

Report from Finance Committee: 2023-24 Compensation Targets

May 11, 2023

- 1 THRIVING STUDENTS
- 2 ENGAGED COMMUNITY
- 3 EMPOWERED STAFF

Big 6 – Guiding Principles for CISD Finance

1. **Conservative Approach to Revenue Generators**
2. **Aggressive Approach to Expense Drivers**
3. **Student/Classroom-Centric Budget Management Model**
4. **Connect Expense Drivers to Revenue Generators**
5. **Protect Fund Balance for Rainy Day**
6. **Current students and taxpayers should receive current benefits and investments**



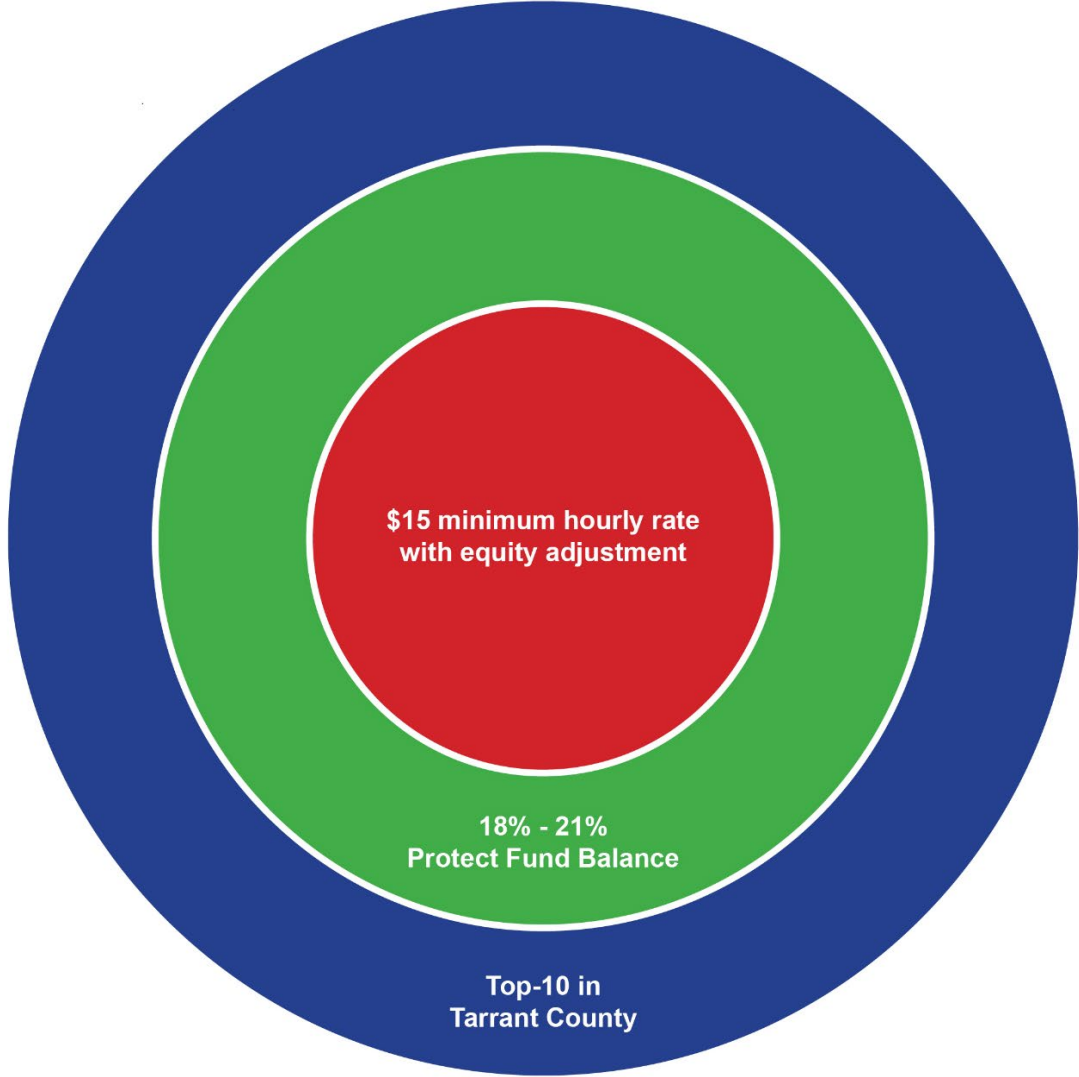
Legislative Considerations

- HB 1
 - Increase per pupil funding from \$6,160 to \$6,210 (inflation adjusted \$7,325)
- HB 100
 - Increase to basic allotment of \$90 per student
 - Creates a mechanism for automatic increases to BA to adjust for inflation
 - Transitions state from attendance based to average enrollment based funding for public education (*estimated impact \$3.3 million*)
- HB 1548
 - \$15,000 raise across the board for all Texas teachers
 - 25% increase for all other school employees
- HB 4340
 - Establish education savings accounts (vouchers) to attend private school of your choice
 - Cap on State spending on this amount
- Senate Bill 3
 - Increase Homestead exemption from \$40,000 to \$70,000
 - Seniors 65 and over \$100,000
- SB 1814
 - Would require Districts to set debt tax rate at the minimum amount to pay scheduled debt service

Budget Objective

- To allocate resources in accordance with the prioritized needs of a school district
 - Estimated Input Variables
 - Final Assessed Tax Values (July)
 - Tax Rate (August)
 - Student Enrollment (October)
- The adoption of the budget each year implies that decisions have been made by the Board of Trustees and school administration which culminate in matching a school district's needs with its resources.
 - Alignment with vision, mission, strategic objectives
 - Decisions based upon rigorous review of (student academic) data and other pertinent information
 - Involves stakeholders in the decision making process

Budget Objective – 2023-24 Compensation Targets



Budget Objective-2023-24 Compensation Targets

Considerations - Para Professionals/Aux to \$15 per hour

- CISD Paraprofessional current hourly rates range between \$12.19 and \$33 per hour
- 273 employees earn less than \$15 per hour
- **(Scenario A)** Cost to increase 273 employees to \$15 per hour, \$682,268
 - Average annual increase \$2,508
- Average Hourly Rate for these employees, \$13.27 per hour
 - An increase to average hourly rate of \$1.73 per hour is equivalent to a 13% increase
- **(Scenario B=A+B)** Cost to increase all other hourly workers (**Equity Adjustment**) by 13%, \$1,206,750
 - Average annual increase \$4,749

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