



FY2013-2014 BUDGET RECOMMENDATIONS

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Tucson Unified School District
April 23, 2013**

BUDGET STATUS

Approved Budget Considerations as of March 31, 2013

Deficit	\$ 17.0 M	
Contingency	\$ 2.0 M	
Total Deficit	\$ 19.0 M	
Category	Non Instructional	Instructional
School Closures	\$ 4.2 M	\$ 0.0 M
School Funding Changes	\$ 4.0 M	\$ 1.0 M
Department Cuts	\$ 5.8 M	\$ 0.0 M
Total Reductions	\$ 13.0 M	\$ 1.0 M
Remaining \$\$	\$ 5.0 M	



FY2013-2014 BUDGET CONSIDERATIONS

Financial Considerations – Budget reductions		
Category	Non Instructional	Instructional
Increase Caps for Exceptional ED (20 EL and Middle 24 for High School) - requires bargaining unit changes		\$ 1.5 m
Modify the formula to allocate custodians	\$ 2.0 m	
Suspend Professional Development - requires bargaining unit changes	\$ 0.10 m	
AFSCME Bargaining unit changes	\$ 1.4 m	
Medical Insurance 85/15 split (Absorb \$23.94 by the trust for the employee rate) - require bargaining unit changes	\$ -	
Total		<u>\$ 5.0 m</u>

TEA AND WHITE COLLAR PROPOSED CHANGES

- Increase Case Load caps for EX Ed (Teachers will be paid \$250 a quarter for every student above the cap.)
 - I. Elementary School from 17 to 20.
 - II. Middle School from 17 to 20.
 - III. High School from 22 to 24.
- Suspend Professional Development program.
- Medical Insurance 85/15 split.
- Teacher Assistant is provided for 2 hours per day when class exceeds 27 students for grades 1-6.
- 4 hours of TA time per day when EX Ed loads are exceeded by 5 students.
- Require that Teachers perform (1) 20 minute a month student supervision duties such as Bus Duty and Playground supervision within their contract time at no additional pay.



ELI AND CWA AGREED ON CHANGES

- Suspend Professional Development program
- Medical Insurance 85/15 split



AFSCME AGREED ON CHANGES

- Medical Insurance 85/15 split.
- Part Time employees will pay 50% of the cost rather than 5% of the full time cost.
- Suspension of the professional development program for one year.
- Pay employees for actual time worked and some justified breaks rather than entitlement of time based on value determined in the bargaining unit agreement.
- Shifts and routes shall be planned in the most efficient manner rather than maximizing the number of 40 hour trips or the number of full time trips and employees.



PROPOSED CUSTODIAL FORMULAS – FY2013-2014

- Factors considered to allocate custodians
 - I. Square Footage – Elementary 27,000; Middle 35,000; High 45,000
 - II. Exceptional Ed. students
 - III. Size of the school
 - IV. Number of students
 - V. Activities in schools



MEDICAL INSURANCE PLAN CHANGES

- Eliminate EPO
- Offer two plans as approved by the Trust Board (PPO and HDP)
- PPO – Newly designed plan:
- Cost is split 85/15
- Employee cost was reduced from \$143.36 to \$71.82 monthly.
- Trust will subsidize \$23.94 of the monthly premium of a single PPO member. This will reduce the monthly cost to \$47.88.
- HDP plan – Increase the health saving account contribution from \$62.05 to \$125.00 monthly.



ITEMS FOR BOARD APPROVAL

- Custodian Allocations
- Medical Insurance plans





Site	Custodial FTE Allocations		3/11/2013 Net FTE Change	Current Staffing			FTE Available	
	FY 2012-2013	FY 2013-2014		1.0 FTE	.5 FTE	Vacancies	for DIT	
Banks	2	1.5	-0.5	2	0	0	0	0
Blenman	3	1.5	-1.5	2	2	0	0	0
Bloom	2	1.5	-0.5	2	0	0	0	0
Bonillas	2.5	1.5	-1	2	1	0	0	0
Booth-Fickett	5.5	4.5	-1	5	0	0.5	0	0
Borman	2	1.5	-0.5	2	0	0	0	0
Borton	2	1.5	-0.5	2	0	0	0	0
Carrillo	2	1.5	-0.5	2	0	0	0	0
Catalina	9	6.5	-2.5	8	0	1	0	0
Cavett	2	2	0	1	0	1	1	1
Cholla	9	7.5	-1.5	7	0	2	0	0
Collier	2	1.5	-0.5	2	0	0	0	0
Cragin	2.5	1.5	-1	2	1	0	0	0
Davidson	2	1.5	-0.5	2	0	0	0	0
Davis	2	1.5	-0.5	1	0	1	0.5	0
Dietz	2	1.5	-0.5	2	0	0	0	0
Dodge	2	1.5	-0.5	2	0	0	0	0
Doolen	4	3	-1	4	0	0	0	0
Drachman	2	1.5	-0.5	2	0	0	0	0
Dunham	2	1.5	-0.5	2	0	0	0	0
Erickson	2.5	2	-0.5	2	1	0	0	0
Ford	2	1.5	-0.5	2	0	0	0	0
Fruchthendler	2	1.5	-0.5	2	0	0	0	0
Gale	2	1.5	-0.5	2	0	0	0	0
Gridley	3	2.5	-0.5	3	0	0	0	0
Grijalva	2.5	2	-0.5	1	0	1.5	1	1
Henry	2	1.5	-0.5	2	0	0	0	0
Holladay	1.5	1.5	0	0	1	1	1	1
Hollinger	2.5	2.5	0	2	1	0	0	0
Howell	2	1.5	-0.5	2	0	0	0	0
Hudlow	2	1.5	-0.5	1	0	1	0.5	0
Hughes	2	1.5	-0.5	2	0	0	0	0
Johnson	2	2	0	2	0	0	0	0
Kellond	2.5	2	-0.5	2	0	0.5	0	0
Lawrence	2	1.5	-0.5	2	0	0	0	0
Lineweaver	2	2	0	2	0	0	0	0
Lynn/Urquides	4.5	3	-1.5	4	0	0.5	0	0
Magee	4	2.5	-1.5	4	0	0	0	0
Maldonado	2	1.5	-0.5	2	0	0	0	0
Mansfeld	4	3	-1	2	1	1.5	0.5	0
Manzo	2	1.5	-0.5	1	0	1	0.5	0
Marshall	2	1.5	-0.5	1	0	1	0.5	0
Mary Mer/Rsmt	1.5	1.5	0	0	1	1	1	1
Maxwell	3	2.5	-0.5	3	0	0	0	0
McCorkle	3.5	3	-0.5	3	1	0	0	0
Miles	2	1.5	-0.5	1	0	1	0.5	0
Miller	2	2	0	2	0	0	0	0
Mission View	2	1.5	-0.5	2	0	0	0	0
Myers/Ganoung	3	2.5	-0.5	2	0	1	0.5	0
Ochoa	1.5	1.5	0	1	1	0	0	0
Oyama	2	2	0	2	0	0	0	0
Palo Verde	8	6.5	-1.5	5	0	3	1.5	0
Pistor	4.5	3	-1.5	3	0	1.5	0	0
Pueblo Gardens	2	1.5	-0.5	2	0	0	0	0
Pueblo HS	11.5	7.5	-4	10	1	1	0	0
Rincon/UHS	9	8.5	-0.5	5	0	4	3.5	0
Roberts/Naylor	3.5	2.5	-1	3	1	0	0	0
Robins	2	2	0	2	0	0	0	0
Robison	2	1.5	-0.5	2	0	0	0	0
Rose	3	2.5	-0.5	3	0	0	0	0
Roskruge	3	2.5	-0.5	3	0	0	0	0
Sabino	8	5.5	-2.5	7	0	1	0	0
Safford	4	4	0	4	0	0	0	0
Sahuaro	9	7.5	-1.5	8	0	1	0	0
Santa Rita	8	6	-2	7	0	1	0	0
Secrist	2	2	0	2	0	0	0	0
Sewell	2	1.5	-0.5	2	0	0	0	0
Soleng Tom	2.5	1.5	-1	2	1	0	0	0
Steele	2	1.5	-0.5	2	0	0	0	0
Tolson	2	1.5	-0.5	1	0	1	0.5	0
Tucson	14	14	0	11	0	3	3	3
Tully	2.5	2	-0.5	2	0	0.5	0	0
Utterback	6	3.5	-2.5	5	0	1	0	0
Vail	4	2.5	-1.5	4	0	0	0	0
Valencia	3.5	3	-0.5	3	1	0	0	0
Van Buskirk	2	2	0	2	0	0	0	0

Site	Custodial FTE Allocations			3/11/2013	Current Staffing			FTE Available
	FY 2012-2013	FY 2013-2014	Net FTE Change		1.0 FTE	.5 FTE	Vacancies	for DIT
Vesey	2.5	2	-0.5		2	1	0	0
Warren	2	1.5	-0.5		2	0	0	0
Wheeler	2	2.5	0.5		2	0	0	0.5
White	2.5	2	-0.5		2	1	0	0
Whitmore	2	2	0		1	0	1	1
Wright	2	1.5	-0.5		2	0	0	0
Project More	2	1	-1		2	0	0	0
TAPP (Operation:	2	1	-1		2	0	0	0
Total	272	215	-57				35.5	17.5

TUSD							Contribution Option 9: Eliminate EPO, offer modified PPO				Assumed		
Contribution Modeling Scenarios						Annual TUSD contrib to HDHP of \$1,200						District Contribution	
						Annual TUSD contrib to HSA of \$300 One-time						0.85	
CURRENT 2012-2013 PLAN YEAR RATES						PPO Plan relative value						0.03871	
MONTHLY RATES						MONTHLY RATES							
						Current						2013-2014	
		Current	TUSD	TUSD Contrib	Current			2013-2014	TUSD	TUSD Cont	2013-2014		
	1/13 Enroll	Premium	Contrib	to HSA	EE Contrib		Est Enroll	Premium	Contrib	to HSA	EE Contrib	Subsidized EE Contrib	
E P O P L A N													
EO	4544	\$ 438.18	\$ 417.32	n/a	\$ 20.86								
ES	198	\$ 933.42	\$ 417.32		\$ 516.10								
EC	213	\$ 892.16	\$ 417.32		\$ 474.84								
EF	89	\$ 1,325.47	\$ 417.32		\$ 908.15								
Total	5044	\$ 492.45	\$ 417.32		\$ 75.13								
P P O P L A N													
						NEW P P O P L A N							
EO	215	\$ 560.68	\$ 417.32	n/a	\$ 143.36	EO	4659	\$ 478.81	\$ 406.99	n/a	\$ 71.82	\$ 47.88	
ES	13	\$ 1,194.34	\$ 417.32		\$ 777.03	ES	206	\$ 1,019.98	\$ 406.99		\$ 612.98	\$ 589.04	
EC	8	\$ 1,141.53	\$ 417.32		\$ 724.21	EC	216	\$ 974.89	\$ 406.99		\$ 567.90	\$ 543.96	
EF	4	\$ 1,696.01	\$ 417.32		\$ 1,278.69	EF	91	\$ 1,448.38	\$ 406.99		\$ 1,041.39	\$ 1,017.45	
Total	240	\$ 633.29	\$ 417.32		\$ 215.97	Total	5172	\$ 538.14	\$ 406.99		\$ 131.12	\$ 107.18	
H D H P													
EO	78	\$ 355.27	\$ 355.27	\$ 62.05	\$ -	EO	178	\$ 355.27	\$ 355.27	\$ 125.00	\$ (0.00)	\$ (0.00)	
ES	1	\$ 756.72	\$ 355.27	\$ 62.05	\$ 401.45	ES	6	\$ 756.72	\$ 355.27	\$ 125.00	\$ 401.45	\$ 401.45	
EC	5	\$ 724.75	\$ 355.27	\$ 62.05	\$ 369.48	EC	10	\$ 724.75	\$ 355.27	\$ 125.00	\$ 369.48	\$ 369.48	
EF	3	\$ 1,072.91	\$ 355.27	\$ 62.05	\$ 717.64	EF	5	\$ 1,072.91	\$ 355.27	\$ 125.00	\$ 717.64	\$ 717.64	
Total	87	\$ 405.86	\$ 355.27	\$ 62.05	\$ 50.60	Total	199	\$ 403.97	\$ 355.27	\$ 125.00	\$ 50.59	\$ 50.59	
P P O													
						In-Network						Out-of-Network	
		In-Network	Out-of-Network					Deductible	\$500/\$1,000	\$1,000/\$2,000			
Deductible		\$500/\$1,000	\$500/\$1,000					Coinsurance	90/10	70/30			
Coinsurance		90/10	70/30					OOP Max	\$1,000/\$2,000	\$4,500/\$9,000			
OOP Max		\$1,000/\$2,000	\$3,000/\$6,000					PCP OVC	25.00				
PCP OVC		25.00						SPC OVC	40.00				
SPC OVC		40.00						Rx Copays	\$10/\$40/\$80				
Rx Copays		\$10/\$30/\$60											
H D D P													
						In-Network						Out-of-Network	
Deductible		1500/3000	1500/3000					Deductible	1500/3000	1500/3000			
Coinsurance		80/20	60/40					Coinsurance	80/20	60/40			
OOP Max		5500/11000	9500/19000					OOP Max	5500/11000	9500/19000			