



2022-2023 Adopted Budget

Presentation to the Board of Education
June 21, 2022

Learn Today, Lead Tomorrow

Agenda: 2022-2023 Adopted Budget

- Investments
 - Compensation
 - Our Schools
 - District Supports
- Summary of Priority Investments
- Next Steps and Resolutions

Click [HERE](#) to view the May 24, 2022 Proposed Budget presentation to the Board of Education

Licensed Compensation Investment

Full Implementation in Year 1	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Total Licensed Compensation	\$ 311,356,700	\$ 313,304,741	\$ 323,212,063	\$ 332,509,891	\$ 343,756,701
Cumulative Compensation Increase	\$ 26,096,274	\$ 31,162,703	\$ 39,853,857	\$ 48,788,952	\$ 58,014,294
Percent of Licensed Staff on Schedule	73%	77%	82%	86%	89%
Annual Schedule Increases	N/A	2%	2%	2%	2%

- Using the new schedules, individual salaries will be adjusted as follows based on education and years of experience:
 - Staff whose current salary is **below** their cell will receive an increase to place them on the schedule (73%*)
 - Staff whose current salary is **above** their cell will receive a one-time 2% PERA includable stipend (27%)
- Multi-year cost estimates assume annual schedule increases of 2% and employees receive steps
- Starting salaries for individual schedules:
 - General = \$43,680
 - Hard to Hire = \$48,160
 - Specialist/Extremely Hard to Hire = \$53,760
- Licensed salary schedules will continue to be evaluated for future enhancements based on employee feedback and available resources

Average salary for licensed staff will increase 8% from 2021-2022 to 2022-2023

**Staff whose salary is less than 2% below their cell will receive a one-time, PERA includable stipend for difference up to 2%*

Non-Licensed Compensation Investment

- Identified positions below current market by greater than 5% and adjust ranges and employees appropriately (8% max)
- Established minimum pay increase for all non-licensed staff either ongoing or one-time depending on placement within salary range of position
 - Below Minimum: Brought to above minimum
 - In Range: Percent Increase (Admin - 3.5%, ProTech - 3.5%, Classified 4.0%)
 - Above Range: 2% one-time PERA includable stipend
- Addressed compression issues that were a result of overall increase to minimum rates in July 2021 which results in some employees receiving increases larger than 3.5% or 4.0% designated for their employee group
- Non-licensed ranges will continue to be evaluated for future enhancements based on employee feedback and available resources to include additional recruitment incentives

Average salary for non-licensed staff will increase 6.6% from 2021-2022 to 2022-2023

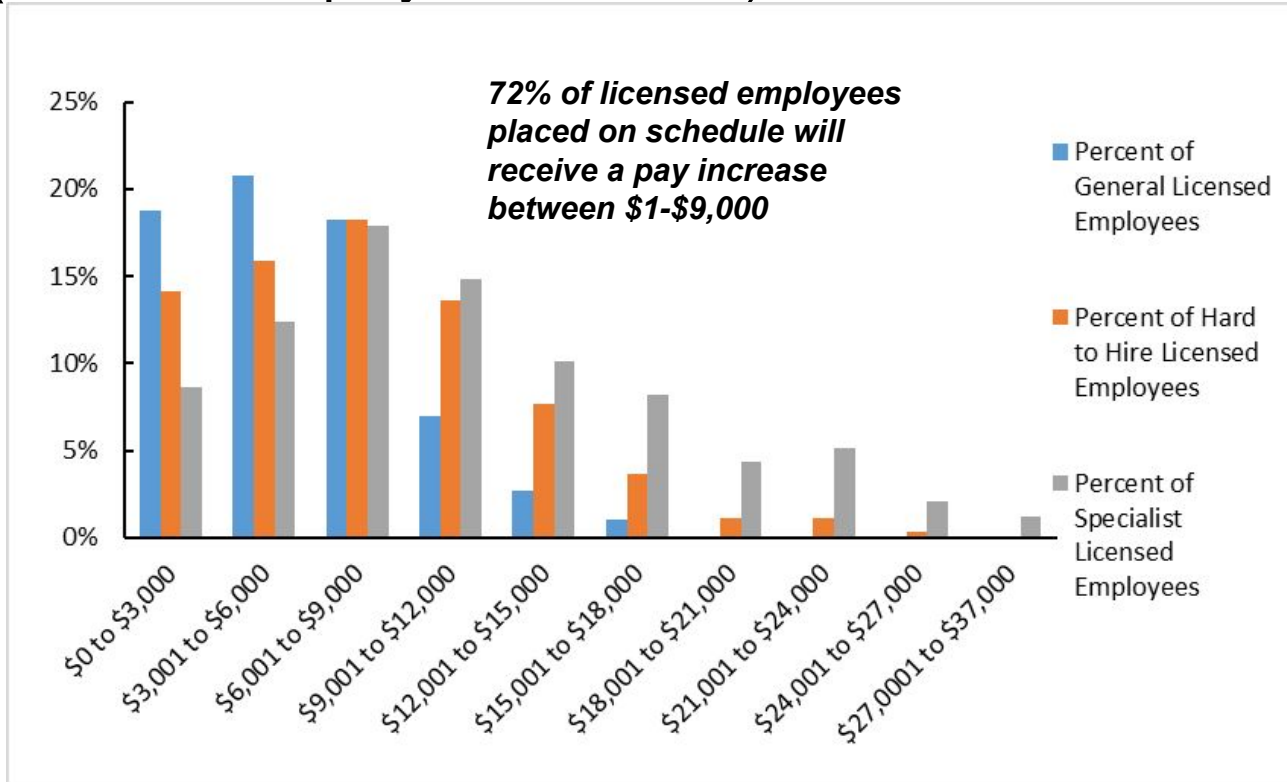
(Administrators = 4.1% ---- Professional/Technical = 6.1% ---- Classified = 7.0%)

Additional Recognition: Retention Pay for Staff Returning in 2022-2023

- Current, regular 2021-2022 staff who return for 2022-2023 will be eligible for a one-time stipend to be paid in the fall (September payroll)
 - Full time positions with FTE equal to or greater than 0.75 = \$2,000
 - Part time positions with FTE less than 0.75 = \$1,000
 - Estimated cost of \$15M (accrued in 2021-2022)
- Eligibility Requirements
 - Regular employees plus 110s (excludes substitutes, seasonal and temporary workers, coaches)
 - Start date prior to 06/30/2022
 - Active employee as of 08/31/2022 (must continue to be employed with DCSD through at least 12/31/2022)
 - Employees on leave of absence who return to work prior to 12/31/2022 will be paid upon return

Adding retention pay into pay increase will increase the average salary increase to 10% for non-licensed staff and 12% for licensed staff

Distribution of Pay Increases for Licensed Employees Placed on Schedule (excludes employees over cell)



Investing in Our Schools (SBBs)

- 2022-2023 will be the second year of the new weighted student funding formula for Site-Based Budgets
- Small school factor redesigned to benefit more schools (\$375K)
- Certified substitutes returned to non-discretionary allocation (\$3.1M)
- Neighborhood schools purchasing power held flat for compensation increases (\$9.8M)
- Increased mental health allocation for all schools to receive minimum of 1.0 FTE mental health which will be funded through ESSER (\$855K)
- Alternative school budgets increased \$1.4M for combination of position (FTE), pay and operational increases

Total Adopted SBB \$371.7M in 2022-2023 which is a 2% increase from 2021-2022 Adopted SBB despite 1,745 or 4% student enrollment decrease

Summary of Department Budget Increases - Proposed

	Description	Dollar Increase Year-over-Year (\$M)*	FTE Increase Year-over-Year	Budget Percent Increase Year-over-Year
BOE/Superintendent	One-time budget for survey/polling in 2021-2022 not budgeted in 2022-2023; Deputy Superintendent moved to School Leadership	\$ (0.2)	0.00	-12.98%
School Leadership	Start up programming and staff for (former) CU South building and Parker alternative education school; increase stipends for athletics/activities coaches	\$ 3.4	16.30	21.49%
Learning Services	Add attendance specialist and district registrar and increase literacy curriculum	\$ 0.5	0.47	7.72%
Student Support Services	Add staffing in Early Childhood, Health/Wellness, Mental Health and Special Education; increase out of district tuition for facility placement schools	\$ 2.7	8.03	6.95%
Information Technology	Add IT technicians and application support specialist	\$ 0.4	3.00	6.22%
Operations	Add apprentice programs, long range planner and facilities planner; purchase new buses; increase out of district transportation for Special Education services, custodial services and operations/maintenance repairs	\$ 5.4	5.50	12.36%
Business Services	Add assistant buyer, facility use coordinator and event coordinator for (former) CU South building offset by positions decreased within Medicaid budget; add purchasing and expense management software	\$ 0.5	1.00	5.00%
Human Resources	Add compensation analyst and increase displaced teachers	\$ 0.6	6.40	16.96%
Communications	No material changes year-over-year	\$ 0.1	0.00	6.28%
Legal Counsel	Consolidate 2 support roles into 1; increase property insurance premiums	\$ 0.2	-1.00	4.69%
District-wide	Increase utilities and operations and systems district-wide licensing software	\$ 1.2	0.00	4.67%
Total		\$ 14.6	39.70	9.41%

Department budgets as of April 22, 2022; changes to department budgets after April 22, 2022 will be reflected within the Adopted Budget to be presented to the Board of Education on June 21, 2022

Department Budget Changes from Proposed to Adopted

Department	Description	Dollar Increase/(Decrease) from Proposed
BOE/Superintendent	CASB dues increased and moved Executive Director of Civic and Public Engagement to Communications and Director of Equal Educational and Employment Opportunity Officer to Human Resources	\$ (323,775)
School Leadership	add Executive Director of Pathways	\$ 178,356
Learning Services	increase seasonal support for Student Data	\$ 2,457
Student Support Services	remove Director of Health Wellness and Prevention	\$ (54,644)
Information Technology	no changes	\$ -
Operations	increase calendar days for bus drivers and transportation education assistants	\$ 75,748
Business Services	no changes	\$ -
Human Resources	move Director of Equal Educational and Employment Opportunity Officer from Superintendent and reduce displaced teachers	\$ 31,719
Communications	move Director of Civic and Public Engagement from Superintendent	\$ 153,811
Legal Counsel	increase premiums for property insurance	\$ 12,838
District-wide	no changes	\$ -
Total		\$ 76,510

movement associated with Superintendent's Cabinet reorganization reflected within Adopted Budget

Summary of Priority Investments

The 2022-2023 budget proposal **invests over \$63M** in our district

- Licensed and non-licensed compensation investments plus enhancements to benefits = **\$44.1M**
- Investing in schools through Site-Based Budgets = **\$4.8M**
- Investing in support systems with increases focused on impact to schools and students = **\$14.7M**

Next Steps

- Action item for June 21: approval of all budget-related resolutions including appropriations, use of beginning fund balance and participation in the State's interest free loan program
- Build and publish the District's Adopted Budget Book later this summer
- Collaborate with Fiscal Oversight Committee for creation of Citizen's Guide to the Budget next fall

Appropriation Resolution

- Appropriation - authority to spend

Fund	Amount
General Fund (10)	\$ 791,870,188
Outdoor Education Fund (13)	\$ 1,520,939
Capital Projects Fund (14)	\$ 16,164,755
Full Day Kindergarten Fund (15)	\$ -
Transportation Fund (25)	\$ 27,757,479
Nutrition Services NSLP Fund (21)	\$ 22,216,061
Nutrition Services Non-NSLP Fund (28)	\$ 7,074,867
Governmental Designated Purpose Grants Fund (22)	\$ 18,155,590
Pupil Activity Fund (23)	\$ 2,648,311
Athletics and Activities Fund (26)	\$ 19,588,296
Child Care Fund (29)	\$ 14,770,014
Bond Redemption Fund (31)	\$ 42,536,641
Certificate of Participation Lease Payment Fund (39)	\$ 1,121,989
Bond Building Fund (41)	\$ 31,866,858
Certificate of Participation Building Fund (45)	\$ -
Medical and Dental Fund (65)	\$ 61,678,607
Short Term Disability Insurance Fund (66)	\$ 652,195
Private Purpose Trust Fund (75)	\$ 58,000

Use of Fund Balance Resolution

- Use of Fund Balance - expenditures exceed revenue (spend reserves)

Fund	Amount	Purpose for Use of Beginning Fund Balance
General Fund (10)	\$ 7,726,730	Potential draw-down of accumulated FB for licensed compensation implementation
Outdoor Education Fund (13)	\$ -	No budgeted use of beginning fund balance
Capital Projects Fund (14)	\$ 2,196,566	Potential draw-down of accumulated FB for IT projects and former Wildlife Experience campus construction
Full Day Kindergarten Fund (15)	\$ -	N/A
Transportation Fund (25)	\$ 5,107,333	Potential draw-down of accumulated FB for Transportation operational expenses
Nutrition Services NSLP Fund (21)	\$ 5,578,920	Intentional draw-down of accumulated FB for freezer project
Nutrition Services Non-NSLP Fund (28)	\$ -	No budgeted use of beginning fund balance
Governmental Designated Purpose Grants Fund (22)	\$ -	No budgeted use of beginning fund balance
Pupil Activity Fund (23)	\$ -	No budgeted use of beginning fund balance
Athletics and Activities Fund (26)	\$ 542,006	Potential draw-down of accumulated FB for school athletics/activities
Child Care Fund (29)	\$ 514,932	Potential draw-down of accumulated FB for Before and After School Enterprise activity
Bond Redemption Fund (31)	\$ -	No budgeted use of beginning fund balance
Certificate of Participation Lease Payment Fund (39)	\$ 2,904	Potential draw-down of accumulated FB for lease payments
Bond Building Fund (41)	\$ 31,239,374	Intentional draw-down of accumulated FB for 2018 Bond capital projects
Certificate of Participation Building Fund (45)	\$ -	N/A
Medical and Dental Fund (65)	\$ -	No budgeted use of beginning fund balance
Short Term Disability Insurance Fund (66)	\$ 111,922	Intentional draw-down of accumulated FB due to employer-paid premium cost savings in General Fund
Private Purpose Trust Fund (75)	\$ 10,000	Intentional draw-down of accumulated FB for student scholarships