

Proposed Budget FY 2017-2018

Budget Hearing: July 18, 2017

Lackland ISD

2017-2018 Proposed Budget Executive Summary

The Proposed 2017-2018 budget has been compiled as a district-wide effort. The budget stakeholders and respective roles are noted below:

School Board of Trustees Established District Goals

• Superintendent & Cabinet Leadership in Budget Process

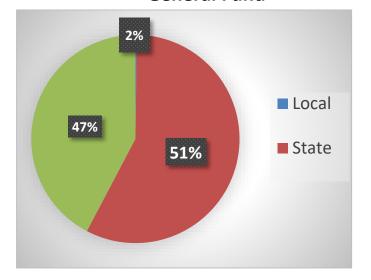
Campuses & Departments
 Chief Financial Officer
 Developed budgets
 Compiled the budget

• DEIC & Campus Committees Advisory role in budget process

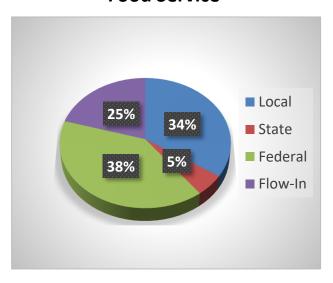
The proposed budget is comprised of estimated revenues and appropriations. Revenues are the funds that the district anticipates it will receive to support the appropriations, or planned expenditures.

The revenues include local, state and federal revenues generated from multiple sources. The General Fund local revenues (2%) are typically generated from interest income, athletic events and miscellaneous sources. State revenues (51%) are driven by student average daily attendance, special program enrollment and other state funding formulas. Federal revenue (47%) is primarily generated through the US Department of Education's Impact Aid Program. The Food Service revenues are well distributed between local, state and federal sources.

General Fund



Food Service



The expenditures fall under six (6) major object categories as noted below:

- Salaries and Benefits
- Services

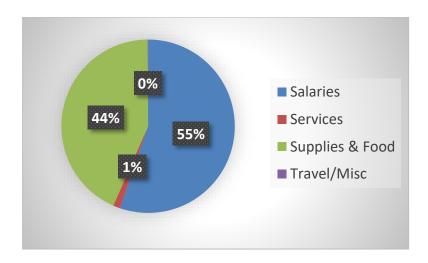
- Supplies
- Travel and Miscellaneous Expenses
- Equipment (over \$5,000 per unit)
- Flow-out to other fund

Salaries and benefits comprise 83.5% of the total 2017-2018 proposed budget and the rest of the non-salary budget (typically referred to as Discretionary) accounts for the remaining 16.5% of the proposed budget.

The proposed General Fund expenditures are summarized below by object category.

| Salaries & Benefits | Proposed Budget |
|---------------------------|--------------------------|
| Salaries | \$ 9,837,776 |
| Benefits | \$ <u>2,490,740</u> |
| Total Salaries & Benefits | \$ 12,328,516 (83.5%) |
| Discretionary | |
| Services | \$ 695,529 |
| Supplies | \$ 748,485 |
| Travel | \$ 882,732 |
| Equipment | \$ 8,000 |
| Flowout to Food Service | \$ <u>87,112</u> |
| Total Discretionary | \$ 2,421,858 (16.5%) |
| Grand Total | \$ 14,750,374 |

The proposed Food Service Fund expenditures are illustrated below by object category. Unlike the General Fund, the Food Service Fund appropriations are allocated between two major categories: salaries and food.



The Salary and Benefit Proposals for 2017-2018 include four (4) recommendations:

Recommendation #1:

- Compensation Plan for 2017-2018
 - Teacher Hiring Schedule (Increase scale by \$600 to \$51,900 starting salary)
 - Mid-Point Pay Scales
 - Substitute Staff Pay Scales
 - Stipend and Extra-Duty Pay Scales (highlighted changes)
 - Employee Benefits
 - Incentive Programs

Recommendation #2:

- Salary increase for all employees
 - 3.0% to the Midpoint, plus equity adjustments, as appropriate
 - The proposed salary increase is all inclusive of any state-mandated, unfunded salary increase(s).
 - Approximate cost = \$240,000

Recommendation #3:

- Employee Benefits
 - Group Health Insurance (up to \$460/month)
 - Dental (employee only) \$33.18/month
 - Life Insurance (\$40K) \$6.00/month

Recommendation #4: New Positions:

| Position | Campus | Estimated Cost* |
|--|---------------|-----------------|
| Teacher: Computer Lab | Elementary | \$53,350 |
| Teacher: Special Education | Stacey | \$53,350 |
| Aide: Special Education (3) | Elementary | \$54,000 |
| Speech Language Pathologist | District-wide | \$56,517 |
| *Total Estimated Cost (@ 5 yrs of exp) | | \$217,217 |
| Plus Benefits (15%) | | \$249,800 |

The proposed 2017-2018 budget meets the State Program Allocations, Special Education Maintenance of Effort and Administrative Cost Ratio state requirements.

State Program Allotments

| PIC | PROGRAM | DPE | | DPE SPEND % SPEND AMT | | END AMT | BUDGET |
|-----|---------------|-----|---------|-----------------------|----|---------|-----------------|
| 23 | SPECIAL ED | \$ | 740,663 | 52.00% | \$ | 385,145 | \$ 2,363,012 |
| 22 | СТЕ | \$ | 361,236 | 58.00% | \$ | 209,517 | \$ 336,845 |
| 21 | GT | \$ | 33,143 | 55.00% | \$ | 18,229 | \$ 117,702 |
| 24 | SCE | \$ | 420,486 | 52.00% | \$ | 218,653 | \$ 524,102 |
| 25 | BILINGUAL/ESL | \$ | 4,431 | 52.00% | \$ | 2,304 | \$ 6,323 |
| | | | | | | | |
| 31 | HS Allotment | \$ | 46,627 | 100.00% | \$ | 46,627 | \$ 50,674 |

Special Education Maintenance of Effort

| Fiscal Year | Budget | Expenditures |
|-----------------------|-------------|--------------|
| 2017-2018 | \$2,363,012 | |
| 2016-2017 | \$1,916,298 | \$1,780,029 |
| 2015-2016 | \$1,609,732 | \$1,575,933 |
| 2014-2015 | \$1,572,448 | \$1,411,382 |
| 2013-2014 | \$1,350,117 | \$1,308,242 |
| 2012-2013 | \$1,384,367 | \$1,284,704 |
| | | |
| *Expenditures to date | | |

Administrative Cost Ratio

| | | Adm | inistrative l | Expenditur | es | | |
|----------------------------|---|----------------|---------------------------|-------------|--------------|--------------|--|
| | | | | Obje | cts | | |
| | | | 6100 | 6200 | 6300 | 6400 | |
| | | | Payroll Costs | Purchased | Supplies and | Other | |
| | Function | s | | Contracted | Materials | Operating | |
| | | | | Services | | Expenditures | |
| 21 - Instructi | ional Admi | nistration | \$110,729 | \$0 | \$0 | \$0 | |
| 41 - General | l Administr | ation | \$646,729 | \$93,044 | \$20,576 | \$115,886 | |
| Total Admini | Total Administrative Expenditures \$986,964 | | | | | | |
| | | | | | | | |
| | | | | | | | |
| Instructional Expenditures | | | | | | | |
| | | | | | | | |
| | | | | Obje | cts | | |
| | | | 6100 | 6200 | 6300 | 6400 | |
| | | | Payroll Costs | Purchased | Supplies and | Other | |
| | Function | s | | Contracted | Materials | Operating | |
| | | | | Services | | Expenditures | |
| 11 - Instructi | ion | | \$8,054,755 | \$135,265 | \$414,135 | \$54,400 | |
| 12 - Instructi | ional Resc | ources & Media | \$196,566 | \$12,664 | \$45,620 | \$4,190 | |
| 13 - Curricul | lum & Staff | Development | \$556,706 | \$56,227 | \$7,150 | \$99,216 | |
| 31 - Guidano | ce & Coun | seling | \$630,501 | \$700 | \$13,558 | \$15,050 | |
| Total Instruc | tional Exp | enditures | | \$10,29 | 6,703 | | |
| | • | | | | | | |
| District A | ADA G | froup = 50 | 0 to 999 | | | | |
| District | Standa | rd = 0.156 | 61, or 15.61 ⁹ | % | | | |
| | | | | | | 9% | |
| 2017-20 | 018 Pr | oposed Bi | udget Admir | strative Co | st Ratio = | 0.09 | |
| | | | | | | | |

The 2017-2018 Proposed General Fund and Food Service budgets have been summarized by function code for Board review, discussion and action (adoption).

| | | General | Fo | od Service | (| Combined |
|----------------------|------------------------------|------------------|-----|--------------|----|--------------|
| | | <u>Funds</u> | | <u>Funds</u> | | <u>Funds</u> |
| Revenues: | | | | | | |
| | | | | | | |
| Code | Source | | | | | |
| | | | | | | |
| 3700 | Fund Balance, Roll-forward | \$ - | | | \$ | 3 . |
| 5700 | Local Sources | \$ 34,450 | \$ | 146,100 | \$ | 180,550 |
| 5800 | State Sources | \$ 8,477,866 | \$ | 22,400 | \$ | 8,500,266 |
| 5900 | Federal Sources | \$ 6,238,058 | \$ | 170,000 | \$ | 6,408,058 |
| 7900 | Operating Transfers In | \$ | \$ | 87,112 | \$ | 87,112 |
| Total | | \$ 14,750,374 | \$ | 425,612 | \$ | 15,175,986 |
| | | | | | | |
| Appropriation | ıs: | | | | | |
| | | | f | | | |
| Function | Source | | | | | |
| | | | | | | |
| 11 | Instruction | \$ 8,658,555 | \$ | ÷ · | \$ | 8,658,555 |
| 12 | Instructional Resources | \$ 259,041 | | | \$ | 259,041 |
| 13 | Curr & Personnel | \$ 719,299 | | | \$ | 719,299 |
| 21 | Instructional Administration | \$ 110,729 | | | \$ | 110,729 |
| 23 | School Administration | \$ 650,272 | | | \$ | 650,272 |
| 31 | Guidance & Counseling | \$ 659,810 | | | \$ | 659,810 |
| 32 | Attendance & Social Work | \$ | a a | | \$ | - |
| 33 | Health Services | \$ 142,684 | | | \$ | 142,684 |
| 34 | Pupil Transportation | \$ 395,758 | | | \$ | 395,758 |
| 35 | Food Services | \$ - | \$ | 425,612 | \$ | 425,612 |
| 36 | Extra/Co-Curricular | \$ 214,726 | | | \$ | 214,726 |
| 41 | General Administration | \$ 876,235 | | | \$ | 876,235 |
| 51 | Plant Maintenance | \$ 1,284,326 | 2 | | \$ | 1,284,326 |
| 52 | Security & Monitoring | \$ 44,506 | | | \$ | 44,506 |
| 53 | Data Processing | \$ 198,055 | | | \$ | 198,055 |
| 61 | Community Services | \$ 46,266 | | | \$ | 46,266 |
| 81 | Constr. & Acquisition | \$ - | | | \$ | - |
| 93 | Special Ed. Co-op | \$ 400,000 | | | \$ | 400,000 |
| 95 | Juvenile Justice AEP | \$ 3,000 | | | \$ | 3,000 |
| 00 | Operating Transfers Out (FS) | \$ 87,112 | | | \$ | 87,112 |
| Total | | \$ 14,750,374 | \$ | 425,612 | \$ | 15,175,986 |
| | • | | | • | | • |
| Shortage of re | venues over expenditures | \$ <u> </u> | \$ | | \$ | <u> </u> |

Other Exhibits

- Budget Comparison Notice
- New Staff Units Proposed for 2017-2018
- Position Control by Role ID with Proposed Increases/Decreases
- Budget Hearing PowerPoint Presentation July 18, 2017

Lackland ISD Comparison of Proposed 2017-2018 Budget & PY Audited Actual Spending 2015-2016 General Fund & Food Service Fund

| | | Р | Proposed 17-18 | | Actual 15-16 | |
|-----------------|------------------------------|----|----------------|-----------------------|---------------------|--|
| | | Co | mbined Funds | Combined Funds | | |
| Revenues: | | | | | | |
| Code | Source | | | | | |
| 3000 | Fund Balance | \$ | - | | | |
| 5700 | Local Sources | | 180,550 | | 127,439 | |
| 5800 | State Sources | | 8,500,266 | | 7,835,887 | |
| 5900 | Federal Sources | | 6,408,058 | | 6,991,076 | |
| 7900 | Operating Transfers In | | 87,112 | | 37,020 | |
| Total | | \$ | 15,175,986 | \$ | 14,991,422 | |
| Appropriation | ons: | | | | | |
| Function | Source | | | | | |
| 11 | Instruction | \$ | 8,658,555 | \$ | 7,229,599 | |
| 12 | Instructional Resources | | 259,041 | | 301,674 | |
| 13 | Curr & Personnel | | 719,299 | | 639,809 | |
| 21 | Instructional Administration | | 110,729 | | 106,822 | |
| 23 | School Administration | | 650,272 | | 589,027 | |
| 31 | Guidance & Counseling | | 659,810 | | 639,521 | |
| 33 | Health Services | | 142,684 | | 153,032 | |
| 34 | Pupil Transportation | | 395,758 | | 354,766 | |
| 35 | Food Services | | 425,612 | | 406,179 | |
| 36 | Extra/Co-Curricular | | 214,726 | | 144,580 | |
| 41 | General Administration | | 876,235 | | 845,276 | |
| 51 | Plant Maintenance | | 1,284,326 | | 1,225,437 | |
| 52 | Security & Monitoring | | 44,506 | | 229,856 | |
| 53 | Data Processing | | 198,055 | | 191,984 | |
| 61 | Community Services | | 46,266 | | 6,158 | |
| 93 | Special Ed. Co-op | | 400,000 | | 341,785 | |
| 95 | Juvenile Justice AEP | | 3,000 | | 0 | |
| 00 | Transfers Out (FS) | \$ | 87,112 | \$ | 37,020 | |
| Total | | \$ | 15,175,986 | \$ | 13,442,525 | |

| Student enrollment | | Proposed Bu | Actual 2015-201 | | | |
|--|----------|---------------|-----------------|-----------|----------------|-------------|
| PEIMS Fall Snapshot Data | Total by | | Fall PEIMS 2016 | | Fall PEIMS 201 | |
| | i | Object | | 1,038 | | 965 |
| Category - by Object Codes | i | Code | Per Student | | | Per Student |
| Instruction (Functions 11,12,13,93,95) | \$ | 10,039,895.00 | \$ | 9,672.35 | \$ | 8,821.62 |
| Instructional Support (23,31,33,36) | \$ | 1,667,492.00 | \$ | 1,606.45 | \$ | 1,581.51 |
| Central Admnistration (Functios 21 & 41) | \$ | 986,964.00 | \$ | 950.83 | \$ | 986.63 |
| District Operations (51,52,53,34,35) | \$ | 2,348,257.00 | \$ | 2,262.29 | \$ | 2,495.57 |
| Other (61, 00) | \$ | 133,378.00 | \$ | 128.50 | \$ | 44.74 |
| Grand Total | \$ | 15,175,986.00 | \$ | 14,620.41 | \$ | 13,930.08 |

LACKLAND ISD NEW STAFF UNITS PROPOSED FOR 2017-2018

| Position | Campus | Estimated Cost* |
|--|---------------|-----------------|
| Teacher: Computer Lab | Elementary | \$53,350 |
| Teacher: Special Education | Stacey | \$53,350 |
| Aide: Special Education (3) | Elementary | \$54,000 |
| Speech Language Pathologist | District-wide | \$56,517 |
| *Total Estimated Cost (@ 5 yrs of exp) | | \$217,217 |
| Plus Benefits (15%) | | \$249,800 |

LACKAND ISD STAFFING BY ROLE ID WITH PROPOSED INCREASES/DECREASES 2017-2018

| PEIMS Role IDs and Job Title | Job Title Count | Role Id Count | Proposed 2017-18 | Total Staff |
|---|--------------------|------------------|------------------|-------------|
| 003 | | 2 | | |
| Assistant Principal | 2 | | | 2 |
| 004 | | 1 | | |
| Assistant Superintendent for Curriculum & Instruction | 1 | | | 1 |
| 008 | | 4 | | |
| Counselor | 2 | | | 2 |
| Counselor - HS | 1 | | | 1 |
| Counselor- MS | 1 | | | 1 |
| 012 | | 1 | | |
| 1/2 SPED Coordinator | 1 | | | 1 |
| 013 | | 2 | | |
| Librarian | 2 | | | 2 |
| 020 | | 2 | | |
| Principal | 2 | _ | | 2 |
| 022 | | 2 | | _ |
| School Nurse | 2 | _ | | 2 |
| 023 | | 2 | | _ |
| LSSP | 2 | _ | | 2 |
| 026 | | 1 | | _ |
| Speech Language Pathologist | 1 | _ | 1 | 2 |
| 027 | _ | 1 | | _ |
| Superintendent | 1 | - | | 1 |
| 033 | _ | 30 | | 1 |
| Aide | 30 | 30 | 3 | 33 |
| 041 | 30 | 4 | | 33 |
| Instructional Technologist | 2 | • | | 2 |
| Math Science Facilitator | 1 | | | 1 |
| SFA Facilitator | 1 | | | 1 |
| 043 | | 1 | | |
| Chief Financial Officer | 1 | - | | 1 |
| 087 | | 85 | | |
| GT Teacher | 1 | 0.5 | | 1 |
| Math Interventionist | 1 | | | 1 |
| PT-Teacher | 1 | | | 1 |
| Reading Improvement Specialist -PT | 1 | | | 1 |
| Teacher | 81 | | 2 | 83 |
| 106 | 01 | 2 | | 0.5 |
| Director of Technology | 1 | | | 1 |
| IT Coordinator | 1 | | | 1 |
| 111 | Τ | 1 | | т |
| Maintenance Coordinator | 1 | 1 | | 1 |
| 112 | 1 | 1 | | |
| | 1 | 1 | | 1 |
| Finance/Payroll Coordinator | 1 | | | Т Т |

LACKAND ISD STAFFING BY ROLE ID WITH PROPOSED INCREASES/DECREASES 2017-2018

| 113 | | 3 | | |
|--|-----|-----|---|-----|
| Director of Operations | 1 | | | 1 |
| DoDEA Grant Director | 1 | | | 1 |
| HR & Benefits Coordinator | 1 | | | 1 |
| 113/102 | | 1 | | |
| DoDEA Project Director/Community Relations (50%) | 1 | | | 1 |
| Aux | | 51 | | |
| Lead Custodian | 1 | | | 1 |
| Admin Support Specialist | 1 | | | 1 |
| AVID Tutor | 3 | | | 3 |
| Bus Aide | 4 | | | 4 |
| Bus Driver | 5 | | | 5 |
| Campus Registrar | 2 | | | 2 |
| Campus Secretary | 2 | | | 2 |
| Crossing Guard/Recess Monitor | 1 | | | 1 |
| Custodian | 6 | | | 6 |
| Custodian Supervisor | 1 | | | 1 |
| Finance/Payroll Specialist | 1 | | | 1 |
| Food Service Cook, Lead | 1 | | | 1 |
| Food Service Manager | 1 | | | 1 |
| Food Service Supervisor | 1 | | | 1 |
| Food Service Worker | 3 | | | 3 |
| Groundskeeper | 1 | | | 1 |
| Lead Custodian | 1 | | | 1 |
| Maintenance | 1 | | | 1 |
| Maintenance Supervisor | 1 | | | 1 |
| P/T Food Service Worker | 1 | | | 1 |
| Principal Secretary | 1 | | | 1 |
| Recess/Café Monitor | 5 | | | 5 |
| Special Education Appraisal Secretary | 1 | | | 1 |
| Specialized Maintenance | 2 | | | 2 |
| Technology Support Specialist I | 1 | | | 1 |
| Technology Support Specialist II | 1 | | | 1 |
| Transportation Supervisor | 1 | | | 1 |
| Vehicle Maintenance/Bus Driver | 1 | | | 1 |
| Grand Total | 197 | 197 | 6 | 203 |



Budget Hearing 2017-2018 Proposed Budget July 18, 2017





Executive Summary

General Fund Estimated Revenue:

- Conservative revenue projections for local revenue based on prior year earnings
- State Revenue based on an estimated student enrollment of 987
 - Increase in state revenue due to increased student off-base transfers
- Federal Revenue (Impact Aid) based on 888 students (FY 2016 Application)





Budget Allocations

General Fund

- Maintained Budget Allocations at 2016-2017 Levels
- DOD Supplement
 - Based on 2016-2017 funding
- Food Service



 Maintained Budget Allocations at 2016-2017 Levels



Proposed Budget - Revenues

• General Fund Revenue

Local Revenue

\$34,450

- State Revenue

\$8,477,866

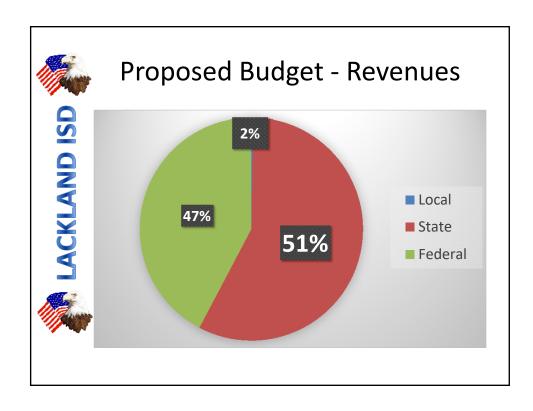
Federal Revenue

\$6,238,058

Subtotal

\$14,750,374







Proposed Budget - Expenditures

| | Salaries & Benefits | Proposed Budget |
|-----|---------------------------|--------------------------|
| | Salaries | \$ 9,837,776 |
| | Benefits | \$ <u>2,490,740</u> |
| Ž | Total Salaries & Benefits | \$ 12,328,516 (83.5%) |
| 4 | Discretionary | |
| | Services | \$ 695,529 |
| U | Supplies | \$ 748,485 |
| ⋖ | Travel | \$ 882,732 |
| | Equipment | \$ 8,000 |
| 1.2 | Flowout to Food Service | \$ <u>87,112</u> |
| | Total Discretionary | \$ 2,421,858 (16.5%) |
| | Grand Total | \$ 14,750,374 |



Proposed Budget - Discretionary

All budget line items (except salaries) at \$30,000 and above



| | | | | | | | | | 2 | Next Yr |
|-----|--------------|------|----|-----|---|----|---|----|---------------------------------|------------|
| | Account Code | | | | | | | | Description | Recommend |
| 199 | 93 | 6492 | 00 | 999 | 8 | 23 | 0 | 00 | FLOW THRU FT. SAM | 400,000.00 |
| 199 | 51 | 6259 | 00 | 997 | 8 | 99 | 0 | 00 | UTILITIES, ELECTRICITY | 200,000.00 |
| 199 | 51 | 6429 | 00 | 997 | 8 | 99 | 0 | 00 | INSURANCE, PROPERTY | 77,000.00 |
| 199 | 11 | 6399 | 97 | 999 | 8 | 99 | 0 | 00 | SUPPLIES, START-UP, NEW BLDGS | 50,000.00 |
| 199 | 41 | 6212 | 00 | 750 | 8 | 99 | 0 | 00 | AUDIT SERVICES | 45,000.00 |
| 199 | 51 | 6319 | 02 | 997 | 8 | 99 | 0 | 00 | SUPPLIES, BLDG MAINT, GENERAL | 39,000.00 |
| 199 | 51 | 6319 | 01 | 993 | 8 | 99 | 0 | 00 | SUPPLIES, CUSTODIAL | 32,000.00 |
| 199 | 11 | 6258 | 06 | 996 | 8 | 99 | 0 | 00 | UTILITIES, AT&T INTERNET | 31,200.00 |
| 199 | 51 | 6257 | 00 | 997 | 8 | 99 | 0 | 00 | UTILITIES, WATER, SEWAGE, REFUS | 31,000.00 |





LACKLAND ISD

Proposed General Fund Budget Comparison to Prior Year

Adopted 2016-2017

- Salaries \$12,015,780
- Services, Utilities, Rentals -\$652,516
- Supplies, Reading Materials - \$624,771
- Travel, Awards, Fees -\$852,286
- Assets (Equipment) -\$43,000
- Flow-out to Food Service -\$96,841
- Total = \$14,285,194

Proposed 2017-2018

- Salaries \$12,328,516
- Services, Utilities, Rentals -\$695.529
- Supplies, Reading Materials\$748,485
- Travel, Awards, Fees -\$882,732
- Assets (Equipment) \$8,000
- Flow-out to Food Service -\$87,112
- Total = \$14,750,374



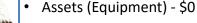


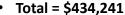
LACKLAND ISD

Proposed Food Service Budget Comparison to Prior Year

Adopted 2016-2017

- Salaries \$237,560
- Services, Utilities,
 Rentals \$5,525
- Food & Non-Food -\$190,756
- Travel, Awards, Fees -\$400





Proposed 2017-2018

- Salaries \$235,239
- Services, Utilities, Rentals -\$5,525
- Food & Non-Food -\$184,448
- Travel, Awards, Fees \$400
- Assets (Equipment) \$0
- Total = \$425,612





Recap of Proposed Budgets

General Fund

\$14,750,374

- Proposed Budget

\$14,750,374

Food Service

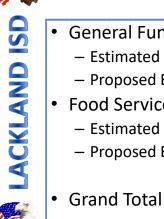
Estimated Revenue

Estimated Revenue

\$ 425,612

- Proposed Budget

425,612

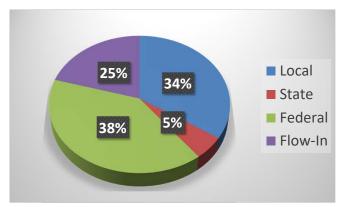


\$15,175,986

2017-2018 Proposed Budget

Food Service - \$425,612

Revenue Budget by Object Class

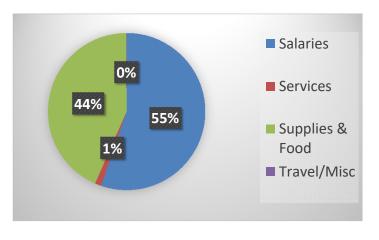


Projected deficit of \$87,112 - Flow-In Transfer from General Fund

2017-2018 Proposed Budget

Food Service - \$425,612

• Expenditure Budget by Object Class





LACKLAND ISD

Salary & Benefit Proposals for 2017-2018

- Recommendation #1:
- Compensation Plan for 2017-2018
 - Teacher Hiring Schedule (Increase scale by \$600 to \$51,900 starting salary)
 - Mid-Point Pay Scales
 - Substitute Staff Pay Scales
 - Stipend and Extra-Duty Pay Scales (highlighted changes)
 - Employee Benefits
 - Incentive Programs





LACKLAND ISD

Salary & Benefit Proposals for 2017-2018

Recommendation #2:

- Salary increase for all employees
 - 3.0% to the Midpoint, plus equity adjustments, as appropriate
 - The proposed salary increase is all inclusive of any state-mandated, unfunded salary increase(s).
 - Approximate cost = \$240,000





2017-2018 LACKLAND ISD

- Recommendation #3:
 - Employee Benefits
 - Group Health Insurance (up to \$460/month)*

Salary & Benefit Proposals for

- Dental (employee only) \$33.18/month**
- Life Insurance (\$40K) \$6.00/month**



*TRS Board approved the 2017-18 rates and plans in June 2017.



TRS ActiveCare Plans 2017-2018

LACKLAND INDEPENDENT SCHOOL DISTRICT GROUP HEALTH, DENTAL AND GROUP TERM LIFE 2017-2018

Note. The \$460 per month district contribution is pending board approval as part of the 2017-2018 budget. The Employee Cost rates noted below are assuming that the district will continue to provide the \$460 per month bea

| Name of Company | TRS ActiveCare | | | | | | |
|-----------------------|----------------|------------------------|---------------|----------|--|--|--|
| Type of Coverage | - 1 | Group Health Insurance | | | | | |
| District Contribution | for participar | nting employees | \$460.00 per | month | | | |
| PLAN I-HD | Pr | emium Amt | Employee Cost | | | | |
| Employee Only | \$ | 351.00 | | \$0.00 | | | |
| Employee/Child(ren) | S | 671.00 | s | 211.00 | | | |
| Employee/Spouse | \$ | 991.00 | \$ | 531.00 | | | |
| Employee/Family | \$ | 1,316.00 | \$ | 856.00 | | | |
| Select | Pr | emium Amt | Employee Cost | | | | |
| Employee Only | \$ | 514.00 | \$ | 54.00 | | | |
| Employee/Child(ren) | \$ | 834.00 | \$ | 374.00 | | | |
| Employee/Spouse | \$ | 1,264.00 | \$ | 804.00 | | | |
| Employee/Family | \$ | 1,589.00 | S | 1,129.00 | | | |
| PLAN 2 | Pr | emium Amt | Employee Cost | | | | |
| Employee Only | \$ | 714.00 | \$ | 254.00 | | | |
| Employee/Child(ren) | \$ | 1,062.00 | S | 602.00 | | | |
| Employee/Spouse | \$ | 1,694.00 | \$ | 1,234.00 | | | |
| Employee/Family | \$ | 2,004.00 | s | 1,544,00 | | | |

Employees that select the Plan I HD will receive \$109 per month (or \$1,380 per year) deposited in a flexible spending account (FSA)



Salary & Benefit Proposals for 2017-2018

Recommendation #4: New Positions

| Position | Campus | Estimated Cost* |
|--|---------------|-----------------|
| Teacher: Computer Lab | Elementary | \$53,350 |
| Teacher: Special Education | Stacey | \$53,350 |
| Aide: Special Education (3) | Elementary | \$54,000 |
| Speech Language Pathologist | District-wide | \$56,517 |
| *Total Estimated Cost (@ 5 yrs of exp) | | \$217,217 |
| Plus Benefits (15%) | | \$249,800 |
| *Budgeted at 5 years of experience | | |

*Budgeted at 5 years of experience



LACKLAND ISD

Compliance Review

- State Program Allocations
- Special Education Maintenance of Effort
- Administrative Cost Ratio





Special Program Allotments 🗹





| PIC | PROGRAM | DPE | | SPEND % | SPEND AMT | | BUDGET | |
|-----|---------------|-----|---------|---------|-----------|---------|--------|-----------|
| 23 | SPECIAL ED | \$ | 740,663 | 52.00% | \$ | 385,145 | \$ | 2,363,012 |
| 22 | СТЕ | \$ | 361,236 | 58.00% | \$ | 209,517 | \$ | 336,845 |
| 21 | GT | \$ | 33,143 | 55.00% | \$ | 18,229 | \$ | 117,702 |
| 24 | SCE | \$ | 420,486 | 52.00% | \$ | 218,653 | \$ | 524,102 |
| 25 | BILINGUAL/ESL | \$ | 4,431 | 52.00% | \$ | 2,304 | \$ | 6,323 |
| | | | | | | | | |
| 31 | HS Allotment | \$ | 46,627 | 100.00% | \$ | 46,627 | \$ | 50,674 |





SpEd Maintenance of Effort **M**





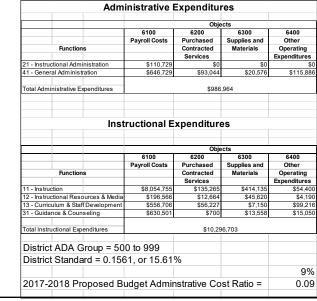






Administrative Costs









LACKLAND ISD

Budget Communication

- Budget Public Hearing
 - This is a time to listen to the community
 - Notice was placed in the Lackland Talespinner in July

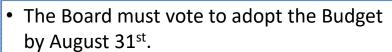






Budget Adoption





 Minutes from district board meetings will be used by TEA to document the adoption of any amendments to the original budget.





