

**Elementary General Fund  
FY18 - FY21 Deficit View**

	<b>Revenue</b>	<b>Expense</b>	<b>Surplus/ (Deficit)</b>
FY15 (2014-2015)	\$ 73,600,000	\$ 70,700,000	\$ 2,900,000
FY16 (2015-2016)	\$ 74,700,000	\$ 71,700,000	\$ 3,000,000
FY17 (2016-2017)	\$ 76,000,000	\$ 75,700,000	\$ 300,000
FY18 (2017-2018)	\$ 77,800,000	\$ 78,700,000	\$ (900,000)
FY19 (2018-2019)	\$ 79,200,000	\$ 81,600,000	\$ (2,400,000)
FY20 (2019-2020)	\$ 80,900,000	\$ 83,900,000	\$ (3,000,000)
FY21 (2020-2021)	\$ 83,600,000	\$ 84,100,000	\$ (500,000)

Current Year Forecast

**2019-2020 Budget Reductions (FY20)**

Category	Title	FTE	Amt.	Yr	Loc
Certified	Library	3.0	\$ 165,000	19-20	K-8
Certified	General Ed	1.5	\$ 90,000	19-20	K-5
Restructure	10% of BK to title 1		\$ 12,000	19-20	
Restructure	1.5 FTE to GF from Title 2		\$ 92,614	19-20	
Restructure	Behavior Specialist to Title 1		\$ 88,500	19-20	
Operating	Business Office		\$ 150,000	19-20	
Operating	Technology Office		\$ 13,724	19-20	
Operating	Curriculum		\$ 20,000	19-20	
Operating	Instruction		\$ 4,717	19-20	
Operating	Human Resources		\$ 3,000	19-20	
Operating	Special Ed		\$ 30,000	19-20	
Operating	Superintendent Office		\$ 1,200	19-20	
Operating	Schools - Building Budgets		\$ 163,500	19-20	
Operating	Facilities		\$ 51,500	19-20	
<b>2019-2020 Savings</b>		<b>4.5</b>	<b>\$ 885,755</b>		

**2020-2021 Budget Reductions (FY21)**

Category	Title	FTE	Amt.	Yr	Loc
Admin	Executive Director	1.0	\$ 30,000	20-21	Lincoln Center
Admin	EL Asst. Principal	1.0	\$ 88,011	20-21	Orchard
Certified	Interventionists	11.0	\$ 864,000	20-21	District Wide
Certified	Librarian	3.0	\$ 165,000	20-21	K-8
Certified	Middle School FTE	6.0	\$ 402,000	20-21	District Wide
Certified	Music	3.0	\$ 217,500	20-21	K-5
Certified	Quest	1.6	\$ 117,000	20-21	K-5 (Central Heights classroom)
Certified	ELL	0.5	\$ 38,500	20-21	K-8
Classified	Secretary III	2.0	\$ 90,647	20-21	Facilities, Benefits
Classified	Groundskeeper	0.5	\$ 26,000	20-21	
Classified	Lincoln Contract Support	1.0	\$ 55,000	20-21	Instruction
Classified	Library Svcs Coord.	1.0	\$ 54,000	20-21	Warehouse
Classified	Library Coord. Stipends		\$ 4,400	20-21	2 Stipends
Classified	Business Office	0.5	\$ 25,000	20-21	Lincoln Center retirements
Classified	Custodian III	1.0	\$ 50,000	20-21	Lincoln Center
Classified	Library Circulation		\$ 21,700	20-21	Hourly, Boulder EL
Classified	Quest	0.6	\$ 51,114	20-21	41k base + 10k benefits
Operating	Activities		\$ 79,044	20-21	Instructional League Stipends
Operating	FY20 Carryover		\$ 885,755	20-21	
<b>2020-2021 Savings</b>		<b>33.7</b>	<b>\$ 3,264,671</b>		

		FTE
2019-2020 Savings	\$ 885,755	4.5
2020-2021 Savings	\$ 3,264,671	33.7
<b>2 Year Total</b>	<b>\$ 4,150,426</b>	<b>38.2</b>

**Elementary General Fund  
FY22 Forecast**

	<b>Revenue</b>	<b>Expense</b>	<b>Surplus/ (Deficit)</b>
FY22 (2021-2022)	\$ 83,200,000	\$ 86,400,000	\$ (3,200,000)

**Contributing Factors:**

Drop in student enrollment of 635 vs budget

10% increase in health insurance costs = Potential \$1M expense to EL GF

**Other Considerations:**

Estimate doesn't include any negotiated compensation agreement in FY22

\$1.4M spending authority increase if we recapture 600 students

EL District eligible for a \$425k levy. County charges \$70k to administer

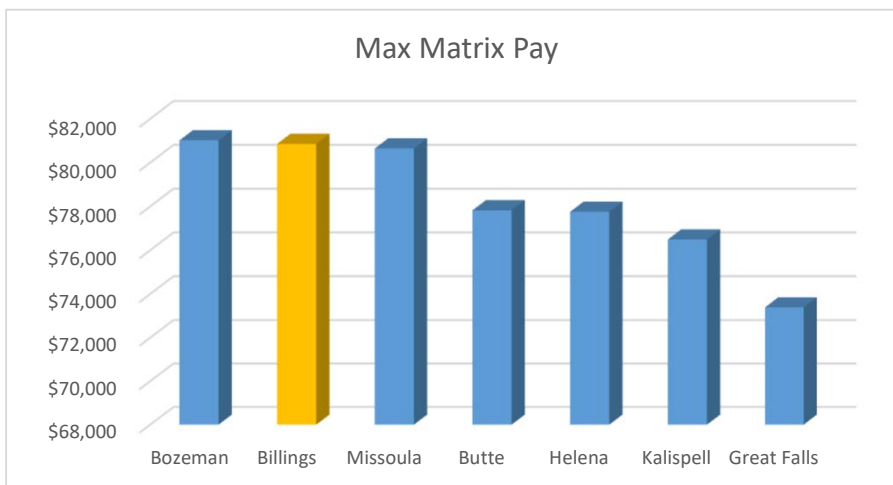
**CERTIFIED STAFF**  
**Retirement/Resignation Payouts**  
**AA Comparisons - Feb 2021**

**District**

<b>Billings</b>	Sick Leave paid at 25%, no cap. Severance = 2.5 days of service credit for each year in District, paid at daily rate at retirement, no cap. 5% payout bonus if noticed prior to March 1st
<b>Bozeman</b>	Sick Leave paid at 25% up to 170 days. Max severance payment of \$5,100
<b>Butte</b>	Sick Leave paid at 33% to anyone hired 1989-2004. Capped at 150 days
<b>Great Falls</b>	Sick Leave paid at 33%, max of 187 days. Any days over 187 are paid at \$50/day
<b>Helena</b>	Sick Leave paid at 25%, no cap. Severance = \$7k severance, \$5k stipend paid w 2 yr notice, \$9k severance paid w 1 yr notice
<b>Kalispell</b>	Sick Leave paid at 25%, no cap. \$11,500 cash payment
<b>Missoula</b>	Sick Leave paid at 50% up to 960 hrs.

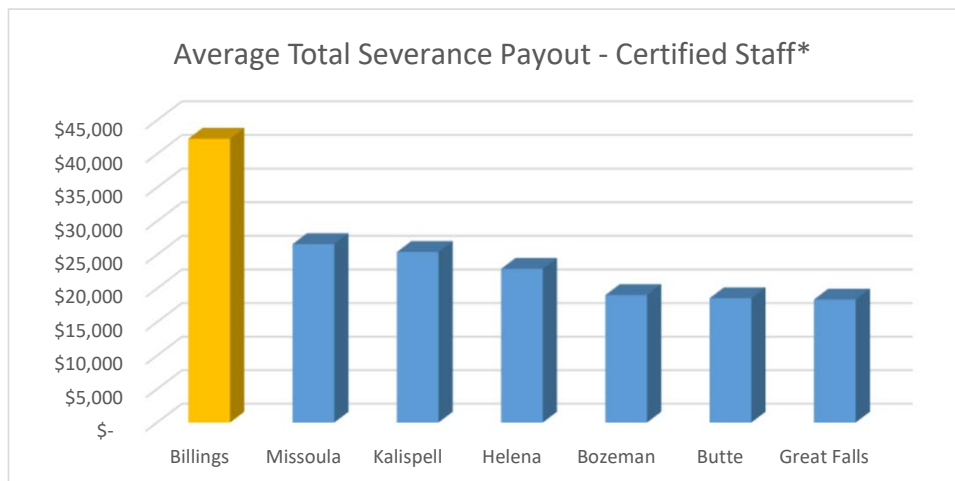
**Max Matrix**

Bozeman	\$ 81,018
Billings	\$ 80,857
Missoula	\$ 80,647
Butte	\$ 77,823
Helena	\$ 77,758
Kalispell	\$ 76,489
Great Falls	\$ 73,390



**Total Sev Payout**

Billings	\$ 42,261
Missoula	\$ 26,588
Kalispell	\$ 25,414
Helena	\$ 22,914
Bozeman	\$ 19,014
Butte	\$ 18,552
Great Falls	\$ 18,348



\*using the average Billings sick and service credit amounts at retirement as a baseline

The Billings Service Credit was put into place 35 years ago in 1986. Certified staff hired prior to 2017 accumulate 2.5 days of credit for each full year of experience. The accumulated credit is compensated to the staff member upon termination of services using the employees highest daily rate of service at the time of termination, not including any Additional Compensation for extracurricular activities, extended employment or other Additional Compensation. The average Service Credit payout for Certified staff at the end of the 2019-2020 school year was \$26,700 and maxed at \$38,500.

## 2019 - 2020 Severance Data

**Sick Leave** – Ending balance paid at 25% of current hourly rate

Average retiree in FY20 had 1,062 sick hours banked

Hours	Hrly Rate	25% adj	Total
1,062	\$ 52.41	25%	\$ 13,915

**Service Credit** – Ending balance paid at current daily rate, multiplied by  
years of Service times 2.5 days per year

Average retiree in FY20 had 26.8 years of service credit

Yrs Service	Day Rate	Days/Yr	Total
26.8	\$ 393.05	2.5	\$ 26,334

## TRS Pension Calculation

### Billings example:

\$ 80,857 AFC (Average Final Compensation)

\$ 13,914 Average Sick Payout

\$ 26,334 Average SC Payout

5% bonus

\$ 42,261 Total Sick/SC

3.0 years denominator for "Option 1"

\$ 14,087 "Additional Amount" ie. Total Sick/SC divided by 3 yrs

**\$ 94,944** AFC + Additional Amount

	<b>Billings</b>	<b>Missoula</b>	<b>Bozeman</b>	<b>Helena</b>	<b>Butte</b>	<b>Kalispell</b>	<b>Great Falls</b>
Matrix Max	\$ 80,857	\$ 80,647	\$ 81,018	\$ 77,758	\$ 77,823	\$ 76,489	\$ 73,390
Sick Pay	\$ 4,638	\$ 8,863	\$ 4,638	\$ 4,638	\$ 6,184	\$ 4,638	\$ 6,116
Service Credit	\$ 8,778	\$ -	\$ 1,700	\$ 3,000	\$ -	\$ 3,833	\$ -
5% ERI	5%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Adj AFC</b>	<b>\$ 94,944</b>	<b>\$ 89,510</b>	<b>\$ 87,356</b>	<b>\$ 85,396</b>	<b>\$ 84,007</b>	<b>\$ 84,960</b>	<b>\$ 79,506</b>

## Health Insurance Compensation

### Single Employee Coverage

#### District

Billings	\$760/mo for full medical/dental premium paid for by the District. No cap in the CBA, current deductible per covered person is \$1,000 or \$2,000 max per family unit. '2 Tier Open Formulary' covers nearly anything processed through the pharmacy benefit in full.
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