

# Budget Strategy & Advisory Committee

## MEETING 2

NOVEMBER 2024



## Budget Strategy & Advisory Committee

### Table Talk

Why is it important to you to be part of the Budget Strategy & Advisory Committee?

What is one idea or strategy you believe could help Boerne ISD continue to provide a high quality education while making the most of our resources?

**THANK YOU TO OUR DINNER SPONSOR:**



**NUNNELLY**

**GENERAL CONTRACTOR**

# AGENDA

- District Update
- Amanda Brownson
- Working Groups
- Timeline



# Agreements

- Be present
- Ask questions
- All voices count
- All opinions are valid, offer reasoning behind your thinking
- Use your voice to support the work and communicate responsibly



# Compensation is **Complex**

## June 2024

- **Paraprofessional and Auxiliary**  
2.5% pay increase
- **Teachers, Nurses, and Librarians:**  
1.5% increase
- **Professional employees in Pay**  
**Grades AP01–AP06:** 1.5% increase
- **Professional employees in Pay**  
**Grades AP07 or above:** 0.5% increase.

## September 2024

- \$3/hour increase for bus drivers and fleet mechanics with a CDL
- \$7,000 stipend for staff in highly specialized special education roles

### **Our Practice:**

**Under-estimate** revenues  
**Over-estimate** expenditures

# Current Context

## Employee Retention

Status of hourly positions

Since July:

42 resignations

Since September:

10 of 22 teacher assistant offers were declined.

Today:

54 vacancies, 18 of which are teacher assistant positions

## Contracted Services

Custodial Services

- Audit on custodial contract identified inefficiencies
- Notice of Termination has been sent
- Increased presence at area job fairs has resulted in a pool of applicants

## Fall 2024

Staff Survey

- Participation rate doubled from last year
- Compensation remains top of mind

## **APPROVED:** Address compensation needs

Increase hourly rate  
by \$1.25 for staff \*  
effective  
January 1, 2025

*\*Excludes Transportation staff, who received \$3/hour increase from September budget amendment.*

Provide \$300 Retention  
Incentive to employees\*\*  
in December, 2024

*\*\*Must be employed by November 18, 2024  
\*\*Does not apply to substitutes, temporary employees,  
or contract employees*



# Region Data: Starting Pay Rates

District	Teaching Assistant Starting Pay
JISD	\$16.94 - 17.62
SAISD	\$16.50 - 18.00
SWISD	\$16.10 - 16.80
AHISD	\$14.79 - 15.99
SCUCISD	\$14.59 - 18.26
KISD	\$14.25 - 17.15
NBISD	\$14.00 - 16.15
CISD	\$13.75 - 13.84
MVISD	\$13.50 - 17.00
BISD	\$13.36 - 13.99
SISD	\$13.33 - 15.25
NISD	\$13.07 - 16.40
NEISD	\$13.00 - 15.11

District	Custodian Starting Pay
SAISD	\$16.50
SWISD	\$16.10
JISD	\$16.00
SCUCISD	\$15.73
NISD	\$14.39
NBISD	\$14.00
KISD	\$13.50
AHISD	\$13.44
SISD	\$13.40
BISD	\$13.20
MVISD	\$13.00
NEISD	\$13.00
CISD	\$11.96

**APPROVED**  
 Increase hourly rate  
 by \$1.25 for staff \*  
 effective  
 January 1, 2025

**Impact on Budget  
 \$389,000**

*\*Excludes Transportation staff, who received \$3/hour increase from September budget amendment,*

# Mid-Year Adjustment

## Will Apply To

- Teacher Assistant
- Clerical
- Specialist/Technician
- Custodian
- Food Service
- Bus Monitor
- Grounds
- Security
- Warehouse
- Maintenance and Trades

## Does Not Apply To

- Excludes Transportation staff, who received \$3/hour increase following approval of budget amendment at September board meeting
- Substitute teachers
- Contracted employees

# Fall 2024 Snapshot Adjustment

## Proposed Expenditure Increases:

\$389,000 (recurring)

\$450,000 (one time)

## Proposed Revenue Increases:

\$500,000 (state funding)

\$500,000 (interest income)



# Amanda Brownson

Deputy Executive Director  
Texas Association of School  
Business Officials



# Committee Purpose

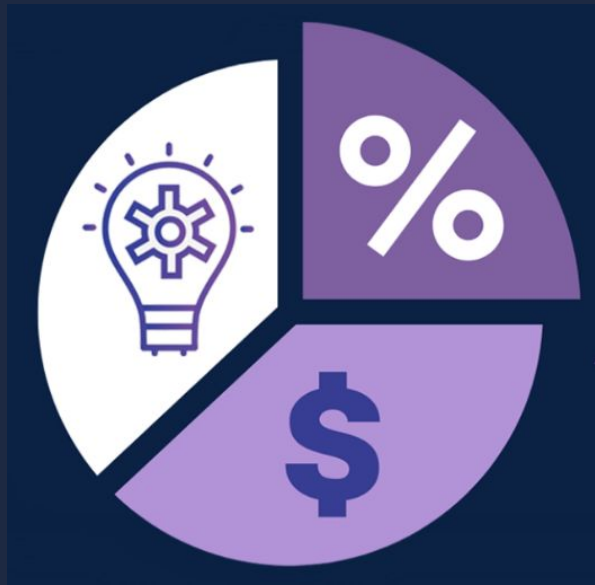


# GOALS & OBJECTIVES

Examine possibilities in revenues and expenditures  
to create capacity to address

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- Future deficits absent legislative action
  - Provide competitive salaries, program needs, and facility maintenance needs in a fast-growth environment.
-



# Committee Charge

**Assess and prioritize** the District's current and long-term financial needs, including, but not limited to:

- Growth and capacity
- Evolving educational programs
- Operational efficiency and sustainability

**Consider** the educational needs of all students and align recommendations with the district's mission, vision, values

**Generate** recommendations that address growth and needs based on the Committee's identified priorities

**Advocate** for the District to the local community regarding the outcomes of the committee.

# Meeting Overview

01	October 22	<ul style="list-style-type: none"><li>• Introduction</li><li>• School Finance 101</li></ul>
02	November 19	<ul style="list-style-type: none"><li>• State Financial Climate</li><li>• Working Groups Kick-Off</li></ul>
03	December 3	<ul style="list-style-type: none"><li>• Working Group Session</li></ul>
04	January 14	<ul style="list-style-type: none"><li>• Working Group Session</li></ul>
05	February 25	<ul style="list-style-type: none"><li>• Presenting Ideas</li><li>• Building Consensus</li></ul>





# Working Groups

**STRATEGY**

**ADVISORY**

**PROACTIVE**

**EFFICIENCY**





# Working Groups

## 1) Operational Efficiency

Mark Stahl and Sean Babcock

## 2) Retain and Recruit Quality Staff

Jill Pruin, Larissa Flores, and Annie Seiter

## 3) Revenue Generation

Dr. John O'Hare and Stan Leech

## 4) Reach and Impact

Rick Goodrich and Krista Pomeroy

# WORKING GROUPS

01

## Operational Efficiency

District operations cover everything from transportation and maintenance to meals and technology.

Understand the impact of the level of service to ensure effective learning environments and make recommendations.

02

## Retain & Recruit Quality Staff

Gain a comprehensive understanding of personnel costs and support, while analyzing the markets influencing BISD.

Based on this analysis, make recommendations.

03

## Revenue Generation

Districts generate revenue primarily through the state funding formula.

Gain an understanding of all available opportunities to generate revenue under current law and make recommendations.

04

## Reach & Impact

Understand the current state of engagement and advocacy efforts.

Make recommendations to expand and engage greater levels of advocacy.

# WORKING GROUPS

Please make your way  
to your assigned working group.

01

**Operational  
Efficiency**

AS138

Mark Stahl  
Sean Babcock

02

**Retain & Recruit  
Quality Staff**

C132

Jill Rhodes-Pruin  
Larissa Flores  
Annie Seiter

03

**Revenue  
Generation**

AS142

John O'Hare  
Stan Leech

04

**Reach &  
Impact**

C147

Rick Goodrich  
Krista Pomeroy





**Budget  
Strategy &  
Advisory  
Committee**



# 2024-25 Budget Composition

Remaining Supplies

4.3%

Remaining Contracted

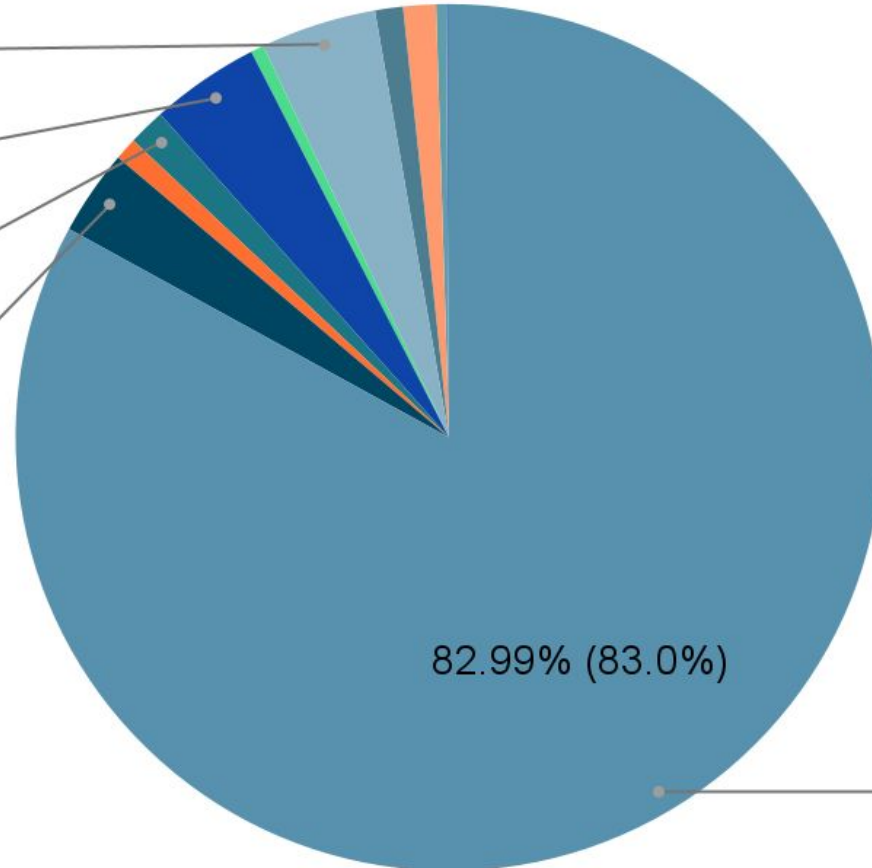
4.1%

Tax Appraisal &

1.4%

Utilities

3.2%



Payroll

83.0%