

2024-2025 Benefit Plan Design

Board Workshop
April 2, 2024



CONROE
INDEPENDENT
SCHOOL DISTRICT



Self Funded Health Plan

This is a plan in which the employer assumes the financial risk for providing health care benefits to its employees

Fully Insured Plans

Employer purchases insurance from an insurance company

Stop loss

Catastrophic loss protection
\$550,000 Deductible/Individual Claim
\$5,000,000 Aggregate Limit

Why Self Funded

- Allows the District to create a custom benefit plan to meet the needs of our employees
- District maintains control over the Health Plan Reserves
- District is free to control the TPA (Third Party Administrator), providers, and provide a network that is best suited to meet the health care needs of our employees

TRS is Self Funded

- Movement in and out of the plan is restrictive
- TRS determines the rates and the providers
- TRS financial history has been questionable
- District has no control if TRS experiences a bad year

District Contribution

Conroe ISD's current contribution rate is \$446 Per Employee Per Month (PEPM)
State Requires \$225 Per Employee Per Month (PEPM)



CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Plan Design Timeline

March 6, 2024 Employee Benefits Committee Meeting

Initial 24-25 plan design options presented to Employee Benefits Committee.

March 26, 2024 Employee Benefits Committee Meeting (Zoom)

Employee Benefits Committee votes on recommendations for 24-25 plan design.

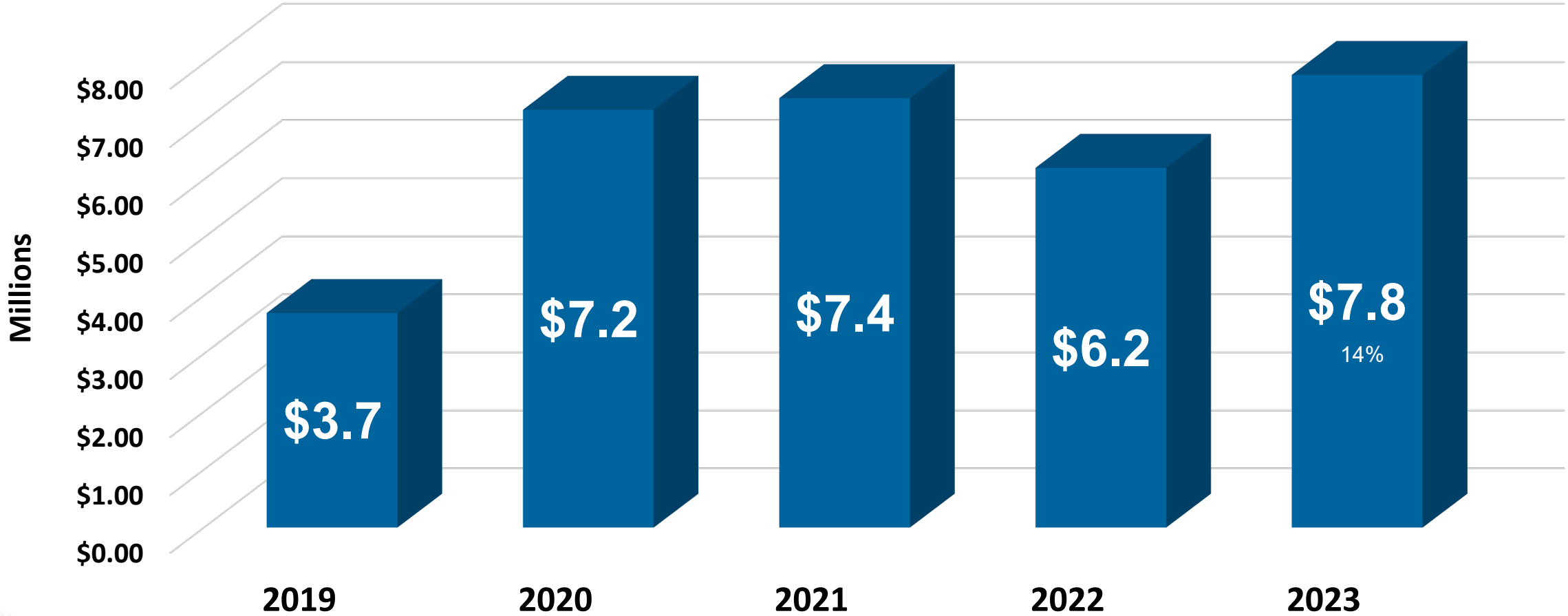
April 2, 2024 Board Workshop

24-25 Plan design recommendations shared with Board of Trustees.

April 16, 2024 Board Meeting

24-25 Plan design presented to Board of Trustees for approval.

Fund Balance



2023-2024 Plan Performance YTD

	<u>September 23</u>	<u>October 23</u>	<u>November 23</u>	<u>December 23</u>	<u>January 24</u>	<u>February 24</u>	<u>Total 2023-2024</u>	<u>Average 2023-2024</u>
Revenues								
Premiums:								
District	\$ 2,739,332	\$ 2,768,768	\$ 2,781,256	\$ 2,782,148	\$ 2,783,040	\$ 2,761,632	\$ 16,616,176	\$ 2,769,363
Employee	1,711,462	1,785,835	1,819,382	1,748,965	1,833,627	1,795,378	10,694,649	1,782,442
Interest	40,702	50,694	48,802	67,276	60,475	53,858	321,807	53,635
Total Revenues	<u>4,491,496</u>	<u>4,605,297</u>	<u>4,649,440</u>	<u>4,598,389</u>	<u>4,677,142</u>	<u>4,610,868</u>	<u>27,632,632</u>	<u>4,605,439</u>
Expenses								
Claims	3,308,613	4,266,213	2,585,792	3,782,812	4,894,935	3,951,410	22,789,775	\$ 3,798,296
Pharmacy/Stop Loss Rebate	(521,794)	(543,568)	(519,667)	(519,666)	(587,081)	(515,750)	(3,207,526)	(534,588)
Admin Fees/Stop Loss Prem	922,964	866,322	1,043,733	930,436	922,754	915,220	5,601,429	933,572
Total Expenses	<u>3,709,783</u>	<u>4,588,968</u>	<u>3,109,858</u>	<u>4,193,582</u>	<u>5,230,608</u>	<u>4,350,880</u>	<u>25,183,679</u>	<u>4,197,280</u>
Revenues Over								
(Under) Expenses	<u>\$ 781,713</u>	<u>\$ 16,329</u>	<u>\$ 1,539,582</u>	<u>\$ 404,807</u>	<u>\$ (553,466)</u>	<u>\$ 259,988</u>	<u>\$ 2,448,953</u>	<u>\$ 408,159</u>

BCBSTX Medical Plans

Blue Choice PPO HDHP

Plan Year: January 1-December 31

HCA Houston Healthcare, Houston Methodist, MD Anderson, Memorial Hermann, St. Luke's Health, Texas Children's Hospital

PCP Required : No

Specialist Referral Required: No

Out of network coverage: Yes

Blue Essentials HMO

Plan Year: September 1-August 31

HCA Houston Healthcare, Houston Methodist, MD Anderson, Memorial Hermann, St. Luke's Health, Texas Children's Hospital

PCP Required : Yes

Specialist Referral Required: Yes

Out of network coverage: No

Blue Premier HMO

Plan Year: September 1-August 31

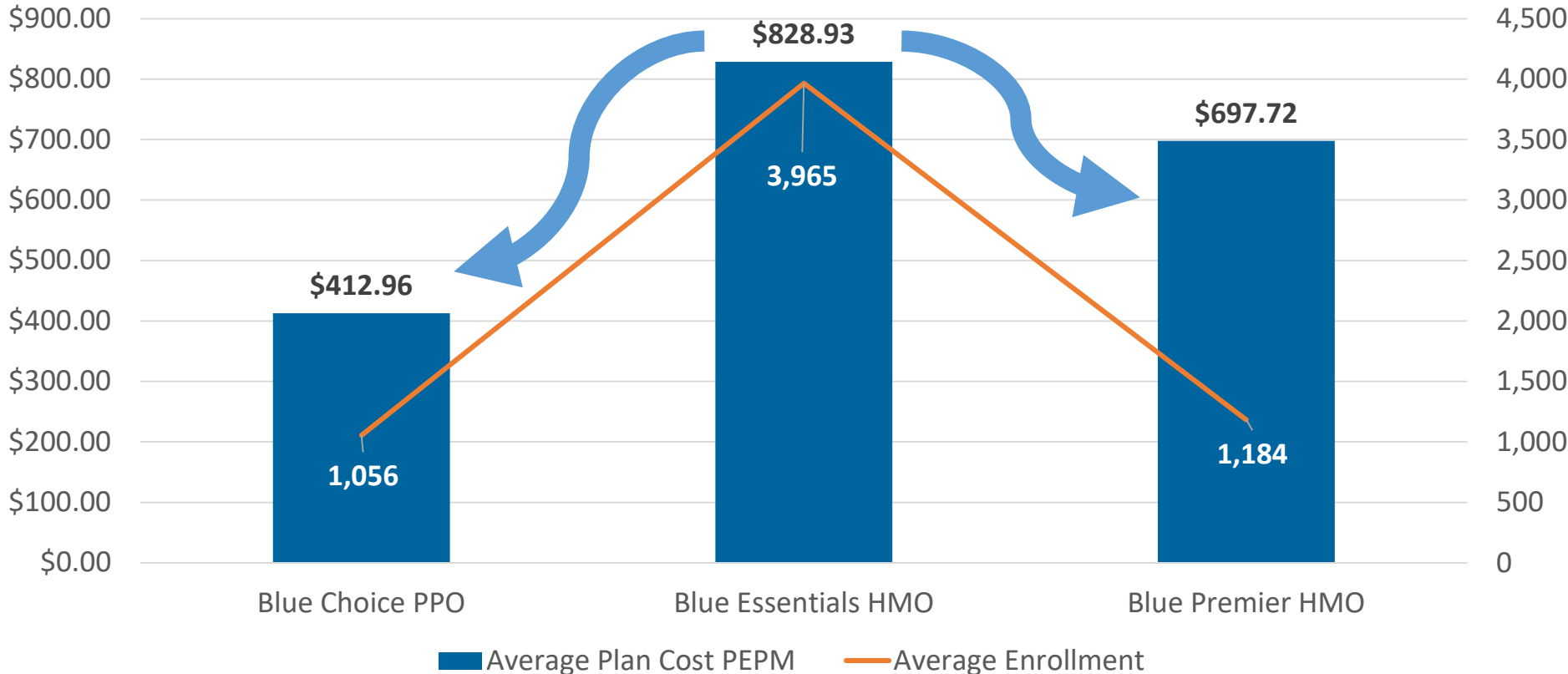
Memorial Hermann, St. Luke's Health

PCP Required : Yes

Specialist Referral Required: Yes

Out of network coverage: No

2023-2024 Plan Performance YTD



2024-2025 Plan Year - Budget Projection

2023/24 Budgeted:
\$55,040,281

2024/25 Projected:
\$53,620,931

Assumed budget surplus 2024/25:
\$1,419,350

	1/1/2022 - 12/31/2022		1/1/2023 - 12/31/2023	
	Medical	Pharmacy	Medical	Pharmacy
Gross Paid Claims	\$40,005,693	\$13,796,892	\$37,750,118	\$14,373,418
Pharmacy Rebates (received from Optum)		(\$3,606,622)		(\$4,530,490)
Remove Specific Reimbursements	(\$5,223,364)	\$0	(\$3,083,209)	\$0
Total Net Paid Claims	\$34,782,329	\$10,190,270	\$34,666,909	\$9,842,929
Projection Midpoint	3/1/2025	3/1/2025	3/1/2025	3/1/2025
Trend Months	32	32	20	20
Claims Adjusted Trend Rate	7.8%	11.6%	7.8%	11.6%
Trend Factor	1.222	1.340	1.133	1.201
Change in Reserve Adjustment	1.006	1.000	1.006	1.000
Contract Size Adjustment	0.990	0.990	0.988	0.988
Experienced Incurred Claims PEPM	\$609.05	\$194.00	\$543.01	\$161.78
Combined Experienced Incurred Claims PEPM	\$803.05		\$704.79	
COVID19 Impact	1.004		1.000	
Adjusted Incurred Claims PEPM	\$806.10		\$704.79	
Experience Period Weighting	5%		95%	
Total Projected Incurred Claims PEPM (Exp)	\$709.86			
Total Annual Claims (Exp)	\$53,128,465			

Fixed Cost Estimates PEPM	Current	Change (%)	Renewal
Administrative Fee	\$43.03	3.0%	\$44.32
Rx Rebate Guarantee (new PBM)	(\$80.82)	18.3%	(\$95.62)
ISL Premium	\$45.45	20.0%	\$54.54
ASL Premium	\$3.18	5.0%	\$3.34
Total Fixed Costs PEPM	\$10.84	-39.3%	\$6.58
Total Annual Fixed Costs	\$811,309	-39.3%	\$492,466

Renewal Summary	
Current Budgeting Rate PEPM	\$734.96
Projected Premium Equivalent (Exp)	\$716.44
Calculated Rate Action (%)	-2.5%
Annual Projected Premium Equivalent (Exp)	\$53,620,931



2024-2025 Plan Design Enhancement Recommendations

Blue Choice PPO HDHP

Provide annual HSA contribution of \$500 per enrolled employee

Add hearing aid coverage (\$1,000 max to include cochlear implants)

Blue Essentials HMO

\$7,000/\$14,000 Out of Pocket Max (Currently \$7,350/\$14,700)

Add hearing aid coverage (\$1,000 max to include cochlear implants)

Adjust Durable Medical Equipment (Diabetes Medical equipment, etc.) To Match Plan Coinsurance (Currently 50% Coinsurance)

Blue Premier HMO

\$20 Primary Care Physician Copay (Currently \$35)

\$900/\$2,700 Annual Deductible (Currently \$1,200/\$3,000)

\$6,000/\$12,000 Out of Pocket Max (Currently \$6,250/\$12,500)

Add hearing aid coverage (\$1,000 max to include cochlear implants)

Adjust Durable Medical Equipment (Diabetes Medical equipment, etc.) To Match Plan Coinsurance (Currently 50% Coinsurance)

2024-2025 Plan Design Recommended Changes

	BCBS	BCBS	BCBS	BCBS	BCBS	BCBS
	Blue Choice HDHP	Blue Choice HDHP	Blue Essentials HMO	Blue Essentials HMO	Blue Premier HMO	Blue Premier HMO
	23-24	24-25	23-24	24-25	23-24	24-25
Annual Deductible						
Individual	\$3.5K/\$6.9K	\$3.5K/\$6.9K	\$1,500	\$1,500	\$1,200	\$900
Family	\$7K/\$13.8K	\$7K/\$13.8K	\$3,750	\$3,750	\$3,000	\$2,700
Office Visit Copay (PCP)	30% ¹ /50% ¹	30% ¹ /50% ¹	\$40	\$40	\$35	\$20
Specialist Copay	30% ¹ /50% ¹	30% ¹ /50% ¹	\$55	\$55	\$50	\$50
Co-Insurance	30% ¹ /50% ¹	30% ¹ /50% ¹	20% ¹	20% ¹	20% ¹	20% ¹
Emergency Room	30% ¹ W/\$150	30% ¹ W/\$150	\$250+20% ¹	\$250+20% ¹	\$250+20% ¹	\$250+20% ¹
Out-of-Pocket Maximum						
Individual	\$7.05K/Unlim	\$7.05K/Unlim	\$7,350	\$7,000	\$6,250	\$6,000
Family	\$14.1K/Unlim	\$14.1K/Unlim	\$14,700	\$14,000	\$12,500	\$12,000
Lifetime Maximum	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Prescriptions²						
Deductible (per person)	N/A	N/A	\$0 / \$200	\$0 / \$200	\$0 / \$200	\$0 / \$200
Retail						
Generic	30% ¹	30% ¹	\$15	\$15	\$15	\$15
Brand copay	30% ¹	30% ¹	\$60	\$60	\$60	\$60
Brand copay npfd	30% ¹	30% ¹	\$120	\$120	\$120	\$120
Specialty ³	30% ¹	30% ¹	\$250	\$250	\$250	\$250
Mail Order						
Generic	30% ¹	30% ¹	\$30	\$30	\$30	\$30
Brand copay	30% ¹	30% ¹	\$120	\$120	\$120	\$120
Brand copay npfd	30% ¹	30% ¹	\$240	\$240	\$240	\$240
HSA Contribution	\$0	\$500	n/a	n/a	n/a	n/a

¹Member share after deductible is met

²Mandatory generic, precertification, and step therapy provisions apply. Also, the deductible is waived for Tier 1 medications.

³Specialty prescriptions dispensed in 30-day supply only. Mandatory use of BrivoRx specialty pharmacy for all specialty medications.

Note for HDHP: The two amounts represent in-network and out-of-network benefits.

2024-2025 Recommended Premiums

CISD Health Plan									
Monthly Premiums	23-24	Change	24-25	23-24	Change	24-25	23-24	Change	24-25
	Blue Choice PPO HDHP		Blue Choice PPO HDHP	Blue Essentials HMO		Blue Essentials HMO	Blue Premier HMO		Blue Premier HMO
Employee Only	\$94	\$0	\$94	\$156	\$0	\$156	\$146	\$0	\$146
Employee & Spouse	\$756	\$0	\$756	\$1,008	\$0	\$1,008	\$998	\$0	\$998
Employee & Child(ren)	\$398	\$0	\$398	\$524	\$0	\$524	\$510	\$0	\$510
Employee & Family	\$942	\$0	\$942	\$1,134	\$0	\$1,134	\$1,076	\$0	\$1,076

24-25 rates above are based on a CISD contribution of \$446 per employee per month.

Monthly Premiums	Blue Choice PPO HDHP	Blue Essentials HMO	Blue Premier HMO	CISD Funds	Employee Funds	Total Funding
Employee Only	789	2,623	928	\$23,227,680	\$7,426,104	\$30,653,784
Employee & Spouse	27	66	15	\$578,016	\$1,222,920	\$1,800,936
Employee & Child(ren)	191	1,087	209	\$7,958,424	\$9,026,352	\$16,984,776
Employee & Family	55	202	45	\$1,616,304	\$3,951,576	\$5,567,880
	1,062	3,978	1,197	\$33,380,424	\$21,626,952	\$55,007,376

Current Funding Level:	\$55,007,376
Recommended CISD Funding Amount:	\$55,007,376
New Funding:	\$0
Required Funding per BCBS BOB	\$54,640,931
Difference: \$	366,445
Percent Decrease	-0.7%

Benchmarking

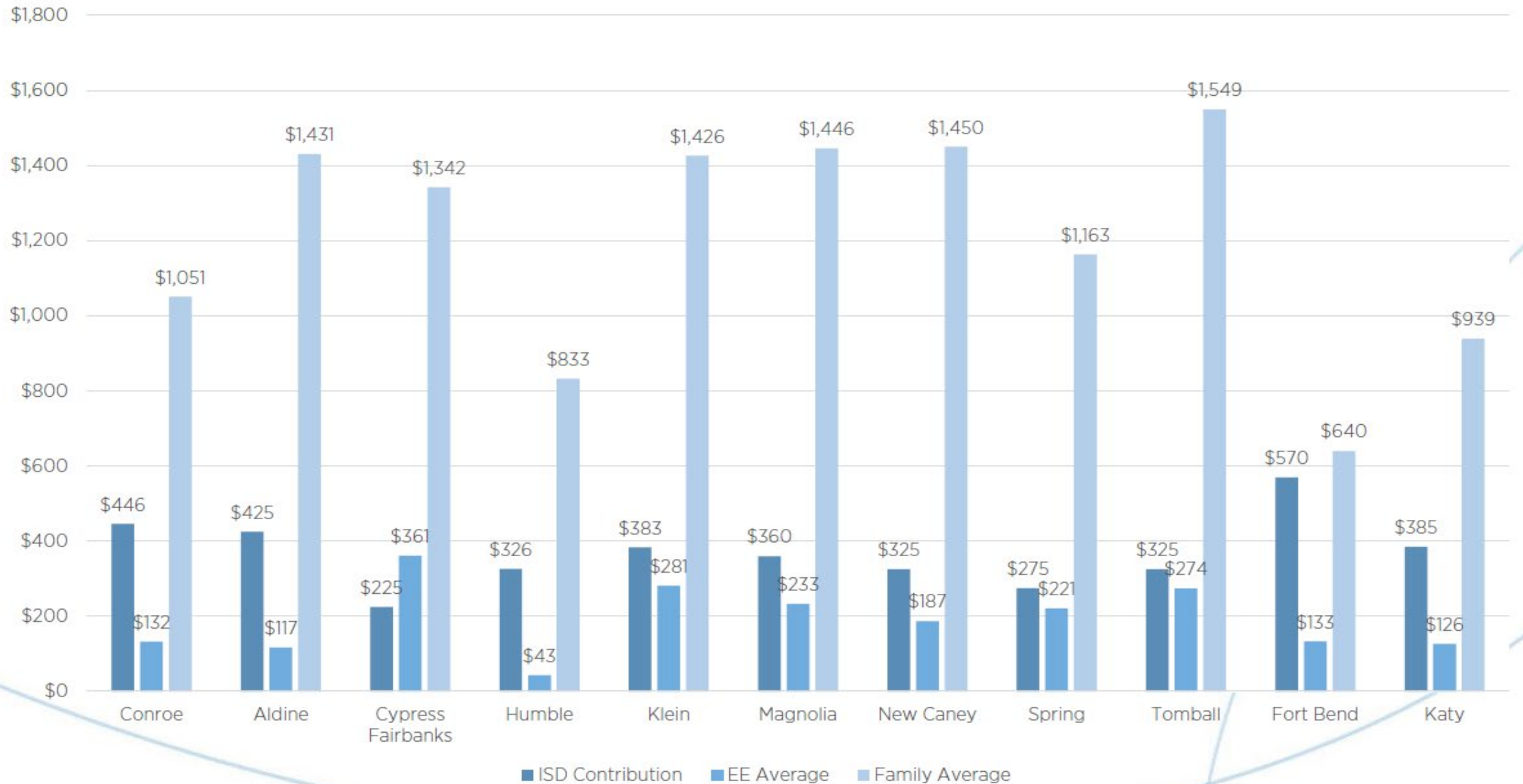


2023 District Data											
# of Schools	73	85	94	48	48	16	20	54	30	83	78
# of Students	72,000	61,633	117,217	45,000	53,294	13,658	17,116	33,406	20,262	77,545	88,368
# of Employees	9,421	8,500*	15,000+*	7,000+*	7,000+*	1,000+*	1,100+*	5,018	1,200+*	10,234	17,000+*
Carrier	BCBSTX	Aetna	BCBSTX	Cigna/ Allegiance	BCBSTX	BCBSTX	TSHBP/ Aetna	Cigna	BCBSTX	UHC	Aetna
# of Medical Plans	3	4	5	2	3	4	3	3	3	3	3
PPO/POS	0	0	1	1	0	1	1	2	0	0	1
HDHP/HRA/HSA	1	1	1	1	1	1	1	1	1	1	1
In-Network Only/EPO/HMO/ACO	2	3	3	0	2	3	1	0	2	2	1
Plan Funding	SF	SF	TRS	SF	TRS	TRS	SF	SF	TRS	SF	SF

*information confirmed with Zoominfo

Benchmarking

Contributions



Benchmarking

Medical Plan – HDHP

DEDUCTIBLE								
Individual	\$3,500	\$6,000	\$2,800	\$3,500	\$3,250	\$4,000	\$5,000	\$3,000
Family	\$7,000	\$12,000	\$5,600	\$10,500	\$7,500	\$6,000	\$10,000	\$6,000
OUT-OF-POCKET MAXIMUM								
Individual	\$7,050	\$7,500	\$6,500	\$3,500	\$9,000	\$6,000	\$10,000	\$7,500
Family	\$14,100	\$15,000	\$13,000	\$10,500	\$18,000	\$12,000	\$20,000	\$15,000
COINSURANCE	30%	30%	25%	0%	20%	20%	0%	30%
COPAYS								
PCP	30%	30%	25%	0%	20%	20%	0%	30%
Specialist	30%	30%	25%	0%	20%	20%	0%	30%
ER	30% + \$150 copay	30%	25%	0%	20%	20%	0%	30% + \$500 copay
PRESCRIPTION DRUG								
Generic	30%/30%	30%/30%	\$0/\$0	\$0/\$0	\$0/\$0	20%/20%	\$0/\$0	20%/20%
Preferred Brand	30%/30%	30%/30%	30%/\$125	\$0/\$0	30%/\$175	20%/20%	\$0/\$0	25%/25%
Non-Preferred Brand	30%/30%	30%/30%	30%/\$125	\$0/\$0	30%/\$175	20%/20%	\$0/\$0	50%/50%
HSA SEED	\$500	\$150	-	-	-	\$500/\$1,000	-	-

*TRS Districts include Cypress Fairbanks, Klein, Magnolia and Tomball.

Benchmarking

Medical Plan – Broad Network

	CONROE ISD	CYPRESS FAIRBANKS ISD	NEW CANEY ISD	spring ISD	FBISD	KATY ISD	TRS ACTIVECARE		
Plan Specs	Essentials HMO	Cigna	Aetna	Cigna	Enhanced Cigna	Surest/UHC	Aetna	Primary	Primary Plus
DEDUCTIBLE									
Individual	\$1,500	\$2,500	\$4,000	\$2,750	\$2,400	\$0	\$3,250	\$2,500	\$1,200
Family	\$3,750	\$5,000	\$8,000	\$5,500	\$4,800	\$0	\$5,700	\$5,000	\$2,400
OUT-OF-POCKET MAXIMUM									
Individual	\$7,000	\$8,000	\$10,000	\$9,000	\$9,000	\$8,500	\$11,000	\$7,500	\$6,900
Family	\$14,000	\$16,000	\$20,000	\$18,000	\$18,000	\$17,000	\$22,000	\$15,000	\$13,800
COINSURANCE	0%	25%	30%	20%	20%	\$0	30%	30%	20%
COPAYS									
PCP	\$40	\$50	\$45	\$40	\$40	\$45-\$150	30%	\$30	\$15
Specialist	\$55	\$100	\$70	\$80	\$80	\$45-\$150	30%	\$70	\$70
ER	20% + \$250 copay	25%	30%	20%	20%	\$1,000 copay	20% + \$750 copay	30%	20%
PRESCRIPTION DRUG									
Generic	\$15/\$30	\$0/\$0	\$15/\$45	\$0	\$0	\$10/\$25	\$20/\$40	\$15/\$45	\$15/\$45
Preferred Brand	\$60/\$120	30%/\$125	25%/25%	30%/\$175	30%/\$175	\$60/\$150	\$40/\$100	30%	25%
Non-Preferred Brand	\$120/\$240	30%/\$125	50%/50%	30%/\$175	30%/\$175	\$90/\$225	\$80/\$200	50%	50%

*TRS Districts include Cypress Fairbanks, Klein, Magnolia and Tomball.

Benchmarking



Medical Plan – Narrow Network HMO/ACO

	CONROE Independent School District	ALDINE Independent School District			CYPRESS FAIRBANKS Independent School District	spring ISD			FBISD INSPIRE • EQUIP • IMAGINE	KATY Independent School District	
Plan Specs	Premier HMO	Kelsey	Kelsey Enhanced	MH	MH HD	MH Primary	MH HD	MH Basic	MH Enhanced	Kelsey	MH ACO
DEDUCTIBLE											
Individual	\$900	\$4,500	\$2,500	\$3,000	\$1,500	\$1,250	\$1,625	\$1,375	\$1,200	\$750	\$1,750
Family	\$2,700	\$9,000	\$5,000	\$6,000	\$3,000	\$2,500	\$3,250	\$2,750	\$2,400	\$1,500	\$3,500
OUT-OF-POCKET MAXIMUM											
Individual	\$6,000	\$7,100	\$6,500	\$9,100	\$6,500	\$8,000	\$9,000	\$9,000	\$9,000	\$3,750	\$4,500
Family	\$12,000	\$14,200	\$13,100	\$18,200	\$13,000	\$16,000	\$18,000	\$18,000	\$18,000	\$7,500	\$9,000
COINSURANCE	0%	0%	0%	30%	25%	25%	20%	20%	20%	20%	20%
COPAYS											
PCP	\$20	\$50	\$35	\$50	25%	\$20	20%	\$40	\$40	\$25	20%
Specialist	\$50	\$100	\$70	\$100	25%	\$50	20%	\$80	\$80	\$35	25%
ER	20% + \$250 copay	30% + \$500 copay	20% + \$250 copay	30% + \$250 copay	25%	25%	20%	20%	20%	20% + \$300 Copay	20% + \$250 copay
PRESCRIPTION DRUG											
Generic	\$15/\$30	\$15/\$37.50	\$15/\$37.50	\$15/\$37.50	\$0/\$0	\$0/\$0	\$0/\$0	\$0/\$0	\$0/\$0	30%	\$20/\$40
Preferred Brand	\$60/\$120	\$35/\$87.50	\$35/\$87.50	\$35/\$87.50	30%/\$125	30%/\$125	30%/\$175	30%/\$175	30%/\$175	40%	\$40/\$100
Non-Preferred Brand	\$120/\$240	\$55/\$137.50	\$55/\$137.50	\$55/\$137.50	30%/\$125	30%/\$125	30%/\$175	30%/\$175	30%/\$175	50%	\$80/\$200

*TRS Districts include Cypress Fairbanks, Klein, Magnolia and Tomball.

What's Next

➤ **April 16, 2024 Regular Board Meeting**

2024-2025 Approval of plan design & premiums

2024-2025 Preliminary Budget

Board Workshop April 2, 2024



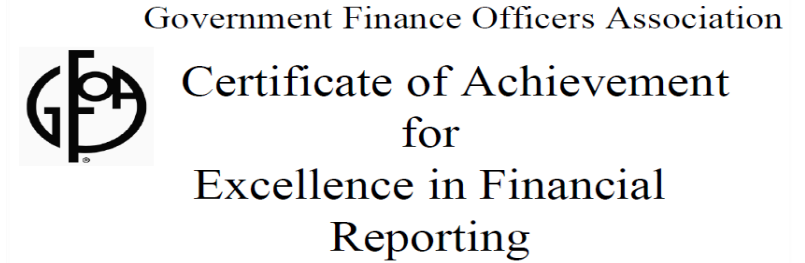
CONROE
INDEPENDENT
SCHOOL DISTRICT



Transparency and Financial Reporting Awards



Texas Comptroller
TRADITIONAL FINANCES



Texas Comptroller
DEBT OBLIGATIONS



Texas Comptroller
CONTRACTS & PROCUREMENT



Scan Me

2024-2025 Budget Objectives

- **Meet the needs for the 2024-2025 school year.
(Opening Bartlett Elementary)**
- **Continue to provide support to our campuses
& departments.**
- **Provide a safe and secure learning
environment for our students and staff.**

2024-2025 Budget Challenges

- **Lack of action by the legislature to provide additional funding to school districts during the 88th legislative session.**
- **No mechanism in the current funding formula to provide a raise for our employees or address inflation.**
- **Managing growth.**
- **Financial impact of November 2023 employee raise.**

2024-2025 Preliminary Budget Assumptions

**Student
enrollment growth**

1,550

74,000

**ADA
Percentage**

92.5%

**Certified
Property Value
Growth 5.75%**

**Projected Tax
Rate**

\$0.9621

No Increase



CONROE
INDEPENDENT
SCHOOL DISTRICT



CONROE
INDEPENDENT
SCHOOL DISTRICT

Attendance Data

Year	Enrollment		Average Daily Attendance				
	Ended 31-Aug	Actual Enrollment	Total Yearly Change	ADA Amount	Total Yearly Change	Percent (Decrease)	Percent of Enrollment
2016		58,239	1,876	55,147	1,982	3.7%	94.69%
2017		59,764	1,525	56,653	1,506	2.7%	94.79%
2018		61,580	1,816	58,001	1,348	2.4%	94.19%
2019		62,837	1,257	59,356	1,355	2.3%	94.46%
2020		64,799	1,962	60,983	1,627	2.7%	94.11%
2021		64,563	-236	61,417	434	0.7%	95.13%
2022		67,761	3,198	62,630	1,213	2.0%	92.43%
2023		70,794	3,033	65,366	2,736	4.4%	92.33%
2024		72,450	1,656	66,782	1,416	2.2%	92.18%
2025		74,000	1,550	68,450	1,668	2.5%	92.50%
Ten Year Average			1,764		1,529	2.6%	93.68%



Average Daily Attendance (ADA) vs. Enrollment

Average Daily Attendance (ADA)

- Funding from the state is based on Average Daily Attendance (ADA)
- Days in attendance divided by actual days of instruction.
- 174 Instructional Days

Student Example: $174/174 = 1$

District ADA Percentage: 92.5%

1% in ADA funding : \$4.5 Million

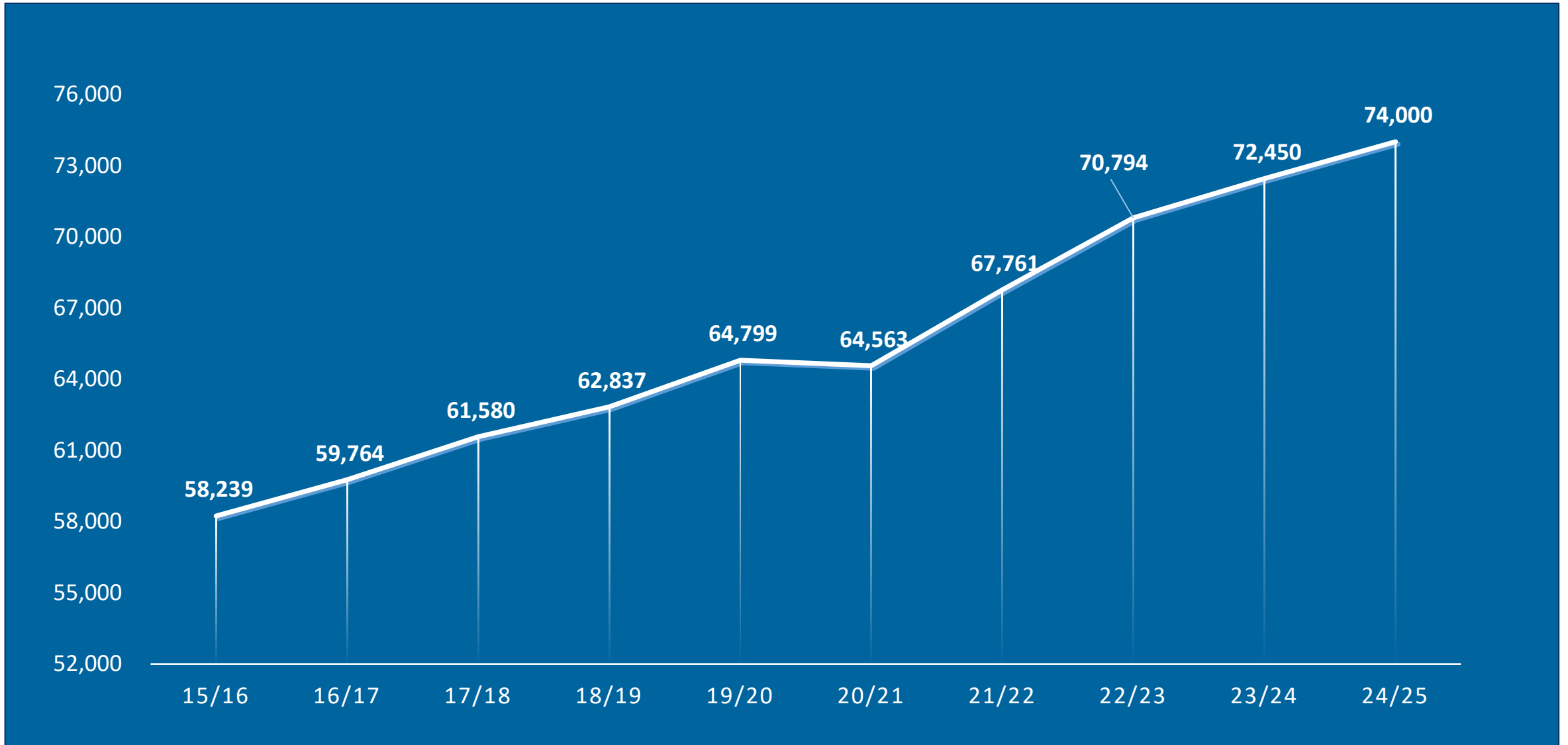
Revenue

Enrollment

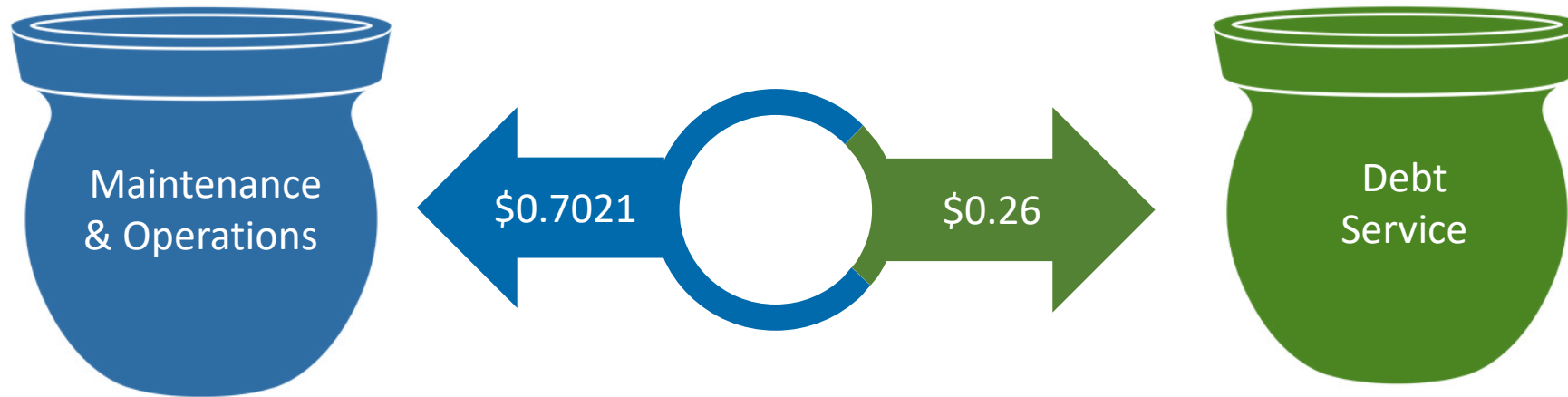
- Actual number of students
- Expenditure budget is based on enrollment.
- Classrooms are staffed based on enrollment.

Expense

Enrollment Trend



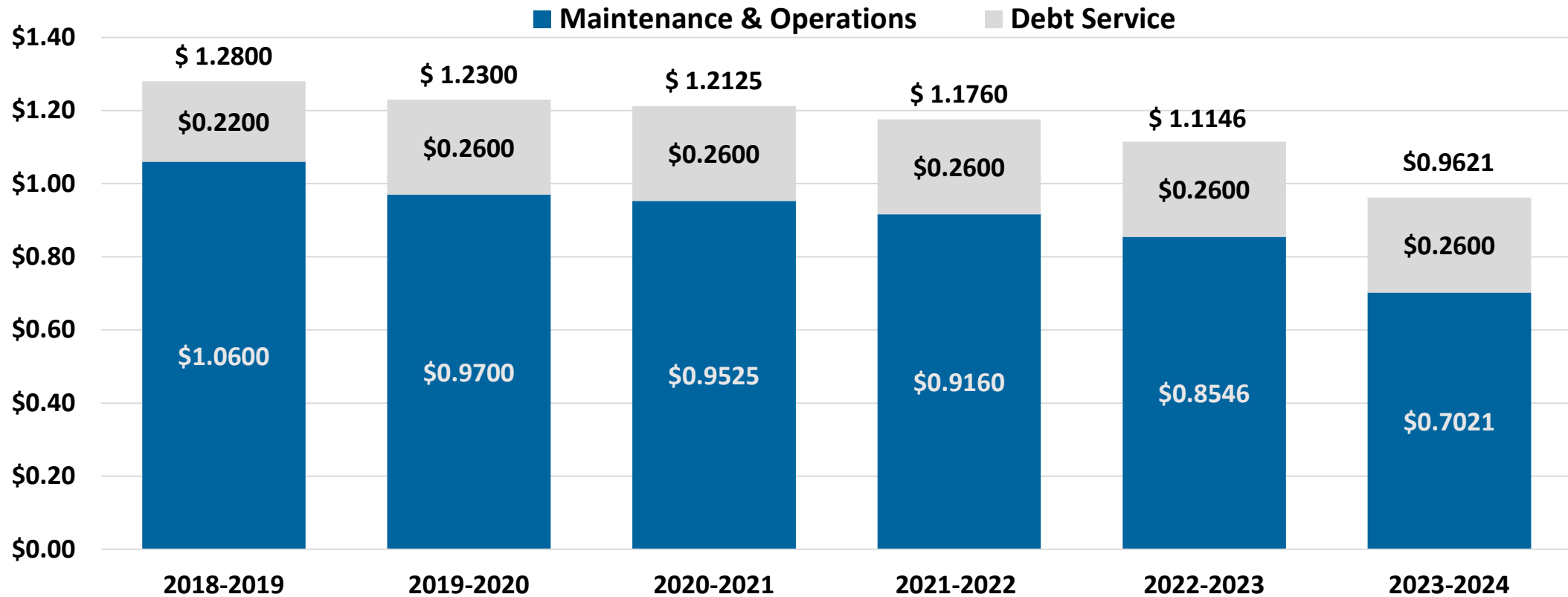
Tax Rate Components @ \$0.9621



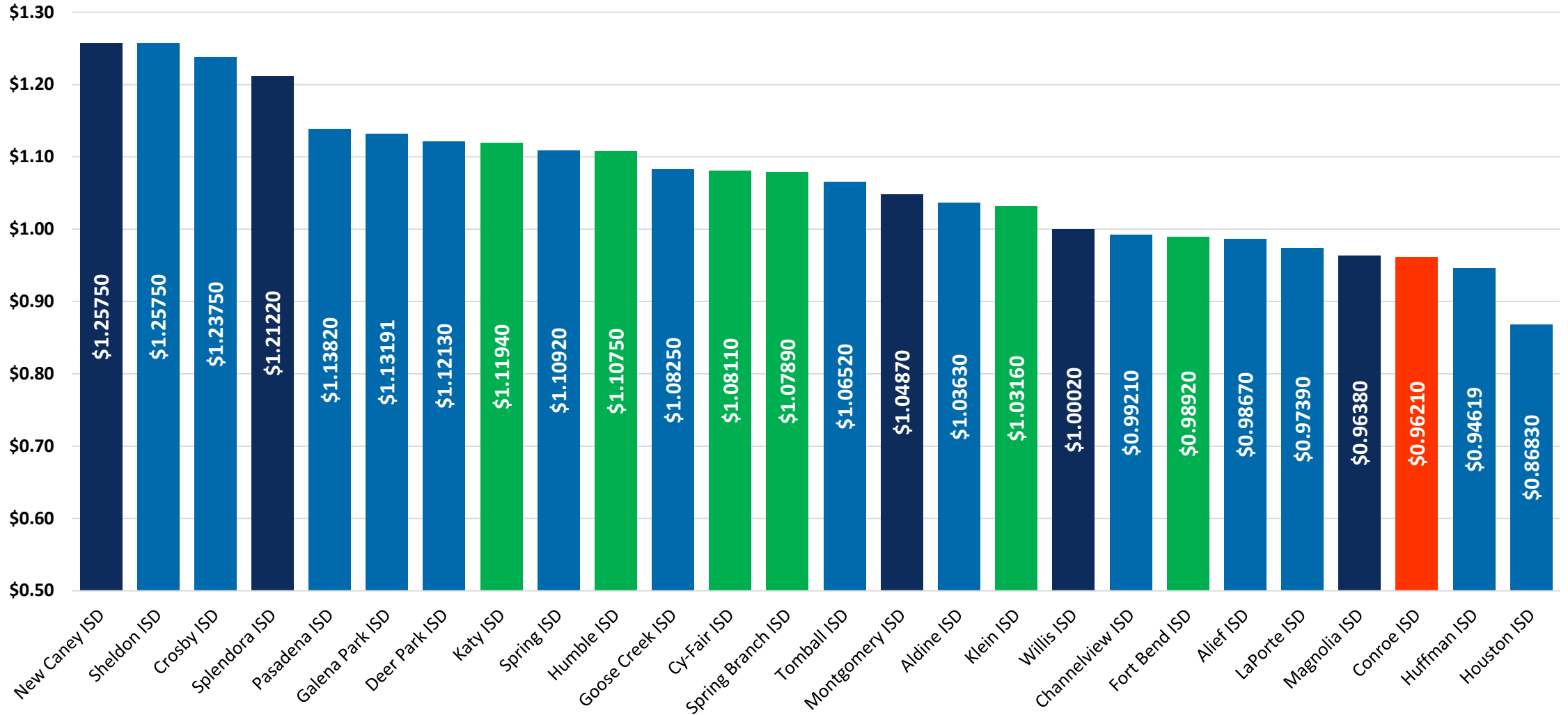
The maintenance & operations portion of the tax rate is used to fund the day-to-day operations of the district. (Salaries, benefits, supplies, utilities, fuel etc.)

The debt service portion of the tax rate provides funding for principal and interest payments on debt the district issues to finance the building of new facilities and other capital expenditures.

Tax Rate History



2023-2024 Houston Area Tax Rates



2024-2025 Projected Tax Rate

	2023-2024	2024-2025	Change	
M&O	\$0.7021	\$0.6821	\$(0.02)	<i>HB3 Tax Compression</i>
Debt Service	0.2600	0.2800	0.02	<i>2023 Bond</i>
Total	\$0.9621	\$0.9621	\$0.00	

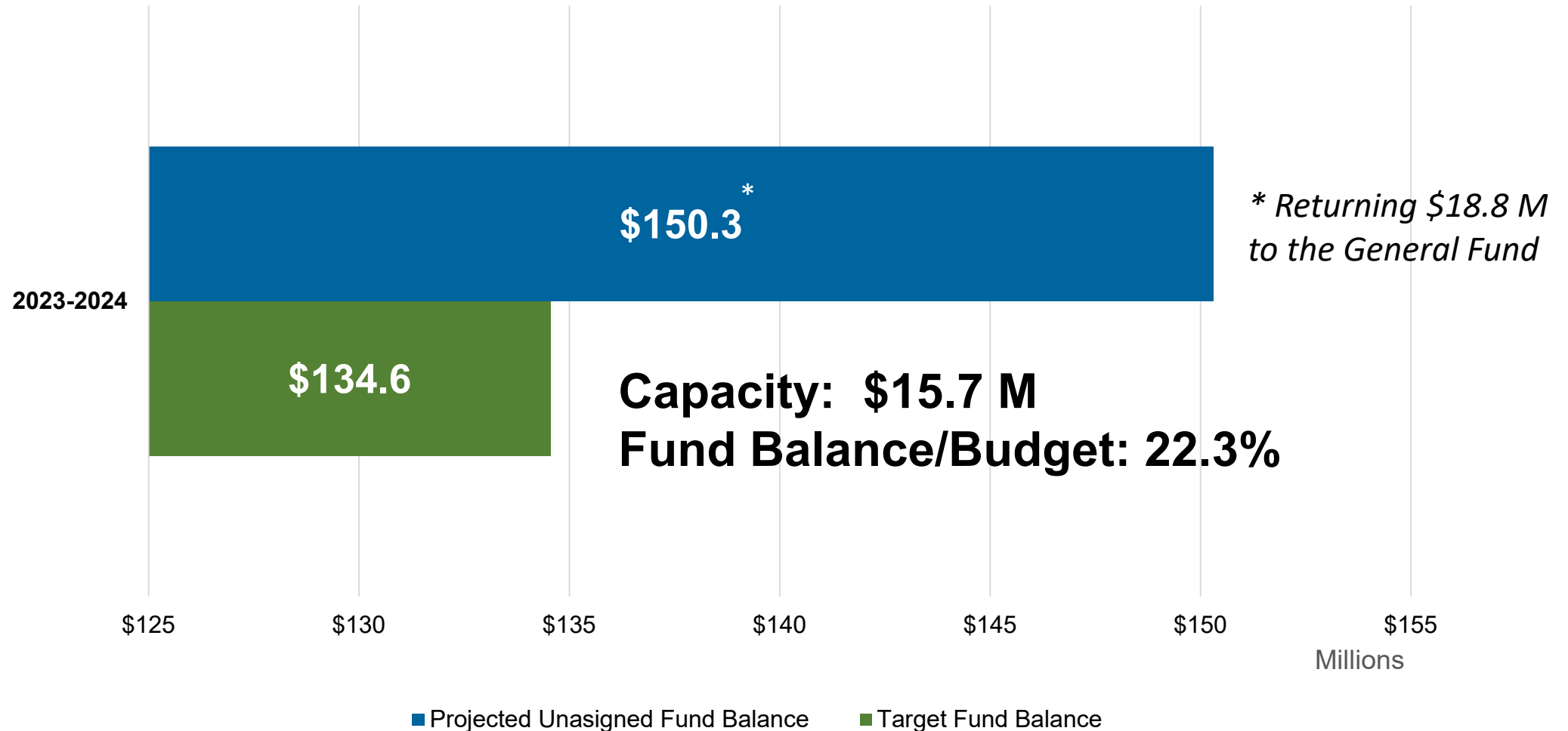


2024-2025 Funding Estimate

Local Property Tax Revenue Decrease (SB12/Over 65)	\$ (24.42)	M
Local Property Tax Revenue Increase (5.75% value increase)	10.50	
State Funding Increase-SB12 & Student Growth	32.00	
State Funding Increase-Golden Penny Yield	1.50	
Teacher Incentive Allotment	1.00	
TRS on Behalf	1.75	
Total Estimated Funding Increase	\$ 22.33	M

Fund Balance Analysis 2023-2024

Budget: \$672,772,241



Allocation Process

- Results of demographer/PASA study are used as a guide to determine the total enrollment projection used for the upcoming budget year.
- Individual campus enrollment projections are refined for all grade levels (General Ed and Bilingual).
- Enrollment projections are loaded into allocation spreadsheets.
- Formulas are applied to enrollment projections to determine staffing necessary to support enrollment.
- Allocations are further refined by Deputy Superintendent and grade level Assistant Superintendents based on individual campus needs.





CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Staffing Formulas Elementary

Grades	Staffing Ratio
Pre K	19:1
Kinder	22:1
1-4	22:1

Position	Number of Staff Members	Enrollment
Principal	1	NA
Assistant Principal	1	Up to 750
	2	751 to 1,099 or designated as a TIA campus
	3	1,100 or Above
Counselor	1	Up to 899
	2	900 and Above
Librarian	1	N/A
Instructional Coach	2	N/A
Nurse	1	N/A
Nurse's Aide	1	N/A
Principal's Secretary	1	N/A
Campus Secretary	1	850 or above
Attendance Clerk	1	N/A
Clerical/Instructional Aides	3	Up to 649
	4	650 to 799
	5	800 to 999
	6	1,000 or Above
Bilingual Instructional Aides	1	Up to 199
	2	200 to 349
	3	350 or Above
Pre-K Instructional Aides	1	Up to 40 Pre-K
	2	40 or Above Pre-K
Art	1	Up to 849
	2	850 or Above
Physical Education	1	Up to 699
	2	700 to 1,149
	3	1,150 or Above
Music	1	NA
Additional Fine Arts	1	949 to 1099
	2	1100 or Above



CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Staffing Formulas K-6

Grades	Staffing Ratio
Pre K	19:1
Kinder	22:1
1-4	22:1
5-6	25:1

Position	Number of Staff Members	Enrollment
Principal	1	N/A
Assistant Principal	2	Up to 1,099
	3	1,100 or Above
Counselor	2	Up to 949
	3	950 and Above
Librarian	1	N/A
Instructional Coach	2	N/A
Technology Teacher	1	N/A
Nurse	1	N/A
Nurse's Aide	1	N/A
Principal's Secretary	1	N/A
Campus Secretary	1	N/A
Attendance Clerk	1	N/A
Clerical/Instructional Aides	3	Up to 649
	4	650 to 799
	5	800 to 999
	6	1,000 or Above
Bilingual Instructional Aides	1	Up to 199
	2	200 to 349
	3	350 or Above
Pre-K Instructional Aides	1	Up to 40 Pre-K
	2	40 or Above Pre-K
Art	2	Up to 1,199
	3	1,200 or Above
Physical Education	2	Up to 1,149
	3	1,050 or Above
Music	1	NA
Band	2	Up to 299
	3	300 to 599
	4	600 or Above
Orchestra	1	NA
Orchestra Aide	1	150 or Above
Additional Fine Arts	1	1,050 to 1,249
	2	1,250 or Above



CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Staffing Formulas Intermediate

Grades	Staffing Ratio
5-6	25:1

Position	Number of Staff Members	Enrollment
Principal	1	N/A
Assistant Principals	2	Up to 1,099
	3	1,100 or Above
Counselors	2	Up to 1099
	3	1100 and Above
Librarian	1	N/A
Instructional Coach	2	N/A
Technology Teacher	1	N/A
Student Success Manager	1	N/A
Nurse	1	N/A
Nurse's Aide	1	N/A
Principal's Secretary	1	Over 875
Campus Secretary	1	N/A
Attendance Clerk	1	N/A
Clerical/Instructional Aides	3	Up to 649
	4	650 to 799
	5	800 to 999
	6	1,000 or Above
Bilingual Instructional Aides	1	Up to 199
	2	200 to 349
	3	350 or Above
Art	2	Up to 1,199
	3	1,200 or Above
Physical Education	2	Up to 1,149
	3	1,050 or Above
Music	1	NA
Band	2	Up to 299
	3	300 to 599
	4	600 or Above
Orchestra	1	NA
Orchestra Aide	1	150 or Above
Additional Fine Arts	1	1,050 to 1,249
	2	1,250 or Above



CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Staffing Formulas Junior High

The initial allocation is based on a teacher pupil ratio of 22:1

Position	Number of Staff Members	Enrollment
Principal	1	N/A
Associate Principal	1	N/A
Assistant Principals	2	up to 1349
	3	1349 to 1550
	4	1550 to 2500
Counselors	2	Up to 1,099
	3	1,100 to 1499
	4	1500 to 1999
Band Director	1	N/A
Assistant Band Director	1	100 to 199
	2	200 and Above
Choir Director	1	N/A
Orchestra	1	N/A
Librarian	1	N/A
Dyslexia Teacher/504	1	N/A
ESL Teacher		
SCE Teacher		
Nurse	1	N/A
Nurses Aide	1	N/A
Clerical Aides		
Principal's Secretary	1	N/A
A/P Secretary	1	N/A
Counselor's Secretary	1	N/A
Attendance Clerk	1	N/A
Receptionist	1	N/A
ISS Aide	1	N/A
Technology Tech	1	N/A
Add'l Aides (including Library Aide)	2	Up to 899
	4	900 to 1,099
	5	1,100 to 1,499
	6	1,500 to 1,999
	7	2,000 and above
Instructional Coach	2	N/A
Student Success Manager	1	N/A



CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Staffing Formulas 9th Grade Campus

The initial allocation is based on a teacher pupil ration of 22:1

Position	Number of Staff Members	Enrollment
Principal	1	N/A
Associate Principal	1	N/A
Assistant Principals	1	Up to 999
	2	1,000 to 1,499
	3	1,500 and Above
Counselors	2	Up to 999
	3	1,000 to 1,499
	4	1,500 and Above
Choir	1	N/A
Dyslexia Teacher/504	0.5	N/A
ESL Teacher	1	N/A
ESL Aide	1	N/A
Athletic Trainer	1	N/A
Instructional Coach	1	N/A
SCE Teachers		
Librarian	1	N/A
Nurse	1	N/A
Clinic Aide	1	N/A
Clerical Aides		
Principal's Secretary	1	N/A
A/P Secretary	1	N/A
Counselor's Secretary	1	N/A
Registrar	1	N/A
PEIMS	1	N/A
Receptionist	1	N/A
ISS Aide	1	N/A
Technology Tech	1	N/A
Add'l Aides (Including Library Aide)	1	Up to 749
	2	750 to 999
	3	1,000 to 1,249
	4	1,250 or 1,499
	5	1,500 and Above



CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Staffing Formulas 10-12 Campus

The initial allocation is based on a teacher pupil ratio of 22:1

Position	Number of Staff Members	Enrollment
Principal	1	N/A
Associate Principals	2	N/A
	3	3,500 and Above
Assistant Principals	2	Up to 999
	3	1,000 to 1,499
	4	1,500 to 1,999
	5	2,000 to 2,499
	6	2,500 to 2,999
	7	3,000 to 3,499
	8	3,500 to 3,999
	9	4,000 to 4,999
	10	5,000 and Above
	Counselors	5
6		1,000 to 1,499
7		1,500 to 1,999
8		2,000 to 2,499
9		2,500 to 2,999
10		3,000 to 3,499
11		3,500 to 3,999
12		4,000 to 4,999
College and Career Counselor	1	N/A
Band Director	1	N/A
Assistant Band Director	1	N/A
	2	200-299 Band (9-12)
	3	300 Band and Above (9-12)
Orchestra	1	N/A
	2	150 Orchestra and Above
Choir	1 (In addition to one at Ninth)	N/A

Position	Number of Staff Members	Enrollment
Athletic Director	1	N/A
Athletic Trainers	2 (In addition to one at Ninth)	N/A
Librarian	1	N/A
	2	2,000 and Above
Library Aide	1	N/A
Dyslexia/504	1	N/A
Nurse	1	N/A
Clinic Aide	1	N/A
Instructional Coach	2	N/A
SCE Teachers		N/A
ESL Teacher	1	Every 150 ESL students
ESL Aide	1	N/A
	2	Above 250 ESL students
Clerical Aides		
Principal's Secretary	1	N/A
Assoc & A/P Secretary	3	N/A
Counselor's Secretary	2	N/A
Athletic Secretary	1	N/A
Attendance Clerk	1	N/A
Budget Clerk	1	N/A
Activity Fund Secretary	1	N/A
PEIMS Clerk	1	N/A
Receptionist	1	N/A
Registrar	1	N/A
Textbook	1	N/A
ISS Aide	1	N/A
Copy Aide	1	N/A
Data Clerk	1	N/A
Technology Tech	1	N/A
Childcare Para	1	Must have Childcare Program
Additional Aides	5	Up to 2,499
	6	2,500 to 2,999
	7	3,000 to 3,499
	8	3,500 to 3,999
	9	4,000 and Above



CONROE
INDEPENDENT
SCHOOL DISTRICT

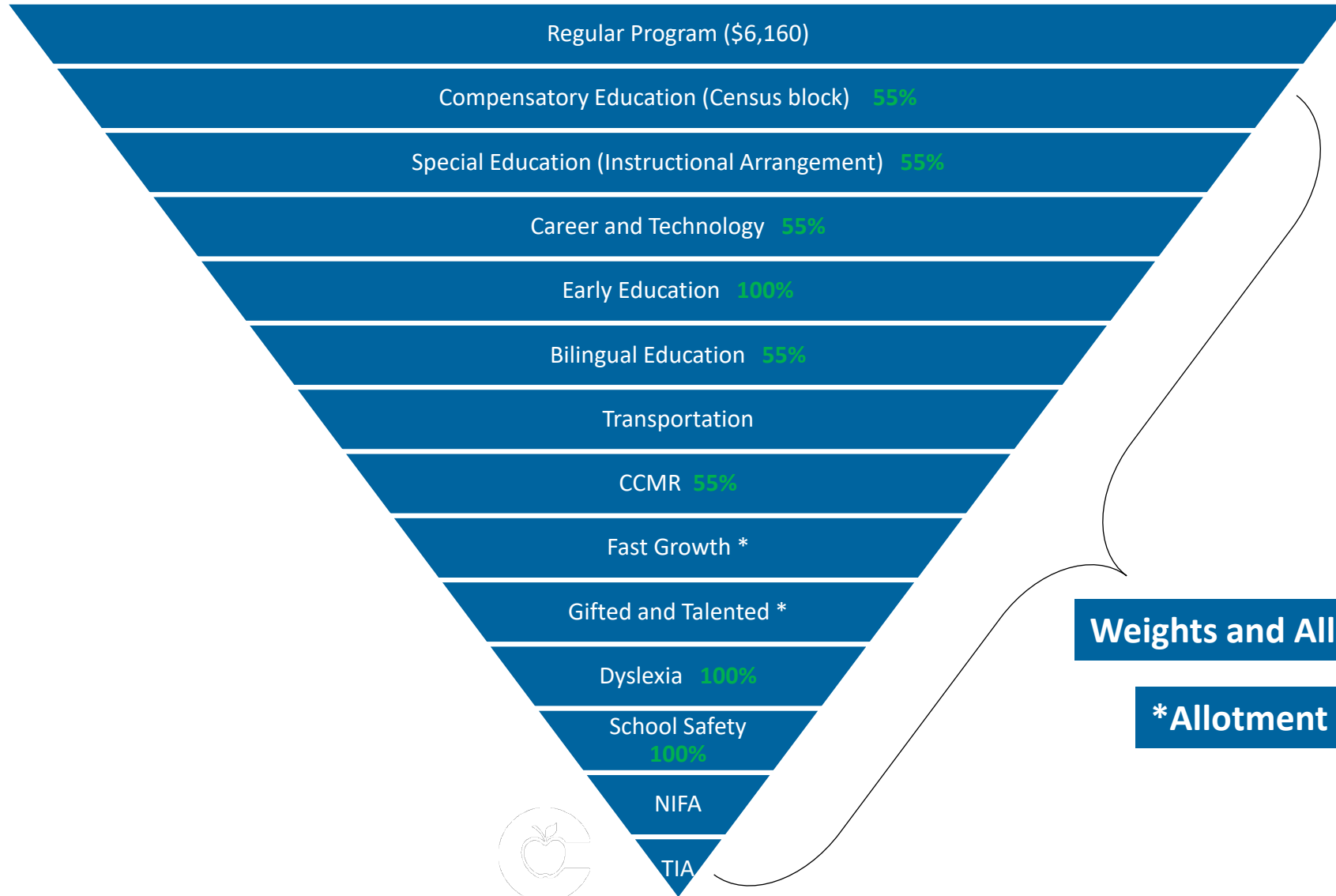
2024-2025 Staffing Formulas 9-12 Campus

The initial allocation is based on a teacher pupil ratio of 22:1

Position	Number of Staff Members	Enrollment
Principal	1	N/A
Associate Principals	3	N/A
Assistant Principals	2	Up to 999
	3	1,000 to 1,499
	4	1,500 to 1,999
	5	2,000 to 2,499
	6	2,500 to 2,999
	7	3,000 to 3,499
	8	3,500 to 3,999
	9	4,000 to 4,999
	10	5,000 and Above
	Counselors	5
6		1,000 to 1,499
7		1,500 to 1,999
8		2,000 to 2,499
9		2,500 to 2,999
10		3,000 to 3,499
11		3,500 to 3,999
12		4,000 to 4,999
13	5,000 and Above	
College and Career Counselor	1	N/A
Band Director	1	N/A
Assistant Band Director	1	N/A
	2	200-299 Band
	3	300 Band and Above
Orchestra	1	N/A
	2	150 Orchestra and Above
Choir	1	N/A
	2	150 Choir and Above
Athletic Director	1	N/A
Athletic Trainers	3	N/A
Librarian	1	N/A
	2	2,000 and Above
Library Aide	1	N/A
Dyslexia/504	1	N/A
Nurse	1	N/A
Clinic Aide	1	N/A

Position	Number of Staff Members	Enrollment
Instructional Coach	2	N/A
SCE Teachers		
ESL Teacher	1	Every 150 ESL students
ESL Aide	1	N/A
	2	Above 250 ESL students
Clerical Aides		
Principal's Secretary	1	N/A
Assoc & A/P Secretary	3	N/A
Counselor's Secretary	2	N/A
Athletic Secretary	1	N/A
Attendance Clerk	1	N/A
Budget Clerk	1	N/A
Activity Fund Secretary	1	N/A
PEIMS Clerk	1	N/A
Receptionist	1	N/A
Registrar	1	N/A
Textbook	1	N/A
ISS Aide	1	N/A
Copy Aide	1	N/A
Data Clerk	1	N/A
Technology Tech	1	N/A
Childcare Para	1	Must have Childcare Program
Additional Aides	5	Up to 2,499
	6	2,500 to 2,999
	7	3,000 to 3,499
	8	3,500 to 3,999
	9	4,000 and Above

Tier I – Special Program Spending Requirements

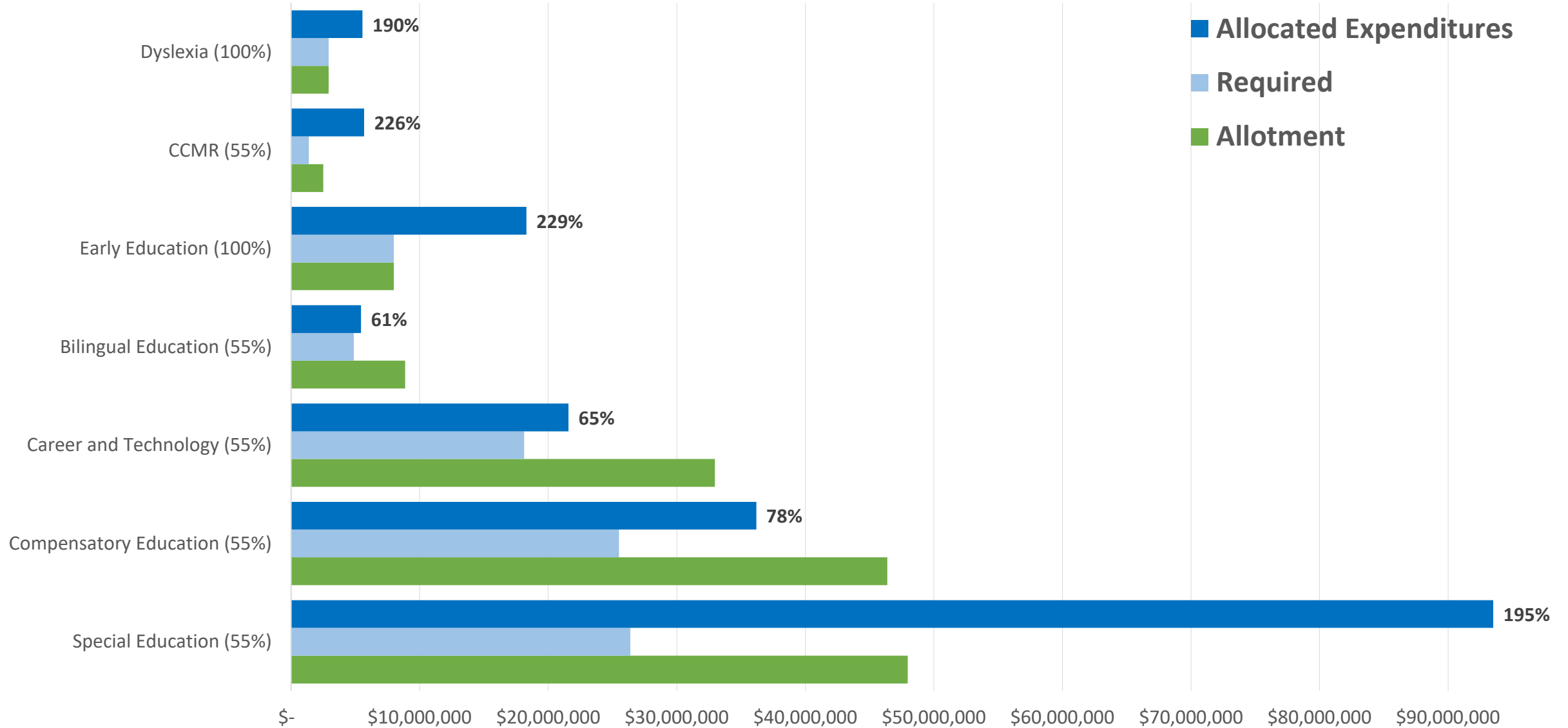


Weights and Allotments

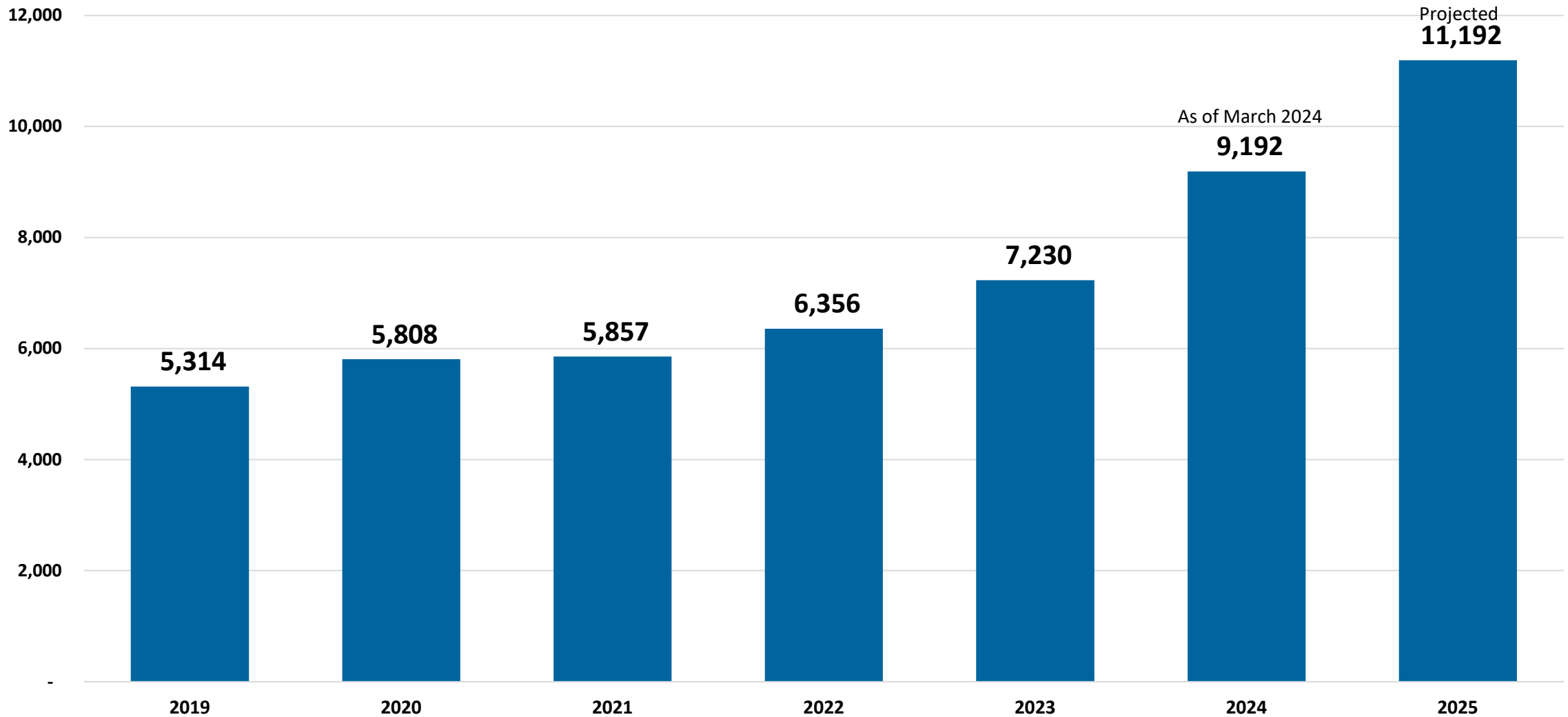
***Allotment Capped**



Program Area Spending Requirements FY 22-23 Compliance Data



Special Education Student Count



Thru FY 2023 Averaging \$11,000/annually per student in the General Fund.

2024-2025 Personnel Additions

CAMPUS POSITIONS	Elementary	Intermediate	K-6	Junior High	High School	Total FTE	Total Cost
Teachers	11.00	(2.00)	2.00	3.50	20.00	34.50	\$ 2,587,500
Contingency Teaching Positions	8.00	2.00	2.00	0.00	0.00	12.00	900,000
Other Professionals	3.00	0.00	0.00	1.00	0.00	4.00	332,000
Para-Professionals	9.00	0.00	2.00	0.00	1.00	12.00	370,000
Administrators	3.00	0.00	0.00	1.00	0.00	4.00	480,000
Total	34.00	0.00	6.00	5.50	21.00	66.50	\$ 4,669,500

SUPPORT POSITIONS	Operations	Administration	Total FTE	Total Cost
Professional	-	2.00	2.00	\$ 190,000
Para-Professional	-	1.00	1.00	35,000
Auxiliary	7.00	-	7.00	275,000
Total	7.00	3.00	10.00	\$ 500,000

Non-Sped FTE Change	76.50
Total Cost	\$ 5,169,500
Special Ed FTE Change	73.00
Total Cost	\$ 5,700,000
Total FTE Change with Sped	149.50
Total Cost With Sped	\$ 10,869,500

Special Education – From IDEA B	Total FTE	Total Cost
Instructional Staff	21.50	1,750,000
Other Support Personnel	24.50	1,700,500
Total	46.00	\$3,450,500

Special Education – New Staff	Total FTE	Total Cost
Assessment Staff		
Diagnosticians	3.00	300,000
LSSP	3.00	300,000
Speech Pathologist	2.00	160,000
ARD Facilitators	3.00	240,000
SEMS Clerks	1.00	30,000
OT	1.00	75,500
PT	1.00	60,000
Instructional Staff		
VI Teacher	1.00	80,000
Dyslexia/Sped Teachers	12.00	995,000
Total	27.00	\$2,249,500

Total Special Education FTE's	73.00	5,700,000
--------------------------------------	--------------	------------------

2024-2025 Projected Expenditure Budget Increase

Additional Personnel for Growth 24-25	\$ 10.87 M
Salary Schedule-Teacher Step Adjustment	1.60
Teacher Incentive Allotment	1.00
Other Expenses (Utilities, Fuel, Insurance, MCAD, Supplies)	3.30
TRS on Behalf	1.75
Total Estimated Expenditure Increase	\$ 18.52 M



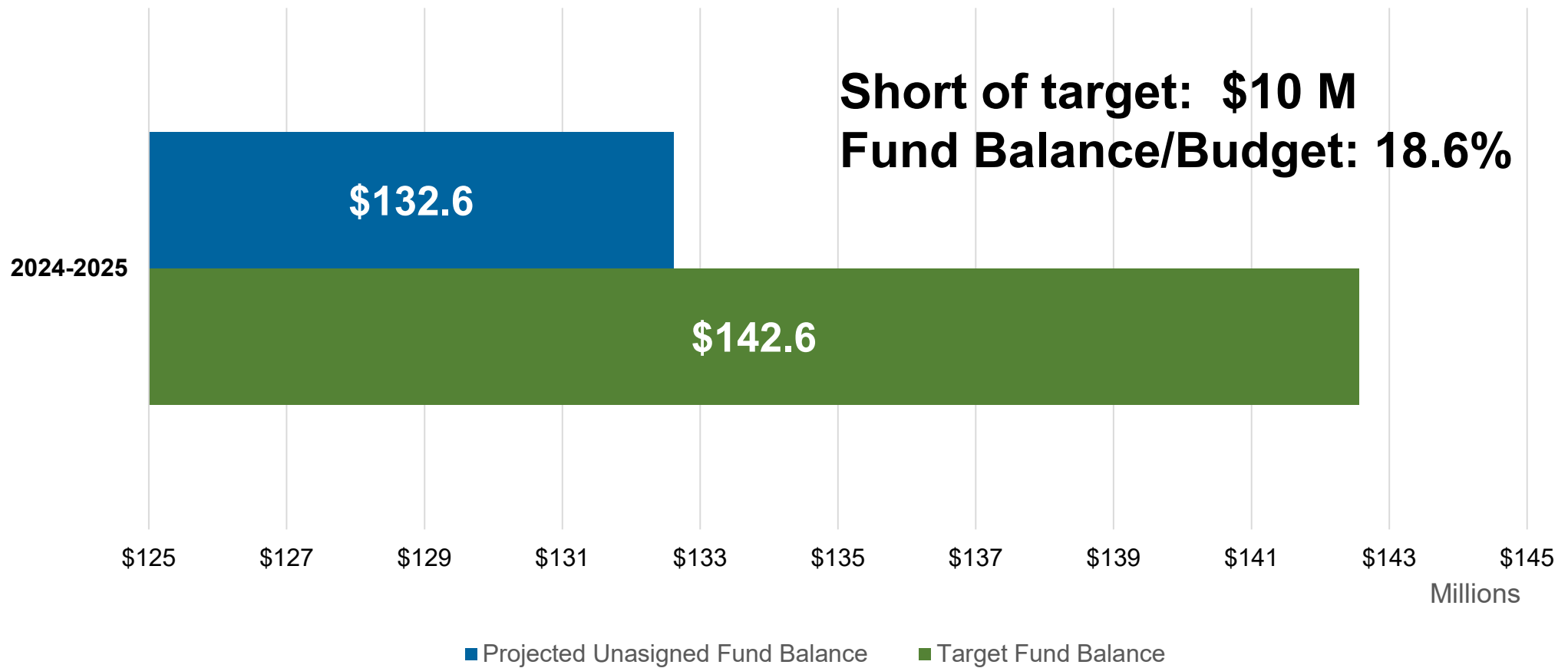
CONROE
INDEPENDENT
SCHOOL DISTRICT

2024-2025 Preliminary Budget

Beginning Revenue		\$ 672.77	M
Estimated Revenue Change			
Local Property Tax Revenue Decrease (SB12/Over 65)	\$ (24.42)		
Local Property Tax Revenue Increase (5.75% value increase)	10.50		
State Funding Increase-SB12 & Student Growth	32.00		
State Funding Increase-Golden Penny Yield	1.50		
Teacher Incentive Allotment	1.00		
TRS In-Kind	1.75		
Total Estimated Revenue Increase		<u>22.33</u>	
Estimated Total Revenue		<u>\$ 695.10</u>	M
Beginning Expenditures-Amended		\$ 694.30	M
Estimated Expenditure Increase			
Additional Personnel for Growth 24-25	\$ 10.87		
Salary Increase-Teacher Step Adjustment	1.60		
Teacher Incentive Allotment	1.00		
Other Expenses (Utilities, Fuel, Insurance, MCAD)	3.30		
TRS In-Kind	1.75		
Total Estimated Expenditure Increase		<u>18.52</u>	
Estimated Total Expenditures		<u>\$ 712.82</u>	M
Projected deficit		\$ (17.72)	M

Fund Balance Analysis 2024-2025

Budget: \$712,791,741



What's Next

- **Finalize Revenue Projections**
 - State Funding**
 - Local Revenue, Tax Rate, Local Assessed Value**
- **Finalize Expenditure Projections**
 - Additional Personnel**
 - Campus and Departmental Expenditure Needs**
- **Board Meeting, Public Hearings and Budget Approval**
 - June 4, 2024 Board Workshop**
 - July 10, 2024 DLPDMC**
 - July 16, 2024 Board Meeting**
 - August 6, 2024 Public Hearing**
 - August 20, 2024 Public Hearing and Board Meeting**