



Public Engagement Committee

2012-2013

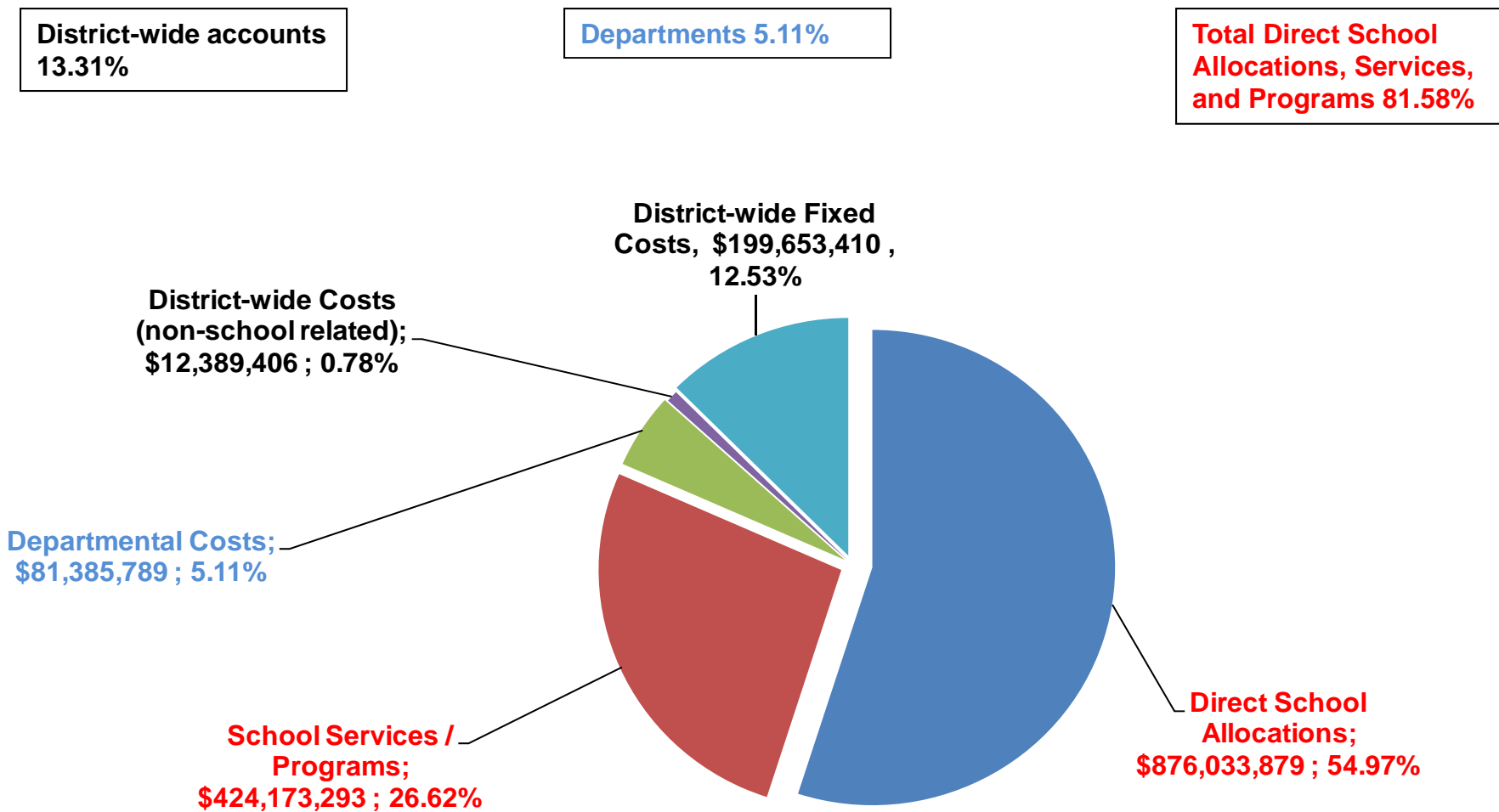
Houston Independent School District

January 18, 2012

Agenda

- FY2012 – Where are the dollars budgeted?
- FY2013 – General Fund projections
- FY2013 – One-time needs

Where are the dollars budgeted? 2011-2012



Definitions

- Direct School Allocations = Resource Allocations (PUA)
Special Education Staffing
Magnet Funds
Small School Subsidy
Campus Capital Outlay
Unique PUA
Non-Resource Funds
- School Services/Programs = Funds currently budgeted in a department or district-wide budget that provides direct services/programs to schools
- Department Funds = Funds currently budgeted in department budgets which are administrative in nature representing the cost of that department's administration
- District-wide Costs = Non-school related district-wide costs. See page 20
- District-wide Fixed Costs = Operational fixed costs. See page 21

Direct School Allocations

Resource Allocation - PUA	\$	760,795,884	86.85%
Special Education Funds		76,550,248	8.74%
Small School Subsidy		6,847,554	0.78%
Non-Resource Funds		7,101,906	0.81%
Campus Capital Outlay		1,887,080	0.22%
Magnet Funds		16,918,136	1.93%
Unique PUA		5,933,071	0.68%
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	\$	876,033,879	100.00%
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School Services and / or School Programs

Chief	Department Name	Description	Budget
District-wide-Benefits	District-wide Benefits	Medicare , Health Insurance, Worker's Compensation, Unemployment, TRS Above State Minimum, Sick Leave and Social Security for all campus based personnel	\$ 102,862,337
District-wide-Benefits	District-wide Benefits	TRS On Behalf of costs for all salaries charged to campuses	\$ 59,132,041
District-wide Operating	District-wide Operating	Utilities for campuses	\$ 50,836,323
Chief Operating Officer	Construction and Facility Services	Cost of campus custodial operations	\$ 30,685,395
District-wide School Services	District-wide School Services	ASPIRE program	\$ 25,000,000
Chief Operating Officer	Construction and Facility Services	Cost of maintenance services for campuses	\$ 23,377,791
District-wide School Services	District-wide School Services	PUA Settle-Up funds	\$ 19,558,751
Chief Operating Officer	Transportation	Bus Driver Payroll	\$ 19,055,006
Chief Operating Officer	Construction and Facility Services	Annual contracts providing services to campuses	\$ 7,248,842
DEPUTY CHIEF ACADEMIC OFFICER	Child Study	Salaries and travel reimbursement funding for Evaluation Specialists, Speech Therapists and Speech Therapy Assistants	\$ 7,063,845
DEPUTY CHIEF ACADEMIC OFFICER	Targeted School Assistance	Targeted funds for low performing schools	\$ 6,520,741
District-wide School Services	District-wide School Services	Campus stipends	\$ 5,926,550
Chief Operating Officer	Transportation	Salary cost of personnel at terminals	\$ 4,132,917

School Services and / or School Programs

Chief	Department Name	Description	Budget
District-wide School Services	District-wide School Services	High School Allotment Settle-Up	\$ 3,156,513
Chief Operating Officer	Crossing Guards	Campus Crossing Guards payroll, supplies and in-district travel reimbursement for field personnel.	\$ 3,123,174
Chief Operating Officer	Police Department	Campus Police Officers	\$ 3,041,643
DEPUTY CHIEF ACADEMIC OFFICER	Outdoor Education Camps	Cost for outsourced contracts at Camp Olympia and Forest Glen	\$ 3,039,802
Chief Operating Officer	Construction and Facility Services	Contracted custodial operations for 25 campuses	\$ 2,968,762
Chief Operating Officer	Transportation	Supplies for maintaining buses	\$ 2,289,300
DEPUTY CHIEF ACADEMIC OFFICER	Curriculum	Literacy Initiative, Renzulli curriculum, subscription to Campus Online	\$ 2,264,000
Chief Operating Officer	Police Department	Salaries for Campus Based Police Officers	\$ 2,165,611
District-wide School Services	District-wide School Services	Holding Account	\$ 2,068,751
Chief Operating Officer	Construction and Facility Services	Grounds upkeep at schools, fencing, striping and irrigation services for campuses	\$ 1,958,070
Chief Technology Officer	Student Assessment	Testing and scoring for Stanford, GT testing and other district wide testing	\$ 1,859,484
Chief Technology Officer	Information Technology	Salaries, overtime and travel reimbursement for IT Customer Service Desk, School application Support and computer repair personnel	\$ 1,792,255
District-wide School Services	District-wide School Services	Long-term substitute costs	\$ 1,651,853

School Services and / or School Programs

Chief	Department Name	Description	Budget
DEPUTY CHIEF ACADEMIC OFFICER	P-16 College and Career Readiness	Duke Tip, PSAT, SAT, National Student Clearinghouse	\$ 1,629,303
Chief Operating Officer	Construction and Facility Services	Salaries and overtime for staff providing services for contract administration	\$ 1,538,377
Chief Operating Officer	Construction and Facility Services	Cost for maintenance agreements, replacement parts for security alarms, burglar alarms, fire alarms, access controls, intercoms as well as the district's 800 MhZ radio systems.	\$ 1,515,000
Chief Technology Officer	Information Technology	Maintenance on Chancery, SchoolNet, Hayes textbook System and Internet filters	\$ 1,373,320
DEPUTY CHIEF ACADEMIC OFFICER	Project Grad	Annual Contract	\$ 1,350,000
District-wide School Services	District-wide School Services	Recurring Campus funds	\$ 1,319,517
District-wide School Services	Special Education		\$ 1,297,421
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Salaries for nurses, occupational therapists and a psychologist	\$ 927,428
DEPUTY CHIEF ACADEMIC OFFICER	School Administration	Salaries for campus staff removed from classrooms pending investigation	\$ 901,019
DEPUTY CHIEF ACADEMIC OFFICER	Student Engagement	Salaries, materials and travel reimbursement for student caseworkers for support for campuses for attendance support	\$ 852,140

School Services and / or School Programs

Chief	Department Name	Description	Budget
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Tuition costs for students with disabilities	\$ 754,984
Chief Operating Officer	Construction and Facility Services	Salaries, supplies and overtime for customer services staff	\$ 737,148
Chief Technology Officer	Chancery Student Information System	Salaries, supplies and other miscellaneous costs for personnel involved in the training of campus personnel	\$ 712,636
Chief Technology Officer	Research and Accountability	Research salaries for employees working on teacher value added data and printing costs for campus reports	\$ 711,757
Chief Technology Officer	District Wide Technology	Internet for schools, telephone repairs for schools	\$ 665,685
District-wide School Services	District-wide School Services	Summer School and Pre-K Tuition Programs	\$ 653,636
DEPUTY CHIEF ACADEMIC OFFICER	Student Engagement	Cost of student caseworkers	\$ 533,515
Chief Operating Officer	Transportation	Contracted maintenance and repairs for buses	\$ 480,453
Chief Technology Officer	Student Assessment	Salaries and travel reimbursement for testing personnel working with campuses	\$ 473,685
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Cost of transportation attendants assigned to bus routes for students with disabilities	\$ 458,197
DEPUTY CHIEF ACADEMIC OFFICER	Elementary Curriculum	Wireless Generation contract for TPRI/Tejas Lee testing and intervention planning	\$ 455,000

School Services and / or School Programs

Chief	Department Name	Description	Budget
DEPUTY CHIEF ACADEMIC OFFICER	Co-Curricular Activities	Graduation costs	\$ 431,380
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Stipends for teachers, campus based speech therapists, evaluation specialists, and social workers for retention, critical areas, and sign on bonuses.	\$ 400,000
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Tuition Costs for students with disabilities places by ARD committees	\$ 364,200
DEPUTY CHIEF ACADEMIC OFFICER	Co-Curricular Activities	Parent Liaisons	\$ 354,155
DEPUTY CHIEF ACADEMIC OFFICER	Psychological Services	Salaries and travel reimbursement for 5 psychologists	\$ 350,821
Chief Operating Officer	Construction and Facility Services	Fencing replacement at campuses	\$ 348,143
Chief Operating Officer	Construction and Facility Services	Plumbing and electrical permits and certificates of occupancy for school campuses	\$ 336,902
District-wide School Services	District-wide School Services	Estimated Return to Schools for KIPP/Yes Contracts	\$ 329,000
Chief Operating Officer	Construction and Facility Services	Supplies used at campuses for playgrounds, pest control, and site services	\$ 324,865
District-wide School Services	District-wide School Services	SAS contact for ASPIRE program	\$ 314,536
District-wide School Services	District-wide School Services	Armored Car pickup for school funds	\$ 260,000
DEPUTY CHIEF ACADEMIC OFFICER	Drop-out Prevention	Cost of student caseworkers	\$ 250,421
DEPUTY CHIEF ACADEMIC OFFICER	Elementary Curriculum	Real Men Read Program	\$ 250,000

School Services and / or School Programs

Chief	Department Name	Description	Budget
Chief Operating Officer	Risk Management	Air quality testing in schools- overtime, supplies and contracted services	\$ 218,115
District-wide Operating	District-wide Operating	Junior Achievement and Summer Moving Services for Campuses	\$ 200,000
DEPUTY CHIEF ACADEMIC OFFICER	Child Study	Testing Protocols and test kits for students with disabilities	\$ 199,518
Chief Operating Officer	Warehouse Operations	Cost of warehousing staff for providing campus supplies and needs	\$ 193,859
District-wide School Services	District-wide School Services	Bus Supervision Funds	\$ 163,800
DEPUTY CHIEF ACADEMIC OFFICER	Hollingsworth Science Center	Salaries, supplies and miscellaneous costs for preparation of science materials for campuses	\$ 152,746
District-wide School Services	District-wide School Services	Summer TAKS remediation	\$ 150,000
District-wide School Services	District-wide School Services	Student Travel Matching Fund	\$ 150,000
Chief Technology Officer	Information Technology	E-Rate Support Services	\$ 140,000
DEPUTY CHIEF ACADEMIC OFFICER	J. ROTC	Extra Duty Pay for high school and middle school ROTC instructors coaching competition teams.	\$ 136,800
Chief Operating Officer	Police Department	Overtime for Campus Police Officers	\$ 129,832
Chief Operating Officer	Transportation	Fees and Support for GPS systems for buses	\$ 119,840
Chief Operating Officer	Warehouse Operations	Additional summer costs for providing textbooks to campuses	\$ 116,431

School Services and / or School Programs

Chief	Department Name	Description	Budget
Chief Human Resource Officer	Professional Development	Salary costs, materials and supplies for the CPR/AED program	\$ 113,057
Chief Operating Officer	Transportation	Maintenance for routing software	\$ 104,000
DEPUTY CHIEF ACADEMIC OFFICER	Health Services	Student transportation to school based clinics and community and online subscription for electronic materials for nurses	\$ 101,400
Chief Operating Officer	Construction and Facility Services	Outsourcing of Engineers for structural and mechanical issues	\$ 100,000
DEPUTY CHIEF ACADEMIC OFFICER	Elementary Curriculum	Teacher Salaries for Museum of Natural Science Program	\$ 97,822
Chief Operating Officer	Police Department	Repair of Equipment and Supplies for Campus Police Officers	\$ 94,370
Chief Operating Officer	Warehouse Operations	Cost of truck driver salaries for deliveries to schools	\$ 86,303
District-wide Operating	District-wide Operating	Cost of Principal Change-Outs	\$ 85,500
District-wide School Services	District-wide School Services	Overtime for campus facility needs	\$ 75,000
DEPUTY CHIEF ACADEMIC OFFICER	Advanced Academics	Vanguard Kindergarten Testing costs, materials and overtime for staff working on Saturdays for the Vanguard testing program	\$ 66,540
Chief Technology Officer	SAP System	Salary Cost for training for campus personnel	\$ 61,521
DEPUTY CHIEF ACADEMIC OFFICER	Secondary Curriculum	Salaries for one teacher for the Chronicle Journalism Program	\$ 56,098

School Services and / or School Programs

Chief	Department Name	Description	Budget
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Test Protocols and test kits for student assessments	\$ 50,000
DEPUTY CHIEF ACADEMIC OFFICER	Virtual Instruction	Teacher Extra Duty Pay-Online Teachers	\$ 50,000
Chief Human Resource Officer	Employee Relations	ADA accommodations for campus personnel, and sign language interpreters for campus events	\$ 50,000
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Maintenance warranty renewals for special education equipment for special education students	\$ 47,816
Chief Technology Officer	PeopleSoft System	Salary Cost for training for campus personnel	\$ 45,607
DEPUTY CHIEF ACADEMIC OFFICER	Co-Curricular Activities	UIL memberships fro schools	\$ 41,000
Chief of Major Projects	Effective Teaching Initiative	Extra Duty Pay for teachers to participate through working groups and campus based meetings	\$ 40,116
DEPUTY CHIEF ACADEMIC OFFICER	Library Services	Book sets, materials awards. and printing for the district-wide Name That Book contest and Millionaire's Club	\$ 37,690
District-wide Operating	District-wide Operating	Textbooks	\$ 35,000
DEPUTY CHIEF ACADEMIC OFFICER	Library Services	Extra Duty Pay for certified campus librarians to assist school with merging library collections, setting up libraries for new schools, emptying libraries for closing schools	\$ 29,500

School Services and / or School Programs

Chief	Department Name	Description	Budget
DEPUTY CHIEF ACADEMIC OFFICER	Health Services	Salary of clerk at McNamara Elementary	\$ 21,653
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Independent Educational Evaluations, Surrogate Parent Contracts, and related service contracts as recommended by ARD Committees	\$ 21,000
DEPUTY CHIEF ACADEMIC OFFICER	Virtual Instruction	Online Courses for students, professional development for teachers and supplemental materials for students	\$ 17,900
DEPUTY CHIEF ACADEMIC OFFICER	Health Services	Extra Duty Pay for specialized training for campus school nurses	\$ 13,000
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Student Transportation for Saturday speech services	\$ 10,000
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Overtime, Supplies for after school and Saturday trainings	\$ 8,500
DEPUTY CHIEF ACADEMIC OFFICER	J. ROTC	Overtime for competitions	\$ 8,000
DEPUTY CHIEF ACADEMIC OFFICER	Student Engagement	Materials for Grads Within Reach	\$ 7,300
DEPUTY CHIEF ACADEMIC OFFICER	J. ROTC	Trophies, awards medallions for student competitions	\$ 7,000
DEPUTY CHIEF ACADEMIC OFFICER	Child Study	Independent Educational Evaluations	\$ 6,200
DEPUTY CHIEF ACADEMIC OFFICER	Child Study	Professional development registration fees for evaluation specialists and speech therapists	\$ 6,195

School Services and / or School Programs

Chief	Department Name	Description	Budget
DEPUTY CHIEF ACADEMIC OFFICER	Library Services	Specialized training for campus librarians on the use of the online library catalogue.	\$ 5,500
Chief Operating Officer	Construction and Facility Services	Overtime for staff for emergency response after hours-energy division	\$ 4,400
DEPUTY CHIEF ACADEMIC OFFICER	Special Education	Student travel for Special Olympics	\$ 2,000
			\$ 424,073,830

Department Costs

DEPUTY CHIEF ACADEMIC OFFICER	
ADVANCED ACADEMICS	\$ 678,044
CAREER AND TECHNOLOGY EDUCATION	707,818
CHILD STUDY	579,186
CO-CURRICULAR ACTIVITIES	135,689
CURRICULUM AND INSTRUCTIONAL DEVELOPMENT	523,098
DEPUTY CHIEF ACADEMIC OFFICER	729,906
DROPOUT PREVENTION	85,926
ELEMENTARY CURRICULUM AND INSTRUCTION	1,885,113
ELEMENTARY SCHOOLS OFFICE	2,269,721
EXTERNAL FUNDING	94,000
FEDERAL AND STATE COMPLIANCE	1,595,822
FIELD OFFICES AND ADMIN. FACILITIES	527,868
GUIDANCE & COUNSELING	230,424
HEALTH & MEDICAL SERVICES	369,561
HIGH SCHOOLS OFFICE	1,660,201
J.R.O.T.C.	437,786
LEADERSHIP DEVELOPMENT	31,100
LIBRARY SERVICES	292,426
MIDDLE SCHOOLS OFFICE	1,122,667
MULTILINGUAL/SPECIAL PROGRAMS	408,057
P-16 COLLEGE & CAREER READINESS	247,324
PSYCHOLOGICAL SERVICES	578,192
SCHOOL CHOICE	557,915
SCHOOL SUPPORT SERVICES	307,522
SECONDARY CURRICULUM AND INSTRUCTION	1,637,685
SPECIAL EDUCATION	1,341,038
SPECIAL POPULATIONS	359,878
STUDENT ENGAGEMENT	123,794
VIRTUAL INSTRUCTION	220,346
DEPUTY CHIEF ACADEMIC OFFICER Total	\$ 19,738,107

Department Costs

CHIEF COMMUNICATIONS OFFICER

ADMINISTRATIVE SERVICES	\$ 1,385,027
CHIEF COMMUNICATIONS OFFICER	750,467
HISD TV	686,207
MEDIA RELATIONS	266,736
STRATEGIC PARTNERSHIPS	1,067,909
CHIEF COMMUNICATIONS OFFICER Total	<u><u>\$ 4,156,346</u></u>

CHIEF FINANCIAL OFFICER

BENEFITS	\$ 104,345
BUDGETING & FINANCIAL PLANNING	1,514,407
CHIEF FINANCIAL OFFICER	358,637
CONTROLLER'S OFFICE	2,637,384
FINANCIAL MGMT. ATTORNEY	55,627
PROCUREMENT SERVICES	1,854,568
CHIEF FINANCIAL OFFICER Total	<u><u>\$ 6,524,968</u></u>

CHIEF HUMAN RESOURCES OFFICER

CHIEF HUMAN RESOURCES OFFICER	\$ 490,302
EMPLOYEE RELATIONS	458,118
HR BUSINESS PARTNERS	2,463,935
HUMAN CAPITAL ACCOUNTABILITY	924,526
PROFESSIONAL DEVELOPMENT & SUPPORT	39,500
RECRUITMENT & SELECTION	1,188,235
TALENT MANAGEMENT	185,380
CHIEF HUMAN RESOURCES OFFICER Total	<u><u>\$ 5,749,996</u></u>

Department Costs

CHIEF OF MAJOR PROJECTS	
CHIEF OF MAJOR PROJECTS	\$ 288,762
GRANTS	182,232
HISD FOUNDATION	55,644
CHIEF OF MAJOR PROJECTS Total	<u>\$ 526,638</u>
CHIEF OF STAFF	
BOARD SERVICES	\$ 459,204
CHIEF OF STAFF	297,440
GOVERNMENT RELATIONS	532,865
STRATEGIC PLANNING & POLICY ADMINISTRATION	253,076
CHIEF OF STAFF Total	<u>\$ 1,542,585</u>
CHIEF OPERATING OFFICER	
BUSINESS ASSISTANCE	\$ 3,331,512
CHIEF OPERATING OFFICER	232,866
CONSTRUCTION AND FACILITIES SERVICES	6,472,366
CUSTODIAL AND MAINTENANCE SERVICES	734,995
HISD POLICE DEPARTMENT	4,607,626
HMWESC BUILDING SERVICES	540,533
TRANSPORTATION SERVICES	5,848,259
CHIEF OPERATING OFFICER Total	<u>\$ 21,768,156</u>

Department Costs

CHIEF TECHNOLOGY OFFICER	
INFORMATION TECHNOLOGY	\$ 13,285,694
PEOPLESFT PROJECT TEAM	1,347,202
RESEARCH AND ACCOUNTABILITY	1,064,632
SAP PROJECT TEAM	1,302,393
STUDENT ASSESSMENT	385,035
STUDENT INFORMATION SYSTEM	1,001,724
CHIEF TECHNOLOGY OFFICER Total	<u>\$ 18,386,680</u>
GENERAL ADMINISTRATION	
E-RATE COMPLIANCE OFFICE	\$ 195,939
LEGAL SERVICES	1,001,449
OFFICE OF THE INSPECTOR GENERAL	1,357,008
OFFICE OF THE SUPERINTENDENT	437,917
GENERAL ADMINISTRATION Total	<u>\$ 2,992,313</u>

District-wide Costs (non-school)

Operational reserve	\$	4,758,441
Legal Fees		3,200,000
Consulting contracts		719,765
Operational costs for KIPP/YES transportation contract		671,000
Other Operating		610,000
Election Costs		605,000
Shift Differential		525,000
Professional Services		475,000
Contracted Services		390,000
Travel		270,000
Printing		70,000
District fees		40,000
Food		34,000
District dues		15,000
Gasoline		5,000
Telephones		1,200
Total	\$	<u>12,389,406</u>

District-wide Fixed Costs

Transfers Out	\$	79,498,043
Tax Increment Reinvestment Zone (TIRZ)		43,355,397
Department Benefits		28,807,947
Capital Outlay		21,612,920
Appraisal District Fees		9,722,313
Property Insurance		6,215,430
Central Services Utilities		6,083,822
Liability Insurance		2,009,469
Auto Insurance		1,604,897
Audit Fees		658,000
Bond Crime Insurance		85,172
Total	\$	<u>199,653,410</u>

FY 2013 General Fund Projection

Estimated revenue	\$	<u>1,491,630,990</u>
Carryover appropriations, net of fallout		1,525,145,373
Mandatory increases		1,416,495
Budget adjustments with offsetting revenues		(15,670,335)
Budget increases		29,501,239
Budget decreases		<u>(4,868,642)</u>
Beginning appropriations, net of fallout	\$	<u>1,535,524,130</u>
Projected budget deficit		(43,893,140)
Fund balance transfer - 8/11/11 board agenda item		<u>18,490,403</u>
Projected budget deficit including fund balance transfer	\$	<u><u>(25,402,737)</u></u>

FY12 vs. FY13 Revenues

Revenue	FY2012	FY2013	Difference
Sale of Bonds	\$ 23,500,000	\$ 14,500,000	\$ (9,000,000)
Transfers from other funds	30,400,000	30,400,000	-
Taxes, current year	970,863,347	997,682,814	26,819,467
Taxes, delinquent prior years	15,000,000	15,000,000	-
Taxes, penalty and interest	17,000,000	17,000,000	-
Revenue in lieu of taxes	1,300,000	1,300,000	-
Tuition, summer	91,000	43,150	(47,850)
Tuition, regular day	650,000	650,000	-
Insurance recovery proceeds	446,000	-	(446,000)
Interest earnings	1,700,000	1,273,000	(427,000)
Rental of facilities	750,000	1,270,427	520,427
Miscellaneous revenues	4,250,000	3,400,000	(850,000)
Revenue other governments	2,400,000	2,300,000	(100,000)
Per capita state revenues	45,268,454	45,100,982	(167,472)
Foundation school program	358,193,975	292,007,935	(66,186,040)
Other state revenues	300,000	264,963	(35,037)
TRS on-behalf of	71,000,000	63,600,000	(7,400,000)
Federal revenue through TEA	3,100,000	3,374,500	274,500
Federal revenue other agencies	-	8,139	8,139
Army salary revenue	2,000,000	1,854,436	(145,564)
Air Force salary revenue	39,000	65,064	26,064
Navy salary revenue	184,000	240,800	56,800
Direct federal revenue	200,000	294,780	94,780
Total Revenues	\$ 1,548,635,776	\$ 1,491,630,990	\$ (57,004,786)

Mandatory Increases

Technology Maintenance Contracts	\$	977,825
Retention Pond Fees		230,641
IPT Multilingual Testing		125,000
Stanford Increase		71,789
GT Testing Materials Increase.		10,000
Audit software increase		<u>1,240</u>
Total Mandatory Increases	\$	<u><u>1,416,495</u></u>

Other Projected Budget Increases / (Decreases)

Budget Adjustments with offsetting revenue

TIRZ	729,665
TRS On Behalf Of	(7,400,000)
Capital Outlay	(9,000,000)
Total Budget Adjustments with offsetting revenues	\$ (15,670,335)

Budget Increases

Per Unit Allocation Allotment	\$ 18,490,403
Utilities	\$ 5,931,877
Worker's Compensation	3,147,506
Transfers Out	931,453
Retiree Attendance Incentive Buyout	600,000
Legal Fees	400,000
Total Budget Increases	\$ 29,501,239

Budget Decreases

Health & Life Insurance	(2,457,277)
Unemployment Insurance	(1,109,639)
Medicare	(710,928)
Appraisal District Fees	(386,798)
Audit Fees	\$ (204,000)
Total Budget Decreases	\$ (4,868,642)