ASHEVILLE CITY BOARD OF EDUCATION

REGULAR BOARD MEETING

Administrative Offices - Board Room

85 Mountain Street, Asheville, North Carolina

Monday, February 12, 2024, 5:00 PM

Board of Education Members:
George Sieburg, Board Chair
Amy Ray, Vice-Chair
James C. Carter, Member
Liza Kelly, Member
Rebecca Strimer, Member
Sarah Thornburg, Member
Jesse Warren, Member

Superintendent: Dr. Maggie Fehrman

The Vision of Asheville City Schools is to Empower and Engage every child to Learn, Discover, Thrive.

ASHEVILLE CITY BOARD OF EDUCATION REGULAR MEETING AGENDA

Information about Public Comments can be found below

Work, Regular, and Open Session Board Meetings will have a Spanish Speaking Interpreter

Page

1. REGULAR MEETING

The meeting will be available for viewing via the Asheville City Schools YouTube page.

1.1 CALL TO ORDER - Board Chair, George Sieburg

Equity Statement: *In Asheville City Schools we are committed to equity and anti-racist policies for all students and staff to learn and thrive. We recognize that our positions come with power, responsibility, and public service for the entire ACS community. We will model our commitment to equity through our practices and decisions. During this meeting, we invite a pause if harm has taken place, a moment to name the harm, and space to practice repair.*

1.2 QUORUM DETERMINATION - Board Chair, George Sieburg

1.3 PLEDGE OF ALLEGIANCE - Board Chair, George Sieburg

1.4 APPROVAL OF AGENDA - Board Chair, George Sieburg

Motion to approve the agenda as presented.

2. POSSIBLE ACTION/CONSENT ITEMS

City of Asheville Interlocal Agreement - April Dockery, Executive Director of Operations

3. GOOD NEWS - April Dockery, Executive Director of Operations

School Spotlight

Lucy S. Herring - Sonna Jamerson, Principal

Preschool - Susanna Smith, Director of Preschool

4. PUBLIC COMMENTS - Board Chair, George Sieburg

Public Comment Guidelines

In-Person and Virtual Public Comment Guidelines can be found by clicking the link above.

The Board of Education greatly appreciates your interest in the Asheville City Schools (ACS) and we welcome your comments to the Board. Please be mindful of the following guidelines (per policy 2310):

Personnel and student matters are confidential and are therefore not appropriate for public comment. If you have a concern about an employee or a student matter, please contact or see the superintendent after the meeting.

4.1 In Person Public Comment

4.2 Virtual Public Comments

5. CONSENT ITEMS - Board Chair, George Sieburg

5.1 Draft Minutes

SPECIAL CALLED MEETING - Nov 03 2023 - Minutes

Special Called Closed Session Minutes Nov 03 2023

CLOSED SESSION MINUTES - Nov 06 2023

SPECIAL CALLED WORK SESSION - Dec 04 2023 - Minutes

Special Called Closed Session Minutes Dec 04 2023

SPECIAL CALLED CLOSED MEETING - Dec 07 2023 - Minutes

Special Called Closed Session Minutes Dec 07 2023

REGULAR MEETING - Dec 11 2023 - Minutes

SPECIAL CALLED OPEN MEETING - Jan 18 2024 - Minutes

5.2 Contracts/MOUs - Heidi Kerns, Executive Director of Finance / Dr. Dickerson, Assistant Superintendent of Human Resources

5.3 Policies Second Read - Dr. Mark Dickerson, Assistant Superintendent of Human Resources
6402-Participation by Historically Underutilized Businesses

5.4 Personnel Report #6

5.5 Student Releases to Buncombe County 2023-2024 - Tanya Presha, Academic and Program Support Coordinator

5.6 Budget Amendment & Expenditure Report - Heidi Kerns, Chief Financial Officer Consent
Summary of Budget Amendments

Budget and Expenditure Report

5.7 Anderson Smith & Wike, PLLC Contract - Heidi Kerns, Chief Financial Officer

5.8 Employer Paid Group Term Life Insurance Option - Heidi Kerns, Chief Financial Officer 6 - 9
Letter of Recommendation

Group Term Life & AD&D Options July 1, 2024-June 30, 2025

The Board of Education would like to raise the recommended amount of the Term Life Insurance to $20,000.

5.9 Policies Second/Final Read - Dr. Dickerson, Assistant Superintendent of Human Resources
6402-Participation by Historically Underutilized Businesses

5.10 City of Asheville Interlocal Agreement - April Dockery, Executive Director of Operations
Motion to approve the Consent Items as presented.

6. ACTION ITEMS - Board Chair, George Sieburg

6.1 Local Supplement Enhancement for FY 24 Budget 10 - 11
Supplement Rate Increase Options.pdf

23-24 Budget Comparison Revised 2-1-24 (1).pdf

6.2 3540 Comprehensive Health Education

6.3 1310–4002 Parent Involvement

6.4 4720 Survey of Students

6.5 6120 Student Health Services

6.6 7300 Staff Responsibilities

7. SUPERINTENDENT'S REPORT

7.1 Potential Middle School Reconfiguration Study

7.2 Updated Staffing Formula for FY 25

8. BOARD CHAIR REPORT - George Sieburg

9. ANNOUNCEMENTS/FUTURE MEETINGS - Board Chair, George Sieburg

9.1 Calendar of Events

Special Called Open Meeting - Hearing for Middle Schools
Monday, February 19, 2024 at 5:00 p.m.
Administrative Offices - Board Room

Special Called Open Meeting - Hearing for Middle Schools
Tuesday, February 27, 2024 at 5:00 p.m.
Administrative Offices - Board Room

Work and Closed Session Meeting
Monday, March 4, 2024
Administrative Offices - Board Room

Regular Meeting
Monday, March 11, 2024
Administrative Offices - Board Room

2023-2024 ACS Board of Education Meeting Schedule

10. ADJOURNMENT - Board Chair, George Sieburg

Motion to adjourn the meeting.

ASHEVILLE CITY SCHOOLS Learn. Discover. Thrive.

Administrative Office •PO Box 7347• 85 Mountain Street Asheville, North Carolina 28803

To: Members of the Asheville City Schools Board of Education

From: Heidi Faber Kerns, CFO

Subject: Employer Paid Group Term Life Insurance Option

Date: Tuesday, February 5, 2024

Pierce Group Benefits recently held our annual pre-enrollment meeting. After a review of all of our current offerings, pricing and status for the current year, I asked them to provide pricing for an employer-paid group term life insurance option as well, a benefit that has not been offered here in the past. I am not sure why this was not considered previously, but they have provided multiple vendor and dollar value options for your consideration, as you can see on the attached.

Reasons for consideration:

(1) Most districts now have this benefit in place in increments of $10,000, $15,000 or $20,000.
(2) The initial offering of employer paid group term life insurance is available under guarantee issue – meaning no employee can be turned down for existing health conditions.
(3) This enables the board to provide a very low cost, yet meaningful benefit to employees, especially our classified staff who often struggle to pay final expenses when that time comes.
(4) Finally, and what some consider most important, this coverage is portable at retirement, at our current group term life rates, rather than much higher market rates for the same coverage (subject to the standard age reductions indicated on the attachment). There is also a disability provision that waives our premium should an employee become disabled, until they reach age 65 and a provision to allow employees to convert their policy to a whole life policy at that time.

In summary, for a very low cost, the board can provide a potentially impactful new benefit for employees and their families. This comes for your consideration now, since your approval is needed in order for Pierce Group to plan and incorporate information in the marketing materials for our upcoming open enrollment meetings.

Recommendation: Move forward with a $10,000 employer-paid group term life insurance policy for all permanent employees of Asheville City Schools effective with the 2024-2025 school year. Sun Life does not provide the most reasonable rates, but they are very competitive, and provides better benefits for our employees. The current annual cost of this coverage is approximately $21,889.92, or about $31.00 per employee, per year. This coverage also comes with a rate hold for the first three years of our participation in the plan.

(If this proposal is more than the board would like to spend on this benefit, there are less expensive options, but employees lose the benefit of the ACS group rate when they port the policy at retirement and also cannot convert the policy at retirement. The best of these options is the one with Dearborn, and it is only approximately $12,207.84 or $17.00/per employee. It does add an additional disability and death benefit if the claim is a result of school violence on the high school campus).

Please do not hesitate to reach out with any questions or concerns that you may have.

Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 1**	**Option 2**	**Option 3**	**Option 4**	**Option 5**	**Option 6**	**Option 7**	**Option 8**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000
Guarantee Issue	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers professors and school staff	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715
Insured Volume	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.220	$0.123	$0.130	$0.170	$0.250	$0.144
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.020	$0.020
Basic Life Monthly	$1,311.99	$1,683.84	$1,543.52	$862.97	$912.08	$1,192.72	$1,754.00	$1,010.30
AD&D Monthly	$189.43	$140.32	$105.24	$154.35	$210.48	$105.24	$140.32	$140.32
Total Annual Premium	$18,017.09	$21,889.92	$19,785.12	$12,207.84	$13,470.72	$15,575.52	$22,731.84	$13,807.49

*Portability included at active group rates

Unum wasn't competitive $0.32 life/$0.027 AD&D

This information is for comparison purposes only, please see proposal for specific coverage/limitations. Pricing/Benefits subject to change. Upon receiving policy, please see the insurance carrier certificate/policy for a complete list of policy provisions.

Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Symetra Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 9**	**Option 10**	**Option 11**	**Option 12**	**Option 13**	**Option 14**	**Option 15**	**Option 16**	**Option 17**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000
Guarantee Issue	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to SSNRA	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included	Not included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers, professors, and school staff	Not included	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715	715
Insured Volume	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.210	$0.120	$0.130	$0.160	$0.164	$0.250	$0.144
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.015	$0.020	$0.020
Basic Life Monthly	$1,967.99	$2,525.76	$2,210.04	$1,262.88	$1,368.12	$1,683.84	$1,725.94	$2,631.00	$1,515.46
AD&D Monthly	$284.15	$210.48	$157.86	$231.53	$315.72	$157.86	$157.86	$210.48	$210.48
Total Annual Premium	$27,025.63	$32,834.88	$28,414.80	$17,932.90	$20,206.08	$22,100.40	$22,605.55	$34,097.76	$20,711.23

*Portability included at active group rates

Unum wasn't competitive $0.31 life/$0.027 AD&D

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Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Symetra Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 18**	**Option 19**	**Option 20**	**Option 21**	**Option 22**	**Option 23**	**Option 24**	**Option 25**	**Option 26**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000
Guarantee Issue	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to SSNRA	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included	Not included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers professors and school staff	Not included	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715	715
Insured Volume	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.200	$0.118	$0.130	$0.160	$0.162	$0.250	$0.138
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.015	$0.020	$0.020
Basic Life Monthly	$2,623.98	$3,367.68	$2,806.40	$1,655.78	$1,824.16	$2,245.12	$2,273.18	$3,508.00	$1,936.42
AD&D Monthly	$378.86	$280.64	$210.48	$308.70	$420.96	$210.48	$210.48	$280.64	$280.64
Total Annual Premium	$36,034.18	$43,779.84	$36,202.56	$23,573.76	$26,941.44	$29,467.20	$29,803.97	$45,463.68	$26,604.67

*Portability included at active group rates

Unum wasn't competitive $0.304 life/$0.027 AD&D

This information is for comparison purposes only, please see proposal for specific coverage/limitations. Pricing/Benefits subject to change. Upon receiving policy, please see the insurance carrier certificate/policy for a complete list of policy provisions.

Current Supplement Rate								
Staff	ACS Supplement	State 22-23 salary	State 23-24 salary	State + Local 22-23	State + Local 23-34	22-23 Dollars	23-24 Dollars	Dollar increase in local supplement with no increase
1st year teacher	0.09	$37,000.00	$39,000.00	$40,330.00	$42,510.00	$3,330.00	$3,510.00	$180.00
5th year	0.095	$42,000.00	$43,910.00	$45,990.00	$48,081.45	$3,990.00	$4,171.45	$181.45
12th year	0.1	$49,000.00	$50,240.00	$53,900.00	$55,264.00	$4,900.00	$5,024.00	$124.00
15-24 yrs	0.165	$52,000.00	$53,060.00	$60,580.00	$61,814.90	$8,580.00	$8,754.90	$174.90

2% Local Supplement Increase							
Staff	ACS Supplement	State 23-24 salary	State + Local 23-34	23-24 Dollars	Dollar increase seen with 2%	Monthly Increase	Hourly Increase
1st year teacher	0.11	$39,000.00	$43,290.00	$4,290.00	$780.00	$78.00	$0.49
5th year	0.115	$43,910.00	$48,959.65	$5,049.65	$878.20	$87.82	$0.55
12th year	0.12	$50,240.00	$56,268.80	$6,028.80	$1,004.80	$100.48	$0.63
15-24 yrs	0.185	$53,060.00	$62,876.10	$9,816.10	$1,061.20	$106.12	$0.66

3% Local Supplement Increase							
Staff	ACS Supplement	State 23-24 salary	State + Local 23-34	23-24 Dollars	Dollar increase seen with 3%	Monthly Increase	Hourly Increase
1st year teacher	0.12	$39,000.00	$43,680.00	$4,680.00	$1,170.00	$117.00	$0.73
5th year	0.125	$43,910.00	$49,398.75	$5,488.75	$1,317.30	$131.73	$0.82
12th year	0.13	$50,240.00	$56,771.20	$6,531.20	$1,507.20	$150.72	$0.94
15-24 yrs	0.195	$53,060.00	$63,406.70	$10,346.70	$1,591.80	$159.18	$0.99

3.5% Local Supplement Increase							
Staff	ACS Supplement	State 23-24 salary	State + Local 23-34	23-24 Dollars	Dollar increase seen with 3.5%	Monthly Increase	Hourly Increase
1st year teacher	0.125	$39,000.00	$43,875.00	$4,875.00	$1,365.00	$136.50	$0.85
5th year	0.13	$43,910.00	$49,618.30	$5,708.30	$1,536.85	$153.69	$0.96
12th year	0.135	$50,240.00	$57,022.40	$6,782.40	$1,758.40	$175.84	$1.10
15-24 yrs	0.2	$53,060.00	$63,672.00	$10,612.00	$1,857.10	$185.71	$1.16

ACS Revenue and Fund Balance Analysis

	2023-2024 Increase	2023-2024 Budgeted Appropriation	2022-2023 Actual	Current Supplement	Difference	1% Inc Supplement	Difference	2 % Inc Supplement	Difference	3% Inc Supplement	Difference	3.5% Inc Supplement	Differemce
Fund 2 Appropriation	$ 2,449,926	$ 17,704,730	$ 15,254,804										
Supplemental	$ 232,910	$ 11,640,014	$ 11,407,104										
Total	$ 2,682,836	$ 29,344,744	$ 26,661,908										
Fund 8 Supplemental*	$ 414,506	$ 4,893,870	$ 4,479,364	$ 4,940,646	$ (46,776)	$ 5,386,115	$ (492,245)	$ 5,831,584	$ (937,714)	$ 6,277,054	$ (1,383,184)	$ 6,499,789	$ (1,605,919)
Total Increase	$ 3,097,342	$ 34,238,614	$ 31,141,272	$ 4,940,646	$ (46,776)	$ 5,386,115	$ (492,245)	$ 5,831,584	$ (937,714)	$ 6,277,054	$ (1,383,184)	$ 6,499,789	$ (1,605,919)

*Per Buncombe County projections, sales taxes appear to be leveling off so caution is warranted in making future projections for use of these funds.

Another way to think about this is with current staffing levels, a 1% increase in the local supplement costs approx. $500,000.

Funding Summary		
Local	$ 3,097,342	
Charter transfer	$ (900,000)	($2.7m total)
State	$ (878,112)	
State Mid-Year Cut	$ (472,104)	was not deducted from our allotments
Federal	$ -	assumes adjustments made for funding changes
Salary/Benefits	$ (1,405,000)	
Supplement/Benefits	$ (255,747)	
Total	$ (813,621)	

	Increase	2023-2024 Fund Balance	2022-2023 Fund Balance
Fund 2	$ 1,493,964	$ 10,555,656	$ 9,061,692
Fund 8*	$ 959,249	$ 4,653,259	$ 3,694,010
Total Increase	$ 2,453,213	$ 15,208,915	$ 12,755,702

Total available from Fund Balance Increase		Addl 1% Supp	Addl 2% Supp	Addl 3% Supp	Addl 3.5% Supp**
(all else constant)	$ 1,639,592	$ 1,147,347	$ 701,878	$ 256,408	$ 33,673
	$ 472,104				
	$ 2,111,696	Available for local supplement in 2023-2024			

Impact of a raise on an hourly salary:	22-23	23-24
Typical bus driver	$ 17.63	$ 18.34
9% local supplement	$ 1.59	$ 1.65
Total base pay	$ 19.22	$ 19.99
Stipend based on 40 hours, $4.86/hr		$ 24.85
Stipend based on 20 hours, $9.21/hr		$ 29.20
District Cost (w/ matching fringe)	$ 25.56	$ 26.59
		$ 33.05
		$ 38.84
Base teacher pay - hourly		$ 24.19
District Cost (w/ matching fringe)		$ 32.17
Impact of a raise on total salaries:		
Total salaries	$ 31,500,000	
4% approved raise		$ 33,075,000
Supplement (11%)	$ 3,465,000	$ 3,638,250
Total	$ 34,965,000	$ 36,713,250
District Cost (w/ matching fringe)	$ 46,503,450	$ 48,828,623
Cost raise only		$ 1,575,000
Cost raise and supplement		$ 1,748,250
Cost per percent		$ 393,750
Cost per percent, supplement only		$ 43,313

* Much of Fund 8 fund balance is limited to use in specific programs/grants.

**Only ran scenarios up to 3.5% since the spiking safe harbor will not apply in full to supplements in excess of 20%.