

Scholarship Character Humanity

Budget Committee Meeting

March 10, 2021

Finance Updates

State Funding Possibilities

- inflation increase to support level 1.22%
- moving \$40 per statewide student from Prop 301 to support level
 - approximately \$32 to the support level because of weighted student counts

Approximately \$80 added to support level – which would generate approximately \$525,000 in new support level budget capacity

ASRS

 employees who retired after 8/2/2012 – no longer eligible to receive premium benefit from ASRS if district subsidizes plan premiums

- approximately \$80,000

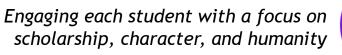


Finance Updates

NAEBT Premiums

21-22 Proposed Premium Rates										
EO ES EC1 EC+ EF RO RS RC1 RC+ RF										
Medical/Rx - EPO	\$739.32	\$1,423.13	\$1,154.15	\$1,383.30	\$1,940.24	\$1,109.66	\$2,172.94	\$1,729.13	\$2,107.21	\$3,026.18
Medical/Rx -HDHP	\$681.42	\$1,306.23	\$1,064.43	\$1,270.40	\$1,771.07	\$1,014.11	\$1,980.05	\$1,581.06	\$1,920.93	\$2,747.03
Dental	\$37.57	\$76.46	\$55.07	\$76.06	\$115.12	\$37.57	\$76.46	\$55.07	\$76.06	\$115.12
Vision	\$11.10	\$19.25	\$15.69	\$21.20	\$24.66	\$11.10	\$19.25	\$15.69	\$21.20	\$24.66

Dollar Difference 20-21 vs Proposed										
EO ES EC1 EC+ EF RO RS RC1 RC+ RF										
Medical/Rx - EPO	\$11.16	\$21.42	\$18.26	\$20.96	\$27.51	\$15.54	\$30.27	\$25.05	\$29.51	\$40.32
Medical/Rx -HDHP	\$10.51	\$20.10	\$17.25	\$19.68	\$25.60	\$14.46	\$28.09	\$23.37	\$27.39	\$37.15
Dental	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vision	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00





Premiums 2021-2022

LAKE HAVASU USD No. 1

]	EMPLOYEE PAYS		S	DISTRIC	T CONTRIBL	DIST DEP CONTRIBUTI			
	ANNUAL COST						•			
	OF INSURANCE	Total	24 Pays	18 Pays	Total	24 Pays	18 Pays	Total	24 Pays	1
EMPLOYEE ONLY			241 495		, ottai	241 492	2010,5	, ota	241 472	
Medical	\$8,871.84	\$0.00	\$0.00	\$0.00	\$8,871.84	\$369.66	\$492.88	\$0.00	\$0.00	
Dental/Vision	\$584.04	\$0.00	\$0.00	\$0.00	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	
ife	\$120.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$0.00	\$0.00	
Combined	\$9,575.88	\$0.00	\$0.00	\$0.00	\$9,575.88	\$399.00	\$531.99	\$0.00	\$0.00	
MPLOYEE + SPOUSE										
Medical	\$17,077.56	\$5,826.06	\$242.75	\$323.67	\$8,871.84	\$369.66	\$492.88	\$2,379.66	\$99.15	
Dental/Vision	\$1,148.52	\$564.48	\$23.52	\$31.36	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	
ife	\$140.40	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$20.40	\$0.85	
Combined	\$18,366.48	\$6,390.54	\$266.27	\$355.03	\$9,575.88	\$399.00	\$531.99	\$2,400.06	\$100.00	;
EMPLOYEE + CHILD										
Medical	\$13,849.80	\$2,563.65	\$106.82	\$142.42	\$8,871.84	\$369.66	\$492.88	\$2,414.31	\$100.60	
Dental/Vision	\$849.12	\$265.08	\$11.05	\$14.73	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	
.ife	\$123.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$3.00	\$0.13	
Combined	\$14,821.92	\$2,828.73	\$117.87	\$157.15	\$9,575.88	\$399.00	\$531.99	\$2,417.31	\$100.73	
EMPLOYEE + CHILDREN										
Medical	\$16,599.60	\$4,327.55	\$180.31	\$240.42	\$8,871.84	\$369.66	\$492.88	\$3,400.21	\$141.68	
Dental/Vision	\$1,167.12	\$583.08	\$24.30	\$32.39	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	
.ife	\$123.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$3.00	\$0.13	
Combined	\$17,889.72	\$4,910.63	\$204.61	\$272.81	\$9,575.88	\$399.00	\$531.99	\$3,403.21	\$141.81	;
EMPLOYEE + FAMILY										
Medical	\$23,282.88	\$7,854.02	\$327.25	\$436.33	\$8,871.84	\$369.66	\$492.88	\$6,557.02	\$273.21	
Dental/Vision	\$1,677.36	\$1,093.32	\$45.56	\$60.74	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	
life	\$143.40	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$23.40	\$0.98	
Combined	\$25,103.64	\$8,947.34	\$372.81	\$497.07	\$9,575.88	\$399.00	\$531.99	\$6,580.42	\$274.19	



NAEBT - HDHP Employee Premiums 2021-2022

LAKE HAVASU USD No. 1

		EM	PLOYEE PAY	'S
	ANNUAL COST			
	OF INSURANCE	Total	24 Pays	18 Pays
EMPLOYEE ONLY				
Medical	\$8,177.04	\$0.00	\$0.00	\$0.00
Dental/Vision	\$584.04	\$0.00	\$0.00	\$0.00
Life	\$120.00	\$0.00	\$0.00	\$0.00
Combined	\$8,881.08	\$0.00	\$0.00	\$0.00
EMPLOYEE + SPOUSE				
Medical	\$15,674.76	\$5,248.40	\$218.68	\$291.58
Dental/Vision	\$1,148.52	\$564.48	\$23.52	\$31.36
Life	\$140.40	\$0.00	\$0.00	\$0.00
Combined	\$16,963.68	\$5,812.88	\$242.20	\$322.94
EMPLOYEE + CHILD				
Medical	\$12,773.16	\$2,298.06	\$95.75	\$127.67
Dental/Vision	\$849.12	\$265.08	\$11.05	\$14.73
Life	\$123.00	\$0.00	\$0.00	\$0.00
Combined	\$13,745.28	\$2,563.14	\$106.80	\$142.40
EMPLOYEE + CHILDREN				
Medical	\$15,244.80	\$3,887.27	\$161.97	\$215.96
Dental/Vision	\$1,167.12	\$583.08	\$24.30	\$32.39
Life	\$123.00	\$0.00	\$0.00	\$0.00
Combined	\$16,534.92	\$4,470.35	\$186.27	\$248.35
EMPLOYEE + FAMILY				
Medical	\$21,252.84	\$7,060.93	\$294.21	\$392.27
Dental/Vision	\$1,677.36	\$1,093.32	\$45.56	\$60.74
Life	\$143.40	\$0.00	\$0.00	\$0.00
Combined	\$23,073.60	\$8,154.25	\$339.77	\$453.01



Committee Members reports from sites

Reported Priorities

Base salaries Salaries – retention of staff Salaries – competitive with region Salaries – cost of living Benefits Benefit costs to not exceed raises Staffing Staffing – smaller class sizes COLA Counselors – elementary Nurses PLP – distance learning costs **Classroom** materials



Budget Considerations 2021-2022

Considerations

- ASRS no longer providing retiree premium benefit for those who retired after 8/2/2012 per Arizona Administrative Code R2-8-202(E)
- Alternating between percentage increases and flat dollar amounts
- District funding 100% employee only portion of HDHP and employee can upgrade to EPO at employee expense

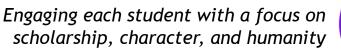


Budget Considerations 2021-2022

Considerations

Personnel – hard to fill – teacher positions – higher bi-weekly pay – consider portion of 301 distributed in bi-weekly pay – e.g. \$2,000 out of fund 11 and 13 and paid bi-weekly

301 Distributions (historical)





	2009-10								
	301 Payments								
-	DATE	AMOUNT							
D	11/13/2009	\$ 716.00							
1	3/5/2010	\$ 505.00							
2	7/9/2010	\$ 2,033.33							
D	Insurance	\$ 600.00							
3	TOTAL	\$ 3,854.33							

	2008-09								
	301 Payments								
NT	DATE	AMOUNT							
.00	11/14/2008	\$ 1,259.00							
.15	3/6/2009	\$ 890.21							
.00	7/10/2009	\$ 2,643.32							
.00	Insurance	\$ 600.00							
.15	TOTAL	\$ 5,392.53							

	2007-08						
	301 Payments						
AMOUNT	DATE	AMOUN					
1,024.47	11/23/2007	\$ 1,000.					
1,102.46	3/14/2008	\$ 1,228.					
3,711.30	7/11/2008	\$ 4,063.					
600.00	Insurance	\$ 600.					
6,438.23	TOTAL	\$ 6,891.					

2006-07						
301 Payments						
DATE	AMOUNT					
11/17/2006	\$ 1,024.47					
3/16/2007	\$ 1,102.46					
7/6/2007	\$ 3,711.30					
Insurance	\$ 600.00					
TOTAL	\$ 6,438.23					

2013-14								
301 Payments								
DATE	AMOUNT							
11/8/2013	\$ 1,215.86							
3/14/2014	\$ 962.00							
7/4/2014	\$ 4,199.76							
Insurance	\$ 750.00							
TOTAL	\$ 7,127.62							

2011-12			2012-1	3
ayments			301 Payments	
ATE	AMOUNT		DATE	AMOUNT
11/10/2011	\$ 657.00		11/9/2012	\$ 624.00
3/3/2012	\$ 525.00		3/15/2013	\$ 801.33
7/6/2012	\$ 2,890.00		7/5/2013	\$ 3,050.00
Insurance	\$ 750.00		Insurance	\$ 750.00
TOTAL	\$ 4,822.00		TOTAL	\$ 5,225.33

2010-11							
301 Payments							
DATE	AMOUNT						
11/12/2010	\$ 720.00						
3/4/2011	\$ 516.00						
7/8/2011	\$ 2,447.00						
Insurance	\$ 750.00						
TOTAL	\$ 4,433.00						

2016-17			2017-1	8
ments			301 Payments	
E	AMOUNT		DATE	AMOUNT
/18/2016	\$ 879.00		11/17/2017	\$ 815.24
/17/2017	\$ 1,094.99		3/5/2018	\$ 1,262.72
7/7/2017	\$ 4,551.59		6/28/2018	\$ 4,923.02
nsurance	\$ 1,250.00		Insurance	\$ 1,275.00
TOTAL	\$ 7,775.58		TOTAL	\$ 8,275.98

2015-16		2016-
301 Payments		301 Payments
DATE	AMOUNT	DATE
11/20/2015	\$ 1,084.00	11/18/201
3/11/2016	\$ 1,045.00	3/17/201
7/9/2016	\$ 3,954.07	7/7/201
Insurance	\$ 1,250.00	Insurance
TOTAL	\$ 7,333.07	TOTA

2014-15		
301 Payments		
DATE	AMOUNT	
11/21/2014	\$ 785.19	
3/13/2015	\$ 1,010.29	
7/9/2015	\$ 3,304.95	
Insurance	\$ 1,250.00	
TOTAL	\$ 6,350.43	

2021-2	2021-22		
301 Payments			
DATE	AMOUNT		
Insurance			
TOTAL	\$ -		

2020-21		
301 Payments		
DATE	AMOUNT	
11/27/2020	\$ 1,013.00	
3/5/2021	\$ 906.00	
Insurance		
TOTAL	\$ 1,919.00	

	2019-20		
	301 Payments		
I	DATE	AMOUNT	
	11/29/2019	\$ 1,754.00	
	3/6/2020	\$ 1,314.00	
	6/26/2020	\$ 4,951.00	
		\$ 1,275.00	
	TOTAL	\$ 9,294.00	

301 Payments DATE

2018-19		
301 Payments		
DATE	AMOUNT	
11/14/2018	\$ 1,281.00	
3/8/2019	\$ 909.00	
6/82019	\$ 4,433.45	
Insurance	\$ 1,275.00	
TOTAL	\$ 7,898.45	



Budget Proposal A 2021-2022

Ongoing Costs

\$79,000 - increase to address active and retiree benefits (70%)

\$ 0.00 - district to subsidize loss of ASRS premium benefit Annual / One-Time Costs

\$1,435,000 – 5% COLA (CY base and PY COLA)

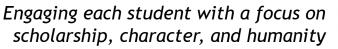
Certified and Supervisory Staff

\$390,000 - \$1,000 base increase (188-225 day employees) - corrected inversion

> \$1,200 base increase (226-261 day employees)

Classified and Hourly Support Staff

\$205,000 - .40/hour base increase





Budget Proposal B 2021-2022

Ongoing Costs

\$79,000 - increase to address active and retiree benefits (70%)

\$80,000 - district to subsidize loss of ASRS premium benefit Annual / One-Time Costs

\$1,435,000 – 5% COLA (CY base and PY COLA)

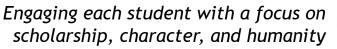
Certified and Supervisory Staff

\$330,000 - \$800 base increase (188-225 day employees) - corrected inversion

> \$1,000 base increase (226-261 day employees)

Classified and Hourly Support Staff

\$155,000 - .30/hour base increase





Budget Proposal C 2021-2022

Ongoing Costs

\$79,000 - increase to address active and retiree benefits (70%)

\$ 0.00 - district to subsidize loss of ASRS premium benefit Annual / One-Time Costs

\$1,435,000 – 5% COLA (CY base and PY COLA)

2% increase (to base pay)

\$365,000 – certified/supervisors/admin (ranges \$720 to \$2,300 annual)

\$170,000 – classified staff (ranges .25 to .69 per hour)



Budget Proposal D 2021-2022

Ongoing Costs

\$79,000 - increase to address active and retiree benefits (70%)

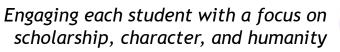
\$80,000 - district to subsidize loss of ASRS premium benefit Annual / One-Time Costs

\$1,435,000 – 5% COLA (CY base and PY COLA)

1.5% increase (to base pay)

\$277,000 – certified/supervisors/admin (ranges \$540 to \$1,770 annual)

\$130,000 – classified staff (ranges .21 to .52 per hour)





Budget Committee Proposed 2021-2022

Ongoing Costs

Certified and Supervisory Staff

- \$1,000 base increase (188-225 day employees) - corrected inversion
- \$1,200 base increase (226-261 day employees)

Classified and Hourly Support Staff

.40/hour base increase

* ASRS no longer offers premium benefit for subsidized plans

** In addition to Retiree Only

Annual / One-Time Costs

\$1,340,000 - 4.5% COLA (CY base and PY COLA)

*ASRS – district retiree phased subsidy

	Retiree Only	**w/dependents	
FY22	\$150/mo.	\$110/mo.	
FY23	\$75/mo.	\$55/mo.	
FY24	\$0/mo.	\$0/mo.	



Future Conversations

Engage community leaders, business owners, residents, parents, and staff in override renewal conversations.

Community led approach to rallying support for renewal

