

2022-2023 Budget Preliminary Budget Information June 2, 2022



Hays Consolidated Independent School District

Randall Rau, CPA

Chief Financial Officer

Budget Calendar

- ▶ Jan Comptroller Property Value, Preliminary Staffing Discussions
- ▶ Feb Budget Worksheets
- ▶ March 29 Preliminary Revenue Estimate Presentation
- ▶ April 30 Preliminary Estimate of Local Tax Projections
- ▶ May 24 Present Draft of Compensation Plan
- ▶ June 2 Budget Workshop
- ▶ June 7-17 Budget Workshop (if needed)
- ▶ June 20 Final Draft Presentation
- ▶ June 27 Public Hearing to Adopt Budget for 2022-23

Tax Rate Adoption Calendar

- ▶ April 30 Preliminary Certified Estimates Received from County Appraisal Districts (CADs)
- ▶ July 25 Certified Values to be Received
- ▶ August 2-4 TEA will determine tax rates for 2022-23
- ▶ August 22 Proposed Tax Rate Presented
- ▶ August 29 Adopt Tax Rate

Assumptions – Revenue Calculation

Student Enrollment	22,877
Average Daily Attendance at 95%	21,431.05
Property Values for State Aid Calculation (32% increase)	\$15,067,640,407
Property Values for Tax Revenue (34.19% increase)	\$13,972,363,574
Total Tax Rate (\$.0174 decrease over prior year)	\$1.3423
M&O (estimate, TEA to calculate in August)	\$.8546
I&S	\$.4877

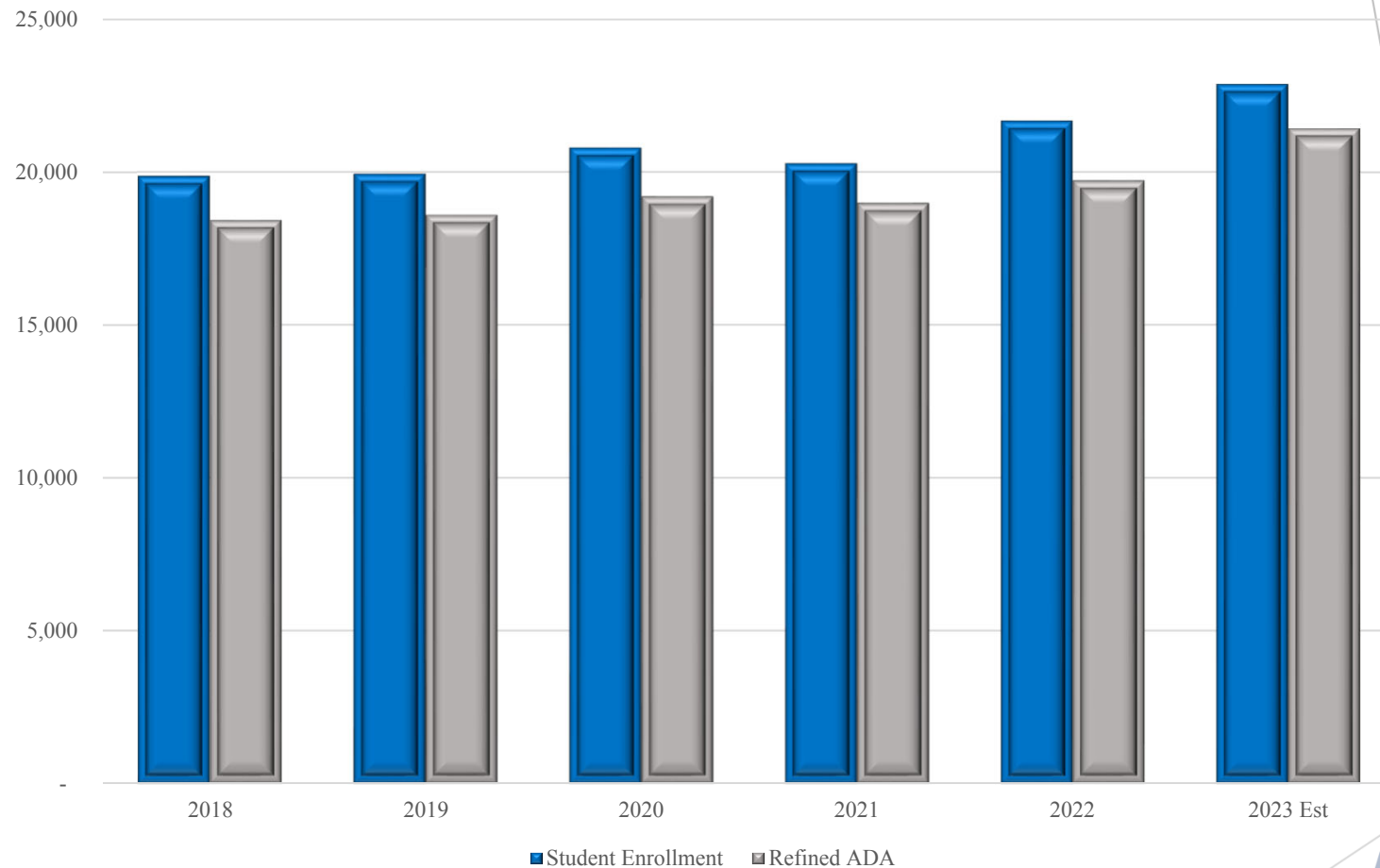
Revenue Summary

- ▶ Revenue for Hays CISD comes from two major sources; local property taxes and state foundation revenue.
- ▶ Funding lag - Included in House Bill 3 was the move to current year property values in determining the Foundation School Program (FSP) entitlement. The move to current year values eliminates any potential mismatch between the values a district was using as a base for local tax collections and the values used by the state to compute a district's local share of the FSP. The move to current year values eliminated any "**funding lag**" under old law where as long as property values continued to rise year-after-year, many districts were able to spend those funds that were outside the funding formulas.
- ▶ Total tax collections for the General Operating fund are estimated at **\$125,232,959** and state (FSP) allocation is estimated at **\$68,830,975**. This is an estimated **\$8,835,196** or **4.77%** total increase over tax collections and state allocation budgeted in 2022.

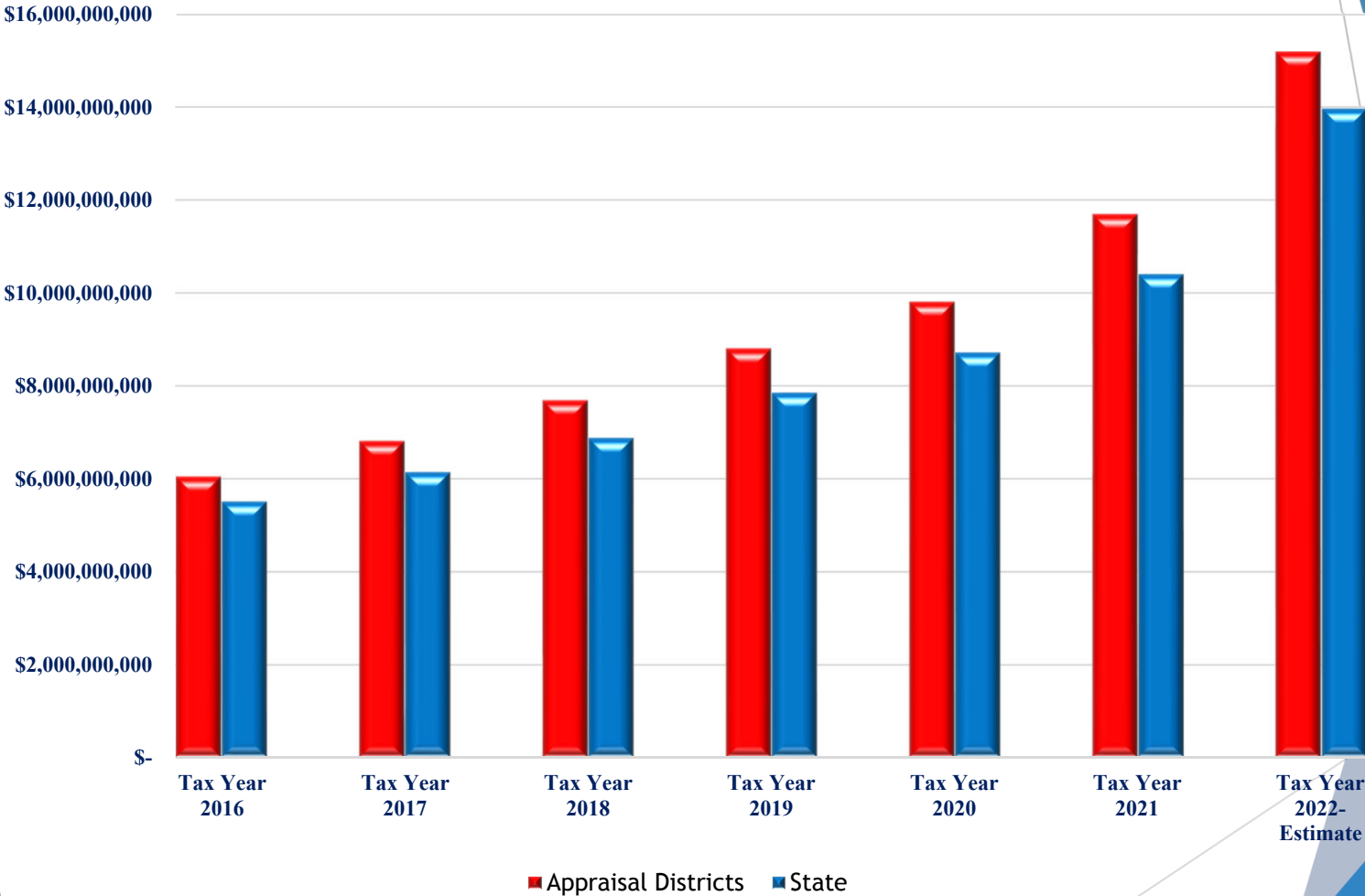
2023 Proposed Revenue

Revenue	2021-22 Official	2021-22 Original	2022-23 Proposed	Difference
Local & Intermediate Revenue	\$105,849,454	\$102,840,161	\$128,672,959	\$25,832,798
State Revenue Sources	\$86,028,577	\$86,028,577	\$79,803,990	(\$6,224,587)
Federal Revenue Sources	\$4,067,543	\$2,900,000	\$3,550,000	\$650,000
Other Sources	\$165,777	\$0	\$1,500,000	\$1,500,000
Total Revenues	\$196,111,351	\$191,768,738	\$213,526,949	\$21,758,211

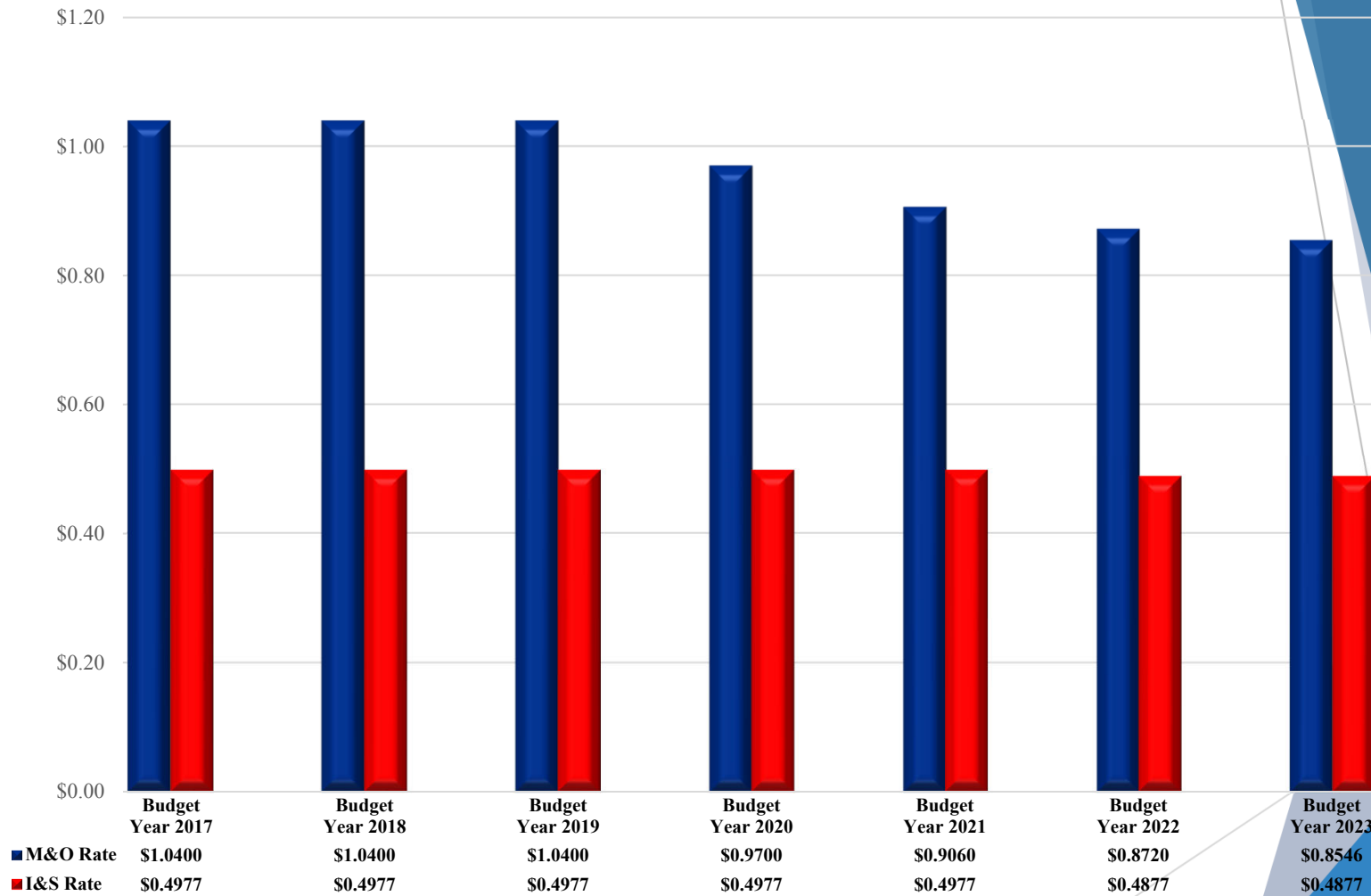
Student Enrollment vs Refined Average Daily Attendance



Certified Property Values - County Appraisal Districts vs State



Tax Rate History





Payroll Assumptions

Hays CISD

Teacher Salary Plan Comparisons, 2021-2022

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Pflugerville ISD	25,433	1,959	\$51,900	\$53,000	\$55,500	\$58,000	\$60,500	\$56,689	28	1.0%
2 New Braunfels ISD	9,599	619	\$51,500	\$54,154	\$55,749	\$57,449	\$59,597	\$56,825	25	2.0%
3 Seguin ISD	6,889	483	\$51,500	\$53,665	\$56,757	\$58,794	\$60,638	\$55,000	25	3.0%
4 Manor ISD**	9,222	639	\$51,500	\$53,500	\$56,500	\$58,000	\$29,500		25	
5 Lake Travis ISD	11,376	675	\$51,500	\$52,300	\$53,922	\$56,972	\$60,022	\$55,616	36	2.0%
6 Schertz-Cibolo-Universal City ISD	15,834	1,024	\$51,200	\$54,944	\$58,849	\$59,881	\$62,340	\$59,430	30	1.3%
7 Austin ISD	73,777	5,122	\$51,150	\$52,582	\$53,629	\$54,129	\$55,985	\$56,153	28	2.0%
8 Del Valle ISD	10,673	796	\$50,970	\$52,971	\$55,951	\$57,444	\$60,019	\$56,981	26	6.0%
9 Leander ISD	41,676	2,966	\$50,900	\$52,489	\$54,784	\$57,159	\$59,431	\$55,753	30	2.1%
10 Lockhart ISD	6,185	417	\$50,600	\$52,700	\$54,970	\$56,770	\$58,770	\$56,566	31	3.0%
11 Georgetown ISD	12,483	961	\$50,300	\$52,100	\$53,898	\$56,728	\$58,743	\$54,985	30	2.0%
12 Round Rock ISD	50,453	3,569	\$50,250	\$52,150	\$55,325	\$57,425	\$59,318	\$56,276	30	1.0%
13 Eanes ISD	8,009	653	\$50,212	\$50,912	\$52,862	\$55,312	\$58,462	\$55,154	36	2.0%
14 Dripping Springs ISD	8,004	538	\$50,150	\$51,970	\$54,000	\$56,787	\$59,377	\$54,584	26	2.5%
15 Bastrop ISD	11,346	772	\$50,000	\$51,651	\$53,788	\$54,287	\$57,457	\$54,733	36	3.0%
16 San Marcos CISD	8,226	588	\$49,662	\$53,188	\$55,739	\$57,739	\$59,739	\$56,504	25	3.0%
17 Comal ISD**	25,368	1,618	\$48,000	\$50,558	\$53,032	\$55,317	\$58,062		30	
18 Wimberley ISD	2,560	188	\$45,272	\$51,639	\$54,853	\$58,195	\$60,367	\$55,329	30	3.0%
Hays CISD	21,092	1,542	\$50,000	\$54,544	\$58,074	\$60,804	\$63,454	\$57,945	30	4.0%
25th Percentile			\$50,166	\$52,003	\$53,904	\$56,739	\$58,532	\$55,115	26	2.0%
Median			\$50,750	\$52,536	\$54,912	\$57,292	\$59,404	\$55,953	30	2.0%
75th Percentile			\$51,425	\$53,141	\$55,747	\$57,935	\$60,021	\$56,597	30	3.0%
Comparison to Median			99%	104%	106%	106%	107%	104%		
Dollar Difference			(\$750)	\$2,009	\$3,163	\$3,512	\$4,050	\$1,992		
Rank Order			15	2	2	1	1	2		

Footnotes:

** District did not participate in survey. Teacher schedules collected from the district.

Secondary Campuses

New Allocations for Growth

High School	Positions
Teacher	11
Paraprofessional	4
Custodial	6

Middle School	Positions
Assistant Principal	6
Teacher (includes 3 SpEd)	10
Counselor	1
Custodial	3

Elementary Campuses

New Allocations for Growth

Elementary School	Positions
Principal	1
Teacher (includes 7 SpEd, 6 Specials)	32
Counselor	1
Nurse	1
Librarian	1
Interventionist	4
Instructional Coach	1
Paraprofessional (includes 6 SpEd)	16
Monitor (3 lunchroom, 2 crossing guard)	5
Custodial	5.5

Proposed Recommendations

(as of 5.26.22)

Base Pay/Rates	Estimate
New Substitute Rates – \$115 (para), \$125 (teacher), \$250 (RN), \$150 (LVN)**	\$95K
Supplemental Pay	Estimate
30hr Reading Academy (\$240 – estimate 50 teachers)	\$72K
60hr Reading Academy (\$480 – estimate 150 teachers)	\$12K
Stipends	Estimate
Curriculum & Instruction Pending	TBD
Benefits	Estimate
Employee Only Life Insurance (\$10,000 policy)	\$41K
Other	Estimate
New Position Requests (from April Board Mtg.)	\$438K
TASB Pay Systems Recommendations – Equity, Reclass, Market Adj, etc.*	\$208K
Cabinet Reclassification Recommendations*	\$111K
Guaranteed 6 – Hour Work Day for Bus Monitors (currently at 5 hours)	\$367K

*See appended TASB Study and List of Reclassification Requests

**May be offset by changes in substitute compensation plan

Compensation Approved Changes

Base Pay/Rates	Estimate
7% Midpoint Pay Increase For All Employees (\$4,528 teachers)*	\$12.M
New Hiring Schedule For Bus Drivers (start rate of \$20)	\$60K
Weekend Custodial Rate (\$40 per hour)**	\$0

Stipends and Incentives	Estimate
High Need Campus Recruitment and Retention Stipend (\$1,500)	\$302K
Bilingual Stipend (flat amount of \$7,100)	\$226K
Asst. Mariachi Director Stipend	\$8K
National Board Certified Teacher Stipend (\$2,000)	\$10K
Out-of-Country Teacher Mentor and Support Teacher Stipend	\$6K
Guest Teacher Incentive (\$10 for each day worked above 90 days)	\$100K

*Provides starting teacher salary of \$51,750

**Cost will be assumed by individual(s) who rent facilities

2023 Budget Breakout- Budget by Department/ Category

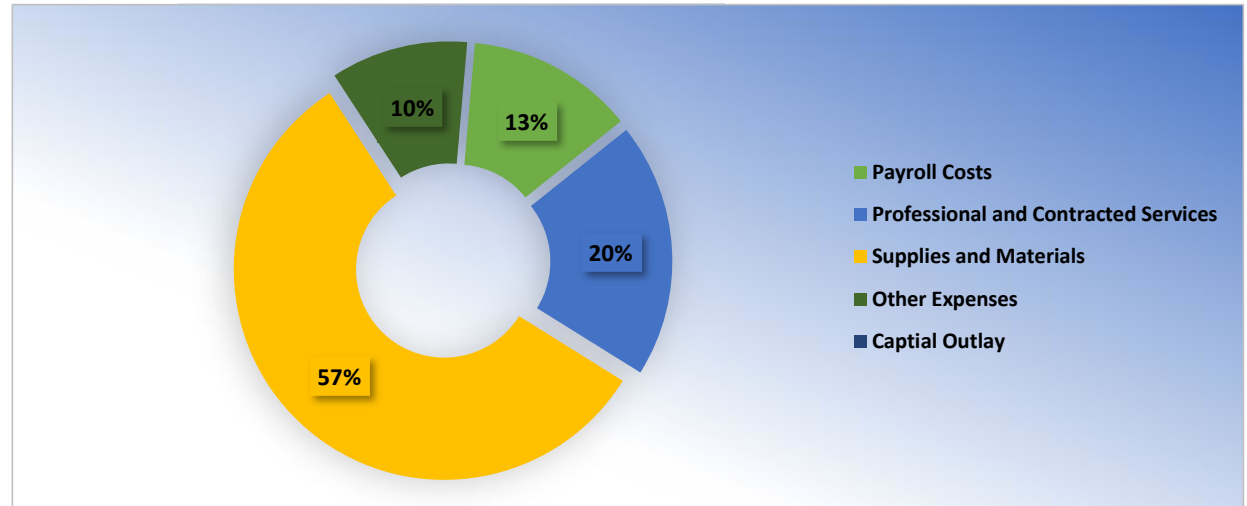
BUDGET CATEGORY	2021-22 OFFICIAL	2021-22 ORIGINAL	2022-23 PROPOSED	DIFFERENCE	%
PAYROLL	\$ 176,016,712	\$ 175,285,393	\$ 189,229,566	\$ 13,944,173	8%
ALL CAMPUSES	\$ 3,550,666	\$ 2,801,369	\$ 3,215,866	\$ 414,497	15%
ATHLETICS	\$ 2,937,353	\$ 2,360,752	\$ 2,756,261	\$ 395,509	17%
C&I	\$ 5,960,805	\$ 5,863,708	\$ 6,468,200	\$ 604,492	10%
CUSTODIAL	\$ 1,015,929	\$ 978,640	\$ 996,867	\$ 18,227	2%
DISTRICTWIDE	\$ 1,590,000	\$ 1,625,000	\$ 2,911,618	\$ 1,286,618	79%
FINE ARTS	\$ 1,749,044	\$ 1,296,671	\$ 1,760,861	\$ 464,190	36%
GENERAL ADMINISTRATION	\$ 1,337,712	\$ 1,334,752	\$ 1,740,854	\$ 406,102	30%
MAINTENANCE	\$ 6,811,463	\$ 4,476,427	\$ 4,082,969	\$ (393,458)	-9%
SECURITY	\$ 1,429,501	\$ 1,392,883	\$ 1,458,329	\$ 65,446	5%
TECHNOLOGY	\$ 1,755,340	\$ 1,674,796	\$ 2,224,471	\$ 549,675	33%
TRANSPORTATION	\$ 1,952,769	\$ 1,920,092	\$ 2,863,267	\$ 943,175	49%
UTILITIES	\$ 4,986,862	\$ 5,000,000	\$ 4,738,118	\$ (261,882)	-5%
Grand Total	\$ 211,094,156	\$ 206,010,483	\$ 224,447,247	\$ 18,436,764	9%



The District has a total of **26** campuses including **3** comprehensive high schools, **1** alternative high school, **6** middle schools, **15** elementaries, and **1** Impact Center. Projected enrollment for the 22/23 year is **22,423**.

Campus Principals plan their budgets with their secretaries or bookkeepers for their specific campus needs. Compensatory Education funds are included in campus budgets and are allocated to the campus based on their qualifying population. The campus also has a Print Shop allocation, used for print jobs at the District Print Shop. Elementary campuses receive a separate allocation for after school club programs. Typically these funds are used to pay teachers and purchase supplies for after school clubs.

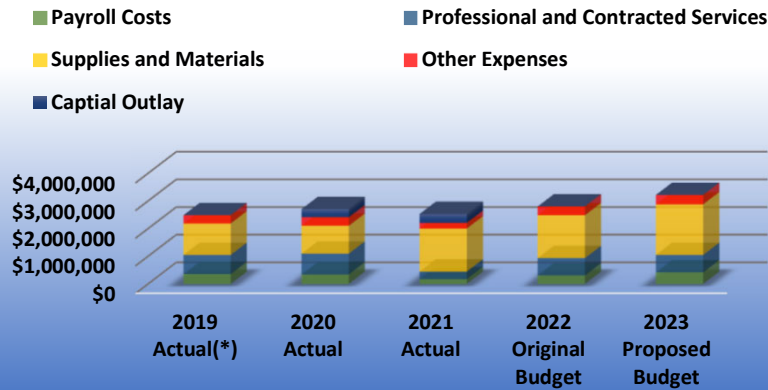
All Campuses Proposed Budget



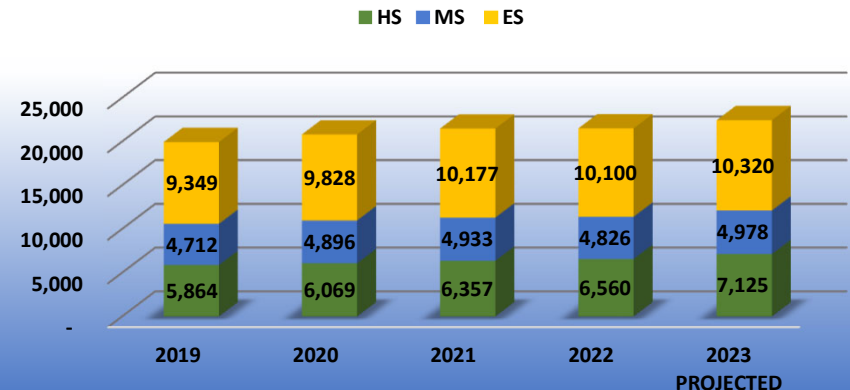
Assumptions

- Campus budget allocations are determined by enrollment.
- Projected enrollment for 22/23 is 22,423 per demographer latest report.
- Increased amounts due to enrollment and compensatory ed formula change.
- Print Shop budget allocation added to campus budget proposal.
- Sunfield Elementary opens in 22/23.

Campus Expenditures



STUDENT ENROLLMENT

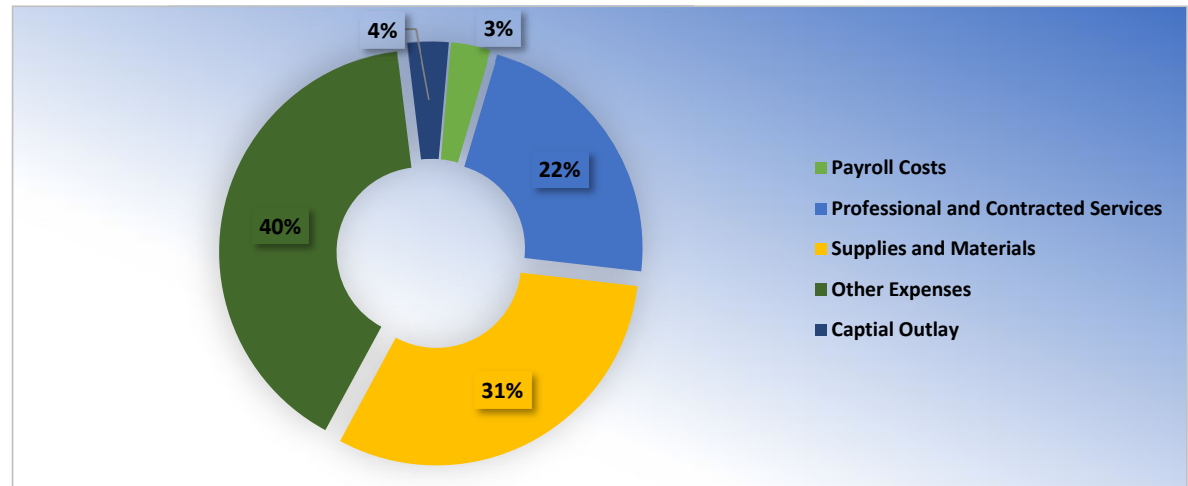


2023 Proposed Budget for All Campuses
\$ 3,215,866



The Fine Arts department is part of the Curriculum and Instruction Department and includes **TEKS based courses** in art, music, band, choir, orchestra, mariachi, dance and theatre. At the elementary level, art and music are offered to students in kindergarten through fifth grades at fifteen campuses with many campuses also including pre-kindergarten students in these courses. Art, dance, band, choir and theatre are offered at all six middle schools and three high schools with the addition of mariachi at Wallace, Chapa, and Simon Middle Schools and Lehman High School. Beginning strings / orchestra is the newest addition to the middle schools and will include sixth - eighth graders in 2022-23. Art is also offered at Live Oak Academy. The Fine Arts courses have the unique capability of teaching academic content as well as developing creativity, social skills and an outlet for expressing emotions. There are approximately **7,708** elementary students enrolled in art and music and **8,426** enrolled in secondary fine arts programs for a total of **16,134** students taught by **117** teachers. The Fine Arts department also manages the Performing Arts Center where UIL, district and campus performances as well as art exhibits are held each year.

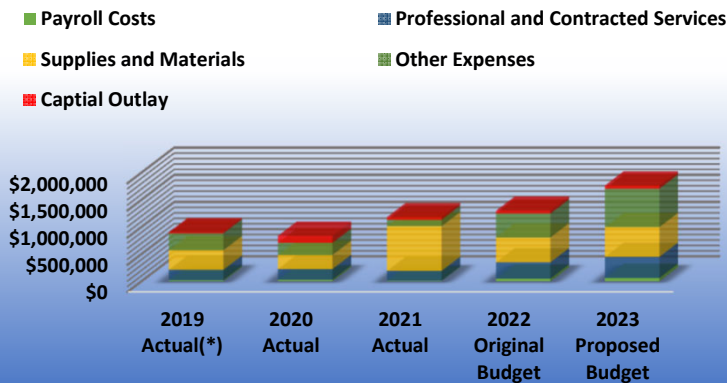
Fine Arts Proposed Budget



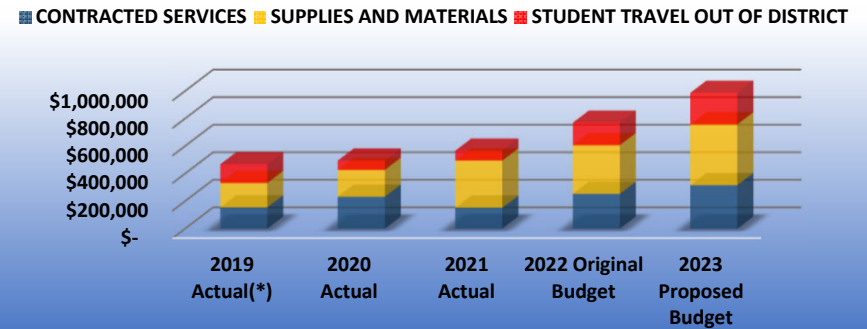
Assumptions

- The campus and program allocations are determined by enrollment in the individual programs, expanding this allocation to Art, Theatre, and Dance programs for 22/23.
- Increase for student and staff travel for state conferences, art exhibits, performances, and UIL or equivalent competitions.
- Increase for one vehicle lease for Fine Arts Director

Fine Arts Expenditures



CONTRACT SERVICES, SUPPLIES, AND STUDENT TRAVEL EXPENDITURES



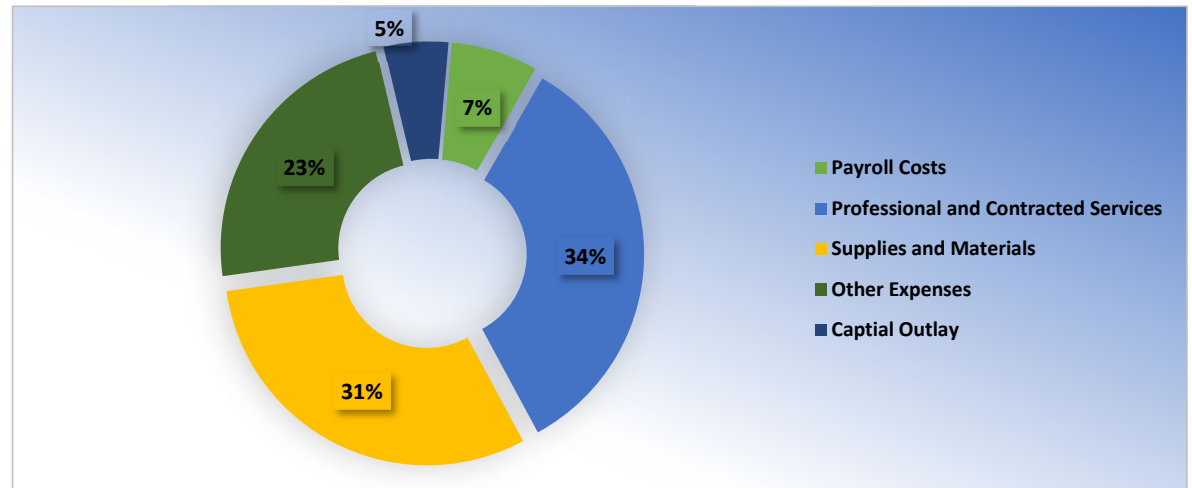
2023 Proposed Budget for Fine Arts
\$ 1,760,861



The Hays CISD Athletics budget serves the District's high school and middle school campuses. There are approximately **5,200** boy and girl student-athletes district wide. These student athletes are served by numerous coaches and coordinators who mentor, counsel, train and supervise these student athletes. There are also athletic trainers who provide treatment and support to the student's athletes before, during, and after an athletic competition. Our mission is "to create a sense of engagement and belonging amongst our student-athletes while increasing their connections to their school and community.



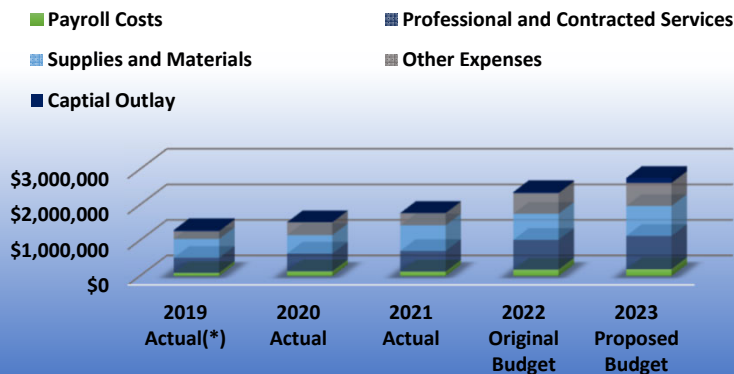
Athletics Proposed Budget



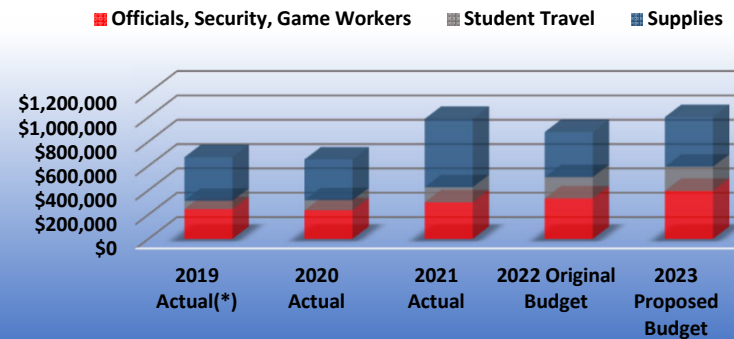
Assumptions

- Increase requested for rising cost of travel, including regular season and post season.
- Groundskeeping budget re-allocated to Athletics from M&O for 22/23.
- Increases for insurance for student athletes.
- Increases for some capital outlay items such as football blocking sled, pole vault pit, dugout storage, etc.

Athletics Expenditures



OFFICIALS, STUDENT TRAVEL, SUPPLIES EXPENSES



2023 Proposed Budget for Athletics
\$ 2,756,261

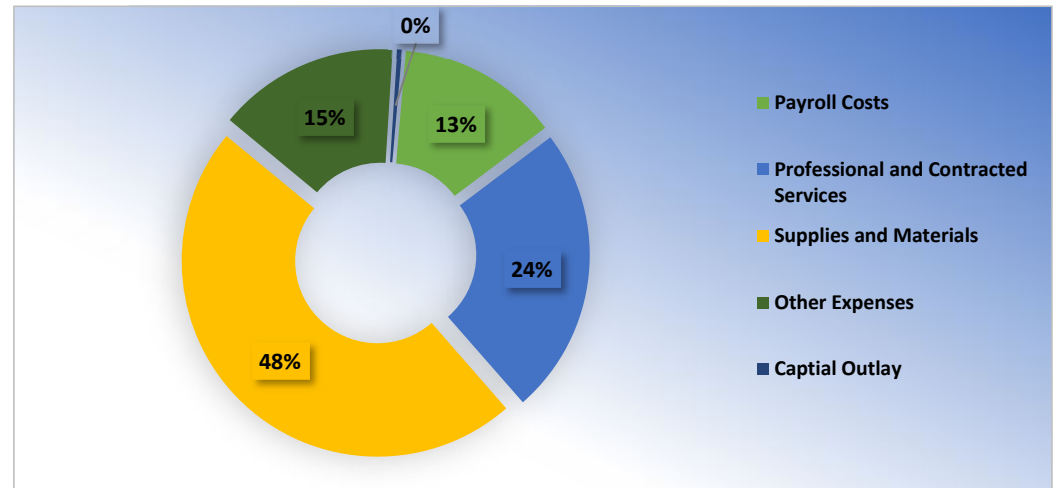


Curriculum and Instruction Proposed Budget

Hays CISD's Curriculum & Instruction Department supports all areas of academics for the District's approximately **22,423** students at the **26** campuses. In addition, the department supports all teachers, principals, assistant principals, instructional staff, and paraprofessionals.

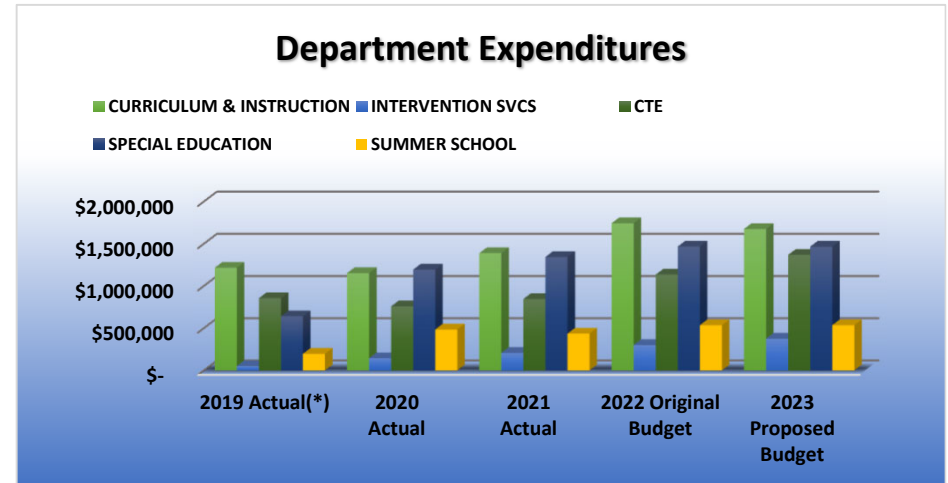
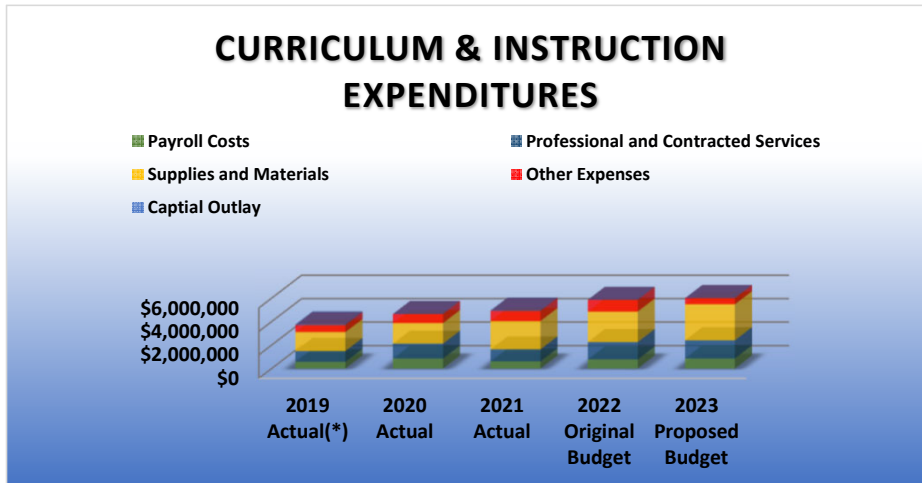
The C&I Department consists of (administers) **special education, 504, RTI, dyslexia, co-curricular, extra-curricular, CTE, health, advanced academics, gifted and talented, early childhood, extended day services, career and college readiness, counseling, digital learning, literacy, mathematics, science, social studies, electives such as music, fine arts, physical education, and sports, etc., assessment and accountability, multi-languages, English as a second language, drop out recovery, attendance and discipline** for Hays CISD.

Approximately **80%** of the department's budget directly supports campus costs including intervention services, early learning centers, textbooks, campus staff development (registration; substitutes; travel; materials and supplies), central library reading materials, equipment, instructional and nursing supplies, software licenses and consumables.



Assumptions

- Maintain 21/22 budget totals for areas under Curriculum and Instruction not tied to services related to enrollment.
- Increase CTE proposal due to enrollment/ more class offerings at MS level
- Diversity Advisory Council budget re-allocated to C&I responsibility.
- Increase for Counseling services including training, materials, equipment,& licenses.



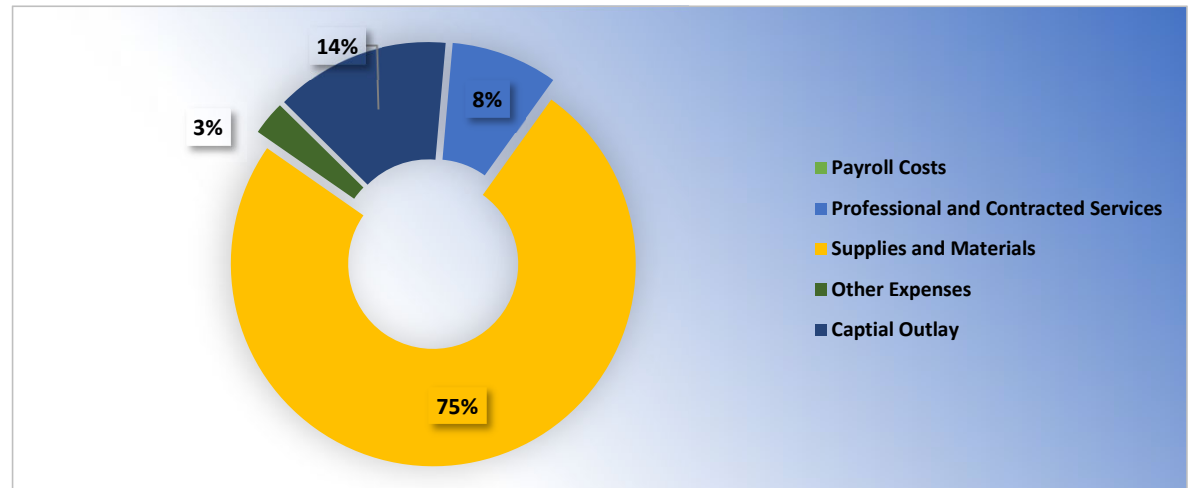
2023 Proposed Budget for Curriculum & Instruction

\$ 6,468,200



Transportation Proposed Budget

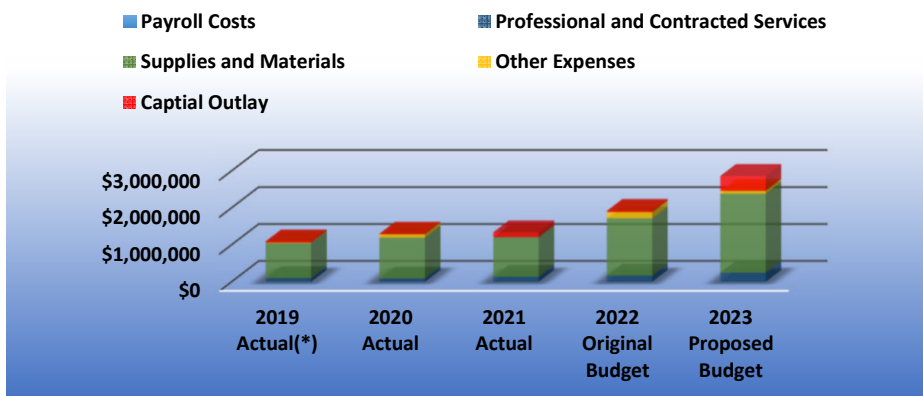
The Transportation department is the largest auxiliary department within the operations umbrella. The department's 250 plus employees are dedicated to providing safe and efficient transportation to the students and staff of the district. In the 2020-21 school year, over 2.1 million miles were logged, including 78 regular routes and 33 special needs routes, over 2,000 extra-curricular field trips completed, and approximately 8,000 students transported daily. The transportation department also provides support to the superintendent with information to determine school closure status and assist with accident investigation involving school district vehicles, and maintains over 130 white fleet vehicles. The district has approximately 226 yellow and white buses on the road daily and are proud to be the driving force of



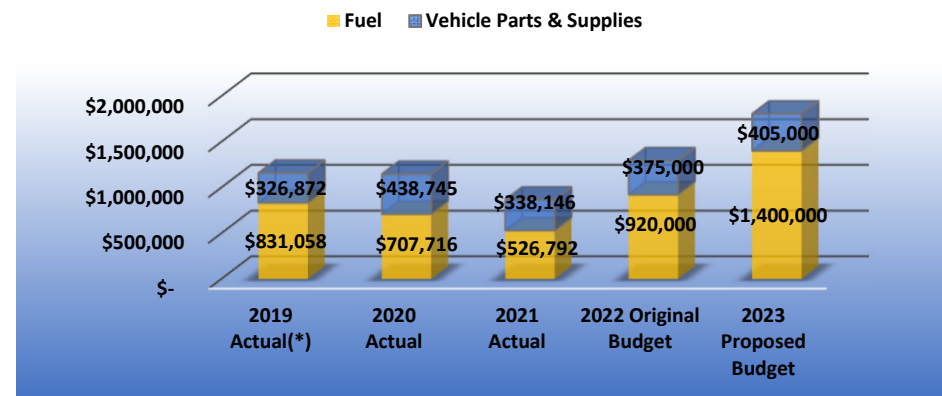
Assumptions

- Increase due to diesel/ gas prices (estimated 66% increase).
- Increase for DOT physicals, drug screens, and more staff with CDL.
- Increase for proposed purchase of 4 additional white activity buses.

Transportation Expenditures



Vehicle & Fuel Expenditures



2023 Proposed Budget for Transportation

\$ 2,863,267

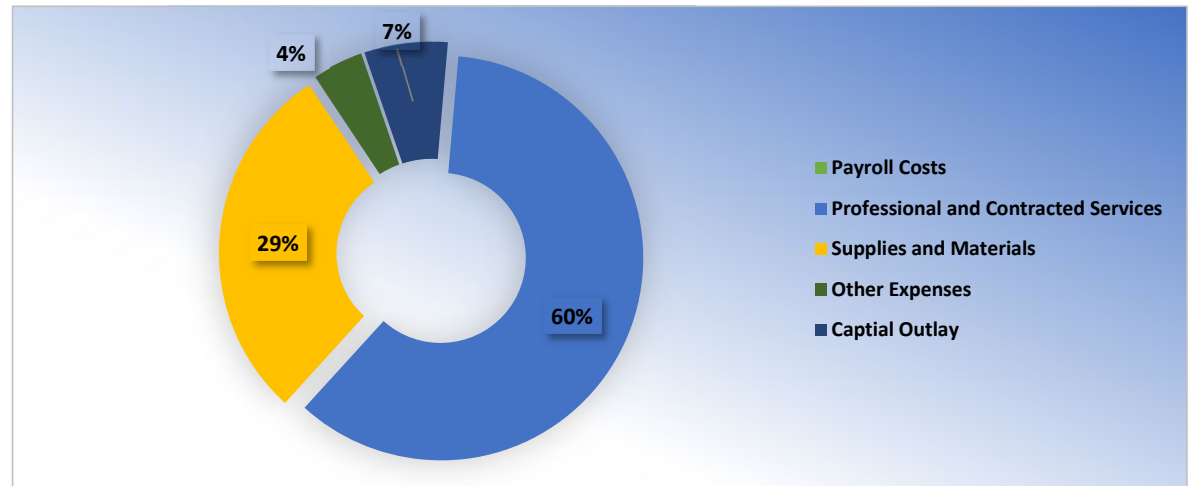


Maintenance & Operations Proposed Budget

The Maintenance Department staff is dedicated to providing the best customer service to all Hays CISD employees, students and stakeholders.

The department consists of 68 specialized tradesmen in carpentry, HVAC, energy management, electrical, plumbing, paint, grounds, irrigation, athletic fields, integrated pest management, playgrounds tech, fire alarm tech, and life safety. We perform emergency, reactive and preventative maintenance throughout the district. Our daily work includes HVAC, electrical, plumbing, elevator, fire sprinkler lines, water line breaks, fire alarm systems, gas emergencies, irrigation line breaks, playground repairs, mowing, trimming, asphalt repairs, painting, fire lanes and parking lot striping, broken window repair, indoor air quality testing and resolution, pest control, and roofing and flooring issues. We are on call 24/7/365.

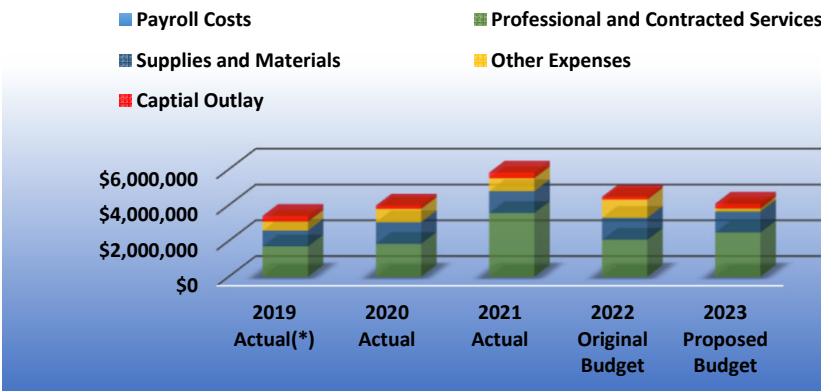
Our District encompasses 4,100,486 square feet and 819.47 acres. We have processed 15,408 work orders so far during the 21/22 budget year.



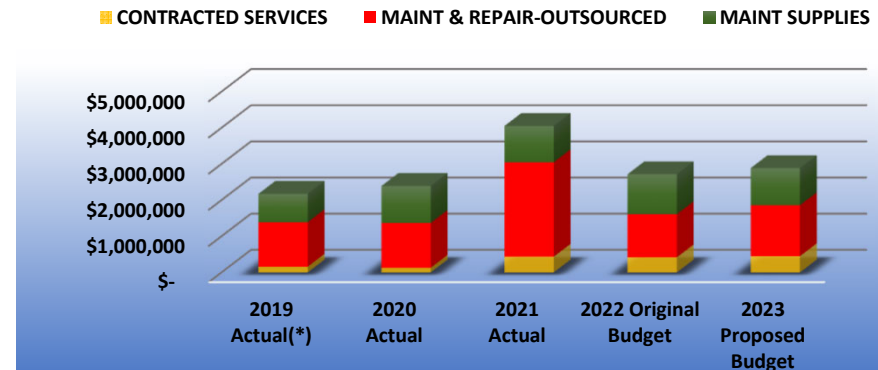
Assumptions

- Increase due to the additional square footage (Sunfield Elementary & other campus additions)/ Johnson HS no longer under warranty.
- Initiated Construction budget for 22/23 with portions of funding coming from COO's budget.
- Increase contract for HVAC service and preventative maintenance agreements & districtwide AC filter service; Schindler Elevator service agreement; monthly monitoring and repairs for fire systems
- Increase for 3 new lease vehicles for 22/23.

M&O Expenditures



Department Expenditures



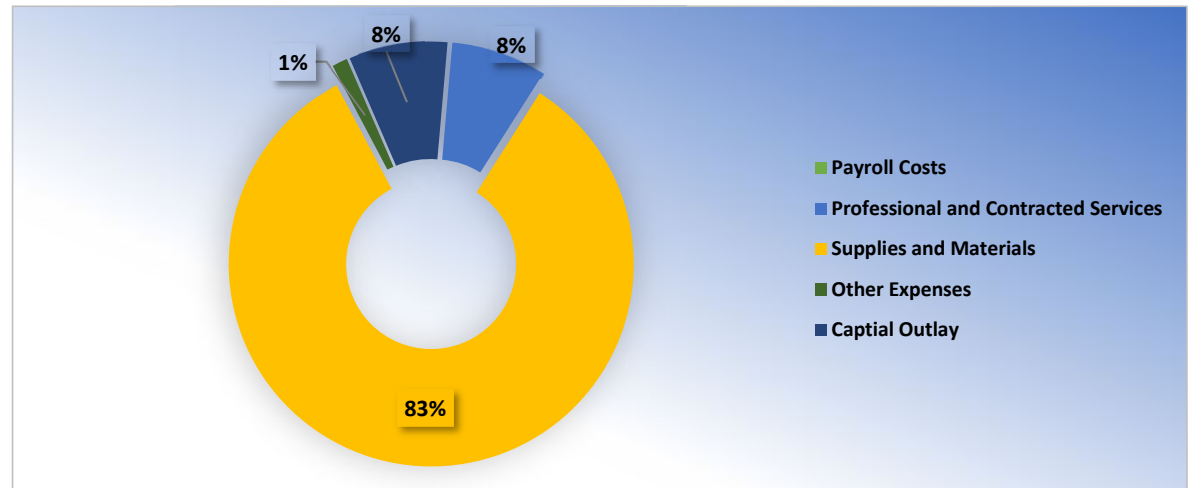
2023 Proposed Budget for M&O

\$ 4,082,969



The custodial team at Hays CISD consists of 177.5 campus and core team members who clean, supply, and stock materials for the upkeep of 4.1 million square feet daily, approximately 22,500 square feet per team member. When you arrive at a campus, their work is always on display. Custodial team members not only clean within the campus, their duties also include picking up trash around the buildings and in parking lots, moving and assembling furniture, moving teachers within the building, pest control activities, minor repairs, hanging school banners, covering additional campus sporting events and field days, cleaning the cafeteria up to 4 times per day, monitoring students when needed, changing light bulbs, un-clogging toilets, checking fire extinguishers monthly, and running school errands as needed.

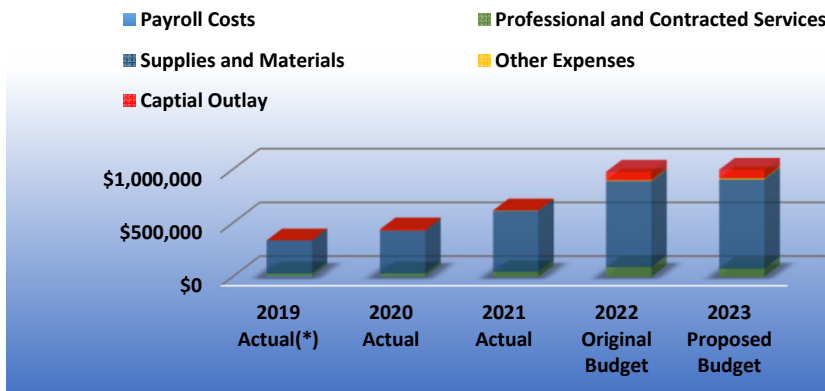
Custodial Proposed Budget



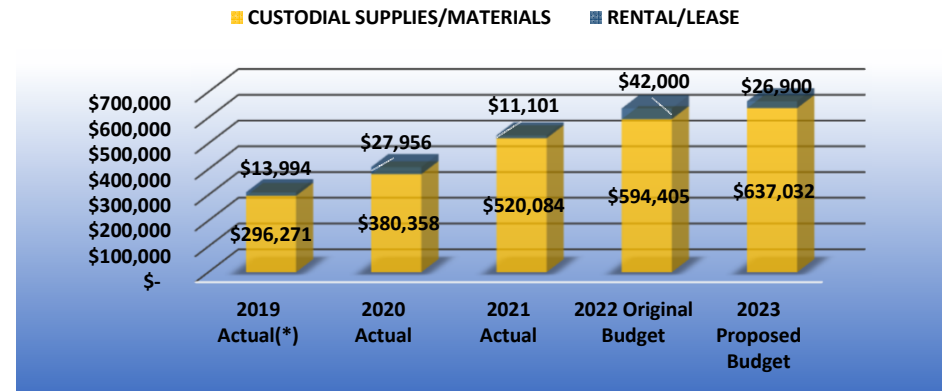
Assumptions

- Increase in supplies proposal due to inflation, additional square footage (including Sunfield Elementary and other campus additions)
- Increase in supplies due to heightened disinfecting protocols.
- Increase contract service proposal for staff coverage due to absences/ unfilled positions.

Custodial Expenditures



Department Expenditures



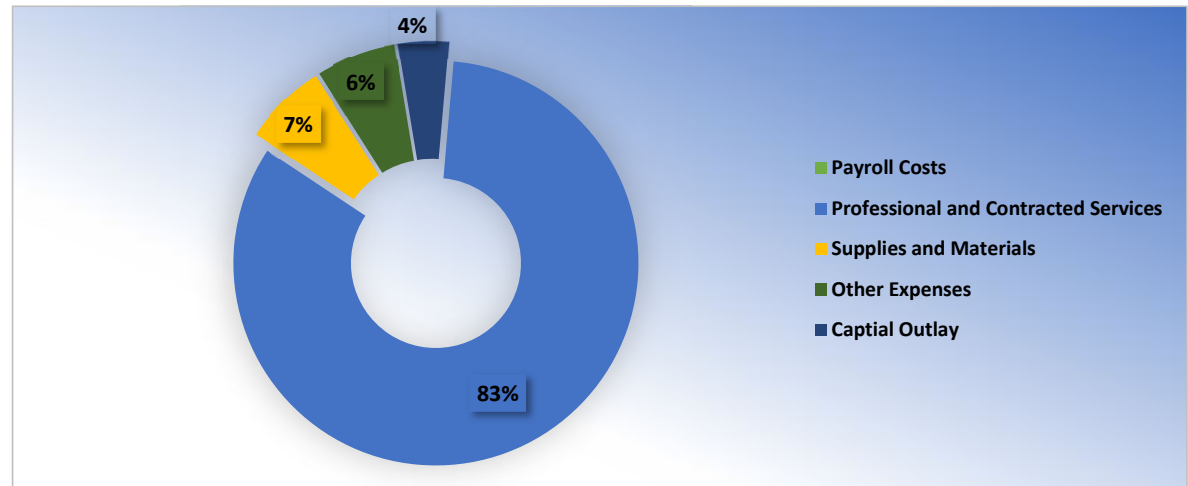
2023 Proposed Budget for Custodial
\$ 996,867



Security's budget continues to grow, pulling resources from multiple budget sources. Director Jerri Skrocki is responsible for overseeing the budget for School Resource Officers (SRO), drug dog service, district radio maintenance, and all other district safety and security related initiatives.

The District has contracted with the Hays County Sheriff Department to provide 12 SRO's for 2022-23.

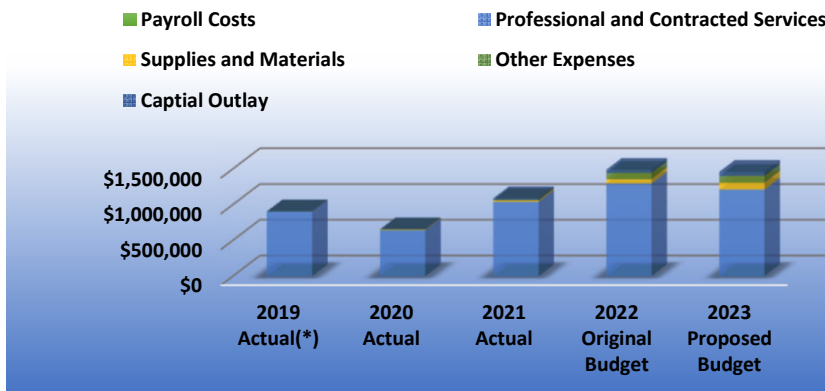
Security Proposed Budget



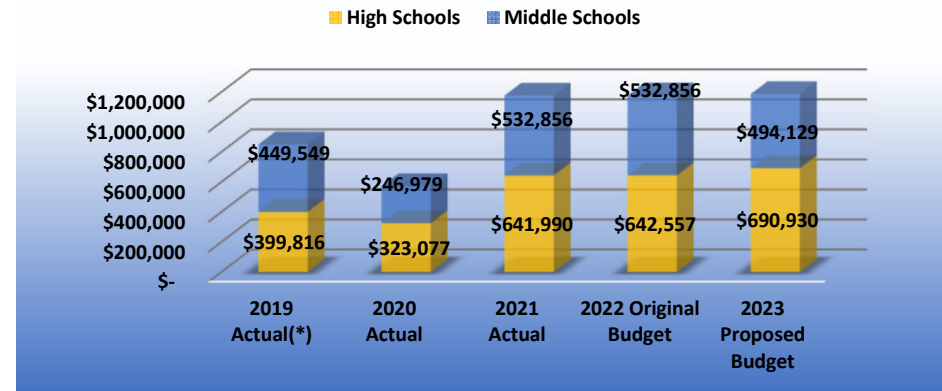
Assumptions

- Increase SRO contract proposal for 22/23.
- Increase for radio maintenance (Transportation added 28 new buses from 2021 bond)
- Increase for software price increase/ new software including WxSentry Sport, Navigate 360.
- Increase for 2 new lease vehicles proposal.

Security Expenditures



SRO Expenditures



2023 Proposed Budget for Security
\$ 1,458,329

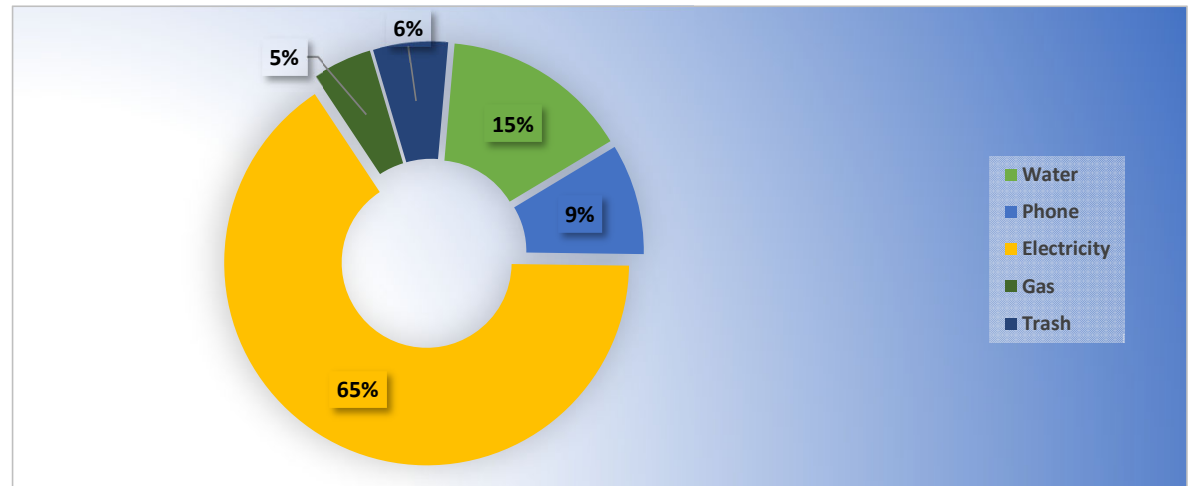


The District currently has 39 school campuses and other facilities that require utility services. Utilities include water, irrigation water, phone/internet, electricity, gas, and waste disposal.

Total square footage of all District buildings is approximately 4,110,486. All combined utilities are \$1.19 per square foot.

The District contracted with Cenergistic services (behaviorial energy management program) in fiscal year 2020 to assist with managing utility costs to achieve optimum efficiency.

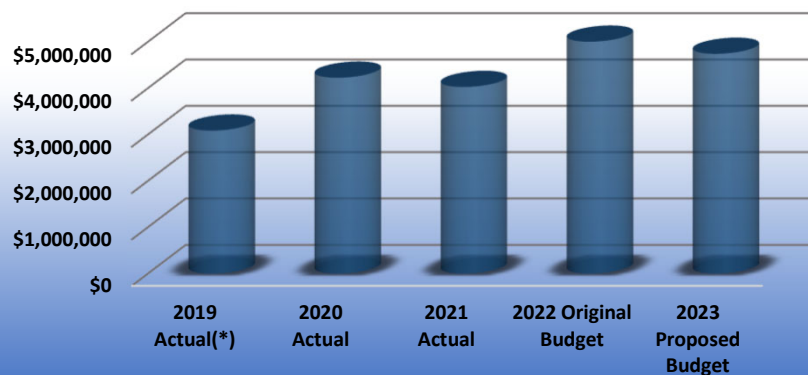
Utilities Proposed Budget



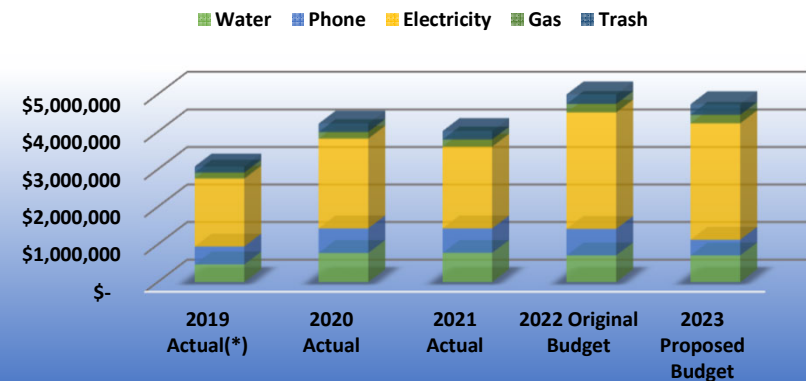
Assumptions

- Decrease largely due to the re-allocation of expenses/ budget previously categorized as Utilities related to telephone/ internet services now allocated under Technology's budget.

Utility Expenditures



Utility Type Breakdown



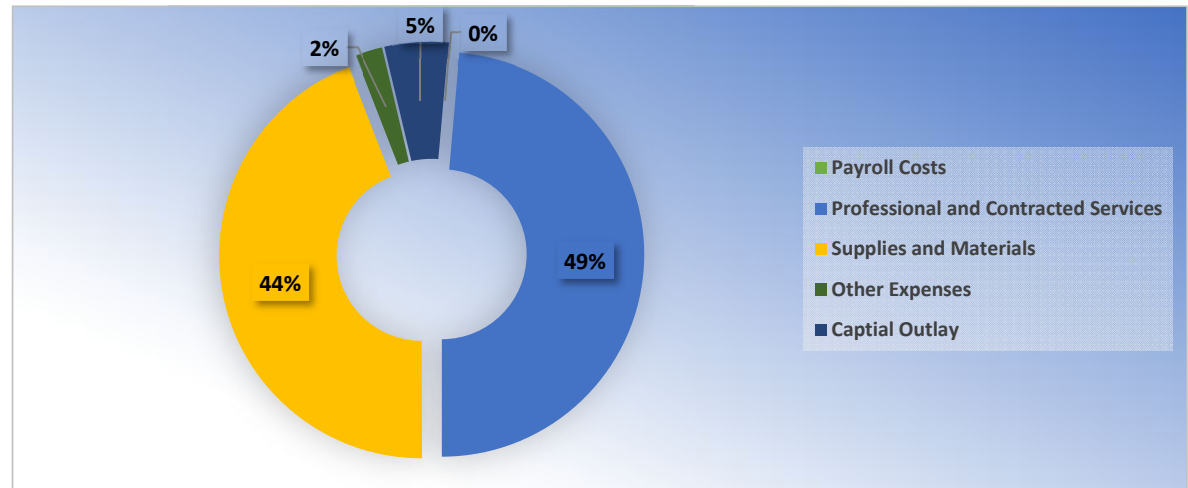
2023 Proposed Budget for Utilities

\$ 4,738,118



Hays CISD Technology Department consists of dedicated staff members that support all technology functions including network operations, desktop support, help desk, surveillance, keyless entry, software support, database management and student/employee data services. The department manages the user accounts for over 3,600 employees and roughly 22,000 students. The network team manages over 200 physical and virtual servers. They also light over 50 miles of dark fiber and support Wide Area Network (WAN) connectivity for 30 sites. The team maintains over 2,300 wireless access points, providing wireless connectivity to over 1,300 classrooms. This year the district will roll out 1:1 mobile devices for teachers and students. This will increase our inventory to over 25,000 mobile devices and 9,000 desktops. Our mission is to provide enterprise services to support instructional and administrative functions.

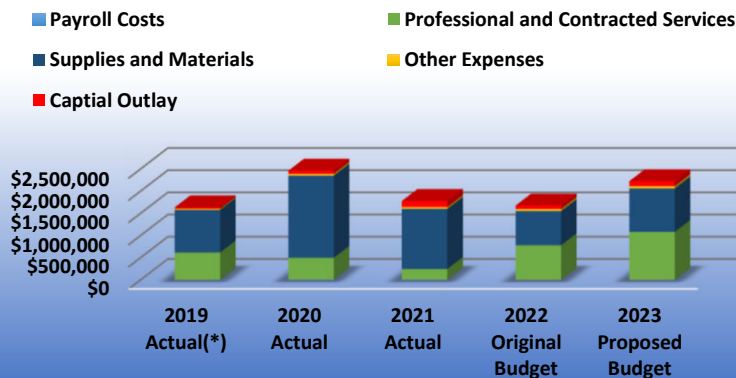
Technology Proposed Budget



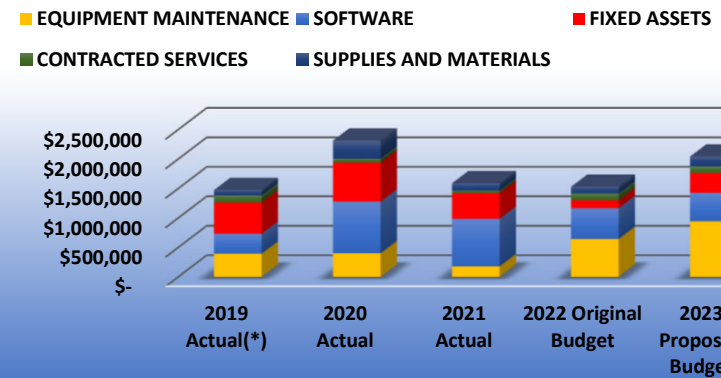
Assumptions

- Software/ Support renewals for Technology are multi-year in nature but only budgeted each year for current amount only.
- Increase in software licenses to support FTE growth.
- Increase due to the re-allocation from Utilities those expenses associated with Tech maintenance.
- Increase for proposal to add 2 new lease vehicles (growth)

Technology Expenditures



Professional Expenditures



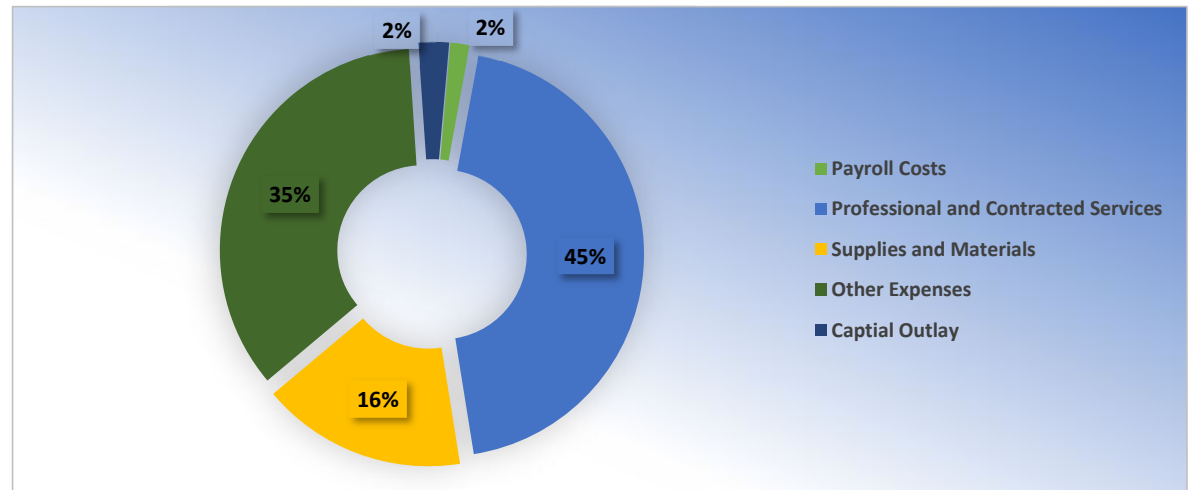
2023 Proposed Budget for Technology
\$ 2,224,471



General Administration Proposed Budget

General Administration is made up of multiple departments including the Superintendent's office, School Board, Communications, Human Resources, and the Finance Division including Payroll, Purchasing, Accounts Payable, Budget, and Accounting.

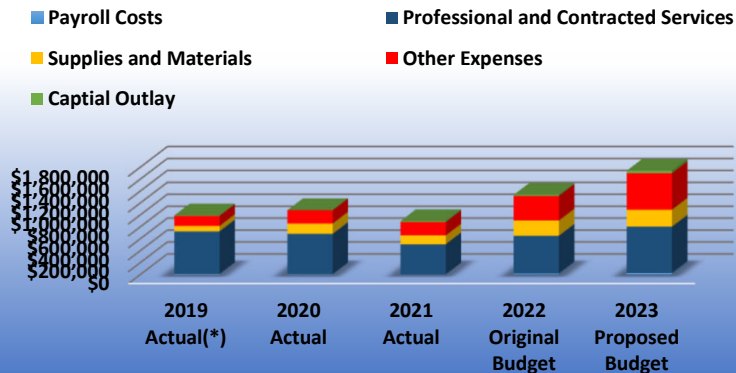
For 22/23 we are welcoming the District's PONY team to this budget "category".



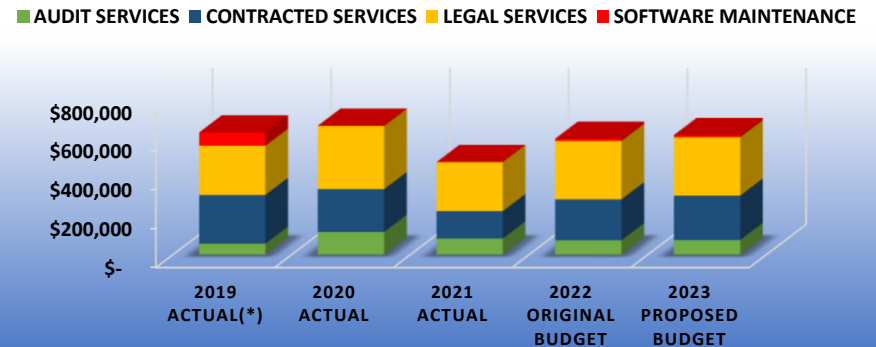
Assumptions

- Increase due to the addition of the District's "PONY" team in this category and the proposal for 3 new lease vans associated.
- Increase in most supplies/ services affected by inflation.
- Increase in HR proposal for a number of district initiatives including bachelor and master degree scholarships for teachers and paraprofessionals and a health plan consultant.

Administration Expenditures



PROFESSIONAL/ CONTRACT SERVICES EXPENDITURES



2023 Proposed Budget for General Administration
\$ 1,740,854

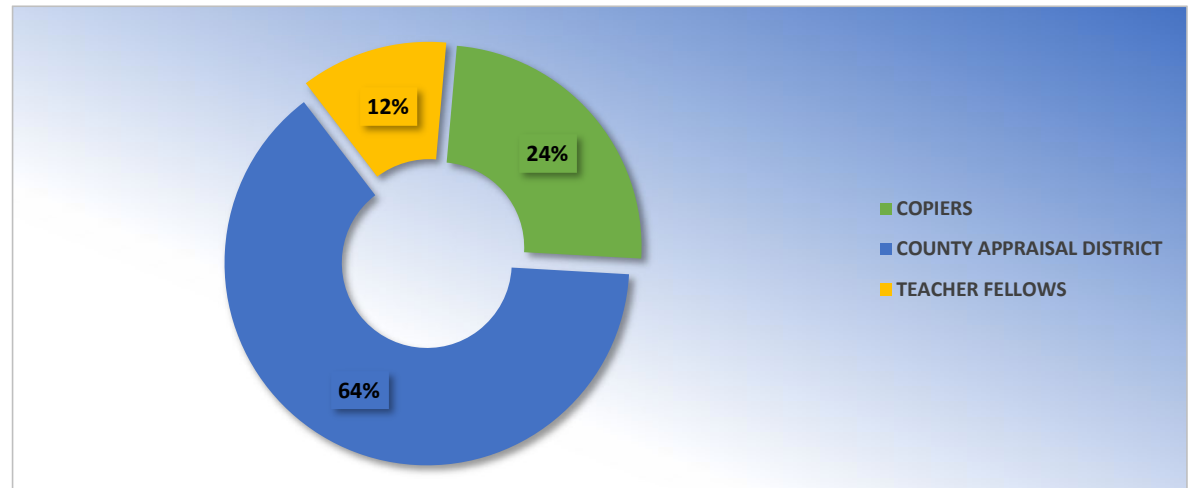


The Districtwide budget includes copier rentals for the District, County Appraisal District fees, Teacher Fellows contract fees, and Districtwide Insurance.

Teacher Fellows is a program that allows us to hire (student) teachers from Texas State University for a contracted rate.

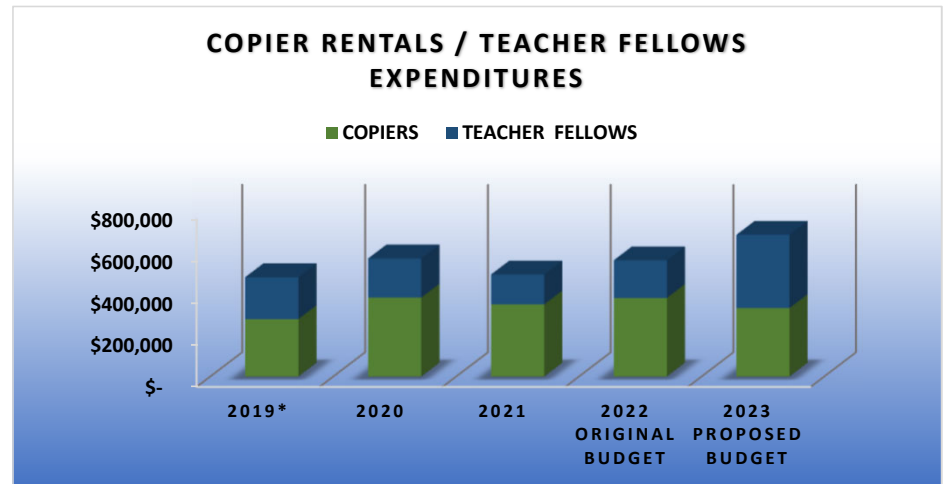
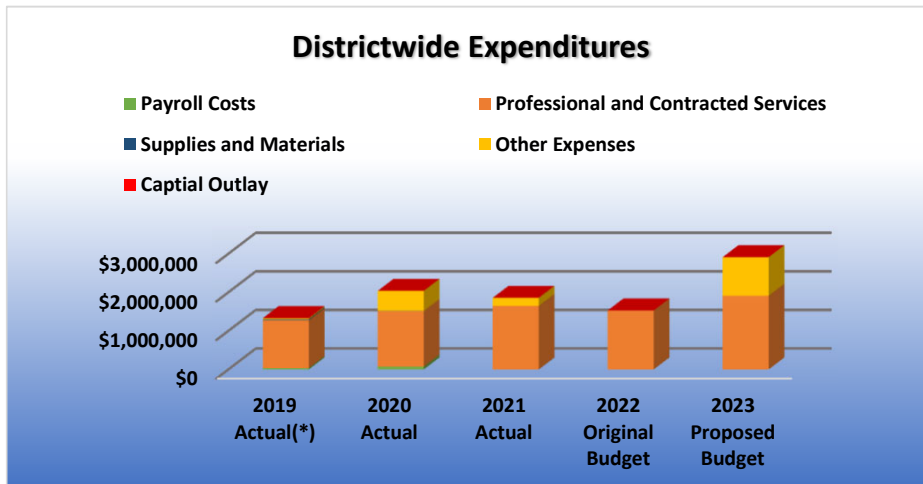
County Appraisal District assists with determining property values in order to calculate estimated revenue.

Districtwide Proposed Budget



Assumptions

- Increase County Appraisal District for 22/23 budget proposal.
- Increase for Teacher Fellows contract with Texas State.
- Increase for the addition of Districtwide insurance previously in the COO's budget.



2023 Proposed Budget for Districtwide
\$ 2,911,618

2023 Proposed Budget

Description	Amount
Beginning Fund Balance	\$71,754,877
Revenue	\$213,526,949
Expenditures	(\$224,447,247)
Difference	(\$10,920,298)
Fund Balance Estimated Add	\$6,000,000
Proposed Ending Fund Balance	\$66,834,579
25% Budget Requirement	\$56,111,812

Questions?

- ▶ If you have any questions or comments please contact me:

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Hays Consolidated Independent School District
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randy.rau@hayscisd.net