



**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

*Engaging each student with a focus on  
scholarship, character, and humanity*



# 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

*Engaging each student with a focus on scholarship, character, and humanity*



# LAKE HAVASU USD No. 1

	ANNUAL COST OF INSURANCE	EMPLOYEE PAYS			DISTRICT CONTRIBUTION			DIST DEP CONTRIBUTION		
		Total	24 Pays	18 Pays	Total	24 Pays	18 Pays	Total	24 Pays	18 Pays
EMPLOYEE ONLY										
Medical	\$8,871.84	\$0.00	\$0.00	\$0.00	\$8,871.84	\$369.66	\$492.88	\$0.00	\$0.00	\$0.00
Dental/Vision	\$584.04	\$0.00	\$0.00	\$0.00	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$120.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$0.00	\$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	\$0.00
EMPLOYEE + SPOUSE										
Medical	\$17,077.56	\$5,826.06	\$242.75	\$323.67	\$8,871.84	\$369.66	\$492.88	\$2,379.66	\$99.15	\$132.20
Dental/Vision	\$1,148.52	\$564.48	\$23.52	\$31.36	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$140.40	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$20.40	\$0.85	\$1.13
Combined	\$18,366.48	\$6,390.54	\$266.27	\$355.03	\$9,575.88	\$399.00	\$531.99	\$2,400.06	\$100.00	\$133.33
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	\$134.13
Dental/Vision	\$849.12	\$265.08	\$11.05	\$14.73	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$123.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$3.00	\$0.13	\$0.17
Combined	\$14,821.92	\$2,828.73	\$117.87	\$157.15	\$9,575.88	\$399.00	\$531.99	\$2,417.31	\$100.73	\$134.30
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	\$188.90
Dental/Vision	\$1,167.12	\$583.08	\$24.30	\$32.39	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$123.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$3.00	\$0.13	\$0.17
Combined	\$17,889.72	\$4,910.63	\$204.61	\$272.81	\$9,575.88	\$399.00	\$531.99	\$3,403.21	\$141.81	\$189.07
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	\$364.28
Dental/Vision	\$1,677.36	\$1,093.32	\$45.56	\$60.74	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$143.40	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$23.40	\$0.98	\$1.30
Combined	\$25,103.64	\$8,947.34	\$372.81	\$497.07	\$9,575.88	\$399.00	\$531.99	\$6,580.42	\$274.19	\$365.58

*Engaging each student with a focus on  
scholarship, character, and humanity*



# LAKE HAVASU USD No. 1

	ANNUAL COST OF INSURANCE	EMPLOYEE PAYS			DISTRICT CONTRIBUTION			DIST DEP CONTRIBUTION		
		Total	24 Pays	18 Pays	Total	24 Pays	18 Pays	Total	24 Pays	18 Pays
EMPLOYEE ONLY										
Medical	\$8,177.04	\$0.00	\$0.00	\$0.00	\$8,177.04	\$340.71	\$454.28	\$0.00	\$0.00	\$0.00
Dental/Vision	\$584.04	\$0.00	\$0.00	\$0.00	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$120.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$0.00	\$0.00	\$0.00
Combined	\$8,881.08	\$0.00	\$0.00	\$0.00	\$8,881.08	\$370.05	\$493.40	\$0.00	\$0.00	\$0.00
EMPLOYEE + SPOUSE										
Medical	\$15,674.76	\$5,248.40	\$218.68	\$291.58	\$8,177.04	\$340.71	\$454.28	\$2,249.32	\$93.72	\$124.96
Dental/Vision	\$1,148.52	\$564.48	\$23.52	\$31.36	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$140.40	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$20.40	\$0.85	\$1.13
Combined	\$16,963.68	\$5,812.88	\$242.20	\$322.94	\$8,881.08	\$370.05	\$493.40	\$2,269.72	\$94.57	\$126.09
EMPLOYEE + CHILD										
Medical	\$12,773.16	\$2,298.06	\$95.75	\$127.67	\$8,177.04	\$340.71	\$454.28	\$2,298.06	\$95.75	\$127.67
Dental/Vision	\$849.12	\$265.08	\$11.05	\$14.73	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$123.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$3.00	\$0.13	\$0.17
Combined	\$13,745.28	\$2,563.14	\$106.80	\$142.40	\$8,881.08	\$370.05	\$493.40	\$2,301.06	\$95.88	\$127.84
EMPLOYEE + CHILDREN										
Medical	\$15,244.80	\$3,887.27	\$161.97	\$215.96	\$8,177.04	\$340.71	\$454.28	\$3,180.49	\$132.52	\$176.69
Dental/Vision	\$1,167.12	\$583.08	\$24.30	\$32.39	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$123.00	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$3.00	\$0.13	\$0.17
Combined	\$16,534.92	\$4,470.35	\$186.27	\$248.35	\$8,881.08	\$370.05	\$493.40	\$3,183.49	\$132.65	\$176.86
EMPLOYEE + FAMILY										
Medical	\$21,252.84	\$7,060.93	\$294.21	\$392.27	\$8,177.04	\$340.71	\$454.28	\$6,014.87	\$250.62	\$334.16
Dental/Vision	\$1,677.36	\$1,093.32	\$45.56	\$60.74	\$584.04	\$24.34	\$32.45	\$0.00	\$0.00	\$0.00
Life	\$143.40	\$0.00	\$0.00	\$0.00	\$120.00	\$5.00	\$6.67	\$23.40	\$0.98	\$1.30
Combined	\$23,073.60	\$8,154.25	\$339.77	\$453.01	\$8,881.08	\$370.05	\$493.40	\$6,038.27	\$251.60	\$335.46

*Engaging each student with a focus on  
scholarship, character, and humanity*



# 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

*Engaging each student with a focus on  
scholarship, character, and humanity*



# 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

*Engaging each student with a focus on  
scholarship, character, and humanity*



# 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)

*Engaging each student with a focus on  
scholarship, character, and humanity*





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

2007-08	
301 Payments	
DATE	AMOUNT
11/23/2007	\$ 1,000.00
3/14/2008	\$ 1,228.15
7/11/2008	\$ 4,063.00
Insurance	\$ 600.00
TOTAL	\$ 6,891.15

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

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

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

2011-12	
301 Payments	
DATE	AMOUNT
11/10/2011	\$ 657.00
3/3/2012	\$ 525.00
7/6/2012	\$ 2,890.00
Insurance	\$ 750.00
TOTAL	\$ 4,822.00

2012-13	
301 Payments	
DATE	AMOUNT
11/9/2012	\$ 624.00
3/15/2013	\$ 801.33
7/5/2013	\$ 3,050.00
Insurance	\$ 750.00
TOTAL	\$ 5,225.33

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

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

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

2016-17	
301 Payments	
DATE	AMOUNT
11/18/2016	\$ 879.00
3/17/2017	\$ 1,094.99
7/7/2017	\$ 4,551.59
Insurance	\$ 1,250.00
TOTAL	\$ 7,775.58

2017-18	
301 Payments	
DATE	AMOUNT
11/17/2017	\$ 815.24
3/5/2018	\$ 1,262.72
6/28/2018	\$ 4,923.02
Insurance	\$ 1,275.00
TOTAL	\$ 8,275.98

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

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

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

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

*Engaging each student with a focus on scholarship, character, and humanity*



# 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

### Certified and Supervisory Staff

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

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

### Annual / One-Time Costs

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

### Classified and Hourly Support Staff

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

*Engaging each student with a focus on  
scholarship, character, and humanity*



# 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

### Certified and Supervisory Staff

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

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

### Annual / One-Time Costs

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

### Classified and Hourly Support Staff

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

*Engaging each student with a focus on scholarship, character, and humanity*



# 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)

*Engaging each student with a focus on scholarship, character, and humanity*



# 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

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)

### Annual / One-Time Costs

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

*Engaging each student with a focus on scholarship, character, and humanity*



# 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

## 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.

\* ASRS no longer offers premium benefit for subsidized plans

\*\* In addition to Retiree Only

*Engaging each student with a focus on  
scholarship, character, and humanity*



# Future Conversations

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

Community led approach to rallying support for renewal

*Engaging each student with a focus on  
scholarship, character, and humanity*

