

2021-2022 Budget Preliminary Budget Information June 2, 2021



**Hays Consolidated Independent School District
Randall Rau, CPA; Chief Financial Officer**

Budget Calendar

- ▶ Jan – Feb Budget Calendar Information
- ▶ 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 21 Final Draft Presentation
- ▶ June 28 Public Hearing to Adopt Budget for 2021-22

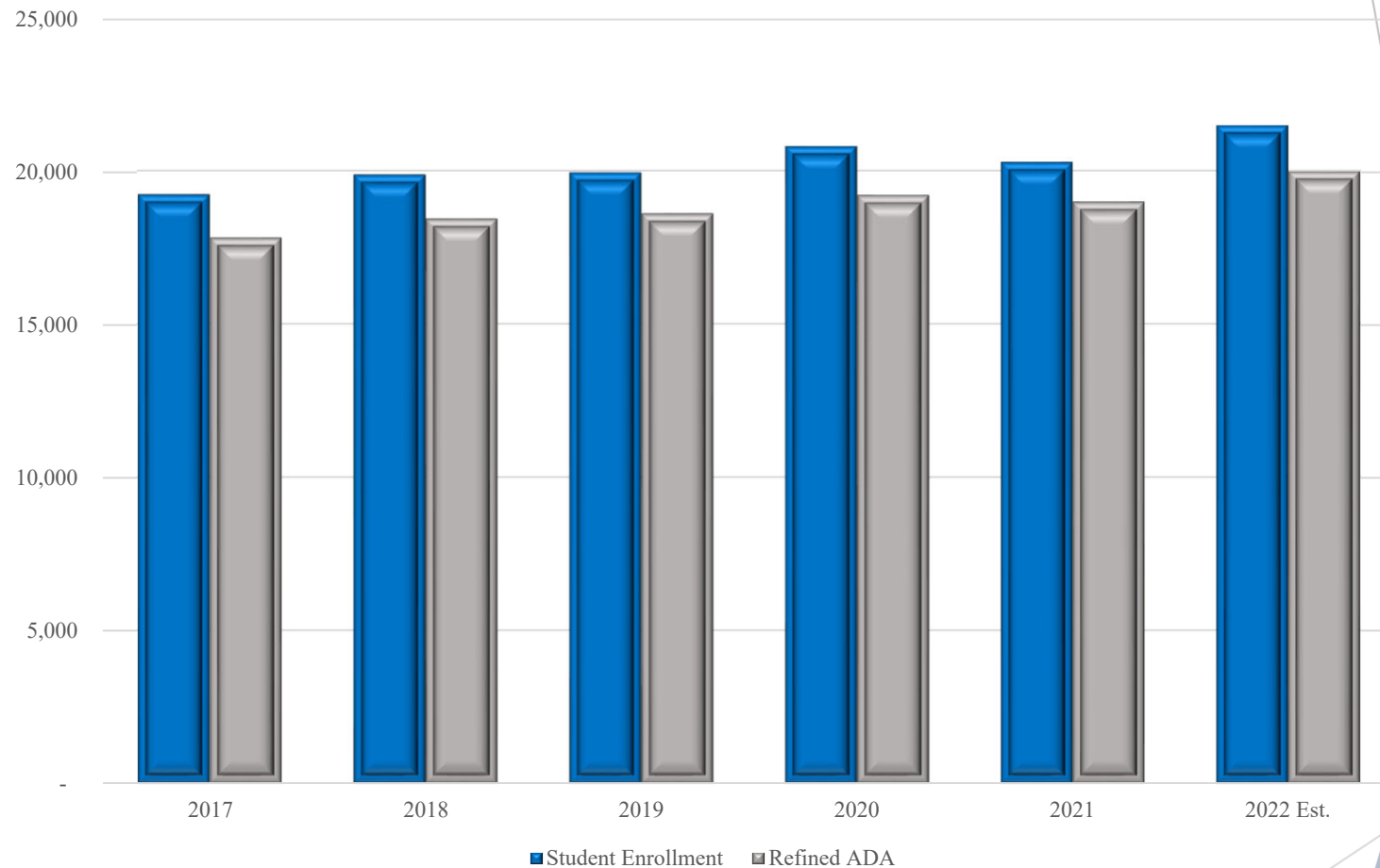
Tax Rate Adoption Calendar

- ▶ 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 2021-22
- ▶ August 23 Proposed Tax Rate Presented
- ▶ August 30 Adopt Tax Rate

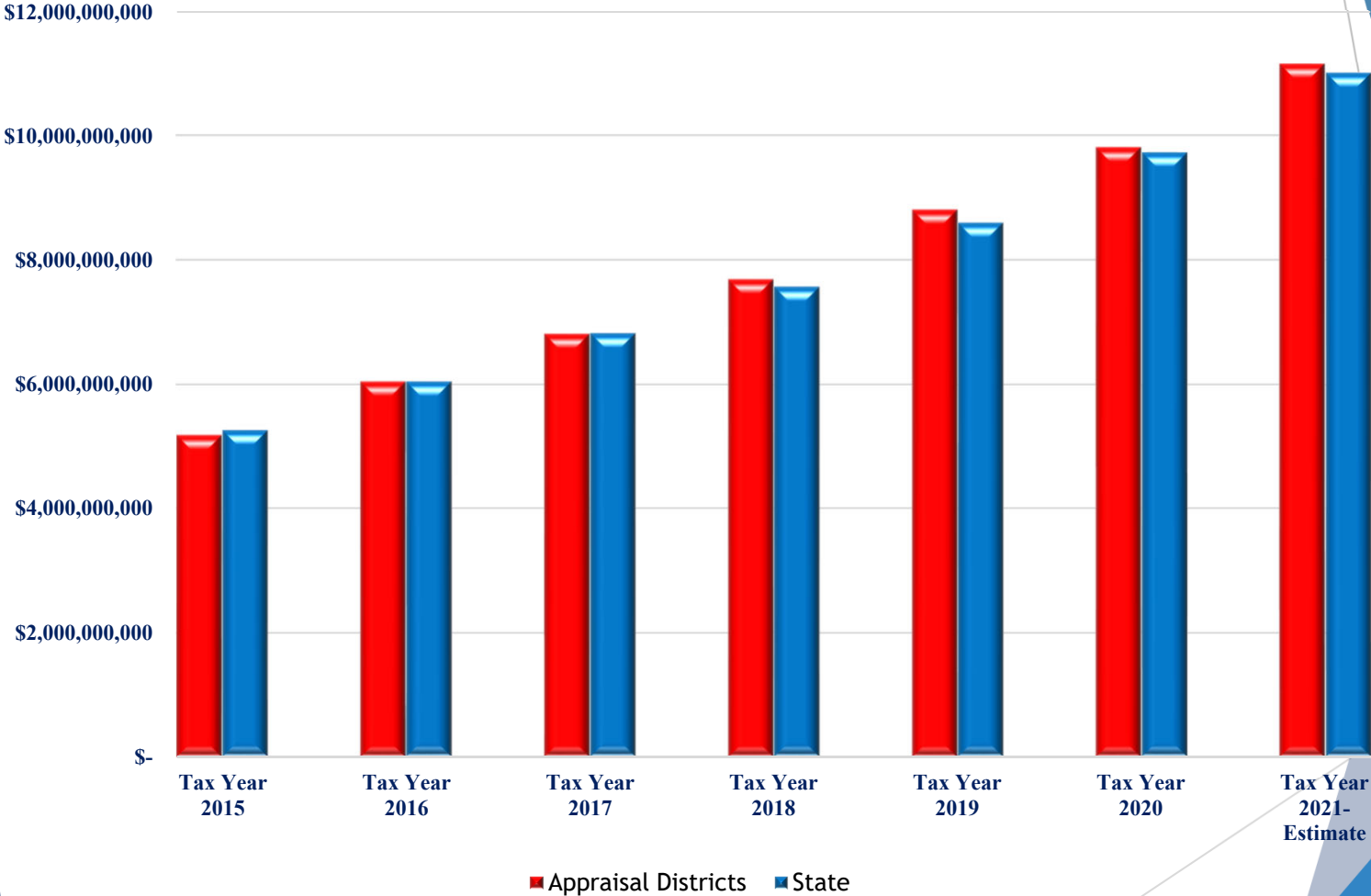
Assumptions – Revenue Calculation

Enrollment	21,486
Average Daily Attendance	19,978.5
Property Values for State Aid Calculation	\$11,438,865,978
Property Values for Tax Revenue	\$11,789,918,943
Tax Rate (<i>total-\$1.3724</i>):	
M&O(estimate, TEA to calculate)	\$.8747
I&S	\$.4977

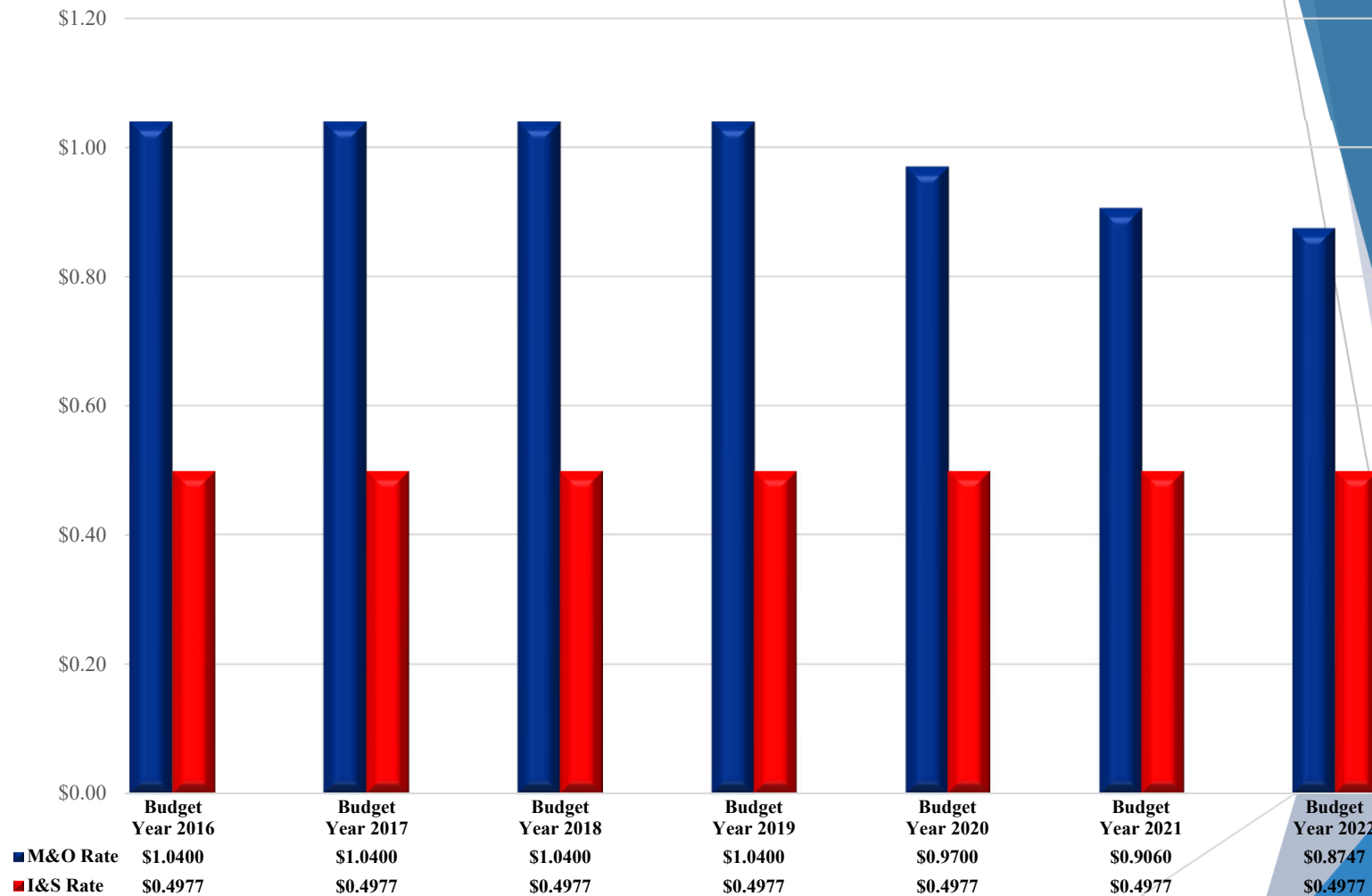
Student Enrollment vs Refined Average Daily Attendance



Certified Property Values - County Appraisal Districts vs State



Tax Rate History



Hays CISD

Teacher Salary Plan Comparisons, 2020-2021

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	25,319	2,066	\$51,500	\$52,700	\$54,400	\$56,900	\$59,400	\$56,018	28	3.0%
2 New Braunfels ISD	9,251	586	\$51,000	\$53,336	\$54,931	\$56,631	\$58,916	\$56,531	25	0.0%
3 Austin ISD	75,390	5,502	\$51,000	\$52,431	\$53,479	\$53,979	\$55,834	\$55,301	30	2.0%
4 Schertz-Cibolo-Universal City ISD	15,404	1,012	\$50,600	\$55,849	\$58,277	\$59,373	\$62,249	\$61,279	30	0.0%
5 Lake Travis ISD	10,988	671	\$50,500	\$51,400	\$53,432	\$56,482	\$59,532	\$55,467	36	2.0%
6 Round Rock ISD	51,289	3,619	\$50,000	\$52,000	\$55,250	\$57,235	\$58,941	\$56,118	30	2.0%
7 Leander ISD	40,384	2,856	\$50,000	\$51,801	\$54,146	\$56,421	\$58,693	\$55,017	30	0.0%
8 San Marcos CISD	7,983	575	\$49,662	\$51,836	\$54,387	\$56,387	\$58,387	\$53,466	25	1.0%
9 Georgetown ISD	11,873	952	\$49,500	\$51,077	\$53,198	\$55,328	\$57,843	\$54,198	30	3.0%
10 Dripping Springs ISD	7,352	466	\$49,100	\$50,505	\$52,930	\$55,535	\$58,625	\$50,677	26	2.0%
11 Del Valle ISD	10,638	822	\$49,000	\$50,700	\$53,350	\$54,800	\$57,300	\$54,350	26	0.0%
12 Bastrop ISD	11,269	764	\$49,000	\$50,580	\$52,282	\$52,948	\$56,565	\$53,179	36	3.0%
13 Comal ISD	25,198	1,701	\$48,000	\$51,569	\$53,493	\$55,777	\$58,516	\$54,485	30	0.0%
Hays CISD	20,173	1,377	\$48,381	\$52,444	\$56,104	\$58,844	\$61,444	\$55,967	40	3.0%
25th Percentile			\$49,100	\$51,077	\$53,350	\$55,328	\$57,843	\$54,198	26	0.0%
Median			\$50,000	\$51,801	\$53,493	\$56,387	\$58,625	\$55,017	30	2.0%
75th Percentile			\$50,600	\$52,431	\$54,400	\$56,631	\$58,941	\$56,018	30	2.0%
Comparison to Median			97%	101%	105%	104%	105%	102%		
Dollar Difference			(\$1,619)	\$643	\$2,611	\$2,457	\$2,819	\$950		
Rank Order			13	4	2	2	2	5		

Added Positions/Adjustments- Expected Growth

Grade Levels	Positions
Elementary	11
Middle School	9
High School	16.25
Special Education:	
Teaching	7
Paraprofessional	4
Support Staff (funded with contract svcs budget)	7

Compensation Recommendations

3% midpoint pay increase for all employees (\$1,875 teachers).	\$4,500,000
Increase teacher starting salary to \$50,000	
Increase paraprofessional, custodial & child nutrition pay:	
- To a minimum of \$13 per hour (added cost-3 pay grades affected)	\$325,000
- To a minimum of \$14 per hour (added cost-4 pay grades affected)	\$680,000
- To a minimum of \$15 per hour (added cost-4 pay grades affected)	\$1,250,000
Increase the guest teacher starting rate to \$110	\$111,500
Approve the recommended paygrade adjustments reflected in the compensation plan	\$662,712
Maintain “no-cost” employee health benefit contribution	\$50,000

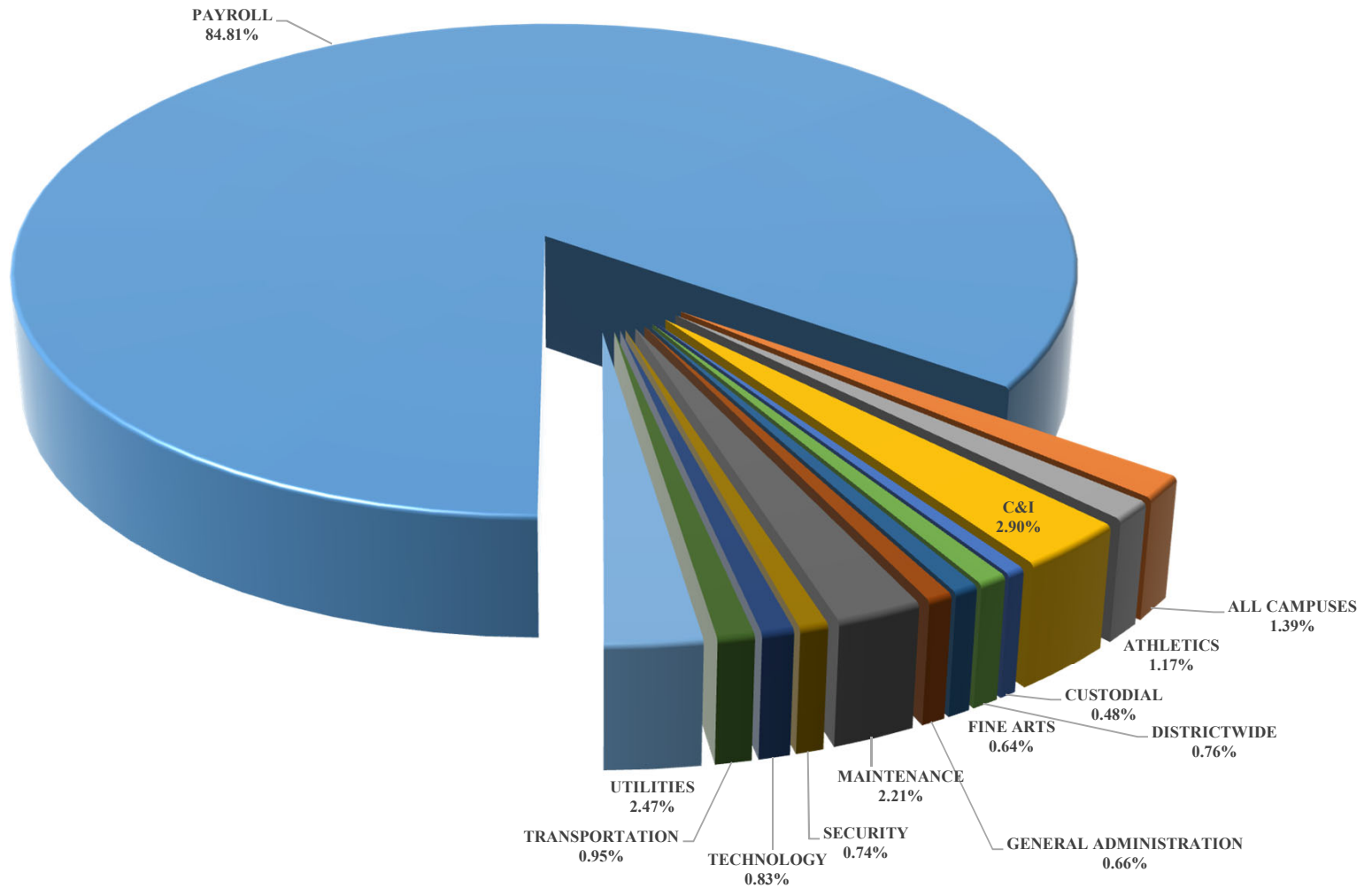
2022 Proposed Revenue

Revenue	2020-21 Official	2020-21 Original	2021-22 Proposed	Difference
Local & Intermediate Revenue	\$92,001,827	\$88,257,397	\$102,560,161	\$14,302,764
State Revenue Sources	\$102,997,133	\$102,997,133	\$92,679,289	(\$10,317,844)
Federal Revenue Sources	\$3,068,285	\$2,583,000	\$2,700,000	\$117,000
Other Sources	\$0	\$0	\$0	\$0
Total Revenues	\$198,067,245	\$193,837,530	\$197,939,450	\$4,101,920

2022 Budget Breakout- Budget by Department/ Category

BUDGET CATEGORY	2020-21 OFFICIAL	2020-21 ORIGINAL	2021-22 PROPOSED	DIFFERENCE	%
PAYROLL	\$ 168,147,546	\$ 168,129,339	\$ 171,530,893	\$ 3,401,554	2.02%
ALL CAMPUSES	\$ 2,910,028	\$ 2,511,398	\$ 2,801,369	\$ 289,971	11.55%
ATHLETICS	\$ 1,810,933	\$ 1,659,680	\$ 2,360,752	\$ 701,072	42.24%
C&I	\$ 5,447,470	\$ 5,217,384	\$ 5,863,708	\$ 646,324	12.39%
CUSTODIAL	\$ 849,005	\$ 824,518	\$ 978,640	\$ 154,122	18.69%
DISTRICTWIDE	\$ 1,841,452	\$ 1,841,852	\$ 1,530,000	\$ (311,852)	-16.93%
FINE ARTS	\$ 1,515,425	\$ 1,187,433	\$ 1,296,671	\$ 109,238	9.20%
GENERAL ADMINISTRATION	\$ 1,260,468	\$ 1,264,420	\$ 1,334,752	\$ 70,332	5.56%
MAINTENANCE	\$ 8,308,640	\$ 3,724,793	\$ 4,476,427	\$ 751,634	20.18%
SECURITY	\$ 1,430,760	\$ 1,434,910	\$ 1,487,883	\$ 52,973	3.69%
TECHNOLOGY	\$ 1,826,018	\$ 1,674,664	\$ 1,674,796	\$ 132	0.01%
TRANSPORTATION	\$ 1,616,550	\$ 1,613,752	\$ 1,920,092	\$ 306,340	18.98%
UTILITIES	\$ 4,736,222	\$ 5,282,783	\$ 5,000,000	\$ (282,783)	-5.35%
TOTAL	\$ 201,700,517	\$ 196,366,926	\$ 202,255,983	\$ 5,889,057	3.00%

2022 Budget by Department/Category



Cabinet Discussion

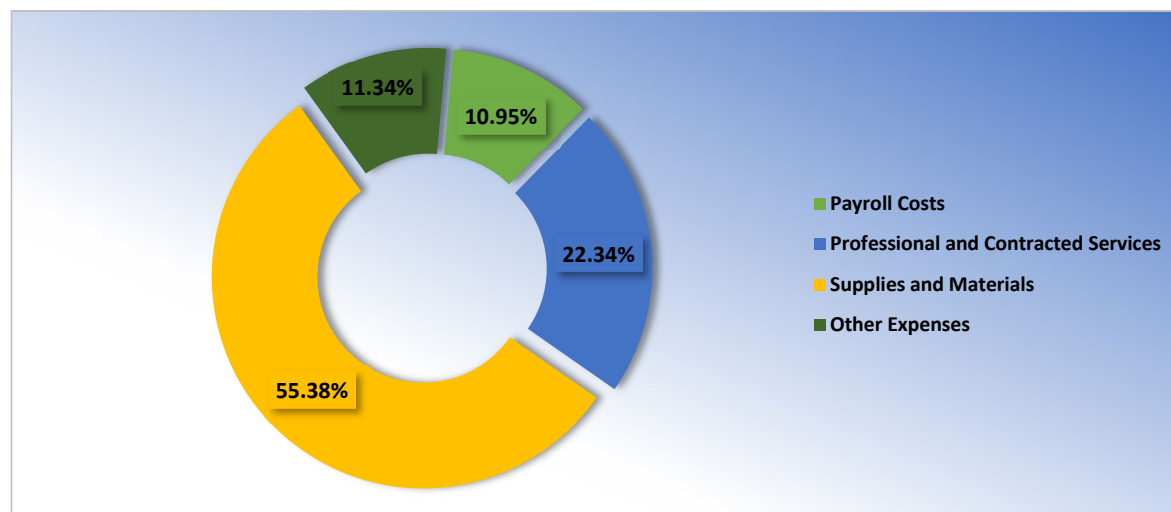
Description	Amount
Starting Shortage	(\$9,224,275)
Add Back Savings Discussed:	
Payroll Adjustments	\$2,849,000
Districtwide Campus Surplus	\$380,414
Utilities Adjustments	\$978,328
Technology – Contracted/Miscellaneous Services	\$200,000
C & I – Total budget adjustments	\$500,000
Adjusted Shortage Presented	(\$4,316,533)
Less – minimum starting hourly pay \$13/hour	(\$325,000)
Total Adjusted Shortage	(\$4,641,533)
Anticipated 2021 add to Fund Balance	\$3,000,000
Potential Fund Balance Effect	(\$1,641,533)



The District has a total of **25** campuses including **3** comprehensive high schools, **1** alternative high school, **6** middle schools, **14** elementaries, and **1** Impact Center. Projected enrollment for the 21/22 year is **21,486**, which is **6%** growth over the previous year.

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, determined by the last three years' average spend. 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.

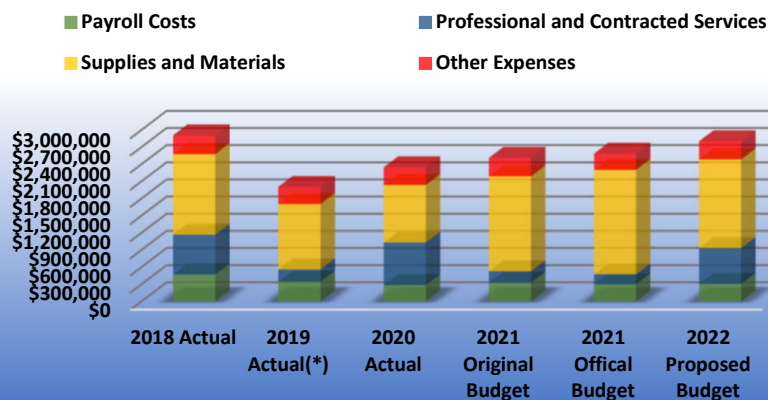
All Campuses Proposed Budget



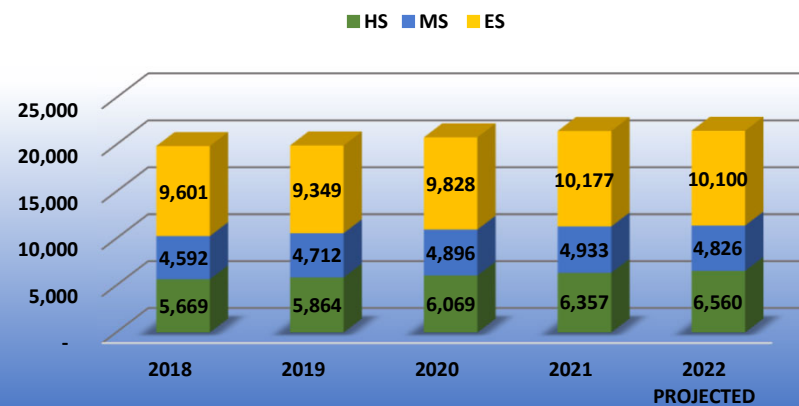
Assumptions

- Campus budget allocations are determined by enrollment.
- Projected enrollment for 21/22 is 21,486 per demographer latest report.
- Increased amounts due to enrollment and compensatory ed formula change.
- Print Shop budget allocation added to campus budget proposal.

Campus Expenditures



STUDENT ENROLLMENT

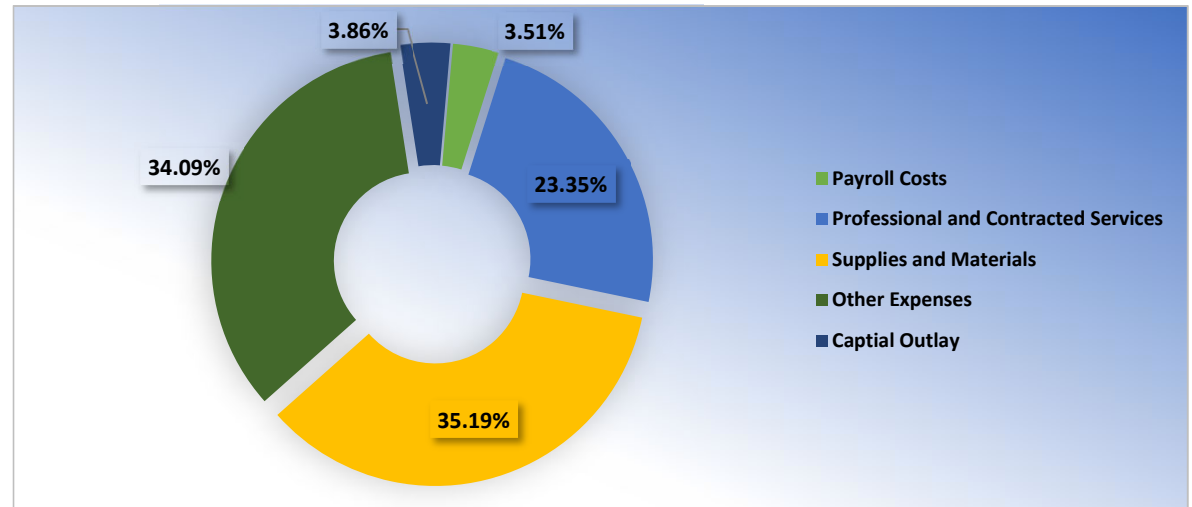


2022 Proposed Budget for All Campuses
\$ 2,801,369



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 fourteen 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 adding a grade level each year. 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 9,172 elementary students enrolled in art and music and 8,585 enrolled in secondary fine arts programs for a total of 17,757 students taught by 114 teachers. The Fine Arts department also manages the Performing Arts Center where UIL and district performances as well as art exhibits are held each year.

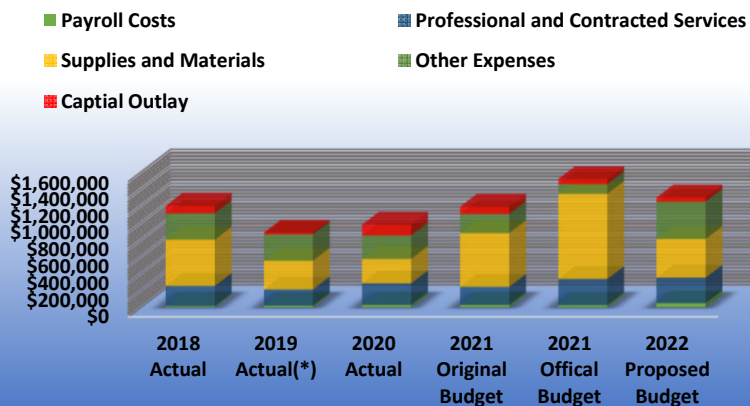
Fine Arts Proposed Budget



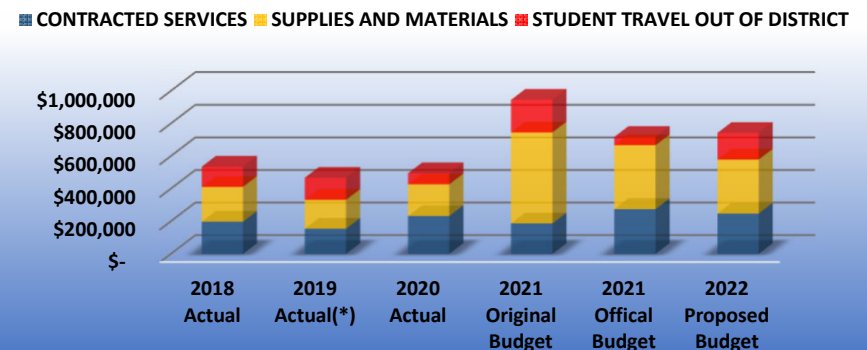
Assumptions

- The campus and program allocations are determined by enrollment in the individual programs.
- Increase for student and staff travel for state conferences, art exhibits, and performances.
- Increase proposal amount for Winter Guard and Orchestra.

Fine Arts Expenditures



CONTRACT SERVICES, SUPPLIES, AND STUDENT TRAVEL EXPENDITURES



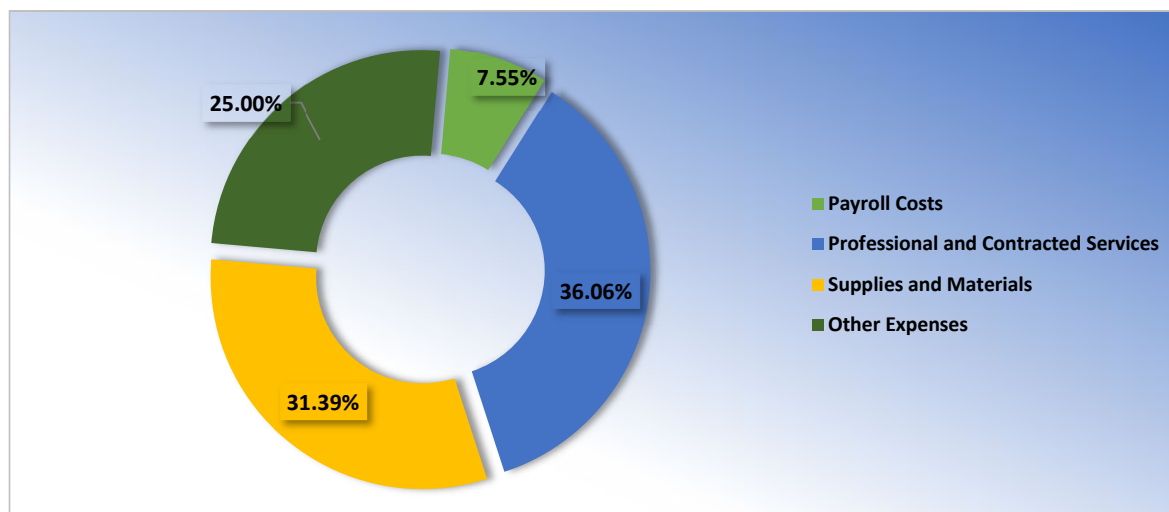
2022 Proposed Budget for Fine Arts
\$ 1,296,671



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.



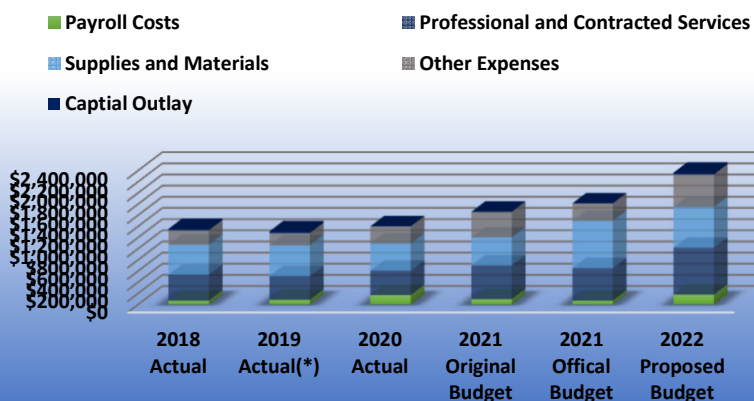
Athletics Proposed Budget



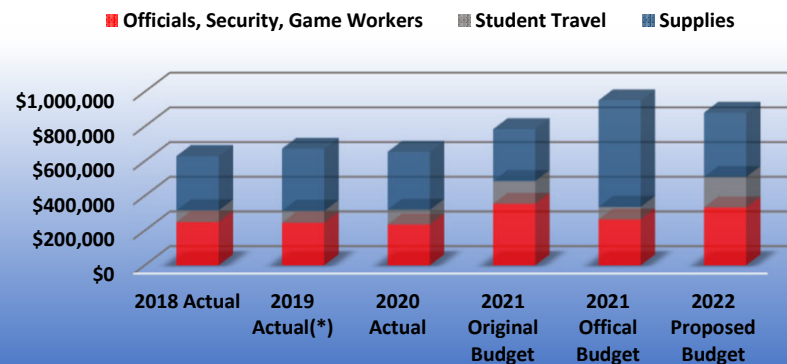
Assumptions

- Increase requested for softball/ baseball field maintenance, gym floor maintenance, field impact testing, and scoreboard repair.
- Athletic trainers with Texas State University & Playoffs/ UIL not budgeted previously.
- Increase for media services (HUDL), athletic student insurance, and uniform replacement.
- Introduction of Water Polo and Live Oak Academy to the District Athletic Program.

Athletics Expenditures



OFFICIALS, STUDENT TRAVEL, SUPPLIES EXPENSES



2022 Proposed Budget for Athletics

\$ 2,360,752

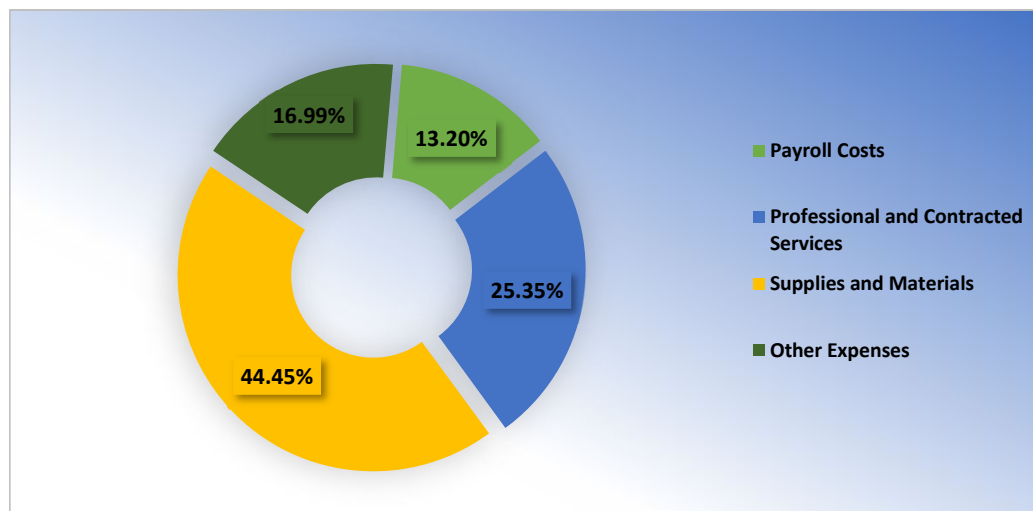


Curriculum and Instruction Proposed Budget

Hays CISD's Curriculum & Instruction Department supports all areas of academics for the District's approximately **21,486** students at the **25** 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.

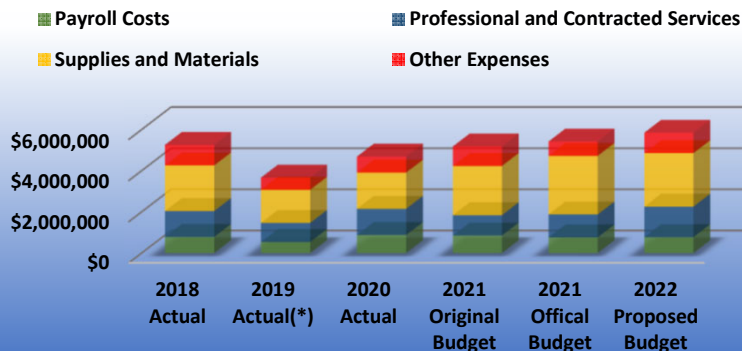
Approximately **83%** of the department's budget directly supports campus costs including intervention services, early learning centers, textbooks, campus staff development (registration; substitutes; travel; materials and supplies), central library reading materials, equipment, instructional and nursing supplies, software licenses and consumables.



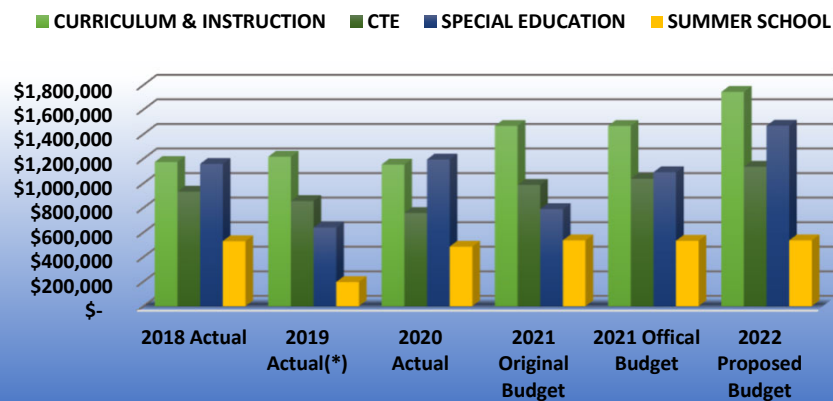
Assumptions

- Maintain 20/21 budget totals for most areas under Curriculum and Instruction.
- Increase CTE proposal due to enrollment
- Increase Special Education proposal due to contract labor for OT, PT, VI, Speech, AI, O&M, IEE, Braille typists, and interpreters; technology and testing materials.

CURRICULUM & INSTRUCTION EXPENDITURES



Department Expenditures



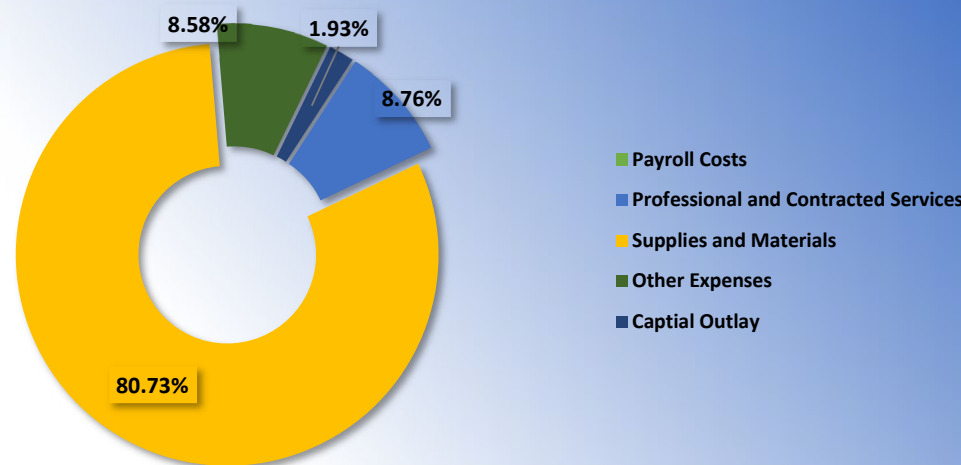
2022 Proposed Budget for Curriculum & Instruction

\$ 5,863,708



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 2019-2020 school year, over 1.9 million miles were logged, including 106 regular routes and 46 special needs routes, over 2,200 extra-curricular field trips completed, and approximately 13,000 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 fleet vehicles. The district has approximately 226 yellow and white buses on the road daily.

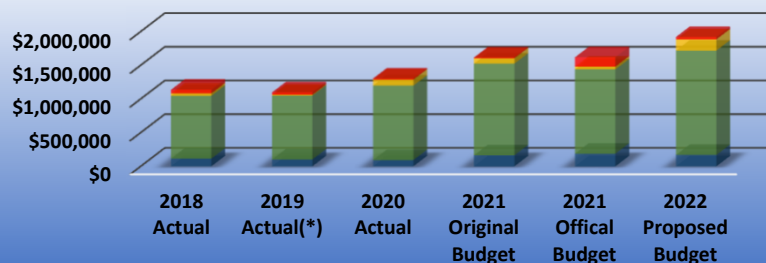


Assumptions

- Age of fleet vehicles increasing; more outsourced repairs needed.
- Propane gas for buses added to the budget for 2021/ 2022.
- Requesting to lease additional shop truck, total of 3.
- Software decrease due to the removal of ZONAR.
- Toll road fees & CDL renewal fees increase.

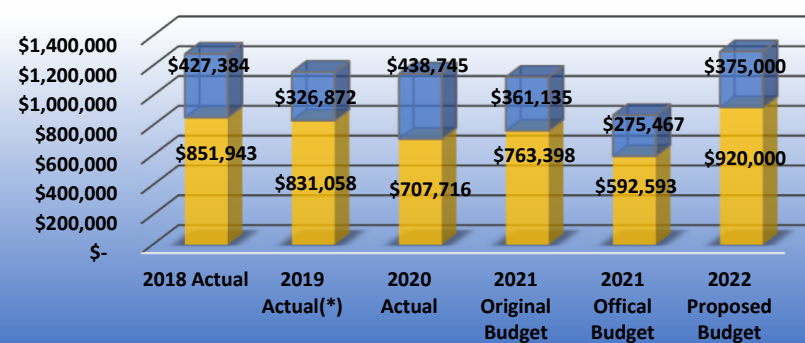
Transportation Expenditures

■ Payroll Costs
 ■ Professional and Contracted Services
 ■ Supplies and Materials
 ■ Other Expenses
 ■ Capital Outlay



Vehicle & Fuel Expenditures

■ Fuel
 ■ Vehicle Parts & Supplies



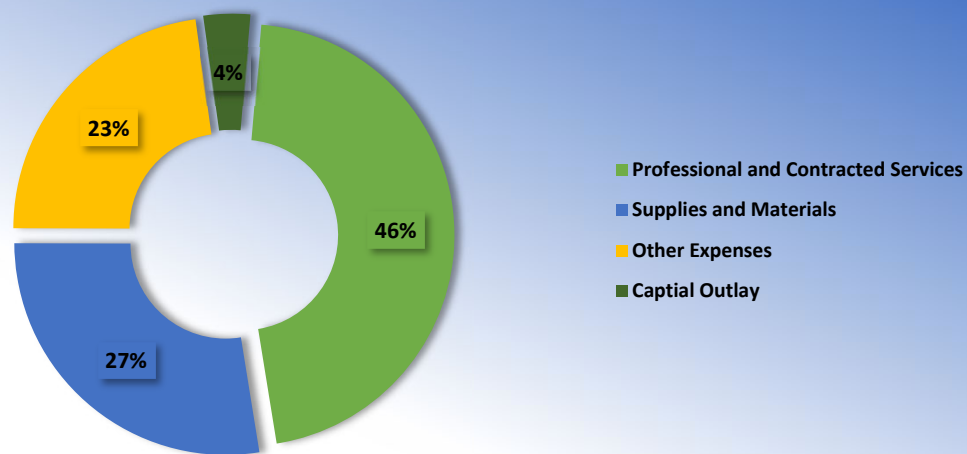
2022 Proposed Budget for Transportation
\$ 1,920,092



Maintenance & Operations Proposed Budget

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

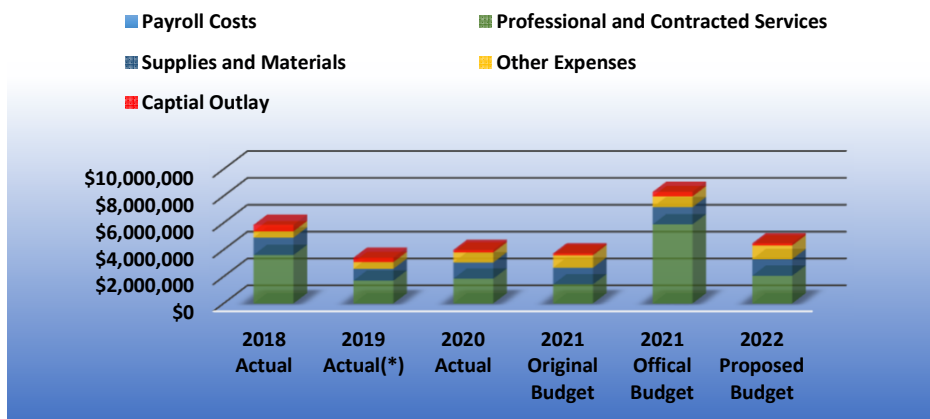
We are accomplishing this with 68 specialized tradesmen in carpentry, HVAC, energy management, electrical, plumbing, paint, grounds, irrigation, athletic fields, integrated pest management, playgrounds tech, fire alarm tech, and life safety. We perform emergency, reactive and preventative maintenance throughout the district. Our daily work includes electrical, 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 3,900,345 square feet and 802.97 acres. We have processed 11,010 work orders so far during the 20/21 budget year.



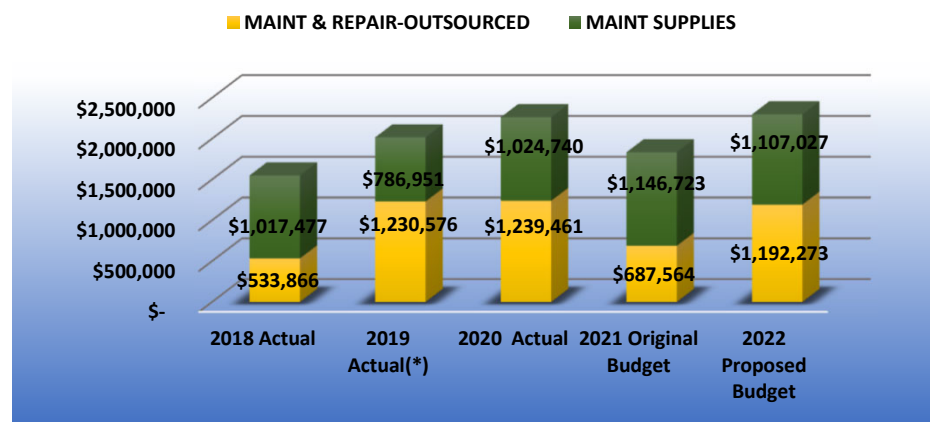
Assumptions

- Contract increase for HVAC service and preventative maintenance agreements & districtwide AC filter service, Texas Filter Service; Schindler Elevator service agreement; monthly monitoring and repairs for fire systems.
- Major repairs include portable re-flooring, mulch installations, campus re-painting, fire lanes, crosswalks, parking lot re-striping, and aged sewer lines.
- Requesting five additional lease vehicles for 2021/ 2022.

M&O Expenditures



Department Expenditures

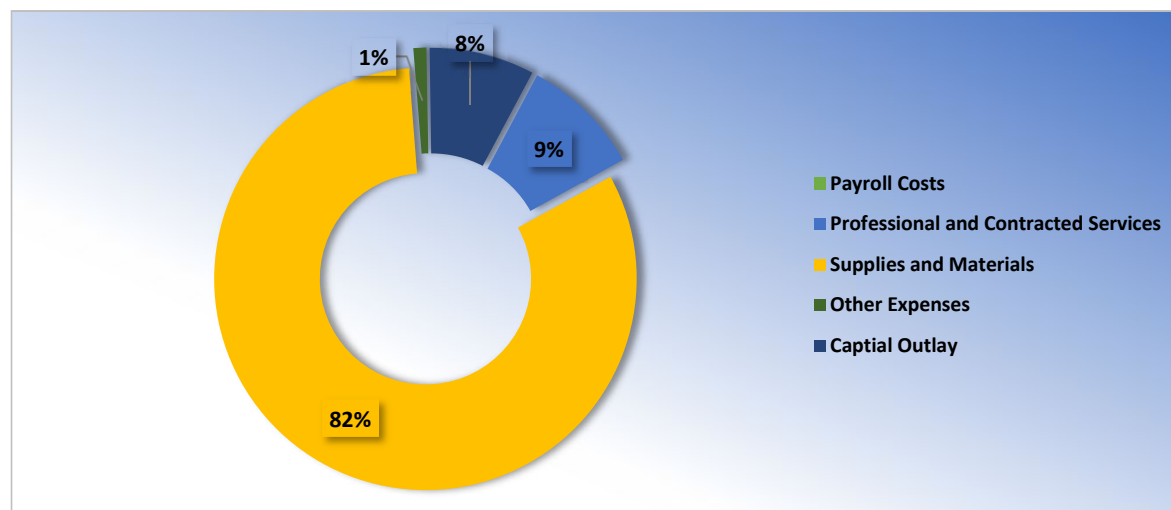


2022 Proposed Budget for M&O
\$ 4,476,427



The custodial team at Hays CISD consists of 167 campus and core team members who clean, supply, and stock materials for the upkeep of 3.9 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.

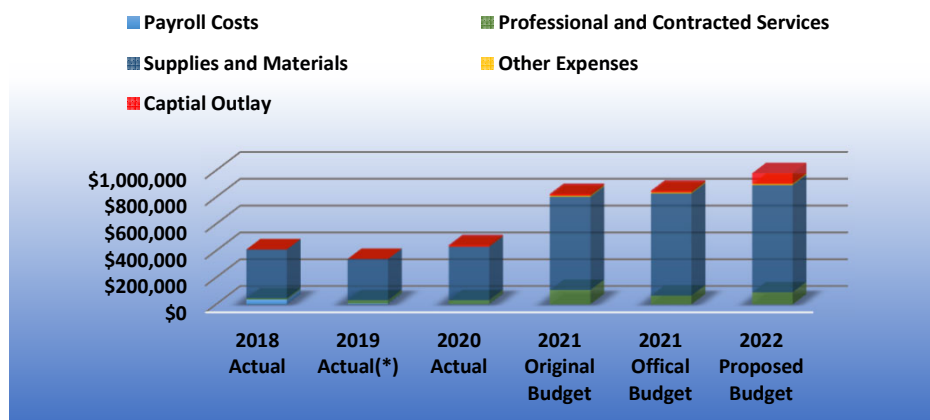
Custodial Proposed Budget



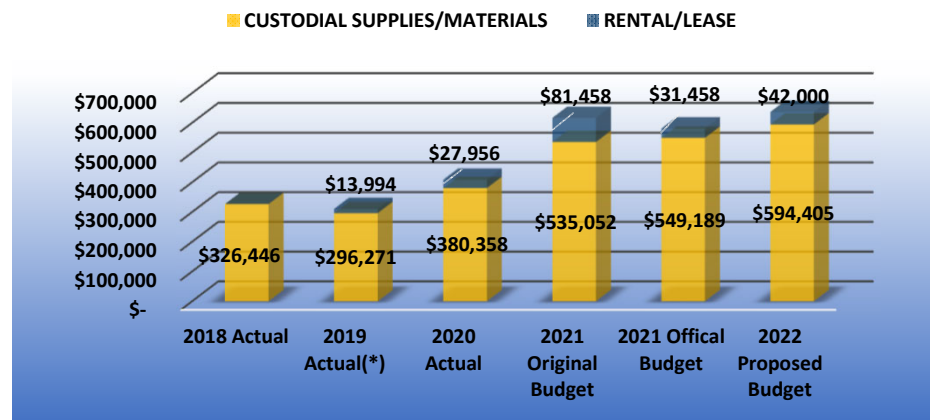
Assumptions

- Increase in supplies proposal due to COVID protocols.
- Uniform budget proposal to include shoes and uniforms for additional team members.
- Increase contract service proposal for staff coverage.

Custodial Expenditures



Department Expenditures



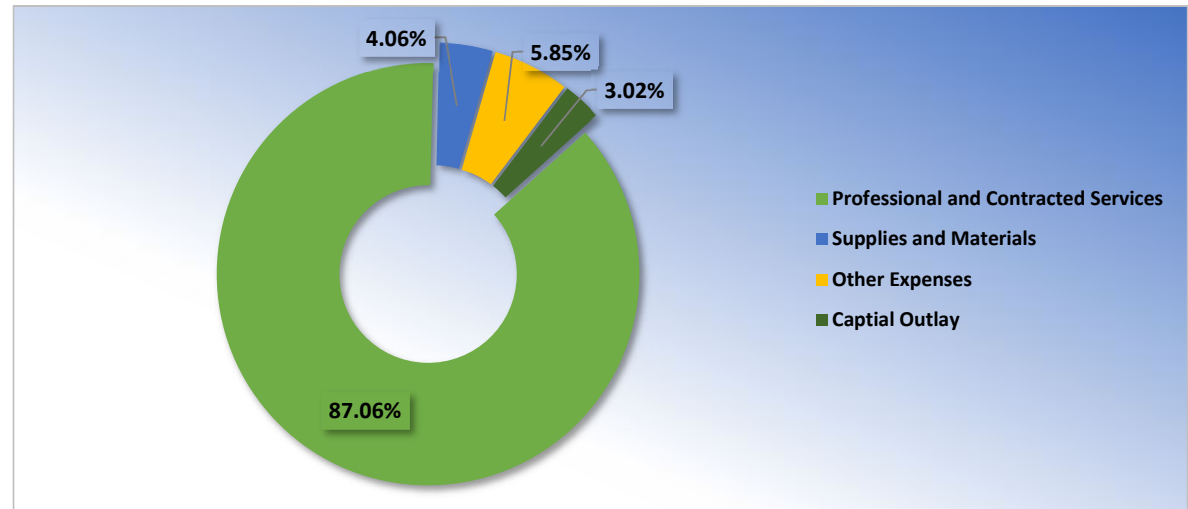
2022 Proposed Budget for Custodial
\$ 978,640



Security's budget used to be part of the overall operating budgets. Director Jerri Skrocki is responsible for overseeing the budget for School Resource Officers (SRO), Dogistic Services (drug dog service), armored car pick up services, and all other district safety and security related initiatives.

The District has contracted with the Hays County Sheriff Department to provide our School Resource Officers. We have 12 SRO's currently budgeted for in 21/22.

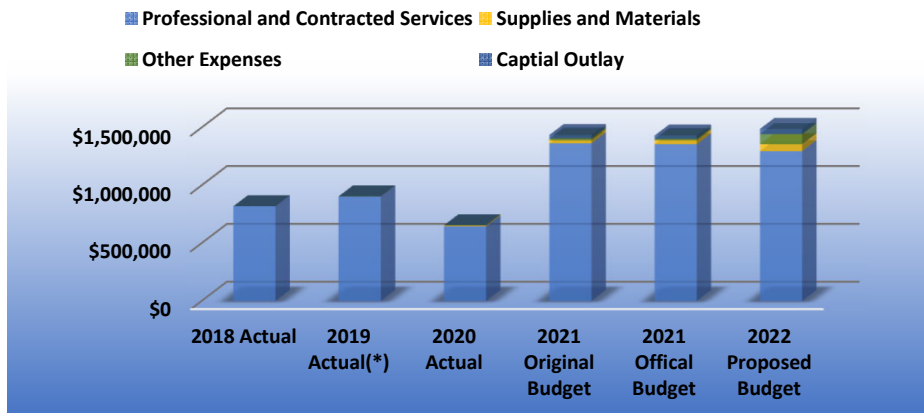
Security Proposed Budget



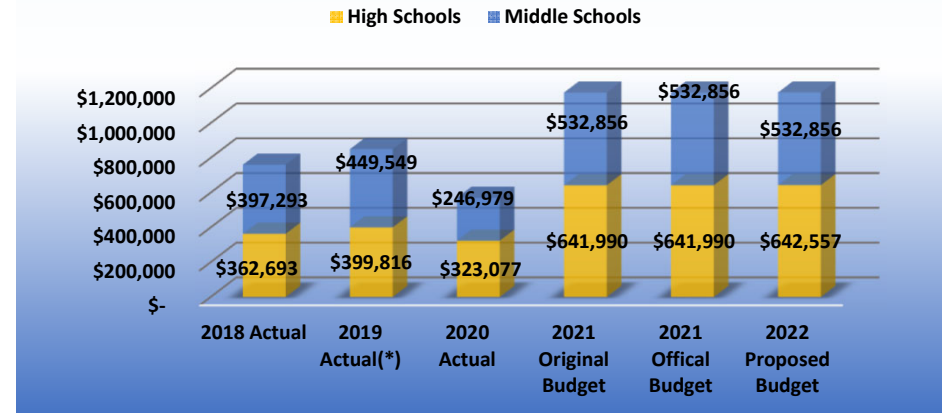
Assumptions

- Maintain SRO contract proposal from 20/21.
- Increase for radio maintenance, request for two additional truck leases, K9 services.
- Navigate 360- threat assessment platform.

Security Expenditures



SRO Expenditures



2022 Proposed Budget for Security
\$ 1,487,883

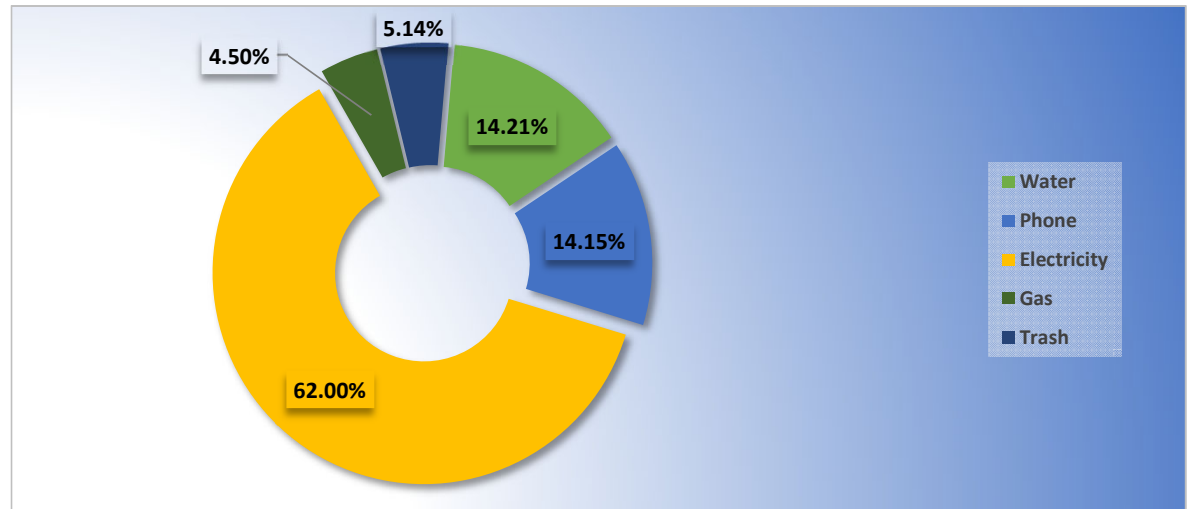


The District currently has 32 school campuses and other facilities that provide utility type services. Utilities include water, irrigation water, phone/internet, electricity, gas, and waste disposal.

Total square footage of all District buildings is approximately 3,900,345. 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.

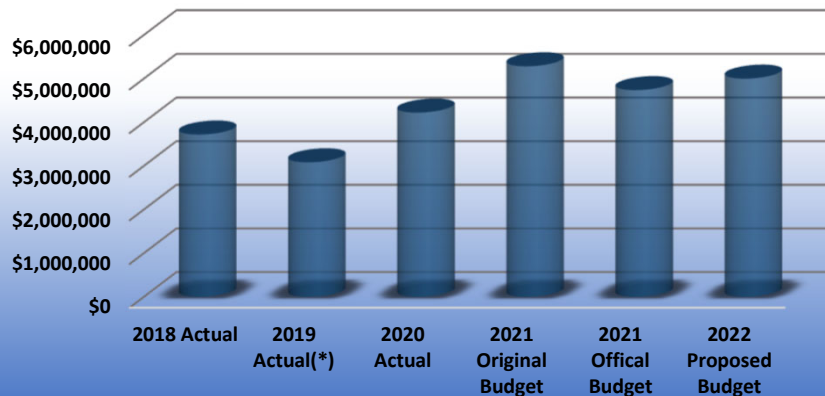
Utilities Proposed Budget



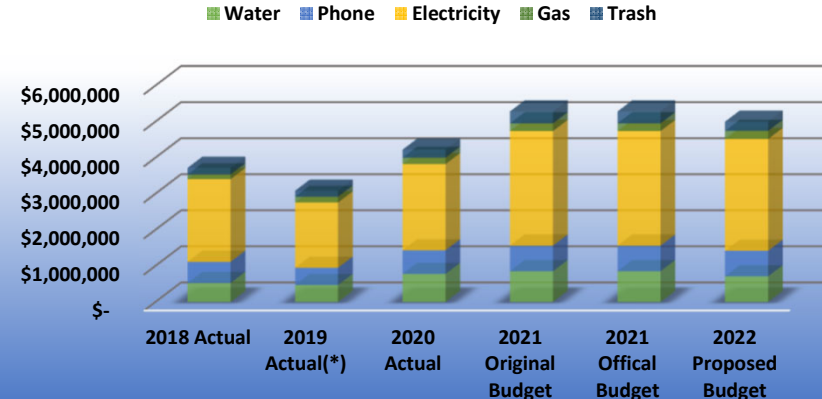
Assumptions

- Using Cenergistic recommendations for average spend per SF; \$.84 for electric; \$.05 for gas.
- Increase 5% for propane costs; confirmed with gas companies.
- Waste disposal increased 10% based on projection; under budgeted in 20/21.

Utility Expenditures



Utility Type Breakdown



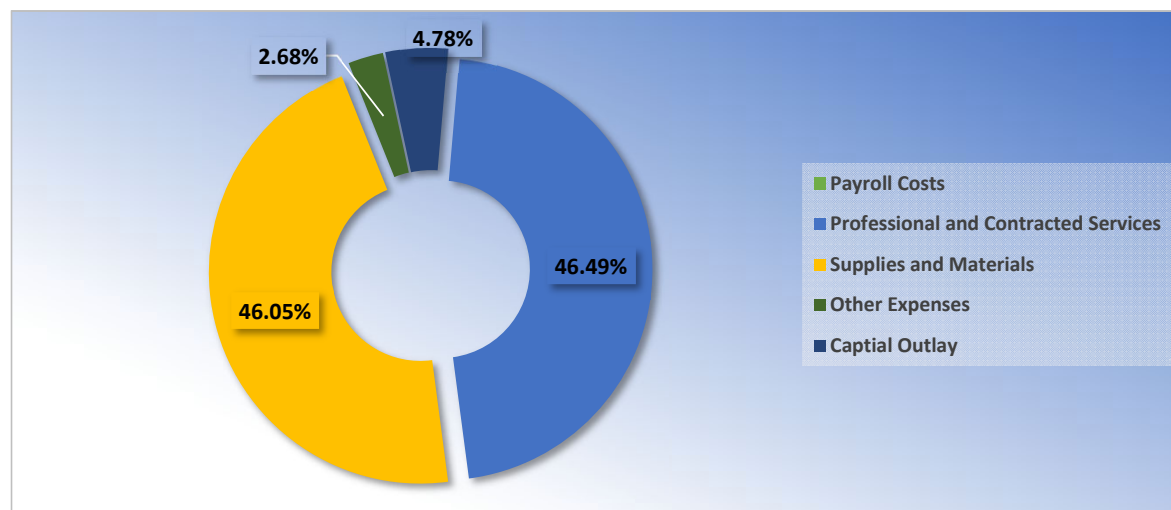
2022 Proposed Budget for Utilities

\$ 5,000,000



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 21,000 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

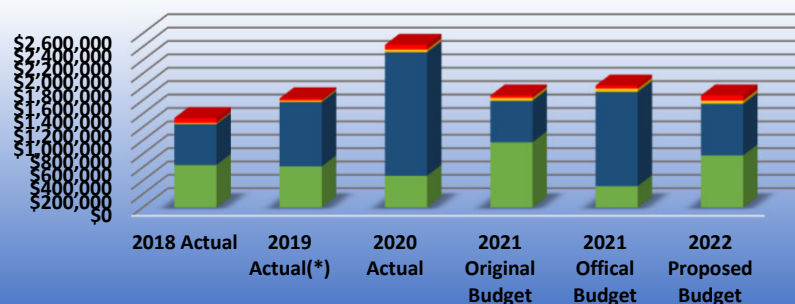


Assumptions

- Software/ Support renewals for Technology are multi-year in nature but only budgeted each year for current amount only.
- 25+ software support contracts up for renewal in 21/22 year (with some vendors on multi-year contracts).
- Increase in software licenses to support FTE growth.

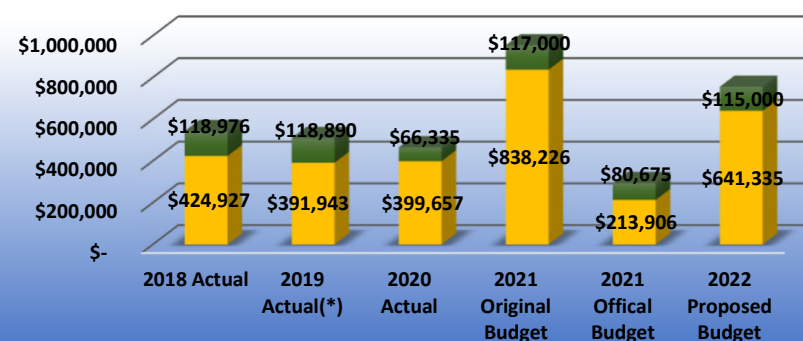
Technology Expenditures

Professional and Contracted Services ■ Supplies and Materials
Other Expenses ■ Capital Outlay



Professional Expenditures

SOFTWARE MAINTENANCE ■ CONTRACTED SERVICES

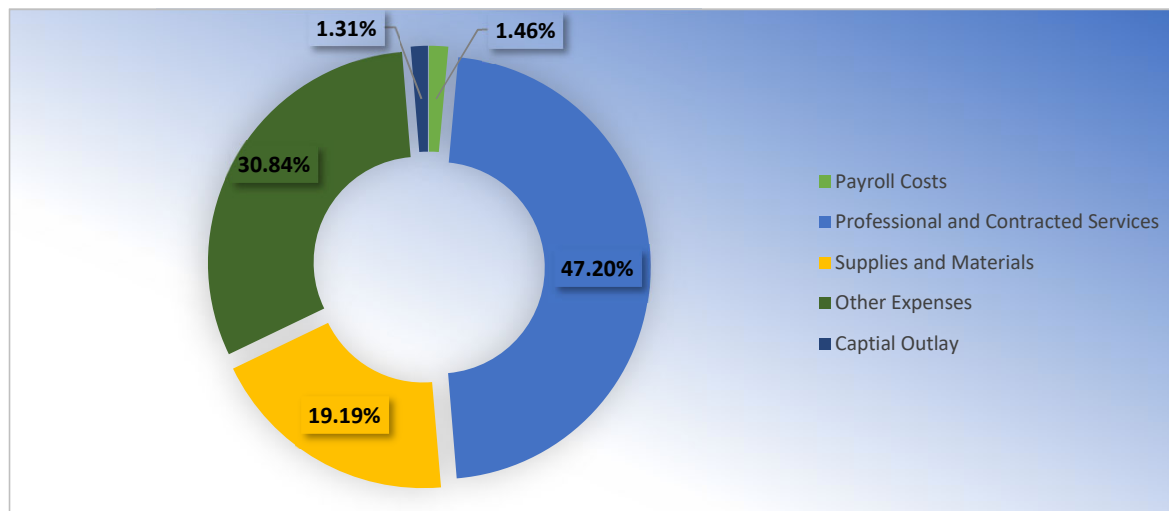


2022 Proposed Budget for Technology
\$ 1,674,796



General Administration Proposed Budget

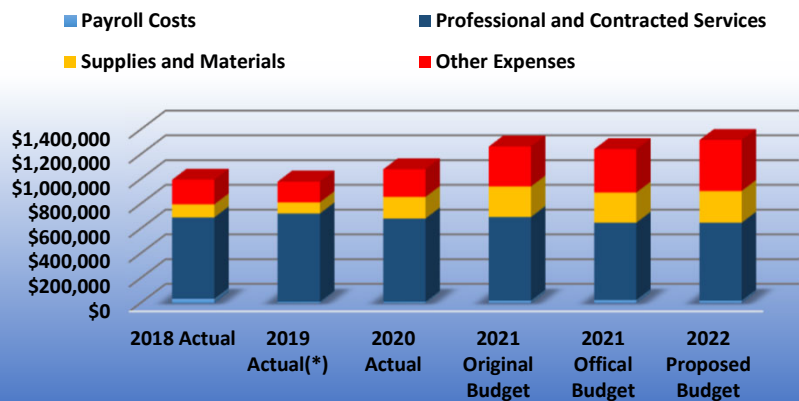
General Administration is made up of multiple departments including the Superintendent's office, School Board, Communications, Human Resources, and the Finance Division including Payroll, Purchasing, Accounts Payable, Budget, and Accounting.



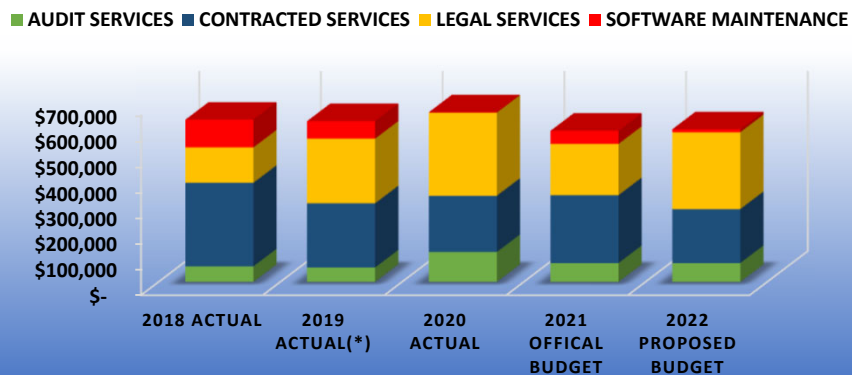
Assumptions

- Increase in Audit Fees for 21/22 budget.
- Increase for District Diversity Advisory Council.

Administration Expenditures



PROFESSIONAL/ CONTRACT SERVICES EXPENDITURES



2022 Proposed Budget for General Administration

\$ 1,334,752

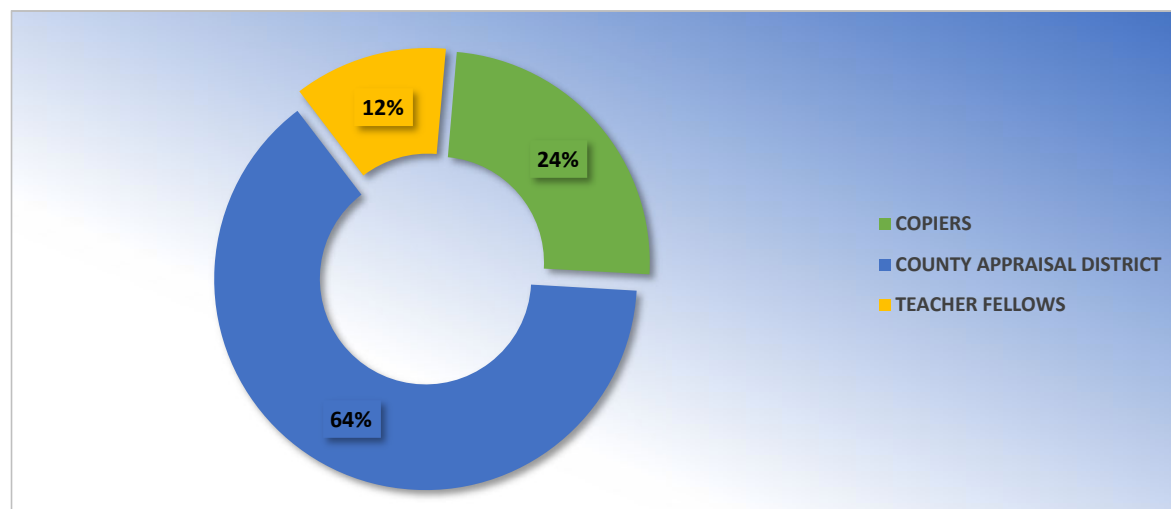


The Districtwide budget includes copier rentals for the District, County Appraisal District fees, and Teacher Fellows contract fees.

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

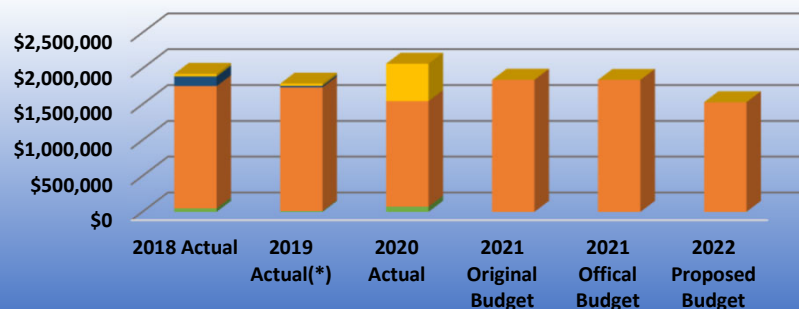


Assumptions

- Increase County Appraisal District for 21/22 budget proposal.
- Maintain 20/21 amount for Teacher Fellows until further notice.
- Reduce for district copier contract (no install fees).

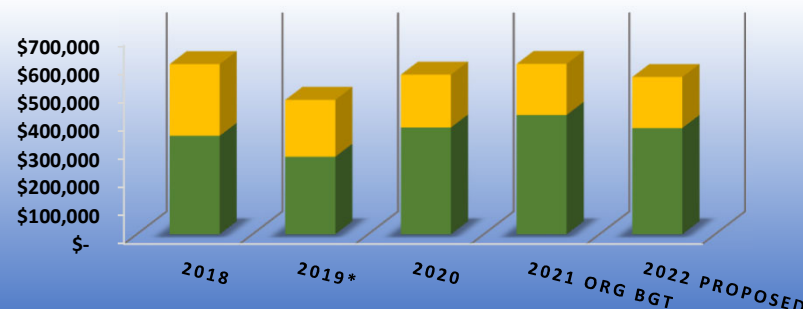
Districtwide Expenditures

■ Payroll Costs ■ Professional and Contracted Services
■ Supplies and Materials ■ Other Expenses



COPIER RENTALS / TEACHER FELLOWS EXPENDITURES

■ COPYERS ■ TEACHER FELLOWS



2022 Proposed Budget for Districtwide
\$ 1,530,000