

Human Resources Report

April 2016

Personnel Costs

***86.6%** of the Total Budget is spent on our most valuable resource!

***13.4 %** on non-Personnel

H.R. Planning Process

Projections Include:

- * Collective Bargaining Agreements
- * Student FTE (pupil counts)
- * Replacement for Teacher Resignations / Retirements
- * Need for New Positions
- * Board Policy (EL404/Financial and Assets Constraints)
- * Projected Fund Balance
- * Avoid Layoffs of Any and All Positions!

Current Unsettled Collective Bargaining Agreements

- * Teachers, GLEA / MEA
- * Transportation, International Union of Operating Engineers – Wage Reopener Only for 2016-2017
- * Custodial Maintenance – Current contract expires June 30, 2016. We are uncertain who will be bargaining this contract. Conference call with MERC on Tuesday, April 12, 2016.

Student FTE & State Allocation

	<u>GLPS FTE</u>	<u>Shared Partnership FTE</u>	<u>ECYF FTE</u>	<u>Total FTE</u>
2008-09	5,272			5,272
2009-10	5,190			5,190
2010-11	5,070			5,070
2011-12	5,105			5,105
2012-13	5,071	32		5,103
2013-14	5,067	32		5,099
2014-15	5,036	32	28	5,096
2015-16*	5,088	47	33	5,168

**Student Projections are based on StanFreds report.*

StanFreds is a company that uses birthing data and current student enrollment to provide "best evidence" projections for districts.

Student Enrollment Increase by the Numbers

CFO's Board Presentation: Nov. (+40) & Feb.(+32)

Total increase of 72 students

An increase of 72 pupils equates to an additional \$532,152 in State Aid for 2015-16.

Shared Partnership teachers hired this past fall was an additional \$220,000.

The district has budgeted \$400,000 for teacher salary increases (pending negotiations).

\$ 532,000 - increased revenue

-220,000 - increased expense

-400,000 - increased expense

\$ (88,000)*

*Does not take into account: additional GL classroom teachers, GL special ed services, transportation costs, student materials, books, technology, or any other expenses associated with new students.

Teacher Hiring / Costs

	Total Comp. GLPS Teachers	<u>FTE</u>	<u>New Hires</u>	
2011-2012	\$23,719,587	273.7	10	
2012-2013	\$24,067,997	283.6	23	+ (5-SP)
2013-2014	\$24,195,916	274.7	6	+(2-SP)
2014-2015	\$24,486,337	271.1	11	+(5-SP)
2015-2016	\$24,719,977	275.5	21*	+(8-SP)
2016-2017	<i>Currently working to replace 8 retirees</i>			

Since 2011-2012,
the total costs for teachers
has remained at
57% of district budget.

***Note:**

To hire the best candidate, we often hire teachers with experience (126 years of experience came with this year's new hires).

Many 'Specials' teachers from other local districts apply because those districts have eliminated programs.

Administrator Costs

	<u>Total Comp</u>	<u>Percentage of Budget</u>
2011-2012	\$2,607,610	6.2%
2012-2013	\$2,654,427	6.2%
2013-2014	\$2,614,435	6.2%
2014-2015	\$2,527,658	5.8%
2015-2016	\$2,526,195	5.7%

Teacher Assistant Costs

2008-2009	\$2,000,556
2009-2010	\$1,901,355
2010-2011	\$1,982,787
2011-2012	\$1,937,879
2012-2013	\$2,198,786
2013-2014	\$2,125,136
2014-2015	\$2,405,594
2015-2016*	\$2,185,564

T.A. costs continue to be
5% of the budget.

These numbers do not
include the E-RESA
Parapros that GLPS hires
and Supervises for the
County Schools

Projected Fund Balance

2011-2012	12% Audited
2012-2013	10% Audited
2013-2014	9% Audited
2014-2015	8% Audited
2015-2016	7% Projected

* GLPS board policy is 8%
'AS' 5% is the new zero.

* Auditing Firm recommends
we maintain a 15%
balance, which would
eliminate the need to
borrow for cashflow
purposes.

Making Decisions Based on Projections

In February 2015, the Director of Finance projected a 2014-2015 year end fund balance of **5%!**

Action Taken

- * Froze all Hiring
- * Froze all Technology, Textbook, Instructional Support Purchases
- * Froze all Custodial Supplies; and Building Maintenance / Repairs were postponed
- * Reduced Custodial/Maintenance work hours
- * Postponed Bus and vehicle purchases

With the above reductions, as well as unexpected Revenue from State Aid (\$129,000) and a large, year-end transfer from Eaton RESA (\$200,000); we ended the year with a smaller deficit than projected - - however, it was still a deficit!

Finally, 6 out of the last 7 years - the district has had a deficit budget; the one year with a positive budget - 2010-2011, was due to Federal Bailout Money.

Actual Payroll for Personnel

<u>Month</u>	<u>8th</u>	<u>23rd</u>	<u>Total</u>
July	\$1,785,624	\$1,115,318	\$2,900,942
August	\$1,355,155	\$1,305,342	\$2,660,457
September	\$1,186,144	\$1,573,188	\$2,759,332
October	\$1,425,077	\$1,430,075	\$2,855,152
November	\$1,372,126	\$2,023,516	\$3,395,642
December	\$1,352,428	\$1,716,673	\$3,069,101
January	\$1,259,071	\$1,661,225	\$2,920,296
February	\$1,408,783	\$1,663,686	\$3,072,469

Summary

Projections Constantly Change:

- * State Funding
- * Student Count
- * Retirement Costs
- * Collective Bargaining Agreements
- * FMLA – Employee Retirements/Resignations
- * Substitute Costs
- * Energy Use/Costs (bus fuel, natural gas, electricity, H²O)

One Constant

- *The District continues to walk a tightrope with stagnate state funding

Questions?

Personnel are our most valuable resource!

- ***86.6%** of the Total Budget is Spent on Employees!
- *57% of the Total Budget is Spent on Teachers
- *5.7% of the Total Budget is Spent on Administrators
- *5.0% of the Total Budget is Spent on Teacher Assistants