



# BEA BARGAINING



---

ARTICLES 18 & 19

AUGUST 20, 2024

# BSD Counter Proposal

---

- COLA proposed at 3.75% in 2024-25, 3.75% in 2025-26, 4% in 2026-27
- Three year health insurance cap increase \$75 each year

# Salary Comparisons

2022-2023	MIN	2023-2024	MIN	2024-2025	MIN	2025-2026	MIN	2026-2027	MIN
North Clackamas	\$ 50,783	West Linn*	\$ 54,420	West Linn*	\$ 56,598	West Linn*	\$ 58,862	West Linn*	\$ 61,216
Beaverton	\$ 50,616	North Clackamas	\$ 53,322	Portland	\$ 55,538	Portland	\$ 57,204	Beaverton**	\$ 58,929
West Linn*	\$ 50,316	Portland	\$ 53,146	North Clackamas	\$ 55,455	Beaverton**	\$ 56,662		
Portland	\$ 50,020	Beaverton	\$ 52,640	Beaverton**	\$ 54,614				
Tigard*	\$ 49,713	Tigard*	\$ 51,702	Salem-Keizer*	\$ 53,012				
Hillsboro	\$ 49,198	Hillsboro	\$ 50,674						
2022-2023	MIN	2023-2024	MIN	2024-2025	MIN	2025-2026	MIN	2026-2027	MIN
Hillsboro	\$ 101,455	West Linn*	\$ 108,178	West Linn*	\$ 112,505	West Linn*	\$ 117,006	West Linn*	\$ 121,685
Beaverton	\$ 101,414	Beaverton	\$ 105,470	Beaverton**	\$ 109,425	Beaverton**	\$ 113,529	Beaverton**	\$ 118,070
Tigard*	\$ 100,132	Hillsboro	\$ 104,499	Portland	\$ 108,070	Portland	\$ 111,312		
West Linn*	\$ 100,017	Tigard*	\$ 104,137	North Clackamas	\$ 105,144				
Portland	\$ 97,333	Portland	\$ 103,416	Salem-Keizer*	\$ 104,342				
North Clackamas	\$ 96,286	North Clackamas	\$ 101,100						
*Salary increased by 6% for PERS Pickup									
**Current Proposal (3.75%, 3.75%, 4.0%)									

# Financial Forecast based on BSD Proposal

## BSD Financial Impact 8-20-24

Resources	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Beginning Fund Balance	\$ 109,645,221	\$ 138,652,119	\$ 160,400,000	\$ 144,178,463	\$ 114,585,487
State Controlled	476,178,315	497,279,511	511,182,005	530,946,863	543,162,847
Locally Controlled	66,454,016	69,214,817	69,242,838	69,259,910	70,362,389
<b>Total</b>	<b>\$ 652,277,552</b>	<b>\$ 705,146,447</b>	<b>\$ 740,824,843</b>	<b>\$ 744,385,236</b>	<b>\$ 728,110,723</b>
Expenditures	2022-2023 Actual	2023-2024 Estimated	2024-2025 Estimated	2025-2026 Estimated	2026-2027 Estimated
Salaries	\$ 289,468,762	\$ 303,013,573	\$ 329,177,322	\$ 347,269,586	\$ 367,238,999
Benefits	169,554,436	180,501,161	198,445,168	209,329,345	219,969,858
All Other	54,602,235	61,231,713	69,023,890	73,200,818	77,712,486
<b>Total</b>	<b>\$ 513,625,433</b>	<b>\$ 544,746,447</b>	<b>\$ 596,646,380</b>	<b>\$ 629,799,749</b>	<b>\$ 664,921,343</b>
Surplus/(Deficit)	29,006,898	21,747,881	<b>(16,221,537)</b>	<b>(29,592,976)</b>	<b>(51,396,107)</b>
<b>Ending Fund Balance</b>	<b>\$ 138,652,119</b>	<b>\$ 160,400,000</b>	<b>\$ 144,178,463</b>	<b>\$ 114,585,487</b>	<b>\$ 63,189,380</b>
Financial Reserve (PERS)	17,163,350	31,600,000	37,600,000	43,600,000	49,600,000
<b>Total Reserves</b>	<b>\$ 155,815,469</b>	<b>\$ 192,000,000</b>	<b>\$ 181,778,463</b>	<b>\$ 158,185,487</b>	<b>\$ 112,789,380</b>

### Assumptions:

- Based on actuals and projections
- Assumes \$10.2 Billion SSF in 2023-2025, \$11.3 Billion for 2025-2027 (10.8% increase)
- Assumes enrollment declines based on demographer assumptions through 2025-2026, flat after
- Includes step increases and 3.75% COLA in year 1 and 2, 4.0% in year 3 (all groups)
- Includes all staffing added or maintained in the 2024-25 adopted budget
- Does not include Student Investment Account funds
- Does not include High School Success Act (M98) funds
- Based on the best information we have today

# Comments & Questions?

---