

**Tucson Unified School District #1  
FY 2015 Salary Adjustment Proposal  
December 9, 2014**

***TUSD***

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# FY2015 Proposed Salary Adjustment

- Step Increase for all staff\* retroactive to beginning of the school year

Certified = \$500

All Other staff = 2.5%

- Longevity Stipends

No new stipends or increases. Current longevity stipends frozen at current amount for all staff with the exception of TEA

As per negotiated agreement with TEA, Longevity Stipends will be eliminated:

- Longevity stipend amount was embedded in salary adjustment/step placement for employees that were part of compression
- Longevity stipend amount will be embedded in salary adjustment for employees not part of compression. Employees will be placed on TDR schedule at appropriate step as recommended by TEA

\* Excludes SLT, employees hired after 7/1/14, employees who already received increase as part of the position consolidation process, leased/contracted employees or contractors



# TEA Consensus Agreement

## ARTICLE THIRTY

### SALARY

#### 30-1 Salaries

- A. The salary schedule **AS SPECIFIED IN ARTICLE 30-9** shall be effective July 1, 2014.
- B. **AT THE COMPLETION OF EACH YEAR OF DISTRICT SERVICE TEACHERS WILL ADVANCE ONE STEP ON THE SALARY SCHEDULE PENDING GOVERNING BOARD APPROVAL**

#### 30-4 District Service Stipend

**ANY MBU WHO RECEIVED A DISTRICT SERVICE STIPEND PRIOR TO JANUARY 16, 2014 WILL CONTINUE RECEIVING THEIR DISTRICT SERVICE STIPEND WHICH WILL BE FROZEN AT THE AMOUNT THEY WERE AWARDED ON OR PRIOR TO JANUARY 16, 2014. MBU WHO SEPARATE FROM THE DISTRICT FOR ANY REASON SHALL FORFEIT ALL RIGHTS TO THEIR DISTRICT SERVICE STIPEND REGARDLESS OF THE LENGTH OF BREAK IN SERVICE. BEGINNING JULY 1, 2014 THE DISTRICT SERVICE STIPEND WILL BE REPLACED WITH A STEP INCREASE AFTER EACH YEAR OF COMPLETE DISTRICT SERVICE PENDING BOARD APPROVAL.**



# FY2015 Proposed Salary Adjustment Timeline

- Finalize Compression – December 19, 2014
- Finalize Conversion of Employees to TDR Salary Schedule – January 2015
- Step Increase for all Staff – February 2015



# FY2015 Proposed Salary Adjustment by Fund

<b>Funding Sources</b>	<b>Amount</b>
<b>Maintenance &amp; Operation</b>	<b>\$2,832,423</b>
<b>Student Success Funding</b>	<b>\$813,000</b>
<b>Instructional Improvement</b>	<b>\$87,465</b>
<b>Other Funds</b>	<b>\$691,203</b>
<b>Total All Funds</b>	<b>\$4,424,091</b>

# FY2015 Proposed Salary Adjustment by Category

<b>Category</b>	<b>FTE</b>	<b>Amount</b>
<b>Certified</b>	<b>2,877</b>	<b>\$2,076,539</b>
<b>Classified</b>	<b>2,701</b>	<b>\$2,047,316</b>
<b>Administrative *</b>	<b>164</b>	<b>\$300,235</b>
<b>Total</b>	<b>5,742</b>	<b>\$4,424,091</b>

\* Excludes SLT



# Next steps

- Review current pay structures
  - Analyze and compare pay schedules
  - Identify areas of inconsistency, exceptions causing unpredictability and instability in budget
- Meet with bargaining groups / recommend revisions to pay structure and schedules in order to:
  - Support ability to fund and sustain salaries within budget and established staffing formulas
  - Promote equity and consistency amongst all pay schedules
  - Setup standard pay schedules in ERP system – pay salaries from appropriate funding sources to improve budget reporting process
  - Use ERP to project salaries, benefits and facilitate budget development process
  - Recruit and retain qualified staff

<b>Budget Controlled Funds</b>	<b>2014-2015 Revised Expenditure Budget</b>	<b>Projected Expenditures</b>	<b>Projected Budget Balance 6/30/2015</b>
Maintenance & Operation*	\$305,687,424	\$294,694,036	\$10,993,388
DAA/Unrestricted Capital	\$21,126,444	\$16,871,075	\$4,255,369
<b>TOTAL</b>	<b>\$326,813,868</b>	<b>\$311,565,111</b>	<b>\$15,248,757</b>

\* M&O projected carryover includes \$4.2 million in Deseg. funds

## FY14-15 Current Budget

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<b>RESERVE FUNDS Used to Offset M&amp;O</b>	<b>Beginning Balance 07/01/2014</b>	<b>Projected Revenues</b>	<b>Projected Expenditures</b>	<b>Projected Ending Balance 6/30/2015</b>
Instructional Improvement	\$430,713	1,911,026	1,954,618	387,121
Classroom Site Fund-Base Pay	\$900,419	3,293,551	3,774,573	419,397
Classroom Site Fund-Other	\$1,013,812	6,587,103	6,840,823	760,092
Medicaid	\$3,300,090	1,796,616	2,150,971	2,945,735
Erate	\$2,953,937	1,550,429	3,462,656	1,041,710
Impact Aid	\$415,463	1,076,374	502,920	988,917
Civic Center	\$3,328,591	810,967	1,811,088	2,328,470
Indirect	\$8,292,318	1,603,338	6,517,898	3,377,758
<b>Total Reserve Funds</b>	<b>\$20,635,343</b>	<b>\$18,629,404</b>	<b>\$27,015,547</b>	<b>\$12,249,200</b>

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# FY14-15 Current Budget

<b>Budget Controlled Funds</b>	<b>Prior Year Projected Carryover</b>	<b>2015-2016 Projected Expenditure Budget</b>	<b>Projected Expenditures</b>	<b>Projected Budget Balance 6/30/2016</b>
Maintenance & Operation	\$6,712,024	\$298,949,451	\$298,377,711	\$7,283,763
DAA/Unrestricted Capital	\$3,454,344	\$10,246,328	\$10,246,328	\$3,454,344
<b>Total</b>	<b>\$10,166,368</b>	<b>\$309,195,779</b>	<b>\$308,624,039</b>	<b>\$10,738,107</b>

# FY15-16 Budget Projection

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<b>RESERVE FUNDS Used to Offset M&amp;O</b>	<b>Projected Beginning Balance 07/01/2015</b>	<b>Projected Revenues</b>	<b>Projected Expenditures</b>	<b>Projected Ending Balance 6/30/2016</b>
Instructional Improvement	387,121	\$1,800,000	\$1,800,000	\$387,121
Classroom Site Fund-Base Pay	419,397	\$3,000,000	\$3,000,000	\$419,397
Classroom Site Fund-Other	760,092	\$6,000,000	\$6,000,000	\$760,092
Medicaid	2,945,735	\$1,400,000	\$1,400,000	\$2,945,735
Erate	1,041,710	\$1,835,000	\$1,835,000	\$1,041,710
Impact Aid	988,917	\$1,000,000	\$1,000,000	\$988,917
Civic Center	2,328,470	\$900,000	\$600,000	\$2,628,470
Indirect	3,377,758	\$2,500,000	\$2,700,000	\$3,177,758
<b>Total Reserve Funds</b>	<b>\$12,249,200</b>	<b>\$18,435,000</b>	<b>\$18,335,000</b>	<b>\$12,349,200</b>

# FY15-16 Budget Projection