



# Bond Program Update Board Workshop April 13, 2015

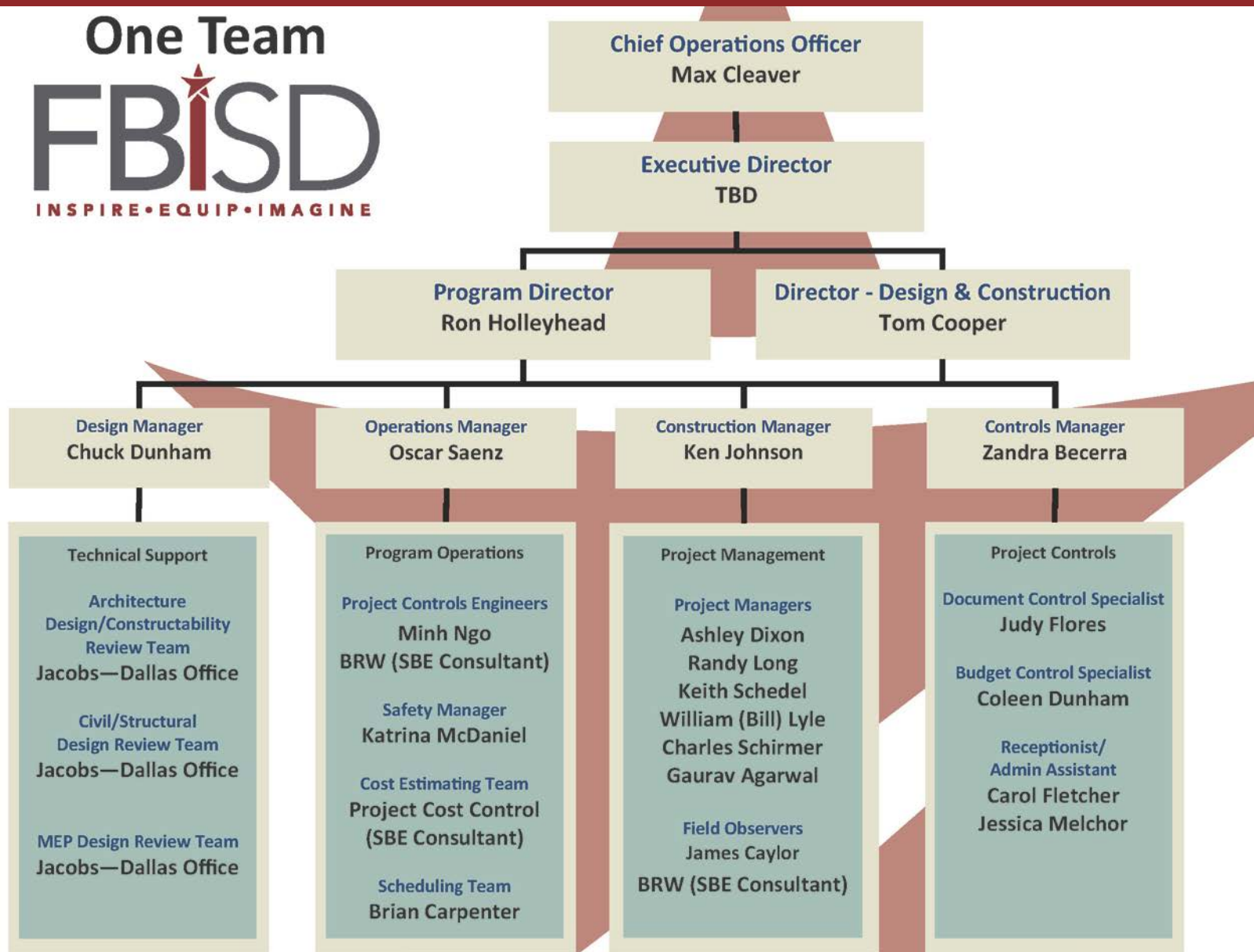


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- Program Management
- ES 47 Update
- Update Other Projects (IT, Transportation)
- Finance and Debt Service





1. Program controls
2. Master schedule / phasing / cash flow / master budget
3. Reporting
4. Safety strategy
5. Forms of agreement
6. RFQ and selection criteria
7. Design guidelines / standards / Education specifications
8. Procedures manual
9. Packaging / procurement
10. Master specifications

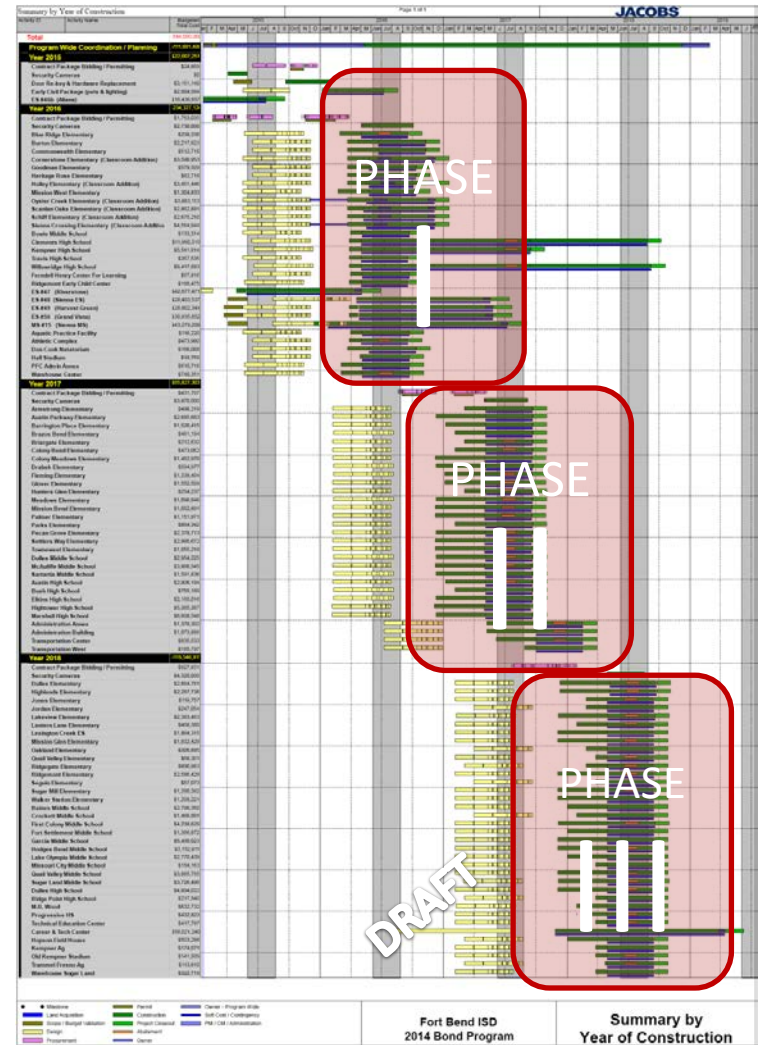


- Identified “Priority” projects to begin Summer 2015
- Developed master schedule in 3 phases based on Capital Improvement Plan (CIP)
- Phase I includes “Priority”, new projects, additions, and high priority capital improvements
- Identified soft cost for all CIP projects
- Developed construction budget for all CIP projects
- Created bid packages and A/E selection
- Collaborated with FBISD to merge Prolog and People Soft
- Developed reporting structure in Prolog

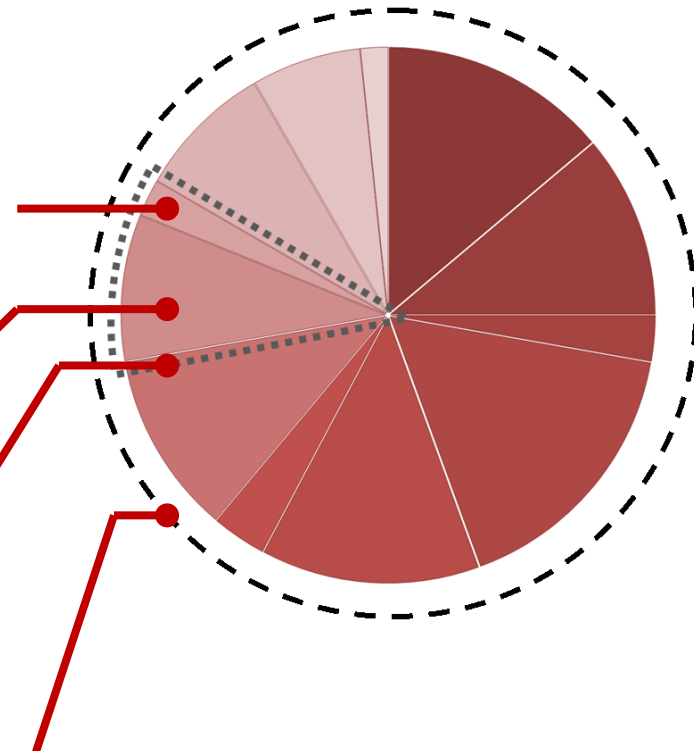


# Preliminary Program Schedule

- Phase I
  - Priority projects
    - Site/Civil
    - Site lighting
  - Rekeying of campuses
  - New Elementary and Middle Schools & Additions
  - High priority capital improvements
- Phase II & III
  - Remainder of school deficiencies
  - Minimize school disruptions
  - Don't exceed market capacity

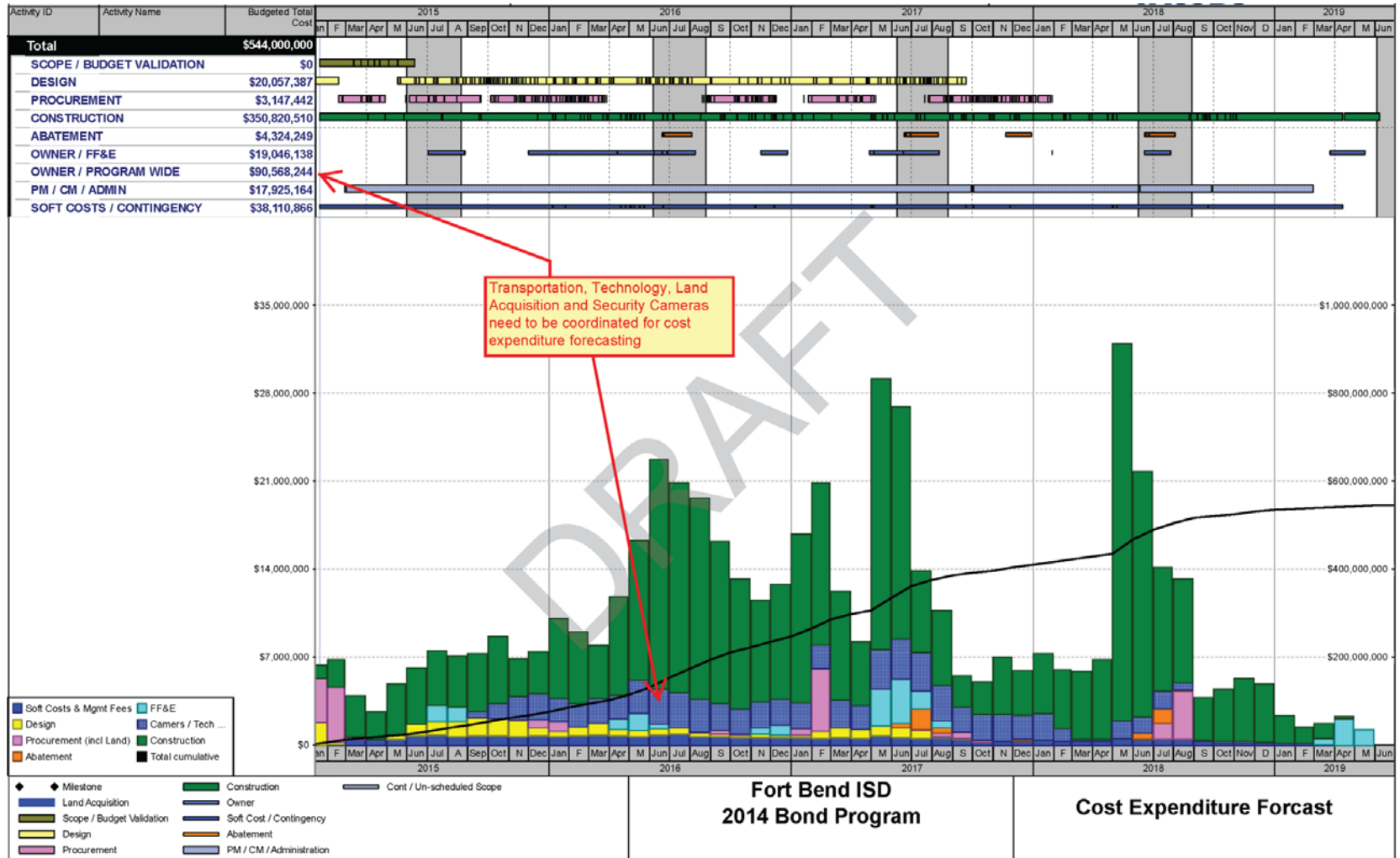


- Soft cost budget – non-construction costs required to execute the work
  - Design
  - Printing
  - Bid advertisement
  - Permit & associated fees
  - Environmental remediation
  - Land surveys
  - Geotechnical studies
  - Materials testing
  - Test and balance
  - Energy management
  - Temporary facilities
  - Overtime
  - Contingency
- Construction budget – construction costs
- Project budget – total budget associated by project (typically associated by campus)
- Program budget – overall bond budget approved by FBISD voters

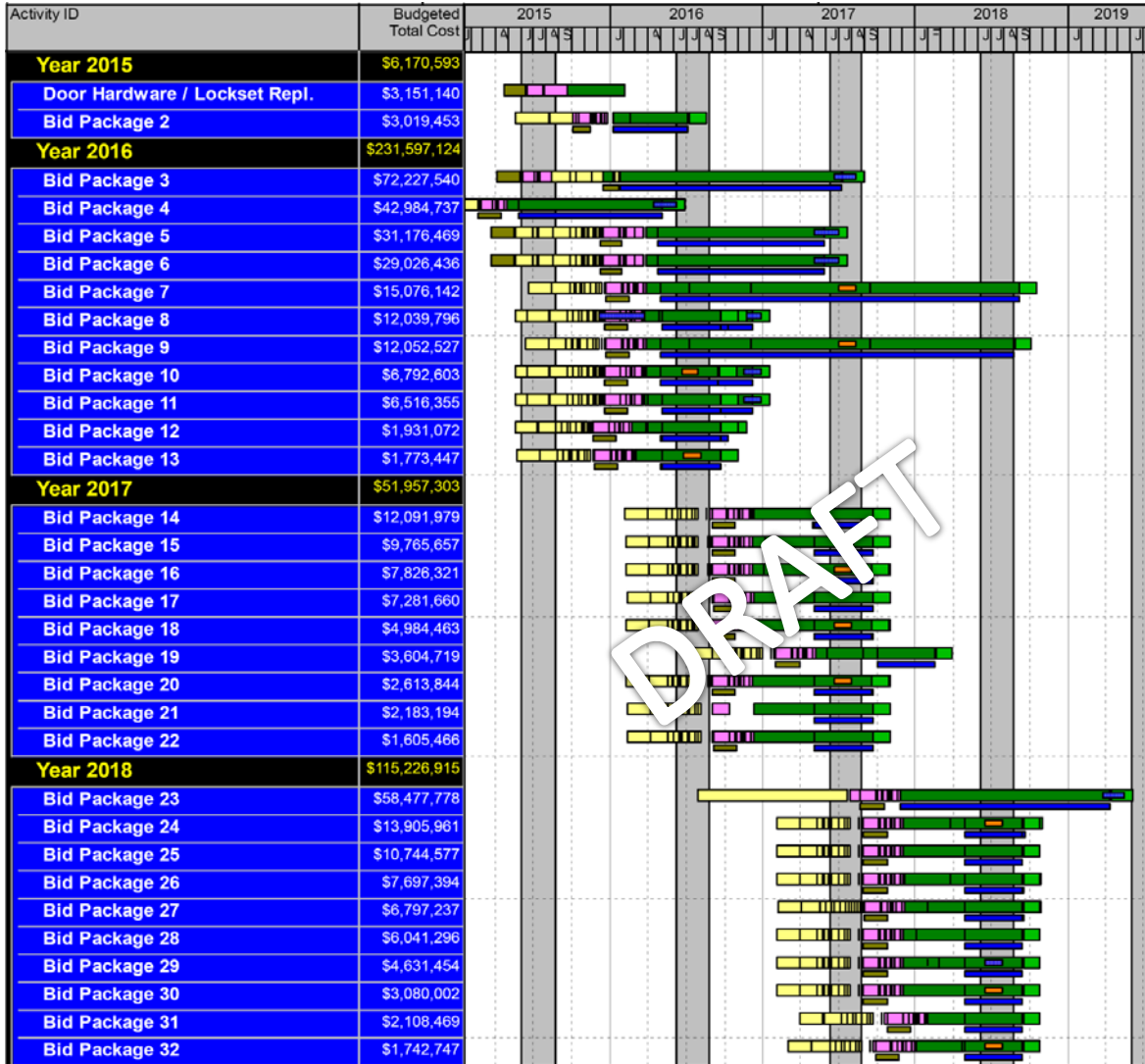




# Preliminary Cash Flow Projections



# Packaging Strategy/Priority Projects



- 32 total bid packages
- Packaging considerations
  - Prototype
  - Geography

# Bid Package Assignments

- 32 total bid packages
- Even distribution for contractors of all sizes

## FBIISD - Preliminary Bid Package Breakdown

### Summary of Projects and Bid Packages by Phase

No. of Projects / Phase		No. of BPs/Phase	
Phase 1	32	Phase 1	13
Phase 2	30	Phase 2	9
Phase 3	36	Phase 3	10
<b>Total No. of Projects</b>	<b>98</b>	<b>Total No. of BP's</b>	<b>32</b>

### *BID PACKAGE TABLE BASED ON PLANNED CONSTRUCTION COSTS*

### Summary of Bid Packages by Range

BP \$ Range		Range Code	Phase 1	Phase 2	Phase 3	No. of Bid Pkgs / \$ Range
\$0	\$1,999,999	A	2	1	2	5
\$2,000,000	\$4,999,999	B	3	4	3	10
\$5,000,000	\$9,999,999	C	3	3	3	9
\$10,000,000	\$13,999,999	D	1	1	1	3
\$14,000,000	\$24,000,000	E	1			1
\$25,000,000	+	F	3		1	4
<b>Total No. of BP's</b>			<b>13</b>	<b>9</b>	<b>10</b>	<b>32</b>

- **Criteria for evaluations published in RFQ document**
- **Proposers know how they will be evaluated & importance (weighting) of each criterion**
- **Communication controlled through the procurement office**
- **No discussion between proposers & evaluation committee allowed**
- **Confidentiality statements signed by evaluators & retained in permanent procurement record**
- **Evaluators must score all proposals for his/her score to be tabulated into totals**
- **Procurement representative receives all score sheets and tabulates the results**

- **All Architects and Professional consultants were selected from respondents of the FBISD Professional Services RFQ**
  - Responses from 87 firms
  - 40 Architectural and 104 Engineering & other professional proposals (144 total)
- **Created 4 person evaluation team (FBISD & Jacobs)**
  - Evaluation process was broken into 2 phases
  - Phase 1: qualifications & response to the RFQ questions
  - Phase 2: firm financials & references
  - Each firm submittal was independently evaluated and scored
  - FBISD Procurement & Finance evaluated financials & references and totaled all scored points
- **Tabulated results of scoring process defined ranking of firms**
  - Architects ranked from #1 through #40
  - Civil engineers ranked from #1 through #5
- **Top 14 highest ranked Architectural firms and top 2 civil engineering firms were individually interviewed and scored on firm presentation and the interview teams Q & A's**
- **Each firm was chosen for projects that matched their firms experience and scope of work to be performed**
- **Final firm selection will be pending successful FBISD contract negotiations**


- Collaborating with FBiSD to merge Prolog data into FBiSD's People Soft system
- Reporting structure developed from Prolog
- Developed draft monthly report



FBISD 2014 Bond Program  
 Program Manager: Ron Holleyhead  
 Project Manager: Ashley Dixon  
 Project Architect: Stantec  
 General Contractor: Bartlette Cocke  
 Location: 17828 Winding Waters Lane, Sugar Land, TX

**School Summary**  
**Elementary School 47**  
 New School

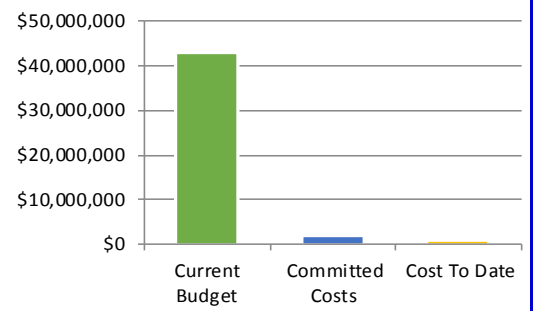
**DRAFT BOARD REPORT**



	Aug-14	Feb-15	Aug-15	Feb-16	Aug-16
Design - Planned	[Timeline bar from Aug-14 to Feb-15]				
Design - Actual	[Timeline bar from Aug-14 to Feb-15]				
Bidding & Negotiations - Planned	[Timeline bar from Feb-15 to Aug-15]				
Bidding & Negotiations - Actual	[Timeline bar from Feb-15 to Aug-15]				
Construction - Planned	[Timeline bar from Aug-15 to Aug-16]				
Construction - Actual	[Timeline bar from Aug-15 to Aug-16]				
Move In - Planned	[Timeline bar from Aug-16 to Aug-16]				
Move In - Actual	[Timeline bar from Aug-16 to Aug-16]				

Description	BUDGET			COST COMMITMENTS				COST	
	A	B	C = (A+B)	D	E	G=D+E	H=C-G	I	J=I/C
	Original Budget	Budget Changes	Current Budget	Commitments	Additional Commitments to Complete	Projected Commitments	Projected Over/Under	Cost To Date	% Expended
Architects and Engineering	\$4,298,474	\$0	\$4,298,474	\$2,104,926	\$2,193,548	\$4,298,474	\$0	\$1,001,198	23.29%
Construction	\$32,238,553	\$0	\$32,238,553	\$0	\$32,238,553	\$32,238,553	\$0	\$0	0.00%
Furniture Fixtures & Equipment	\$2,579,084	\$0	\$2,579,084	\$0	\$2,579,084	\$2,579,084	\$0	\$0	0.00%
Project Contingency	\$2,149,237	\$0	\$2,149,237	\$0	\$2,149,237	\$2,149,237	\$0	\$0	0.00%
Site Improvements	\$1,719,389	\$0	\$1,719,389	\$5,350	\$1,714,039	\$1,719,389	\$0	\$5,350	0.31%
Miscellaneous	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Totals:</b>	<b>\$42,984,737</b>	<b>\$0</b>	<b>\$42,984,737</b>	<b>\$2,110,276</b>	<b>\$40,874,461</b>	<b>\$42,984,737</b>	<b>\$0</b>	<b>\$1,006,548</b>	<b>2.34%</b>

**Comments:**  
 Construction of a new LEED Certified two-story elementary school for 1,200 students located in the Riverstone development.  
  
 Subcontractor bids to be received 3/24/15  
 GMP to FBISD April 2015  
 Board to review and approved GMP April 2015



- Finalize
  - Master schedule
  - Baseline budgets
  - Reporting Structure
  - Bid Package and Scope of Work assignments for Phase II and III
  - AE Assignment recommendations for Phase II and III
- Complete Elementary & Middle School Education Specifications
- Complete Design Guidelines & Standards
- Complete Bond Program Procedures Manual

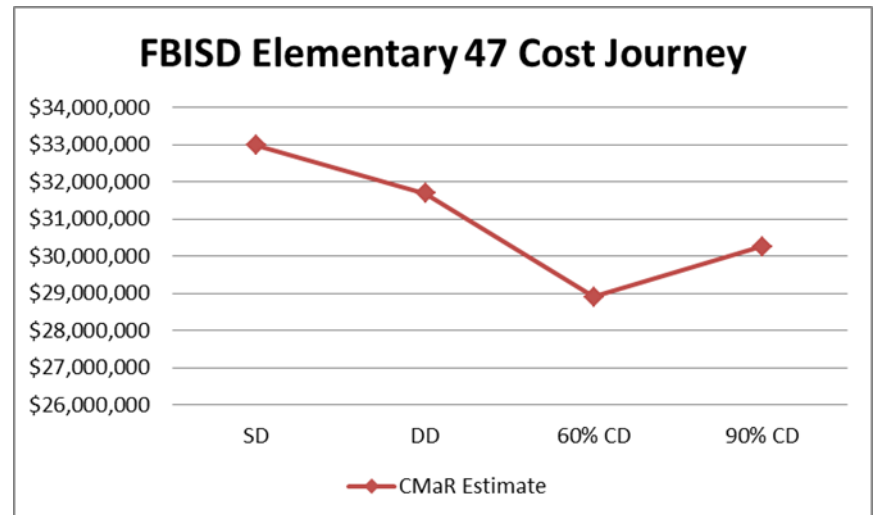




## Elementary School #47 1200 Student 2-Story Elementary School located in the Riverstone Community

### Project Milestones

- June 2014 – Architect Selected – Stantec Architecture
- September 2014 – FBISD Board Approved: Schematic Design and CM at Risk Contractor Bartlett Cocke
- February 2015 – Construction Documents Completed
- April 2015 – GMP to be presented to FBISD Board for approval
- May 2015 – Construction Start
- August 2016 – FBISD to Occupy Facility





- Security Cameras:
  - Request for Proposal (RFP) process completed. Presentation to Board for purchase of 3,800 cameras, server, Video Management System (VMS), and licenses in April 2015.
  - We will need at least 2-4 Petabytes of storage initially to meet demand of Camera and internal storage. An RFP for storage will be conducted during summer 2015.
  - Security cameras cabling will be a part of a cabling project that will include cabling for cameras and wireless.
- Wide Area Network (WAN) Backbone to Campuses Refresh:
  - Recommendation for Cisco equipment and professional services to provide design and equipment (along with wireless equipment) to increase bandwidth between campuses and Administration Building is will be presented at April Board meeting.
- Wireless:
  - Board approved purchase of wireless access points at January 2015 Board Meeting.
  - Campuses and administrative buildings will be divided into three CSPs for RFP for cabling project. Three cabling contracts will be awarded at the closing of the RFP. Board presentation in May 2015. Cabling start Summer 2015 with high schools first.

- **Bus GPS Project**
  - Estimated 2014 Bond Budget \$128,425
  - Actual Board approved budget \$283,900
  - Original budget was based on hardware only and did not include vendor provided installation
  
- **GPS Implementation Schedule**
  - Installation March 26<sup>th</sup> and is scheduled to be completed by April 29<sup>th</sup>
  - Installation includes 480 school buses and 20 transportation white fleet vehicles
  - Zonar will provide training to transportation staff in May
  - Technology department assist with integration of the GPS system to existing Transfinder Routing Software. Transfinder will be updated with “Bus Finder” module.

- **Additional Features and Benefits of the GPS System**
  - Stores historical data for route analysis used to develop and refine bus routes
  - Easy visual check of asset (bus and white fleet) locations
  - Visual check of where assets have been and real-time tracking of paths
  - Monitors vehicles entering and exiting bus yard, bus stops and campus stops
  - Monitors idling impacting fuel costs and exhaust emissions
  - Resolves speeding complaints
  - Provides evidence in accident cases
  - Measures daily mileage per bus, per trip
  - Early warning notification and remote engine diagnostics
  - Monitors and stores vehicle information such as engine hours, door and flasher usage and other monitored points
  - Totals the cost of each trip daily to compare efficiencies
  - Alerts for speeding, entering and exiting predefined zoned areas (geo-fencing)







- The following table shows the District's callable bonds as of August 31, 2014:

Bond Issue	Callable Principal	Call Date	Call Feature
Unlimited Tax Adjustable Rate & Cap App Ref Bonds, Series 2005 (Convert to Fixed)	\$ 39,570,000	2/15/2016	0.000% Adv Refundable
Unlimited Tax School Building Bonds, Series 2006	85,430,000	8/15/2016	100.000% Adv Refundable
Unlimited Tax School Building & Refunding Bonds, Series 2008	159,620,000	8/15/2018	100.000% Adv Refundable
Unlimited Tax Refunding Bonds, Series 2009	28,390,000	2/15/2019	0.000% Adv Refundable
Unlimited Tax School Building Bonds, Series 2009	166,730,000	8/15/2019	100.000% Adv Refundable
Unlimited Tax School Building & Refunding Bonds, Series 2010	66,580,000	8/15/2020	80.032% Adv Refundable
Unlimited Tax Refunding Bonds, Series 2012	46,870,000	8/15/2022	0.000% Adv Refundable
Unlimited Tax Refunding Bonds, Series 2014	46,145,000	8/15/2024	100.000% Adv Refundable

- The District's Unlimited Tax Adjustable Rate & Capital Appreciation Refunding Bonds, Series 2005 (Converted to Fixed Rate) are callable on February 15, 2016
- The District may currently refund the Series 2005 Bonds for debt service savings, anytime within 90 days before the February 15, 2016 call date
- As we get closer to the February 15, 2016 call date, the refunding becomes more efficient as we limit the length of the escrow fund, which will mitigate negative arbitrage

# Variable Rate Bonds

- **VRDO – Variable rate debt obligations**
- **Variable rate bonds are long-term bonds with interest rates that are adjusted at specific intervals determined by the school district**
- **Historically, variable rate debt has produced lower bond payments over time compared to fixed rate debt**
- **Variable rate bonds issued by Texas school districts can be guaranteed by the Texas Permanent School Fund**
- **FirstSouthwest’s San Antonio Office introduced Issuers to soft-put bonds with a stepped-up rate in 2009**

# Soft-Put Bonds

- In today's market, the stepped-up rate is estimated to be approximately 6.00% to 7.00%; however, this rate may vary given market conditions
- The soft-put bonds will likely be issued in a term mode, which thereby fixes the interest rate annually until the tender date (either 1 year, 2 year, 3 year, 4 year, 5 year, etc.)
- Since the interest rate is locked in for at least 1 year, there are no fluctuations in debt service during that year; therefore the District is able to set the I&S tax rate at the necessary level needed to pay debt service
- Soft-put bonds allow Issuers to take advantage of the short end of the yield curve with fixed interest rates for a specified term

# First Issue \$80M VRDO – 12% NAV

**Fort Bend Independent School District**  
**Preliminary Tax Rate Analysis - \$80,000,000 Variable Rate Unlimited Tax School Building Bonds, Series 2015**  
*\$28.8 Billion TAV for 2015 with 12% TAV Growth for 2016*

*DRAFT FOR DISCUSSION PURPOSES ONLY*

Period Ending 8/31	Assessed Valuation	Est. AV Growth	Existing D/S	PRELIMINARY \$80,000,000			Est. Total D/S	Less: Other Funds	Est. Total Net D/S	Est. I&S Tax Rate	Change
				Variable Rate Unlimited Tax School Building Bonds, Series 2015							
				1 Year Soft Put @ 1.50%							
				Principal	Interest	Total					
2015	\$ 28,792,493,559		\$ 84,442,655	\$ -	\$ -	\$ -	\$ 84,442,655	\$ -	\$ 84,442,655	\$ 0.3000	
2016	32,247,592,786	12.00%	75,939,307	18,600,000	1,230,000	19,830,000	95,769,307	-	95,769,307	0.3000	(0.0000)
2017	33,859,972,425	5.00%	75,943,094	1,380,000	3,070,000	4,450,000	80,393,094	-	80,393,094	0.2398	(0.0602)
2018	34,875,771,598	3.00%	76,001,363	1,450,000	3,001,000	4,451,000	80,452,363	-	80,452,363	0.2330	(0.0068)
2019	35,922,044,746	3.00%	75,997,410	1,520,000	2,928,500	4,448,500	80,445,910	-	80,445,910	0.2262	(0.0068)
2020	36,999,706,088	3.00%	75,993,563	1,595,000	2,852,500	4,447,500	80,441,063	-	80,441,063	0.2196	(0.0066)
2021	38,109,697,271	3.00%	75,998,212	1,675,000	2,772,750	4,447,750	80,445,962	-	80,445,962	0.2132	
2022	39,252,988,189	3.00%	75,995,171	1,760,000	2,689,000	4,449,000	80,444,171	-	80,444,171	0.2070	
2023	39,252,988,189	0.00%	75,998,624	1,850,000	2,601,000	4,451,000	80,449,624	-	80,449,624	0.2070	
2024	39,252,988,189	0.00%	74,923,119	1,940,000	2,508,500	4,448,500	79,371,619	-	79,371,619	0.2042	
2025	39,252,988,189	0.00%	74,920,554	2,040,000	2,411,500	4,451,500	79,372,054	-	79,372,054	0.2042	
2026	39,252,988,189	0.00%	70,086,063	2,140,000	2,309,500	4,449,500	74,535,563	-	74,535,563	0.1918	
2027	39,252,988,189	0.00%	67,088,313	2,250,000	2,202,500	4,452,500	71,540,813	-	71,540,813	0.1841	
2028	39,252,988,189	0.00%	61,921,063	2,360,000	2,090,000	4,450,000	66,371,063	-	66,371,063	0.1708	
2029	39,252,988,189	0.00%	58,527,313	2,480,000	1,972,000	4,452,000	62,979,313	-	62,979,313	0.1621	
2030	39,252,988,189	0.00%	58,527,938	2,600,000	1,848,000	4,448,000	62,975,938	-	62,975,938	0.1621	
2031	39,252,988,189	0.00%	28,421,113	2,730,000	1,718,000	4,448,000	32,869,113	-	32,869,113	0.0846	
2032	39,252,988,189	0.00%	28,413,738	2,870,000	1,581,500	4,451,500	32,865,238	-	32,865,238	0.0846	
2033	39,252,988,189	0.00%	28,411,863	3,010,000	1,438,000	4,448,000	32,859,863	-	32,859,863	0.0846	
2034	39,252,988,189	0.00%	28,417,638	3,165,000	1,287,500	4,452,500	32,870,138	-	32,870,138	0.0846	
2035	39,252,988,189	0.00%	-	3,320,000	1,129,250	4,449,250	4,449,250	-	4,449,250	0.0114	
2036	39,252,988,189	0.00%	-	3,485,000	963,250	4,448,250	4,448,250	-	4,448,250	0.0114	
2037	39,252,988,189	0.00%	-	3,660,000	789,000	4,449,000	4,449,000	-	4,449,000	0.0114	
2038	39,252,988,189	0.00%	-	3,845,000	606,000	4,451,000	4,451,000	-	4,451,000	0.0115	
2039	39,252,988,189	0.00%	-	4,035,000	413,750	4,448,750	4,448,750	-	4,448,750	0.0114	
2040	39,252,988,189	0.00%	-	4,240,000	212,000	4,452,000	4,452,000	-	4,452,000	0.0115	
2041	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2042	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2043	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2044	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2045	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2046	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2047	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2048	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
2049	39,252,988,189	0.00%	-	-	-	-	-	-	-	-	
			\$ 1,271,968,107	\$ 80,000,000	\$ 46,625,000	\$ 126,625,000	\$ 1,398,593,107	\$ -	\$ 1,398,593,107		\$(0.0804)

**Assumptions:**

- (1) Assessed valuations and growth assumptions provided by the District.
- (2) Actual I&S tax rate for period ending 8/31/2015.
- (3) Est. tax collections rate: **99.00%**
- (4) Series 2015 Bonds at 1.50% through 8/1/2016 and 5.00% thereafter. For purposes of illustration only, preliminary, subject to change.
- (5) All interest rate assumptions are for purposes of illustration only. Preliminary, subject to change.

- **Tax-Exempt Commercial Paper (“TECP”) is a short-term financial instrument (notes) with maturities from 1 to 270 days**
- **Often used to finance interim construction or for short-term capital needs**
- **Allows an issuer to match cash flow needs with project expenditures by issuing notes only as needed**
- **TECP maturities are flexible to meet the needs of the issuer and investors**
- **Requires liquidity support and a remarketing agent**
- **Only two school districts in Texas have a TECP Program: Austin ISD and San Antonio ISD; FirstSouthwest is the financial advisor to both issuers**

## 2014 Bond Plan of Finance – Key Upcoming Dates

- **May 2015 – Bond Issue Resolutions to Board for Action**
- **June 25<sup>th</sup> – Next BOC Meeting**
- **June/July 2015 – First issue of \$80M VRDO**
- **Fall 2015 – Continue to refine cash flow forecast**
- **Early 2016 – Second issue TBD with refunding of 2005 bonds**



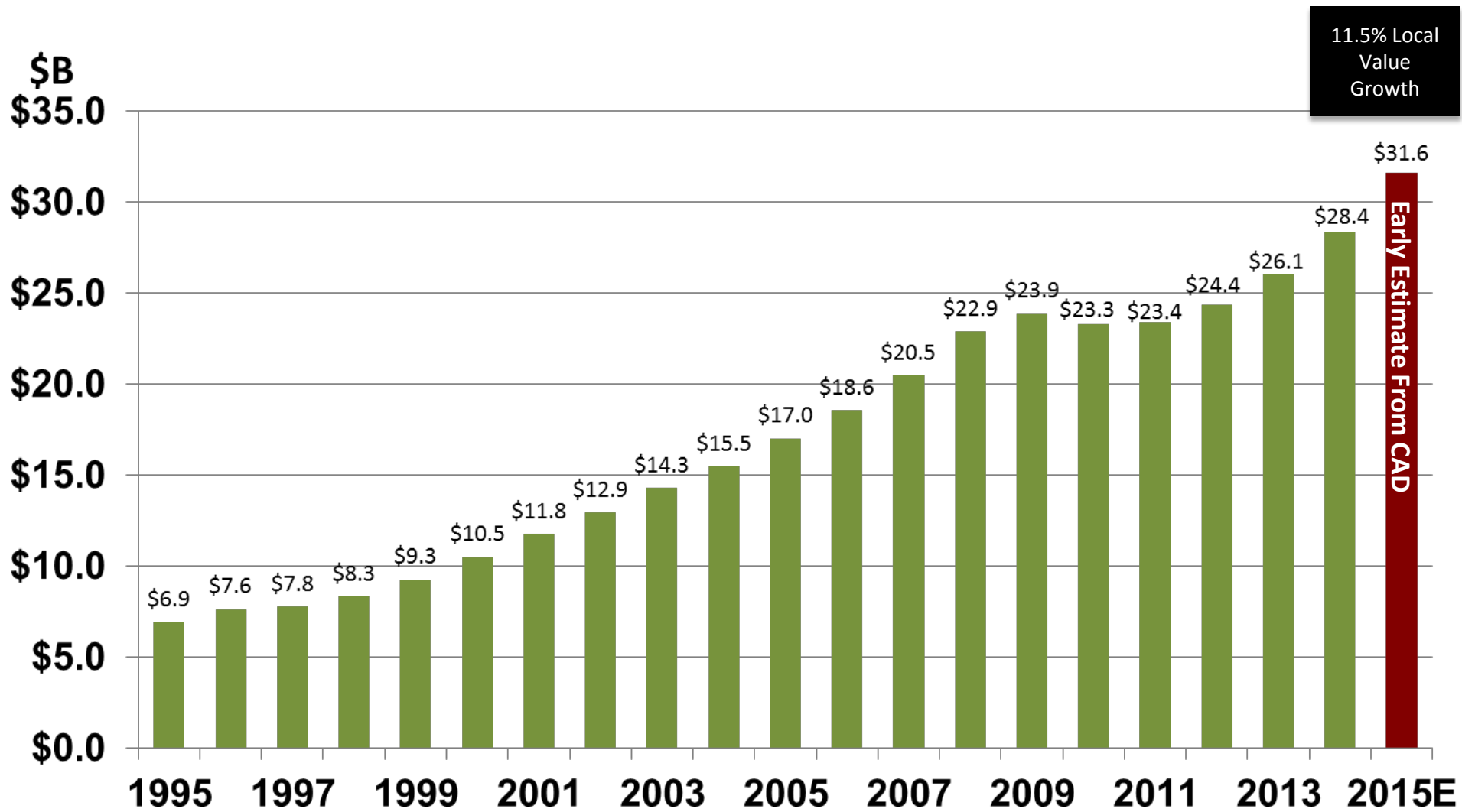
## 2015-16 Fort Bend ISD Taxable Property Value

- **Approximate increase of 11.5% in taxable value vs. last year growth of 8.62%**
- **\$31,671,742,915 Taxable Value (early CAD est.)**
- **\$3,135,644 Local Revenue per Penny (99% Collection Rate)**



# Property Value Growth Update

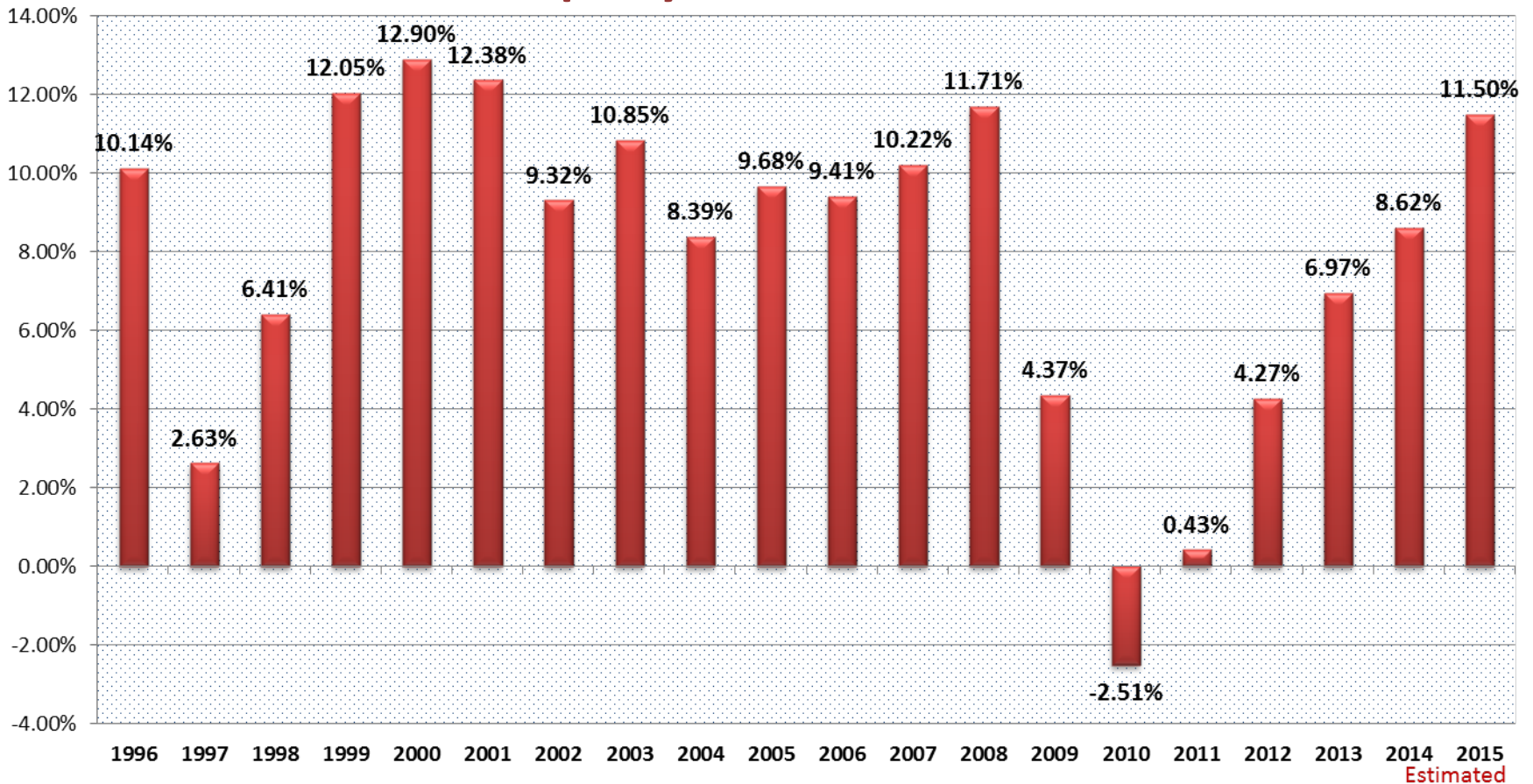
April 2015 Update



# Property Value Growth Update

April 2015 Update

## Annual Growth/(Decline) Net Assessed Property Value 1994 – 2015



Source: FBISD Finance and Central Appraisal District

## 2015-16 Proposed Debt Service Fund

**Preliminary**

	2012-13	2013-14	2014-15	2015-16 *
(\$M's)	Actual	Actual	Projection	Calendar Yr
Revenue	\$ 72.6	\$ 77.4	\$ 84.5	\$ 94.3
Expenditures	\$ 72.0	\$ 76.6	\$ 73.4	\$ 94.1
Surplus (deficit)	\$ 0.6	\$ 0.8	\$ 11.1	\$ 0.2
Beginning Fund Balance	\$ 48.9	\$ 49.5	\$ 50.3	
Ending Fund Balance	\$ 49.5	\$ 50.3	\$ 61.4	

\* Tax Rate is set based on calendar year debt payments.

# Budget & Legislative Board Update

## 2015-16 Budget Development

### April 13, 2015



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- HB 1759-Aycock Proposing Additional \$3.0 Billion for K-12
  - ✓ Approximately +\$7.9 million to FBISD (Elimination of CEI)
- House Appropriations includes \$2.2 Billion for K-12
  - ✓ Approximately +\$19.9 million to FBISD
- **Senate Appropriations includes \$1.1 Billion for K-12**
  - ✓ **Approximately +\$12.7 million to FBISD**
- PK funding increase is likely - \$130 Million
- House/Senate Debate over Funding for Tax Relief
  - ✓ Impact of Debt Service Unknown
- Controversy Continues over Vouchers
  - ✓ 8 to 3 Vote for Taylor Voucher Bill



Work-In-Progress

## 2015-16 WIP Budget Assumptions Update

- Enrollment – 73,377 (PASA February 2015 Most-Likely Growth)
- 11.5% Property Value Growth (updated Central Appraisal District estimate)
- 74 Approved Campus Positions
- 10 Approved Non-Campus Positions
- 7.5 Contingency Teaching Positions
- Estimated Cost of Salary Increase at 2%
- \$2.5M added for Transportation (grandfathering & feeder pattern changes)

## 2015/16 Work-in-Progress Projected Estimates

With FY14 Actuals and FY15 Year-End Projections

(\$000's)	2013-14 Actual	2014-15 Projection	2015-16 SB2 Projection
<b>Revenue</b>	\$ 536,078	\$ 556,575	\$ 577,446
<b>Operating Expenditures</b>	\$ 507,016	\$ 557,241	\$ 573,175
<b>Other Financing</b>	\$ (29,088)	\$ 1,000	\$ 1,000
<b>Net Change in Fund Balance</b>	\$ (26)	\$ 334	\$ 5,271
<b>Beginning Fund Balance</b>	\$ 170,457	\$ 170,431	\$ 170,765
<b>Ending Fund Balance</b>	\$ 170,431	\$ 170,765	\$ 176,036

Source: FBISD Finance

Note: 2014-15 Local Expenses were reduced by \$5.9M for Extended Day Moving to Enterprise Fund 711

Remember: Fund Balance ≠ Cash Balance

## 2014/15 – 2016/17 Projected Estimates

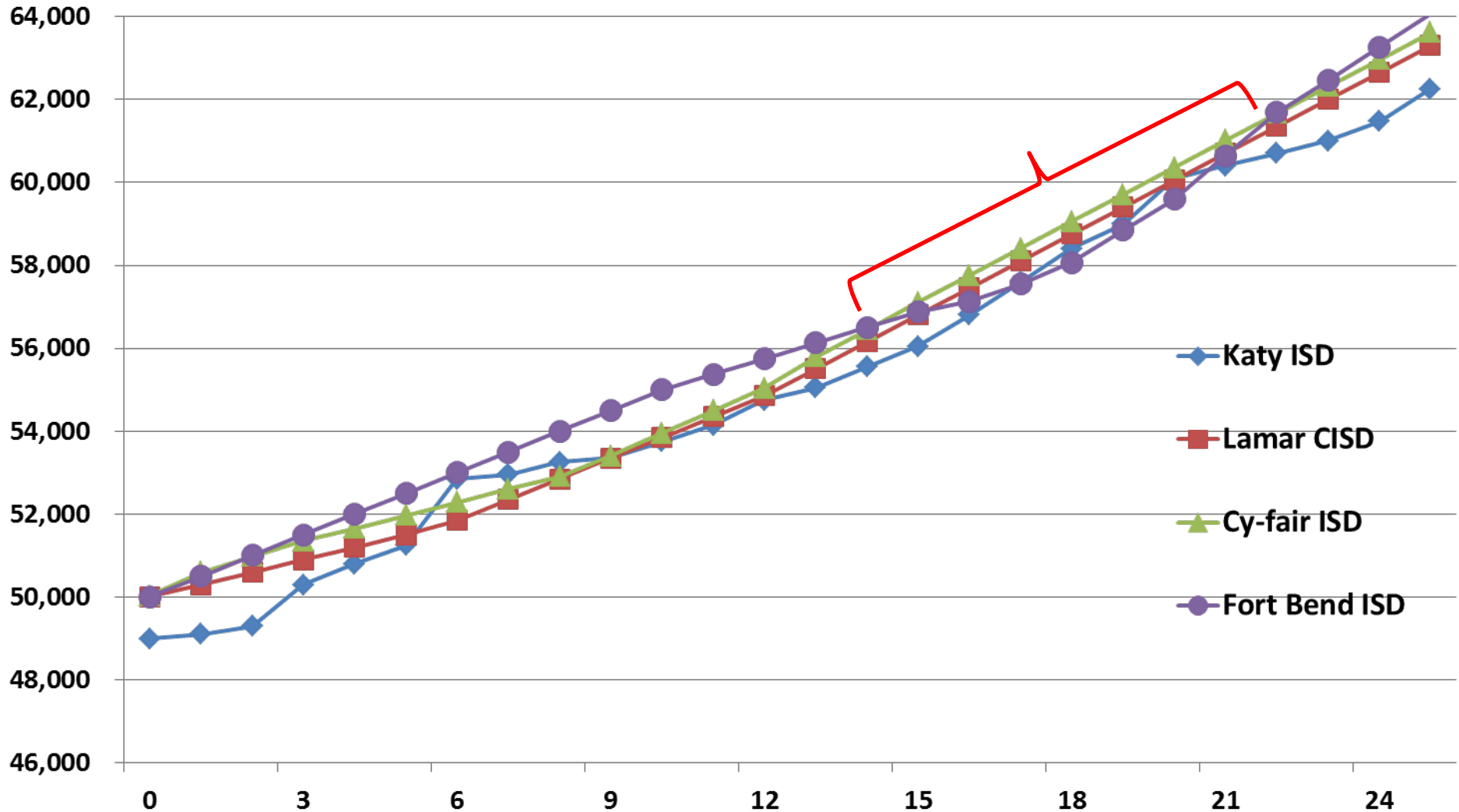
	2014-15	2015-16	2016-17
(\$000's)	YE Projection	SB2 Projection	SB2 Projection
<b>Revenue</b>	\$ 556,575	\$ 577,446	\$ 573,445
<b>Operating Expenditures</b>	\$ 557,241	\$ 573,175	\$ 577,101
<b>Other Financing</b>	\$ 1,000	\$ 1,000	\$ 1,000
<b>Net Change in Fund Balance</b>	\$ 334	\$ 5,271	\$ (2,656)
<b>Beginning Fund Balance</b>	\$ 170,431	\$ 170,765	\$ 176,036
<b>Ending Fund Balance</b>	\$ 170,765	\$ 176,036	\$ 173,380

<ul style="list-style-type: none"> <li>• +1159 students</li> <li>• CPTD = 9.98%</li> <li>• CAD = 11.5%</li> </ul>	<ul style="list-style-type: none"> <li>• +739 students</li> <li>• CPTD = 11%</li> <li>• CAD = 6.5%</li> </ul>
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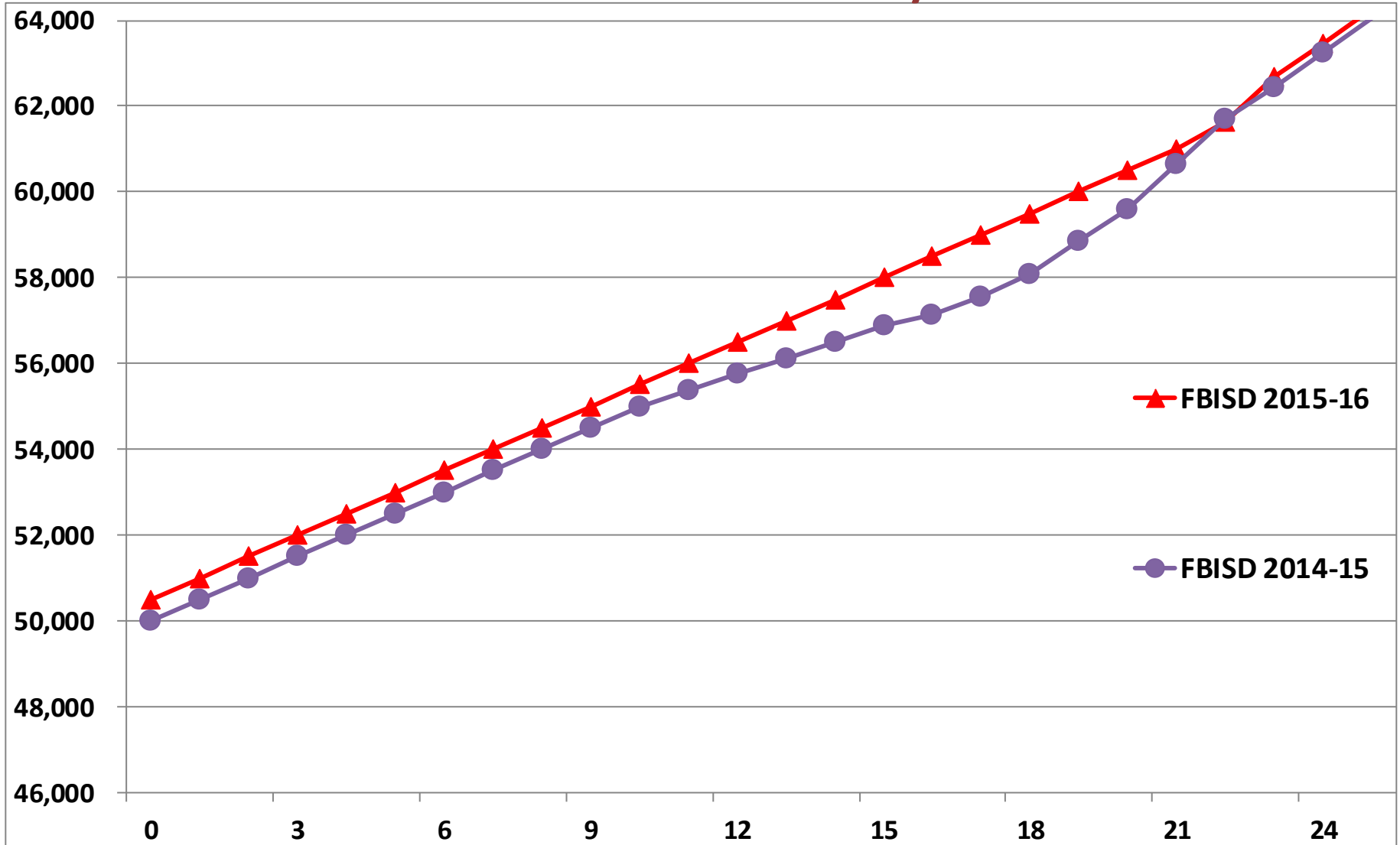
## 2014-2015 Teacher Pay



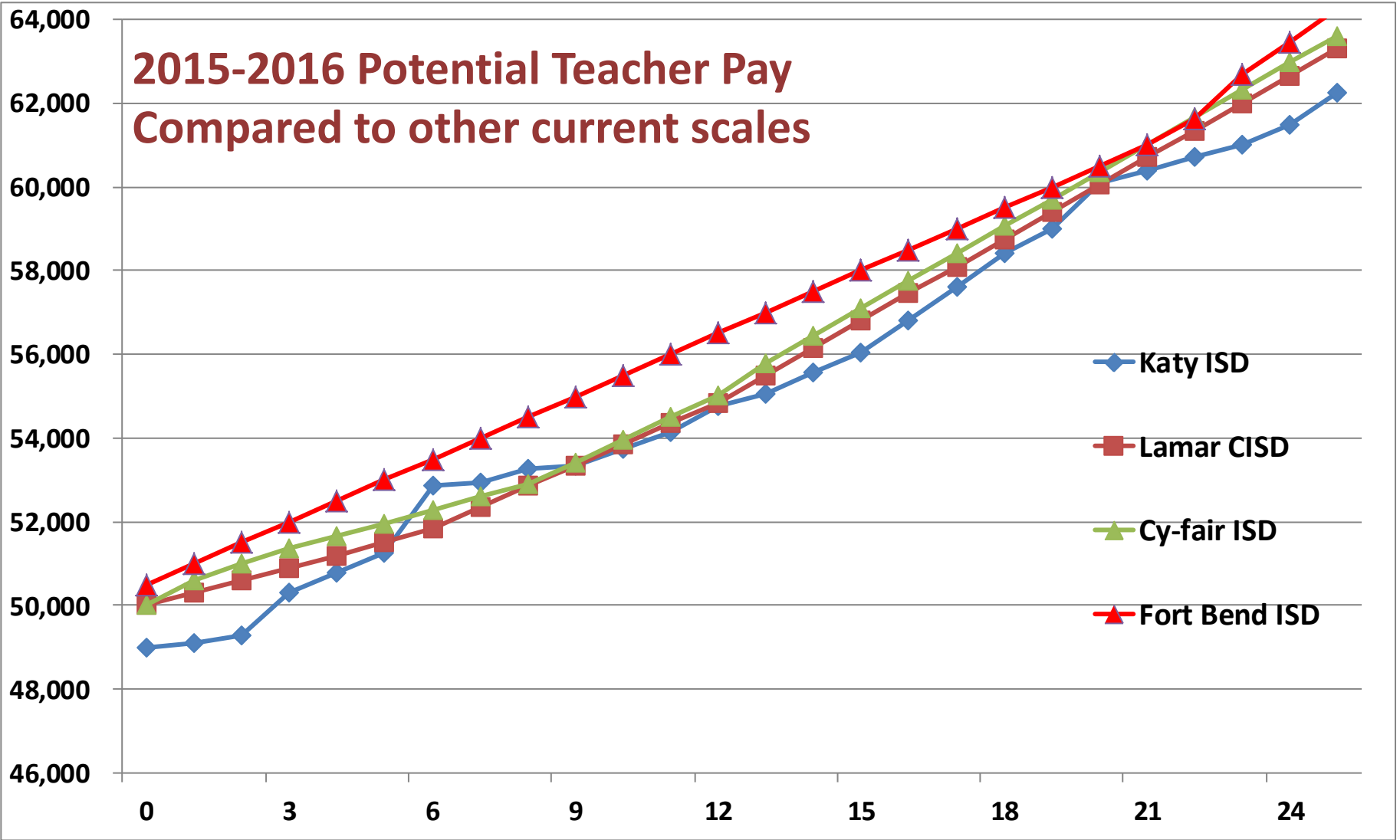
## 2015-16 Initial Teacher Pay Scale & General Increase

- \$50,500 Starting Pay (up from \$50,000)
- Goal of smoothing scale for even \$500 steps
- Percentage Increase Ranges from 1.6% to 3.4% (2.1% avg.)
- Salary Increase Ranges from \$1,000 to \$1,947 (\$1,218 avg.)
- Teacher Salary Leader through Year 20 on Scale depending on the other districts
- Potential pay increase of 2% of midpoint for non-teaching employees
- Cost of \$5.5M for Teachers & \$3.7M for Others = \$9.2M

## Initial Look at 2015-16 FBISD Teacher Pay



## 2015-2016 Potential Teacher Pay Compared to other current scales





## *Still to Come...*

- Other Non-Staffing Enhancements
  - Police Department
  - Curriculum
  - Maintenance
  - Human Resources
  - Technology
  
- Possible Other One-Time Expenditures
  - Scoreboards
  - White Boards
  - Marquees
  
- Fund Balance Strategies

April 20 Regular Board Meeting	Consider Approval of Contract Recommendations (Renewals, Non-Renewals, Terminations);
May 11 Board Workshop	Discussion of Additional Staffing (Special Education, English Second Language, Other), Compensation, Non-Staffing Enhancements; Action to Call Meeting for the Purpose of Discussing the Proposed Tax Rate and Adoption of the 2015/2016 Budget
May 18 Regular Board Meeting	Consider Approval of Additional Staffing, Compensation, Non-Staffing Enhancements; Review Proposed Budget
June 1 Board Workshop	Public Hearing on Budget and Proposed Tax Rate
June 15 Regular Board Meeting	Budget Adoption

