



Arlington
INDEPENDENT SCHOOL DISTRICT
More Than a Remarkable Education

Financial Futures Committee

March 31, 2015

6:30 pm, Mac Bernd Professional Development Center

WELCOME.....	Tony Pompa FFC Chairperson
REVIEW REMAINING FFC SCHEDULE.....	Tony Pompa Cindy Powell
COMPENSATION PRESENTATION.....	Scott Kahl Assistant Superintendent of Human Resources
GROUP DISCUSSIONS ON COMPENSATION.....	Scott Kahl Cindy Powell Tony Drollinger



Compensation

March 31, 2015

Financial Futures Committee
Presentation

Scott Kahl, AISD Human Resources



Overview

Salaries & Wages

- 2014 Salary Market Study
- Market Analysis of Current Salary Ranges
- Stipends & Extra Duty Pay

Staffing Ratios

- Key budget control
- Approved by Board February 6th

Benefits

- Health Insurance
- Wellness Plan



Achieve Today. Excel Tomorrow. **Strategic Plan**



Framework for Success

- Inspired Learners
- Effective Leadership
- Engaged Community



Inspired Learners

Goal: The AISD will ensure all teachers are highly effective.

Effective Leadership

Goal: The AISD will recruit and retain the most effective people by rewarding excellence and providing opportunities for continual growth.

Engaged Community

Goal: The AISD will cultivate an environment that builds great leaders.

Inspired Learners



Budget Parameters Board Policy CE (LOCAL)

- Target resources to support achievement growth
- *Competitive compensation*
- *Staffing ratios approved before staffing process begins*
- Balanced budget with limited use of fund balance
- Prioritize budget reductions with least negative impact on classroom



Board Policy CE (LOCAL)

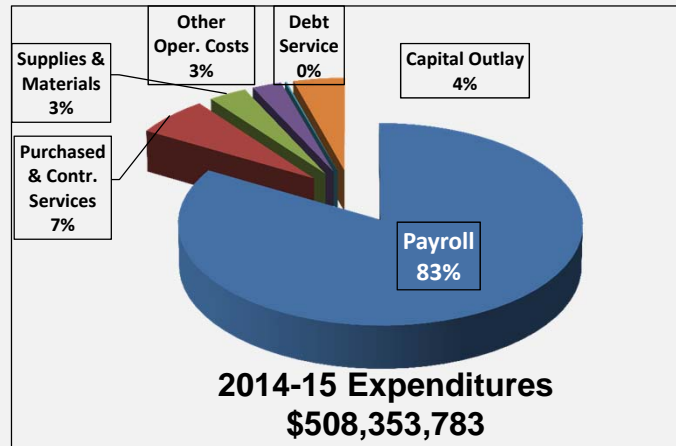
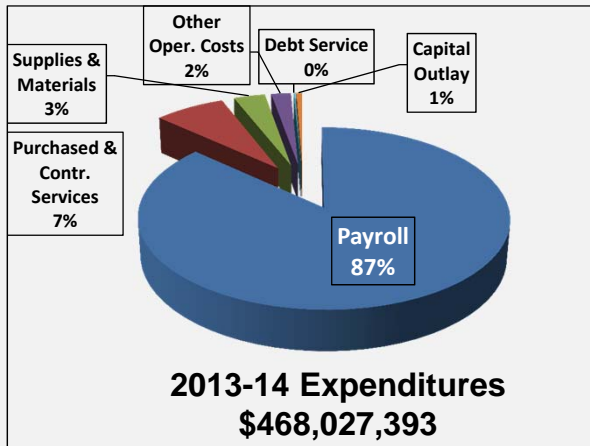
Competitive Compensation:

“The Board seeks to maintain competitive compensation levels in an effort to recruit and retain a highly qualified workforce and shall consider adjustments necessary for the District to be competitive in this area.”

Staffing Ratios:

“Staffing ratios shall meet or exceed state standards and shall be approved by the Board before the staffing process begins.”

Expenditure Budget





Keys to Budget Success

- Prioritize needs
- Return on investment
- Staffing
 - Set formulas & stick with them
 - Equity
- Community input
- Conservative estimates
- Operational efficiencies



2015-16 Budget Considerations

- New Strategic Plan
- Enrollment projection & special program participation
 - 63,401: *492 less than 2014-15
- Academic Services Priorities
- Operating Costs for Bond Program
- Opening one new elementary school
- Smaller staffing ratios for 6th grade
- Competitive Compensation
- Legislative Mandates



Salaries & Wages

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Salary Market Study

- Performed in 2013-14
- Focused on non-teaching population after previous modifications for teacher pay rates.
- 2,407 employees (63% of the non-teachers included in study) received mid-year salary adjustments based on market study findings
- Total annualized cost of adjustments was approx. \$3.1 million



Salary Market Study

- New salary structures were created for 2014-15 implementation
 - Aligned to market
 - Replaced teacher step hiring schedule with a salary range



2014-15 Salaries & Wages

- 2014-15 Teacher Salary Range
 - Minimum \$50,000
 - Midpoint \$59,000
 - Maximum \$69,620
- Salary offers are contingent upon relevant experience, education and internal equity
- TASB review of current ranges against market currently underway
- Review of stipends, extra-duty rates & substitute rates also in progress



ARLINGTON INDEPENDENT SCHOOL DISTRICT COMPARISON OF 2014-15 TEACHER SALARIES

District	0 Years	District	5 Years	District	10 Years	District	15 Years	District	20 Years	District	25 Years	District	30 Years
1 Irving	51,000	1 Irving	53,280	1 Ft. Bend	55,000	1 Ft. Bend	56,875	1 Aldine	61,445	1 Aldine	66,903	1 Aldine	71,347
2 Mansfield	51,000	2 Ft. Bend	52,500	2 Keller	54,519	2 Keller	56,050	2 Katy	60,100	2 Ft. Worth	64,071	2 Ft. Worth	67,732
3 Birdville	50,000	3 Mansfield	52,472	3 Irving	54,300	3 Keller	56,019	3 Ft. Bend	59,601	3 Ft. Worth	63,720	3 Mansfield	66,592
4 Keller	50,000	4 Keller	51,849	4 Mansfield	54,255	4 Irving	55,750	4 Ft. Worth	58,567	4 Mansfield	63,311	4 Irving	65,828
5 Grand Prairie	50,000	5 Birdville	51,830	5 Katy	53,750	5 Mansfield	55,481	5 Irving	58,500	5 Irving	62,500	5 Katy	65,740
6 Ft. Bend	50,000	6 Northside	51,465	6 Ft. Worth	53,479	6 Pasadena	55,356	6 Mansfield	58,282	6 Katy	62,260	6 Keller	64,251
7 Aldine	50,000	7 Grand Prairie	51,438	7 Pasadena	53,363	7 Ft. Worth	55,187	7 Keller	58,069	7 Birdville	62,000	7 Ft. Bend	64,071
8 Northside	49,790	8 Pasadena	51,297	8 Birdville	53,280	8 North East	55,178	8 Pasadena	57,716	8 Keller	61,294	8 Northside	63,432
9 Garland	49,501	9 Katy	51,250	9 Northside	53,140	9 Northside	55,160	9 Northside	57,610	9 Pasadena	60,379	9 Pasadena	63,276
10 North East	49,288	10 Ft. Worth	51,245	10 North East	52,928	10 Aldine	54,785	10 Duncanville	57,001	10 Northside	60,185	10 North East	62,778
11 Katy	49,000	11 North East	50,628	11 Grand Prairie	52,726	11 Birdville	54,680	11 North East	56,474	11 North East	60,078	11 Grand Prairie	62,379
12 Pasadena	48,848	12 Aldine	50,463	12 Aldine	51,927	12 Duncanville	54,269	12 Birdville	56,130	12 Grand Prairie	58,252	12 Birdville	62,000
13 Duncanville	48,500	13 Garland	49,870	13 Duncanville	51,537	13 Grand Prairie	54,082	13 Grand Prairie	55,843	13 Duncanville	57,547	13 Garland	60,556
14 Ft. Worth	48,300	14 Duncanville	49,738	14 Garland	51,483	14 Garland	52,065	14 Garland	54,383	14 Garland	56,971	14 El Paso	59,404
15 El Paso	44,147	15 El Paso	46,690	15 El Paso	49,233	15 El Paso	51,776	15 El Paso	54,319	15 El Paso	56,867	15 Duncanville	57,547
Average	49,292		51,072		52,995		54,846		57,616		61,092		63,789

Note: Average does not include AISD

Minimum	Midpoint	Maximum
50,000	59,500	69,620

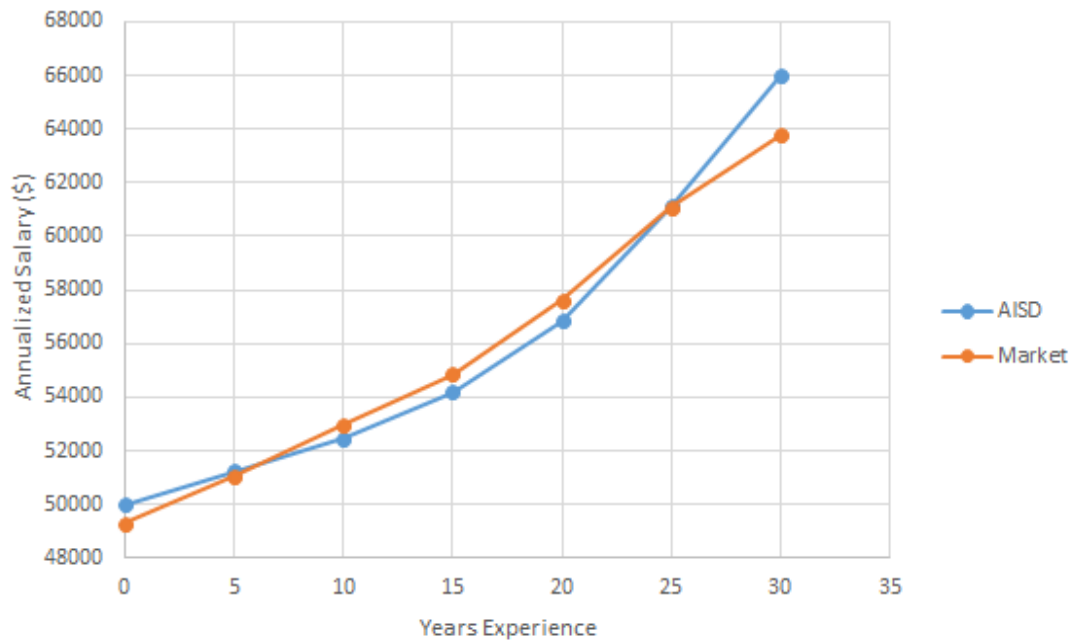
AISD's previous step schedule for teacher/librarian/nurse positions has been replaced by salary range listed above. Employees in these positions will be compensated at the starting range minimum (\$50,000) assuming no previous experience.

Experienced hires to the district will be considered at a rate contingent upon experience, education and internal equity.

The amounts presented for all districts are actual adopted salaries for the 2014-15 fiscal year.



AISD Teacher Salary Comparison





Staffing Ratios

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Overview

- Campus administration and district departments (Human Resources, Curriculum & Instruction and Finance) work collaboratively to ensure staffing is aligned with the priorities of the strategic plan.
- Student enrollment and program needs are the driving components of the staffing process.
- Staffing of teachers is based on district enrollment projections and is a formulaic process.

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Key Points

- Elementary staffing is driven by state compliance ratios and district initiatives
- Secondary principals have discretion in terms of subject area, how to expend local FTEs to best meet needs of individual campus
- Secondary staffing is also driven by the master schedule. Developing the master schedule at the secondary level is a very complex process with multiple variables

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Elementary Staffing Formulas

- District projects student enrollment for each campus
- HR applies staffing formulas to yield the number of teachers per grade level:

Grade / Level	Ratio
Prekindergarten	22:1
Kindergarten – 4 th	22:1
5 th	26:1 (Target)
6 th	26:1 (Target)

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6th Grade 26:1 Exceptions

- Ratio not mandated by the state
- Campus may prefer not to split additional sections due to:
 - Possible facilities limitation for additional sections
 - May not want to disrupt current instructional model
 - Maintain consistency in current classroom environments

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Impact of 26:1 and 30:1 Ratios

Ratio	2015-2016*
26:1	205 FTE's
30:1	184 FTE's
Net	21 FTE's (@ \$54,484.00 ea.)

*Projections based on 12/18/14 student enrollment estimates for campus allocations.

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Elementary Staffing Formulas

- Art, Music, PE Rotation

Subject	Personnel Unit
Art	1
Music	1
PE	1
PE Assistant	1
Orchestra	.4*

- Campuses in excess of 800 students are staffed with an additional PE/Music Teacher
- *Orchestra Teachers are itinerant between **2 or 3** campuses

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Secondary Staffing Formulas

- District projects student enrollment for each campus
- HR utilizes a model that uses average class size and schedule type to calculate number of teachers needed.
- Number of Teachers Needed = $\frac{(A \times B) \div C}{D}$
 - A = Projected Student Enrollment
 - B = Total Class Periods
 - C = Average Number of Students Per Class
 - D = Classes Taught by Teacher

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Secondary Staffing Formulas

- Staffing Calculator Applied to Projected Enrollment

Level	Teaching Schedule	Average Class Size
Junior High	<ul style="list-style-type: none"> 5 of 7 for core 6 of 7 for elective Principals justify need to fill vacancies 	23
High School	<ul style="list-style-type: none"> 6 of 8 Principals justify need to fill vacancies 	27

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Class Sizes – 2014-15

	2014-15 Target Class Size Ratio	2014-15 Actual Class Size Ratio
5 th Grade	26	21.9
6 th Grade	30	24.3
Jr. High	23	20.0
High School	27	23.8

Notes:

- Target class sizes are based on teacher units allotted through **local funds** only.
- Actual class sizes reflect teacher units allotted from **all fund sources** other than special education.

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Special Education Staffing

- Special education resources are provided by formula, but allow for flexibility based on student basis or programmatic needs.
- Emphasis on “needs driven” resources.
- Procedures for requesting resources incremental to established ratio will be approved at the discretion of SPED and the Chief Academic Officer.
- Special Education district ratios are supported by a recent comparison study provided by Stetson and Associates.

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Special Education Staffing Formulas

- Considerations:
 - District initiative for more inclusive practices
 - Level I: weighted student counts using eligibility categories and instructional arrangements (e.g. OHI = 1.1, ED = 1.2, deaf & blind = 1.4)
 - Level II: services and supports analysis by individual student/ program
 - Research regarding best practices for utilizing paraprofessionals
 - Research regarding best practices for high yield instructional strategies

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Campus Support Staffing Formulas

Position	Elementary	Junior High	High School
Principal	1	1	1
Academic Dean	na	na	1
Assistant Principal	1 < 1,000 students 2 ≥ 1,000	2 < 1,000 students 3 ≥ 1,000 Alt Campus = 1 (See note below)	5 < 2,000 students 6 ≥ 2,000 – 2,999 7 ≥ 3000 Alt Campuses = 1
Counselor	1	Board approved counseling formula based on student contact hours (i.e., number of minutes/hours a counselor spends with student[s]).	

Adjustments to formula may be made based on campus specific needs.



Campus Support Staffing Formulas

Position	Elementary	Junior High	High School
Secretary	1	1	1
Attendance Clerk	1 < 800 students 2 ≥ 800	1 < 1,000 students 2 ≥ 1,000	same as # of Aps *(see note below)
Data Clerk	na	1	2
Bookkeeper	na	na	1
PEIMS Clerk	na	na	1
Registrar	na	na	1
Nurse	1	1	1

Adjustments to formula may be made based on campus specific needs.



Campus Support Staffing Formulas

Position	Elementary	Junior High	High School
Athletic Coordinator	na	1	1
Attendance Officer*	na	na	1*
Librarian	1	1	1
Library Assistant	na	na	1
Campus Tech Mgr	1	1	1
LAN Tech	na	na	1
Guidance Tech/ Testing Facilitator	1	1	1
Pre-K TA's	1 / PK teacher	na	na
Kinder TA's	1-4 TA's depending on # of sections	na	na

*Attendance offices serve the network, not just the high school.

** Supplemental Pre-K TA staffing available in addition to formula based on number of TA's campus-wide. Adjustments to formula for all positions may be made based on campus specific needs.

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Recommended Elementary Staffing Ratio

- Teacher Assistants

Grade Level	2014-15 Ratio	2015-16 Ratio
Prekindergarten	1:1	1:1
Kindergarten*	1-4 sections: 1 TA	1-3 sections: 1 TA
	5-6 sections: 2 TAs	4-6 sections : 2 TAs
	7-8 sections: 3 TAs	7-8 sections: 3 TAs
	9-10 sections: 4 TAs	9-10 sections: 4 TAs

* Base formula. Additional TAs are allotted, if necessary, based on Kindergarten TA formula to support teacher conference periods.

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Revised Kindergarten TA Staffing Ratio Implications

- When the new ratio is applied in 2014–15, six additional Kindergarten TAs were justified based on the revised staffing ratio.
- When the approved ratio is applied in 2015-16, two additional Kindergarten TAs were justified based on the revised staffing ratio.

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Campus Support Staffing Formulas

Position	Elementary	Junior High	High School
SRO	na	*.5 - 1	1
Security Guard	na	1	Assignments based on need
Custodian	1 per 30,374 sq ft, (3 units minimum)	1 per 30,374 sq ft, (5 units minimum)	1 per 30,374 sq ft, (12 units minimum)
Cafeteria Monitor	2 < 500 students 3 ≥ 500 to 999 4 ≥ 1,000	na	na

*Several JH's share SRO's – Young & Boles; Bailey & Gunn; Ferguson & Ousley
Adjustments to formula may be made based on campus specific needs

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MPE

- Campus principals have the opportunity to exercise specific autonomies in an effort to foster a continued increase in the level of student academic achievement*
 - Convert FTE to discretionary budget
 - Change the number and type of staff at staffing
 - Define/redefine roles and responsibilities for staff positions
 - On the spot external offers within HR parameter

* applies only to positions that Principal has discretion to hire

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Employee Benefits

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Current AISD Benefits

- Current medical benefits
 - TRS-Active Care: 3 plans
 - Gap insurance (*must be coupled with TRS Plan 1-HD*)
 - Flexible spending account
- Wellness Plan
- Voluntary products



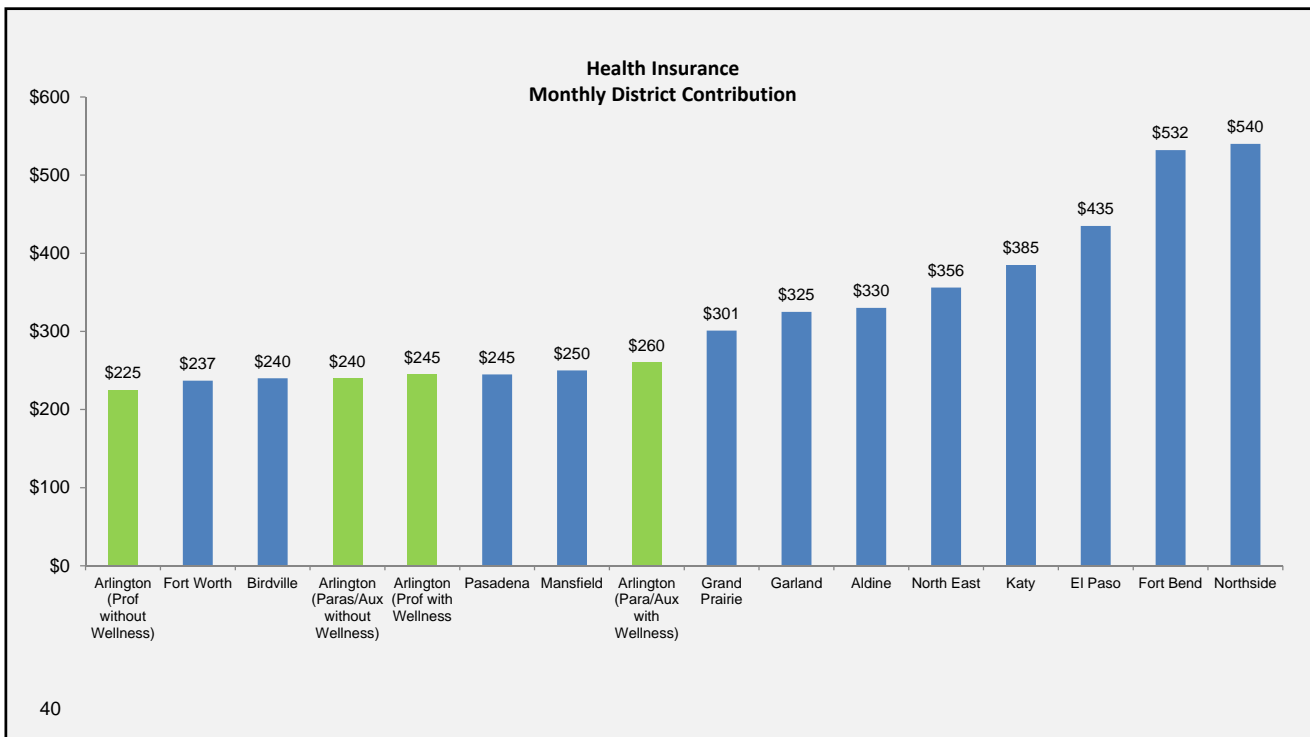
Current Medical Benefits

- AISD is member of TRS-Active Care health insurance plan
 - Employees choose from 3 plans
 - Plan year: Sept. 1 – Aug. 31
- **Member districts cannot opt out of plan**
- 4,910 AISD employees (56%) participate in plan
- Gap insurance (*must be coupled with TRS Plan 1-HD*)



Current Medical Benefits

- TRS-Active Care changes for 2014-15:
 - TRS-Active Care 3 previously eliminated
 - Added TRS-Active Care Select Plan (EPO)
 - Added Teladoc services to all 3 plans
 - Premiums increased 4% - 8% for two of the plans
 - Deductibles increased 4.2% on one of the plans
- TRS-Active Care changes for 2015-16:
 - TRS will release medical plan changes June, 2015
 - AISD open enrollment July 20 – August 21



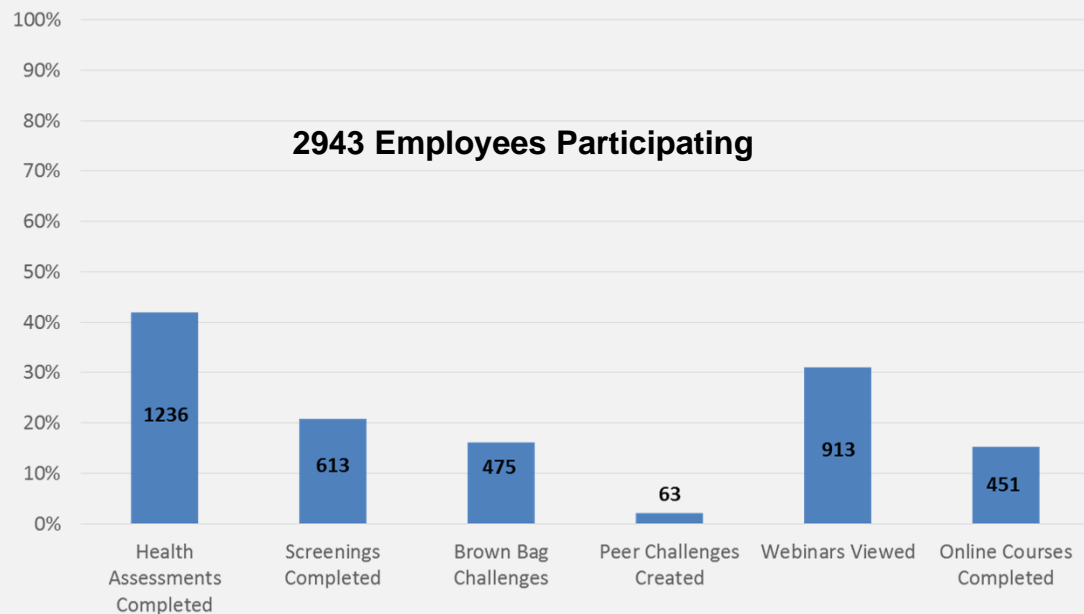


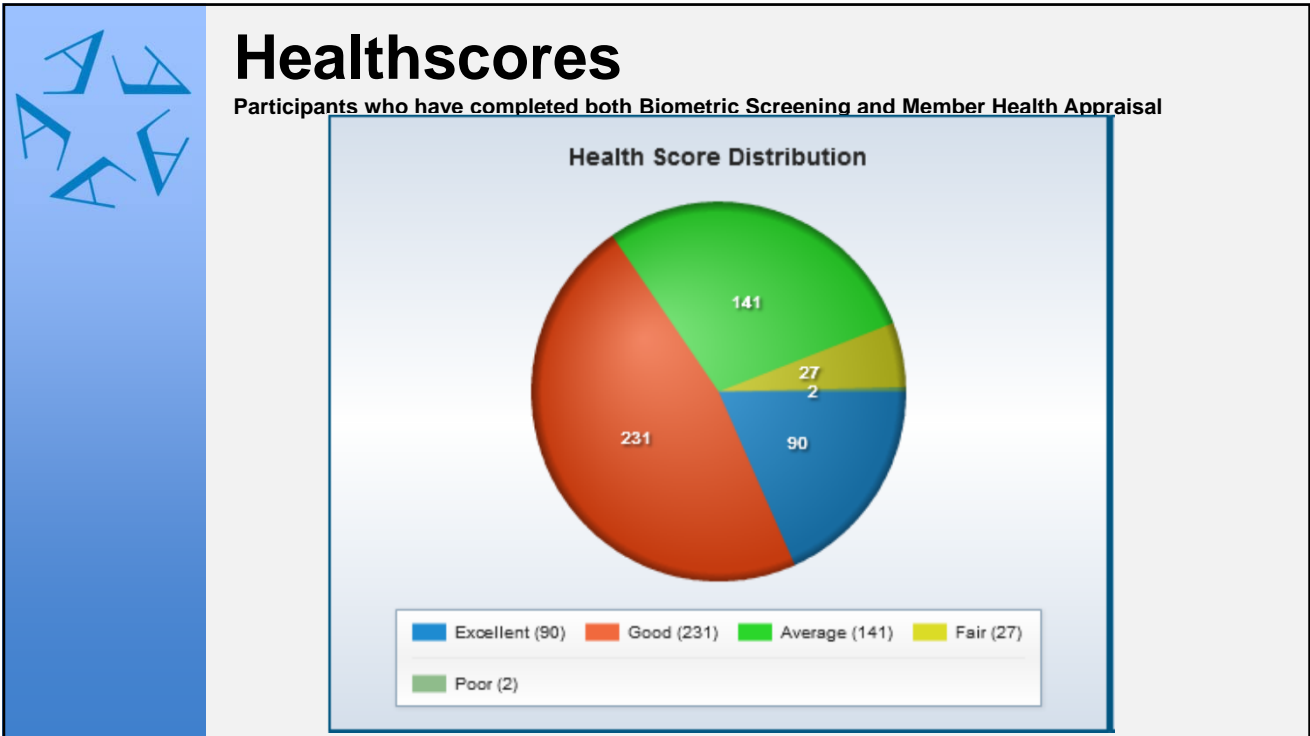
Wellness Plan

- Offered to all employees at no cost
- District contributes an additional \$20/mos. towards health insurance for each employee who participates in the AISD health insurance plan & the wellness plan
- **Participation**
 - Voluntary
 - Health screenings
 - Consumer data
 - Personal health data is anonymous to employer
- **Plan benefits**
 - Consumer-driven healthcare initiative
 - Strengthens District's experience for possible future separation from TRS-Active Care
 - Correlation with reduced claims
 - Improved employee attendance




Wellness Participants Statistics





Wellness Incentive and Administrative Primary Plan Costs


	Number of Participants	Monthly District Contribution	Annual Cost
Professionals w/wellness @\$20 month	2,072	\$41,440	\$497,280
Others w/wellness @\$20 month	662	\$13,240	\$158,880
Wellness w/no Health Plan	209	No incentive	0
Sub Total	2,943		\$656,160
Admin Cost per employee @ \$2.40	2,943	\$7,063	\$84,756
Wellness Plan Cost	2,943	\$61,743	\$740,916



Total Health Insurance District Contributions + Wellness

	Number of Participants	Monthly District Contribution	Annual Cost
Health Insurance District Contribution (Prof @ \$225)	3677	\$827,325	\$9,927,900
Health Insurance District Contribution (Para/Aux @ \$240)	1239	\$297,360	\$3,568,320
District Contribution Sub-total		\$1,124,685	\$13,496,220
Wellness Program Cost (\$20 incentive + admin fee)	2943	\$61,743	\$740,916
Total District Cost		\$1,186,428	\$14,237,136

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CONSIDERATIONS FOR 2015-16

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Considerations for 2015-16

- Market analysis of salary ranges
- Market analysis of stipends
- New positions
 - New elementary school
 - Academic Services Priorities
 - Operations
- **Impact of campus consolidations**
- Salary increase
 - 1% salary increase costs \$3.6 million
- Benefits

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Questions?

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