

COATESVILLE AREA SCHOOL DISTRICT

2015-2016 General Fund Budget Discussion

April 14, 2015

2015-2016 Preliminary Expenditures

Summary by Object	Description	2013-2014 Actual	2014 - 2015 Budget	2015 - 2016 Budget	Increase (Decrease)
100	Salaries /Wages	\$47,413,040	\$47,834,730	\$48,957,549	\$1,122,820
200	Benefits	\$26,899,605	\$25,264,617	\$29,332,970	\$4,068,353
300	Purchased Prof. & Technical Svcs.	\$13,573,446	\$12,538,650	\$12,614,297	\$75,647
400	Purchased Property Services	\$1,847,024	\$2,303,418	\$2,320,246	\$16,828
500	Other Pur. Srvr. (Charter Schools)	\$30,879,795	\$34,527,476	\$35,734,808	\$1,207,332
600	Supplies	\$2,449,150	\$2,924,702	\$2,944,923	\$20,221
700	Property	\$639,817	\$301,752	\$290,778	-\$10,974
800	Other Objects	\$8,070,510	\$17,059,702	\$11,612,600	-\$5,447,102
900	Other Use of Funds (Debt Svcs.)	\$5,630,425	\$6,047,382	\$7,798,115	\$1,750,733
	Totals	\$137,402,812	\$148,802,429	\$151,606,287	\$2,803,857
	Total Increase Over 2014-15 Budget			\$2,803,857	1.88%

Employee Benefits - Required

✓ **Social Security (FICA-7.65%)**

Federal Insurance Contributions Act. FICA isn't exactly a tax; it's more like an involuntary contribution to pay for Social Security & Medicare

✓ **Retirement (PSERS-25.84%)**

✓ **Workman's Compensation-.0024**

✓ **Unemployment Comp. - .0081**

Projected Retirement Expense

2015 - 2016 Gross Wages			\$48,957,549		
					Cost
Year	Rate	% Increase	Projected Annual Increase	Mills to Fund Increase *	Per \$1,000 AV
2014 - 2015	21.40%				
2015 - 2016	25.84%	4.44%	\$2,173,715	0.4016	\$0.40
2016 - 2017	29.27%	3.43%	\$1,679,244	0.3102	\$0.31
2017 - 2018	30.25%	0.98%	\$479,784	0.0886	\$0.09
2018 - 2019	31.28%	1.03%	\$504,263	0.0932	\$0.09
2019 - 2020	32.08%	0.80%	\$391,660	0.0724	\$0.07
* Net of State Reimbursement					

COST of PSERS

Multiplier Change

	Multiplier-1	Multiplier-2
Final Average Salary	\$60,000	\$60,000
Multiplier	2.00%	2.50%
Sub-Total	\$1,200	\$1,500
Years of Service	30	30
Annual Pension	\$36,000	\$45,000
Annual Increased Cost		\$9,000

PSEERS Retirement Comparison to 401k

Average Salary	\$68,326
401k Employee Max Contribution (26%) - A	\$18,000
Avg. Employer Cont. 6%	\$4,100
Total 401k Combined Contribution - B	\$22,100
PSERS 2015-2016 District Contribution - 25.84	\$17,655
PSERS Employee Share 7.25% - C	\$4,954
PSERS Combined Total	\$22,609
A - 2015 Employee Maximum Contribution	
B - 2015 Combined Employee & Employer Contribution is \$53,000	
C - Employee PSERS Contributions Range 5.25% - 12.30%	
Based on Date of Hire and Membership Class	

Other Collective Bargaining Benefits

- ✓ **Medical Insurance**
- ✓ **Prescription Insurance**
- ✓ **Dental Insurance**
- ✓ **Vision Insurance**
- ✓ **Protection Income Insurance**
- ✓ **Life Insurance**

Affordable Care Act

IRS Required Tax and Fees

Patient Centered Outcomes Research Institute Fee

PCORI Fee \$2 per Average Number of Covered Lives

Estimated Cost $\$2 \times 2,181 = \underline{\$4,362}$

ACA Transitional Reinsurance Program Fee

\$63 Per Live Covered for 1st 2 years \$44 for 3rd Year

Estimated Cost $\$63 \times 2,181 = \underline{\$137,403}$

Employee Classifications

- CATA (Coatesville Area Teachers Association)
- Teamsters
- Federation (Coatesville Area Federation Educational Employees)
- Act 93 Administrators
- Contracted Employees
- Other Non Union / Non Contracted

Federation (CAFEE) Pay Schedule

		----- Hourly Rates of Pay -----			
Job Classification	Step	2008-09	2009-10	2010-11	2011-12
Tradesman Super Technician	A	\$29.58	\$30.46	\$31.52	\$32.62
	B	\$29.19	\$30.06	\$31.11	\$32.19
	C	\$28.80	\$29.66	\$30.69	\$31.76
	D	\$28.41	\$29.26	\$30.28	\$31.33
Tradesman High Technician	A	\$28.41	\$29.26	\$30.28	\$31.33
	B	\$28.02	\$28.86	\$29.87	\$30.91
	C	\$27.64	\$28.46	\$29.45	\$30.48
	D	\$27.32	\$28.13	\$29.11	\$30.12
Tradesman	A	\$27.32	\$28.13	\$29.11	\$30.12
	B	\$26.86	\$27.66	\$28.62	\$29.62
	C	\$26.48	\$27.27	\$28.22	\$29.20
	D	\$26.05	\$26.83	\$27.76	\$28.73
Head Custodian	A	\$22.49	\$23.16	\$23.97	\$24.80
	B	\$22.18	\$22.84	\$23.63	\$24.45
	C	\$21.79	\$22.44	\$23.22	\$24.03
	D	\$21.40	\$22.04	\$22.81	\$23.60
Custodian / Labor Pool	A	\$18.82	\$19.38	\$20.05	\$20.75
	B	\$18.29	\$18.83	\$19.48	\$20.16
	C	\$17.90	\$18.43	\$19.07	\$19.73
	D	\$17.53	\$18.05	\$18.68	\$19.33

Cost Comparison

	Reg. Ed. Aide	Spec. Ed. Aide	Secretary
Total Hrs/Days/YR	6.5 Hrs.-189 Days	6.5 Hrs.-189 Days	8Hrs.- 250 Days
Starting Salary/Wage	\$12,899	\$15,356	\$30,000
Social Security	\$987	\$1,175	\$2,295
Retirement	\$3,333	\$3,968	\$7,752
Unempl. Comp.	\$31	\$37	\$72
Workman's Comp.	\$104	\$124	\$243
Medical Ins. (Family)	\$18,067	\$18,067	\$18,067
Dental Ins.	\$1,464	\$1,464	\$1,464
Life Ins.	\$22	\$26	\$50
Income Protection	\$84	\$84	\$84
Vision Ins.	\$264	\$264	\$264
Prescription Ins.	\$3,660	\$3,660	\$3,660
Total - Single	\$28,588	\$31,898	\$51,624
Total - Family	\$40,915	\$44,225	\$63,951
Only aides hired before June 30, 2007 and work 5 hours per day receive benefits			

Cost Comparison

	Custodian*	H-Custodian *	Teacher-Bachelor's
Total Hrs/Days/YR	8 Hrs.- 260 Days	8 Hrs.- 260 Days	189 Days
Starting Salary/Wage	\$38,854	\$47,445	\$43,133
Social Security	\$2,972	\$3,630	\$3,300
Retirement	\$10,040	\$12,260	\$11,146
Unempl. Comp.	\$93	\$114	\$104
Workman's Comp.	\$315	\$384	\$349
Medical Ins. (Family)	\$18,067	\$18,067	\$18,067
Dental Ins.	\$1,464	\$1,464	\$1,464
Life Ins.	\$65	\$80	\$72
Income Protection	\$84	\$84	\$84
Vision Ins.	\$264	\$264	\$264
Prescription Ins.	\$3,660	\$3,660	\$3,660
Total - Single	\$63,552	\$75,124	\$69,316
Total - Family	\$75,879	\$87,451	\$81,643
Cost Above a Teacher	-\$5,764	\$5,808	

*Wages were frozen since 2010-11

Cost Comparison

	----- With Overtime -----		
	2013-2014	2014-2015	Teacher
	Custodian*	Custodian*	Master +60 Credits
Total Hrs/Days/YR	8 Hrs.- 260 Days	8 Hrs.- 260 Days	189 Days
Starting Salary/Wage	\$53,180	\$58,447	\$49,133
Social Security	\$4,068	\$4,471	\$3,759
Retirement	\$13,742	\$15,103	\$12,696
Unempl. Comp.	\$128	\$140	\$118
Workman's Comp.	\$431	\$473	\$398
Medical Ins. (Family)	\$18,067	\$18,067	\$18,067
Dental Ins.	\$1,464	\$1,464	\$1,464
Life Ins.	\$89	\$98	\$83
Income Protection	\$84	\$84	\$84
Vision Ins.	\$264	\$264	\$264
Prescription Ins.	\$3,660	\$3,660	\$3,660
Total - Single	\$82,849	\$89,944	\$77,398
Total - Family	\$95,176	\$102,271	\$89,725
Cost Above a Teacher	\$5,451	\$12,546	

*Wages were frozen since 2010-11

Cost Comparison

	Tradesman *	Super Tech*	Teacher
Total Hrs/Days/YR	8 Hrs.- 260 Days	8 Hrs.- 260 Days	Master +60 Credits
Starting Salary/Wage	\$57,741	\$62,982	\$49,133
Social Security	\$4,417	\$4,818	\$3,759
Retirement	\$14,920	\$16,275	\$12,696
Unempl. Comp.	\$139	\$151	\$118
Workman's Comp.	\$468	\$510	\$398
Medical Ins. (Family)	\$18,067	\$18,067	\$18,067
Dental Ins.	\$1,464	\$1,464	\$1,464
Life Ins.	\$97	\$106	\$83
Income Protection	\$84	\$84	\$84
Vision Ins.	\$264	\$264	\$264
Prescription Ins.	\$3,660	\$3,660	\$3,660
Total - Single	\$88,993	\$96,054	\$77,398
Total - Family	\$101,320	\$108,381	\$89,725
Cost Above a Teacher	\$11,595	\$18,656	
*Wages were frozen since 2010-11			

Cost Comparison

	Tradesman *	Super Tech *	Teacher @ 5 Yrs.
	8 Hrs.- 260 Days	8 Hrs.- 260 Days	Master +60 Credits
Starting Salary/Wage	\$57,741	\$62,982	\$58,533
Social Security	\$4,417	\$4,818	\$4,478
Retirement	\$14,920	\$16,275	\$15,125
Unempl. Comp.	\$139	\$151	\$140
Workman's Comp.	\$468	\$510	\$474
Medical Ins. (Family)	\$18,067	\$18,067	\$18,067
Dental Ins.	\$1,464	\$1,464	\$1,464
Life Ins.	\$97	\$106	\$98
Income Protection	\$84	\$84	\$84
Vision Ins.	\$264	\$264	\$264
Prescription Ins.	\$3,660	\$3,660	\$3,660
Total - Single	\$88,993	\$96,054	\$90,061
Total - Family	\$101,320	\$108,381	\$102,388
Cost Above a Teacher	-\$1,067	\$5,994	

*Wages were frozen since 2010-11

Understanding Collective Bargaining

- Teamsters (Contract Expires 06-30-2018)
- Federation Union (Contract Expires 06-30-2015)
- CATA (Contract Expires 06-30-2016)

Horizontal-Vertical & Step Movement

2015-2016							
Step	B	B+15	M	M+15	M+30	M+45	M+60
1	43,133	44,133	45,133	46,133	47,133	48,133	49,133
2	44,933	46,133	47,433	48,433	49,633	50,733	51,933
3	45,733	47,133	48,733	49,733	51,333	52,633	58,833
4	46,533	48,133	49,933	51,233	53,133	54,733	56,333
5	47,533	49,133	51,333	52,833	55,033	56,733	58,533
6	48,533	50,333	52,733	54,533	57,033	58,733	60,833
7	49,733	51,633	54,333	56,333	59,033	60,833	63,133
8	51,133	53,233	56,033	58,233	60,933	62,833	65,333
9	52,733	55,033	57,833	60,233	62,933	64,933	67,533
10	54,433	56,833	59,633	62,333	64,733	67,033	69,733
11	56,233	58,733	61,633	64,533	66,833	69,333	71,933
12	58,233	60,833	63,933	66,933	69,133	71,733	74,233
13	60,733	63,333	66,438	69,433	71,633	74,233	76,733
14	63,233	65,933	69,133	72,033	74,333	77,033	79,333
15	65,733	68,633	72,033	74,933	77,233	79,933	82,433
16	68,433	71,333	75,133	78,033	80,333	83,033	85,733
17	71,233	74,133	78,633	81,233	83,633	86,533	89,133
18	74,233	77,033	82,633	85,033	87,633	90,333	93,133
19	77,633	81,133	86,633	89,133	91,633	94,133	97,133

Schedule Comparison

2014-2015				2015-2016					
1.50%				3.10%					
Step	B	B+15	M	Step	B	B+15	M	Increase	%
1	43,000	44,000	45,000	1	43,133	44,133	45,133		
2	44,800	45,800	47,100	2	44,933	46,133	47,433	1,933	4.50%
3	45,600	46,900	48,400	3	45,733	47,133	48,733		
4	46,400	47,900	49,700	4	46,533	48,133	49,933		
5	47,400	48,900	51,100	5	47,533	49,133	51,333	2,733	5.89%
6	48,400	50,200	52,300	6	48,533	50,333	52,733		
7	49,600	51,500	54,100	7	49,733	51,633	54,333		
8	51,000	53,100	55,900	8	51,133	53,233	56,033		
9	52,600	54,900	57,700	9	52,733	55,033	57,833	4,733	8.91%
10	54,300	56,700	59,500	10	54,433	56,833	59,633		
11	56,100	58,600	61,500	11	56,233	58,733	61,633		
12	58,100	60,700	63,800	12	58,233	60,833	63,933		
13	60,600	63,200	66,300	13	60,733	63,333	66,438		
14	63,100	65,800	69,000	14	63,233	65,933	69,133		
15	65,600	68,500	71,800	15	65,733	68,633	72,033	3,033	4.40%
16	68,300	71,200	74,800	16	68,433	71,333	75,133		
17	71,100	74,000	78,500	17	71,233	74,133	78,633		
18	74,100	77,100	82,200	18	74,233	77,033	82,633		
19	77,000	80,500	86,000	19	77,633	81,133	86,633	9,533	12.36%
								633	0.74%

Eliminated Positions

				2014-2015	2015-2016	Booklet
	Eliminated Positions	Date		Budget	Budget	Page #
1	NON-CERTIFIED SUPERVISORS	1/13/2015	FURLOUGHED		\$166,999	192
2	CLERICAL AIDE	3/7/2014	RESIGNED	\$28,010		
3	NON-CERTIFIED SUPERVISORS	1/27/2015	FURLOUGHED		\$145,057	192
4	CERTIFIED SUPERVISORS	8/6/2014	PERSONAL	\$155,955		
5	TECHNOLOGY ASSISTANT	9/15/2014	PERSONAL	\$127,934		
6	NON-CERTIFIED SUPERVISORS	1/27/2015	FURLOUGHED		\$160,920	192
7	TEACHER	12/19/2014	PERSONAL		\$104,504	179
8	TEACHER	11/25/2014	TERMINATED	\$73,098		
9	POLICE OFFICER	6/27/2014	FURLOUGHED	\$83,188		
10	B CUSTODIAN	8/13/2014	PERSONAL	\$62,361		
11	TECHNOLOGY AIDE	6/11/2014	RESIGNED	\$58,263		
12	TECHNOLOGY ASSISTANT	3/9/2015	RETIREMENT		\$143,414	189
13	TECHNOLOGY AIDE	12/5/2014	PERSONAL		\$54,390	202
14	POLICE OFFICER	2/2/2015	RETIREMENT		\$100,549	193
15	TECHNOLOGY AIDE	4/18/2014	RESIGNED	\$38,702		
16	DATA ASSESMENT-PAID THRU CCIU					
17	TRADESMAN	1/23/2015	RETIREMENT		\$98,998	184
18	ASSISTANT SUPERINTENDENT	1/31/2015	PERSONAL	\$207,610		
19	CONTROLLER	7/2/2014	FURLOUGHED	\$129,237		
20	UTILITY WORKER 3HRS	1/7/2015	TERMINATED	\$18,116		
21	SECRETARY 250 DAYS	7/1/2014	PERSONAL	\$53,676		
	Totals			\$1,036,150	\$974,831	\$2,010,981

2015-2016 Budget Update

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100	Salaries /Wages	\$47,413,040	\$47,834,730	\$48,957,549	\$1,122,820
200	Benefits	\$26,899,605	\$25,264,617	\$29,332,970	\$4,068,353
300	Purchased Prof. & Technical Svcs.	\$13,573,446	\$12,538,650	\$12,614,297	\$75,647
400	Purchsed Property Services	\$1,847,024	\$2,303,418	\$2,320,246	\$16,828
500	Other Purchased Services	\$30,879,795	\$34,527,476	\$35,734,808	\$1,207,332
600	Supplies	\$2,449,150	\$2,924,702	\$2,944,923	\$20,221
700	Property	\$639,817	\$301,752	\$290,778	-\$10,974
800	Other Objects	\$8,070,510	\$17,059,702	\$11,612,600	-\$5,447,102
900	Other Use of Funds	\$5,630,425	\$6,047,382	\$7,798,115	\$1,750,733
	Reductions - Salary & Benefits			-\$974,831	-\$974,831
	Totals	\$137,402,812	\$148,802,429	\$150,631,456	\$1,829,026
		Total Increase Over 2014-2015 Budget			1.23%

2015-2016 Budget Update

Projected Revenues (with .7681 inc.)	\$149,420,401
Projected Expenditures	\$151,606,287
Salary & Benefit Reductions	-\$974,831
Surplus (Deficit)	(\$1,211,055)
Additional Mills Needed Above the Index	0.4475
Index Millage	0.7681
Anticipate Tax Increase	1.2156

2015-2016 Budget Update

Projected Revenues (with .7681 inc.)	\$149,420,401
Projected Expenditures	\$151,606,287
Salary & Benefit Reductions	-\$974,831
Subcontracting Projected Savings	-\$1,211,055
Total Expenditures	\$149,420,401
Surplus (Deficit)	\$0
Additional Mills Needed Above the Index	0.0000
Index Millage	0.7681
Anticipate Tax Increase	0.7681

UNDERSTANDING THE TAX INCREASE AT THE INDEX

How do I calculate the 2.4% anticipated tax increase?

Current Mills	32.0036
Increase of 2.4%	0.7681
Total Mills	32.7717

What does this mean to the average taxpayer?

	Average Assessed Residential Value	Per \$1,000 of Assessed Value
Assessed Value	\$107,109.00	\$1,000
Mill	0.001	0.001
Millage Increase	0.7681	0.7681
Projected Median AV Tax Increase	\$82.27	\$0.77

For The Future

Let's Not Just Hope
For The Best,

But Be Prepared
For The Worst

QUESTIONS

&

COMMENTS