pays dual credit teachers directly.</p> <p style="text-align: right;">NOTE:</p>	
Fine Arts	
High School Band Director (207 Day Calendar)	\$10,500
High School Assistant Band Director (207 Day Calendar)	\$5,000
Middle School Band Director	\$3,250
Middle School Assistant Band Director	\$1,500
Steel Drums Director	\$2,000
High School Mariachi Band Director	\$1,250
Instrumental Music – Cluster Lead Teacher	\$4,500
Color Guard/Flag Corps	\$1,000
Jazz/Stage Band	\$1,000
ROTC Marching Guards (207 day calendar)	\$3,000
High School Choir Director	\$5,500
High School Assistant Choir Director	\$3,500
High School Show Choir Director	\$1,000
Middle School/6 th /Grade Choir Director	\$2,500
Choral Music – Cluster Lead Teacher	\$3,500
High School Orchestra Director	\$4,000
Multi Campus Orchestra Director	\$6,000
Middle School Orchestra Director – Per Campus	\$1,500
High School Theater Arts Director	\$3,500
High School Assistant Theater Arts Director	\$2,000
Middle School Theater Arts Director	\$1,500
Performing Arts Facility Manager	\$2,000

Waco Independent School District 2017-2018 Stipend Schedule	
<p>A stipend form must be completed and submitted to Human Resources. All stipends are subject to certification and schedule verification and may not be paid until the employee's first or second paycheck of the year.</p> <p>Note: To receive full stipend amount, teachers must have certification in the content area. Stipend amount is prorated based on the number of sections taught in that subject/content area.</p> <p>Middle School Math & Science teachers who possess a Generalist 4-8 certification are eligible to receive half (50%) of the content area stipend. Stipend amount will then be prorated based on the number of sections taught in the content area.</p>	
Position Description	Amount
Athletic Stipends	
Note: Any Head/J.V./9 th grade coach will have a second assignment	
*Sector Coordinator (WHS and UHS)	\$7,000
* Boys Athletic Stipends	
Football Head Offensive/Defensive Coordinator	\$7,500
Head Basketball Coach	\$8,000
Head Baseball Coach	\$6,000
Head Soccer	\$6,000
Head Track/Cross Country	\$6,000
Boys Assistant Football Coach	\$6,300
Boys Assistant Baseball Coach	\$5,250
*Includes \$1,000 for football related responsibilities: 15 days report prior to first day for teachers and \$500 for football spring training (if applicable).	
*Boys J.V. Coach	
Football	\$5,700
Baseball	\$4,725
Basketball	\$4,725
Track/Cross Country	\$4,200
Soccer	\$4,200
*Includes \$500 for football related responsibilities: 15 days early report (if applicable)	
*Boys 9th Grade Coach	
Football	\$4,725
Baseball	\$4,200
Basketball	\$4,200
Track	\$3,675
Soccer	\$3,675
*Includes \$500 for football related responsibilities: 15 days early report (if applicable)	
*Girls Athletic Stipends	
Head Basketball Coach	8,000
Head Volleyball Coach	\$7,000
Head Soccer Coach	\$6,000
Head Softball Coach	\$6,000
Head Track	\$6,000
*10 days early report prior to the first report day for teachers	
Position Description	Proposed Amount
*Girls J.V. Coach	
Basketball	\$4,725
Volleyball	\$4,725
Soccer	\$4,200
Softball	\$4,200
*10 days early report prior to the first day for teachers	
Girls 9th Grade Coach	
Basketball	\$4,200
Volleyball	\$4,200
Track	\$3,675
Assistant Coach – all sports except Football and Baseball	\$2,700
Single Sport	\$2,000
Athletic Trainers	
Boys	\$10,000
Girls	\$10,000

Waco Independent School District 2017-2018 Stipend Schedule	
<p>A stipend form must be completed and submitted to Human Resources. All stipends are subject to certification and schedule verification and may not be paid until the employee's first or second paycheck of the year.</p> <p>Note: To receive full stipend amount, teachers must have certification in the content area. Stipend amount is prorated based on the number of sections taught in that subject/content area.</p> <p>Middle School Math & Science teachers who possess a Generalist 4-8 certification are eligible to receive half (50%) of the content area stipend. Stipend amount will then be prorated based on the number of sections taught in the content area.</p>	
Position Description	Amount
Middle School Coaches	
Middle School Coordinators	\$1,000
Middle School Coaches (3 sports)	\$5,100
Miscellaneous Athletic Stipends	
High School Tennis (Girls & Boys)	\$6,100
High School Golf (Girls & Boys)	\$5,800
Tier II (Non/Minimal Revenue)	\$700
Middle School Single Sport After School	\$1,200
High School Boys & Girls Second Assignment	\$2,700
Middle School 4 th Sport	\$1,575
Single Sport Stipend (4 Stipends at UHS and 4 Stipends at WHS -- Assigned by WISD Athletic Director)	\$2,000
Extra-Curricular Activities	
Varsity Cheerleader Sponsor	\$3,500
Junior Varsity Cheerleader Sponsor	\$2,500
9 th Grade Cheerleader Sponsor	\$2,000
Middle School Cheerleader Sponsor	\$1,250
UIL Coordinator for High School	\$1,500
Varsity Drill Team Sponsor	\$3,500
9 th Grade Drill Team Sponsor	\$1,500
High School Mock Trial (may include Speech/Debate)	\$3,000
Speech / Debate (w/o Mock Trial)	\$2,530
High School Academic Decathlon/Octathlon/Pentathlon	\$3,000
High School Assistant Academic Decathlon/Octathlon/Pentathlon	\$1,500
High School Newspaper Sponsor	\$1,200
High School Yearbook Sponsor	\$1,800
High School Student Council Sponsor	\$1,000
Special Olympics Coach	\$3,900
Project Link Impact Team (Amount determined by Project Link Staff)	Up to \$1500

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 3, 2017

Contact Person: Elaine Botello/Sheryl Davis

RE: Discussion and Possible Action to Approve Self Funded Health Insurance Plan Designs including Prescription Benefits and Rate Structure

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Background Information:

On June 22, 2017, the Board of Trustees approved United Health Care as the major medical health insurance administrative services only (ASO) and stop loss insurance carrier, along with Express Scripts as the pharmacy benefits management (PBM) for the district's self-funded health and prescription insurance plans.

Once the ASO, stop loss insurer and PBM were selected and approved by the Board of Trustees, Waco ISD's insurance consultant, Gallagher Benefit Services, Inc., moved forward with analyzing the current plan designs to determine a recommended funding level by the district. On July 13, 2017, Administration met with the consultant to review the analysis for both plan design and rate structure. Since this will be the District's first year of self-funding and reserves must be built to cover future claims, it was recommended that the District make little or no changes to the current plan designs. The original contribution model from Gallagher at the current \$350 district contribution showed an estimated liability of \$11,379,295, however if the district wanted to fund up to the maximum liability of \$12.5 million, funding at the \$350 level would place the district almost \$1.2 million at-risk in unfunded liability (worst case scenario until the stop loss aggregate insurance kicks in). Our expected claims for 2018 are \$10 million and our worst-case scenario is \$12.5 million. A funding scenario of \$11.75 million makes the best sense from a financial and risk standpoint. The district does have funds currently in reserve that could cover any of the potential liability should the claims exceed the \$11.75 million the plan will be funded up to.

While there will be minimal changes to the current plan design a review of the utilization report by both the district and Gallagher revealed substantially above average utilization of the emergency room for non-emergency care. Because self-funding will mean claims will have more relevance and because our district continues to be a high utilizer of the emergency room for non-emergent situations, the recommendation was to increase the emergency room copay on both HMO and Choice Plus plans. However, if an employee is admitted to the hospital from the emergency room the emergency copay will be waived. This will assist in creating more steerage to the more cost effective benefits such as urgent care and the new RediMD program.

RediMD gives employees the option to have a doctor visit virtually (online), on computer, smart phone, or tablet, when appropriate. RediMD kiosks will be placed at any location with 50+ employees

for onsite accessibility. The recommendation is to offer RediMD to employees on the HMO plan and Choice Plus plan at a zero copay. Those with the High Deductible Health Plan will be billed at the rate of a \$30.00 encounter fee (the IRS does not allow copays or 100% coverage other than for preventative services on a HDHP without first meeting the deductible). RediMD also offers a telephonic option for all three plans at no cost to the member or the district's health plan, when appropriate.

On July 19, 2017, the Insurance Committee received the presentation from Gallagher with the 2018 recommendations listed above, including the recommended plan designs, rate structures, and the addition of RediMD. The Committee was in full agreement with all presented.

With the recommendations made to the plan and funding, this avoids an 18 percent increase on our current fully insured plan. The average increase to the total rate recommended is approximately 6 percent overall.

Administration is also recommending the continuation of the alternative flexible spending account (FSA) at a rate of \$41.66 per employee per month (up to \$500 per year) for eligible employees who waive medical insurance with the district.

Fiscal Implications:

The recommended district contribution toward the insurance premium cost and the alternative FSA is included and will be presented in the 2017-2018 compensation plan and budget.

Administrative Recommendations:

Administration recommends the Board of Trustees approve the recommended group health and prescription plan designs and rate structures with United Health Care and Express Scripts for the 2018 plan year starting January 1, 2018. Administration also recommends continuing the Alternative Flexible Spending Account for employees who choose to waive major medical health insurance coverage offered by Waco ISD.

Waco Consolidated Independent School District
Medical and Pharmacy Plan Design and Rate Comparison
Effective January 1, 2018

	CURRENT UnitedHealthcare			RENEWAL UnitedHealthcare / Express Scripts		
Benefit Plan	AGYC HSA Rx Plan 2V HSA	AGYM HMO Rx Plan IU	AG17 Rx Plan IU	AGYC HSA ESI Rx Plan	AGYM HMO ESI Rx Plan	AG17 ESI Rx Plan
Network Access	Choice Plus	Navigate	Choice Plus	Choice Plus	Navigate	Choice Plus
	In-Network	In-Network	In-Network	In-Network	In-Network	In-Network
Coinsurance	80%	80%	80%	80%	80%	80%
Calendar Year Deductible (Individual / Family)	\$4,000/\$8,000	\$3,500/\$10,500	\$2,000/\$4,000	\$4,000/\$8,000	\$3,500/\$10,500	\$2,000/\$4,000
Maximum Out of Pocket Limits (Individual / Family)	\$6,350/\$12,700	\$6,350/\$12,700	\$6,350/\$12,700	\$6,350/\$12,700	\$6,350/\$12,700	\$6,350/\$12,700
Preventive Care Services	100% no ded	100% no ded	100% no ded	100% no ded	100% no ded	100% no ded
PCP Office Visit Copay	20% after ded	\$40	\$40	20% after ded \$30 RediMD	\$40 \$0 RediMD	\$40 \$0 RediMD
Specialist Office Visit Copay	20% after ded	\$80	\$80	20% after ded	\$80	\$80
Urgent Care	20% after ded	\$100 copay, no ded	\$100 copay, no ded	20% after ded	\$100 copay, no ded	\$100 copay, no ded
Hospital Inpatient	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
Hospital Outpatient	20% after ded	\$250 copay, no ded	20% after ded	20% after ded	\$250 copay, no ded	20% after ded
Emergency Room Visit	20% after ded	\$650 copay waived if admitted	20% after \$250 copay waived if admitted	20% after ded	\$1,250 copay waived if admitted	20% after \$1,000 copay waived if admitted
Outpatient Rehabilitation (Physical Therapy, Occupational Therapy, Chiropractic Services)	20% after ded	\$80 copay chiro \$40 copay all other	\$40 copay	20% after ded	\$80 copay chiro \$40 copay all other	\$40 copay
Retail Prescription Drug Benefit (up to 30-day supply)	\$10/\$35/\$60 after ded	\$15/\$40/\$75	\$15/\$40/\$75	\$10/\$35/\$60 after ded	\$15/\$40/\$75	\$15/\$40/\$75
Total Monthly Rate:	Current	Current	Current	Proposed	Proposed	Proposed
Employee Only	\$345.94	\$387.34	\$416.98	\$367.50	\$417.85	\$448.48
Employee + Spouse	\$846.82	\$931.44	\$1,002.74	\$892.76	\$980.22	\$1,053.91
Employee + Child(ren)	\$637.68	\$701.42	\$755.10	\$676.59	\$742.47	\$797.96
Employee + Family	\$1,093.90	\$1,203.22	\$1,295.32	\$1,148.14	\$1,261.13	\$1,356.32
Employee Monthly Rate:	Current	Current	Current	Proposed	Proposed	Proposed
Employee Only	-\$4.06	\$37.34	\$66.98	\$0.00	\$50.35	\$80.98
Employee + Spouse	\$496.82	\$581.44	\$652.74	\$525.26	\$612.72	\$686.41
Employee + Child(ren)	\$287.68	\$351.42	\$405.10	\$309.09	\$374.97	\$430.46
Employee + Family	\$743.90	\$853.22	\$945.32	\$780.64	\$893.63	\$988.82

Waco ISD
2018 United Health Care Rates

Plan 1 Choice Plus HSA \$4000 Ded	Total Monthly Premium	Monthly District Contribution	Monthly Employee Cost	2018 Employee Cost Per Check
Employee Only	\$367.50	\$367.50	\$0.00	\$0.00
Employee/Spouse	\$892.76	\$367.50	\$525.26	\$262.63
Employee/Child(ren)	\$676.59	\$367.50	\$309.09	\$154.55
Employee/Family	\$1,148.14	\$367.50	\$780.64	\$390.32

Plan 2 Navigate HMO \$3500 Ded	Total Monthly Premium	Monthly District Contribution	Monthly Employee Cost	2018 Employee Cost Per Check
Employee Only	\$417.85	\$367.50	\$50.35	\$25.18
Employee/Spouse	\$980.22	\$367.50	\$612.72	\$306.36
Employee/Child(ren)	\$742.47	\$367.50	\$374.97	\$187.49
Employee/Family	\$1,261.13	\$367.50	\$893.63	\$446.82

Plan 3 Choice Plus PPO \$2000 Ded	Total Monthly Premium	Monthly District Contribution	Monthly Employee Cost	2018 Employee Cost Per Check
Employee Only	\$448.48	\$367.50	\$80.98	\$40.49
Employee/Spouse	\$1,053.91	\$367.50	\$686.41	\$343.21
Employee/Child(ren)	\$797.96	\$367.50	\$430.46	\$215.23
Employee/Family	\$1,356.32	\$367.50	\$988.82	\$494.41

Waco ISD
2018 United Health Care Rates

Plan 1 Choice Plus HSA \$4000 Ded	Monthly Total Premium	Monthly District Contribution	Monthly Employee Cost	2018 Employee Cost Per Check	2017 Employee Cost per check	Premium Difference per check
Employee Only	\$367.50	\$367.50	\$0.00	\$0.00	-\$2.03	\$0.00
Employee/Spouse	\$892.76	\$367.50	\$525.26	\$262.63	\$248.41	\$14.22
Employee/Child(ren)	\$676.59	\$367.50	\$309.09	\$154.55	\$143.84	\$10.71
Employee/Family	\$1,148.14	\$367.50	\$780.64	\$390.32	\$371.95	\$18.37

Plan 2 Navigate HMO \$3500 Ded	Monthly Total Premium	Monthly District Contribution	Monthly Employee Cost	2018 Employee Cost Per Check	2017 Employee Cost per check	Premium Difference per check
Employee Only	\$417.85	\$367.50	\$50.35	\$25.18	\$18.67	\$6.51
Employee/Spouse	\$980.22	\$367.50	\$612.72	\$306.36	\$290.72	\$15.64
Employee/Child(ren)	\$742.47	\$367.50	\$374.97	\$187.49	\$175.71	\$11.78
Employee/Family	\$1,261.13	\$367.50	\$893.63	\$446.82	\$426.61	\$20.21

Plan 3 Choice Plus PPO \$2000 Ded	Monthly Total Premium	Monthly District Contribution	Monthly Employee Cost	2018 Employee Cost Per Check	2017 Employee Cost per check	Premium Difference per check
Employee Only	\$448.48	\$367.50	\$80.98	\$40.49	\$33.49	\$7.00
Employee/Spouse	\$1,053.91	\$367.50	\$686.41	\$343.21	\$326.37	\$16.84
Employee/Child(ren)	\$797.96	\$367.50	\$430.46	\$215.23	\$202.55	\$12.68
Employee/Family	\$1,356.32	\$367.50	\$988.82	\$494.41	\$472.66	\$21.75

Waco Independent School District
Board of Trustees Meeting Agenda Item

Date: August 3, 2017

Contact Person: Elaine Botello

RE: Discussion and Possible Action to Approve additional 2017-2018 Texas Teacher Evaluation and Support System (T-TESS) Teacher Appraisers

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Background Information:

The Board of Trustees initially approved T-TESS appraisers who have been designated to conduct teacher appraisals on July 27, 2017. The following campus administrators completed the T-TESS appraiser training recently and are eligible to serve a T-TESS appraiser for the 2017-2018 school year:

Elizabeth Velasco
Charles (Craig) Cox

Fiscal Implications:

none

Administrative Recommendations:

The administration recommends approval of the 2017-2018 T-TESS appraisers listed above.