#### UNIFIED SCHOOL DISTRICT NO. 113 Board of Education office 1619 South Old HWY 75 Sabetha Kansas 66534

#### Preparing Kids, Shaping the Future

#### Minutes of the Regular Meeting, Monday February 13, 2023 6:00 PM Held at the Sabetha Middle School, 751 Bluejay Boulevard, Sabetha

Board President Leslie Scoby called the meeting to order at 6:00 p.m. Mrs. Scoby led the meeting with the Pledge of Allegience and a moment of prayerful silence. Board members present were Anissa Bloom, Kent Saylor, Kathy Lippert, Phillip Buessing, Jim Scoby, and Stan Keim. Also present were Superintendent Todd Evans, Board Clerk Deb Damman, and those on the attached sign-in sheet. The meeting was broadcast on YouTube for the public.

Mr. Evans announced the changes to the agenda:

- Consent Agenda Item 3.A.I. K. Resignations Add Johanna Brockhoff & Laura Edelman, SHS Co-Stuco Sponsors;
- Consent Agenda Item 3.A.I.L. Contracts Add Joe Gruber, SHS Asst. Baseball; Stephanie Plattner, SES ISS, from ½ time to Full Time
- 1. A.I. Adopt the agenda as prepared or amended.

Motion by Kathy Lippert, seconded by Jim Scoby, to adopt the agenda as amended. Motion passed 7-0.

#### 2. I.I. Hear from the following:

#### Public

Steve Sheldon, property owner – spoke in support of Wetmore staying open

Analyssa Noe – spoke in support of Wetmore Andrea Lagos gave her time to Analyssa Noe Kathy Noe gave her time to Analyssa Noe Shelly Gray gave up her time to Analyssa Noe

Legislative Update – Kathy Lippert provided an update on Legislative Updates regarding schools

Administrative Reports:

<u>Rick Schnacker</u> <u>Matt Garber</u> <u>Gay Frazee</u> Nathan Bauman <u>Rusty Willis</u> Jennifer Gatz

Superintendent Todd Evans provided the following updates:

- Shared information about a potential Big 7/Mid-East League merger
- Drivers Education will likely not be offered in the summer of 2023 due to lack of a teacher
- YTD Information
- State attorneys have confirmed that the disorganization of district (72-635) is an all or none for the district.

#### 3. A.I. Consent Agenda:

A. Approve minutes from the <u>January 9, 2023</u> regular board meeting removed from consent agenda

- B. Approve minutes from the February 4, 2023 Special BOE meeting
- C. Approve payment of February bills for the amount of \$524,590.34
- D. Approve January Payroll for the amount of \$773,742.05
- E. Pay AHRS from Capital Outlay \$286,745.19
- F. Pay Civium Architects from Contingency Fund \$8,071.02
- G. Donations
  - a. Approve <u>Angel Fund Donation</u> to Sabetha Elementary School
  - b. 2022-23 Appleseed Innovative Program Development Fund Donation
  - c. Caseys to SES
  - d. <u>Sabetha Community and Kent P and Donna Saylor USD 113 Sabetha High</u> <u>School Extracurricular Activities Fund</u>
- H. Approve <u>Calendar for 23-24</u>
- I. Approve KASB recommended policy changes
- J. 1<sup>st</sup> read of Naloxone Administration for Opioid Overdose Policy
- K. Resignations: Ashley Griffith, AMS; Deb Ronnebaum, Social Studies portion of contract; Doug Leiker, SHS Cross Country Coach; Meggan Ring, Sabetha Food Service; Johanna Brockhoff & Laura Edelman, SHS Co-Stuco Sponsors;
- L. Contracts: Joe Gruber, SHS Asst. Baseball; Stephanie Plattner, SES ISS, from <sup>1</sup>/<sub>2</sub> time to Full Time;

Kathy Lippert requested that Item A be pulled from the Consent Agenda because it includes a patron's handout that uses the District logo. It is not a district document, and it should be noted on the document that it is a patron's document and not a district document.

Motion made by Anissa Bloom, seconded by Stan Keim to approve the Consent Agenda from Letter B through Letter L. Motion carried 7-0.

3. A.I. Consent Agenda:

A. Approve minutes from the <u>January 9, 2023</u> regular board meeting

Motion by Kathy Lippert, seconded by Stan Keim, that the January minutes and notation be marked that this is not a District document, but was prepared and presented by a patron. Motion carried 7-0.

President Scoby thanked the United Methodist Women, the Appleseed Innovation Program, Casey's General Store, and Kent & Donna Saylor for their generous donations.

#### 4. A.I. Potential Closure of the Wetmore Academic Center

Motion by Kathy Lippert, to pass the following Resolution read: RESOLUTION 23-4-2-04

WHEREAS, K.S.A. 72-1431 authorizes the board of education of any unified school district to close any school building by majority vote of the board; and

WHEREAS, Unified School District No. 113, Nemaha County, Kansas timely published notice of and held a public hearing on the 4th day of February 2023 to hear and consider testimony and

evidence on the proposed building closure; and

WHEREAS, the Board of Education of Unified School District No. 113, Nemaha County, Kansas has found and determined that the closing of the Wetmore Academic Center would improve the school system of the unified school district.

NOW THEREFORE, BE IT RESOLVED by the Board of Education of Unified School District No. 113, Nemaha County, Kansas in a meeting lawfully assembled this 13th day of February 2023, that Wetmore Elementary School, #0413, and Wetmore High School, #0414, shall be closed at the end of the 2022-2023 school year.

ADOPTED by the Board of Education of Unified School District No. 113, Nemaha County, Kansas, on the 13th day of February 2023.

Motion was seconded by Jim Scoby. After discussion by the Board, and clarification from Mr. Evans that there is no legislative device for Wetmore to stand alone, President Scoby called for a yes or no vote from each board member. The Board members voted as follows:

Anissa Bloom - no Phillip Buessing - no Stan Keim – yes Kathy Lippert – yes Kent Saylor – yes Jim Scoby – yes Leslie Scoby - yes

Motion passed 5-2.

#### 5. A.I. Axtell Fitness Center

Mr. Evans shared information regarding selling school district property to the Axtell Community Development Group, approximately ½ block, for a Community Fitness Center. The land is on the south side of the greenhouse facility. Need to have the legal description and more information before a motion is made. The general concensus of the board was favorable toward "selling" this property for this purpose.

6. A.I. Enter into executive session for consultation with an attorney as allowed under KOMA for attorney-client privilege

Motion was made by Kathy Lippert, seconded by Stan Keim, to enter into executive session for 25 minutes from 7:05 to 7:30 with Lori Kopp, Mr. Evans, Martin Mishler, and Jennifer Gatz. Motion passed 7-0.

At 7:30 p.m., motion was made by Kathy Lippert, seconded by Phillip Buessing, to return to regular session. Motion carried 7-0.

7. A.I. Action after Executive session

Mr. Evans announced that there is no plan for reduction in force for either Certified or Classified staff next year. Those staff who want to stay with the District will be offered a position. Mr. Evans provided a handout which would slightly adjust the Negotiated Agreement for the current year to change dates for early retirement bonus and early retirement incentive.

Motion by Kathy Lippert, seconded by Kent Saylor, to change the dates as amended (Feb. 15, 2023 – Feb. 24,2023) pending approved by PHEA. Motion carried 7-0. (attachment)

Mr. Evans asked the Board to offer the same dates for administration as teachers.

Motion by Kathy Lippert, seconded by Phillip Buessing to offer the same dates for administration as teachers. Motion carried 7-0.

Mr. Evans asked if anyone on the Board was opposed to transferring land in the southern part of the district. There was no opposition from board members. Mr. Evans explained that the #441 bond will stay with the land that is transferred. Land transferred into another district does not take on that district's bond. Lease agreements do not stay with the land, but will stay with the District.

Mr. Evans requested that the Board take action to create a Wetmore transition committee to make recommendations to the Board of Education.

Motion by Kathy Lippert, seconded by Jim Scoby, to create a transition team consisting of Anissa Bloom, Stan Keim, Kent Saylor, Mr. Evans, and Mr. Mishler. Motion carried 7-0.

#### 8. A.I. Adjourn

Motion by Kathy Lippert, seconded by Stan Keim, to adjourn. Motion carried 7-0. Meeting adjourned at 7:41 p.m.

**Board President** 

Board Clerk

This is not a Board document. It was prepared and presented by a patron. DebDamman





**JAN 2023** 

## **USD 113 District Review**

**Key Findings and Recommendations** 

## Introduction and Purpose of Document

The goal of this study was to assess the overall financial health of Unified School District (USD) 113 and determine whether closing the K-12 Wetmore Attendance Center (WAC) is necessary for the district to remain viable over the long term.

The study analyzed five-years of USD 113's Financial Statements and Annual Audited Building Expense Reports (FY18-22) to answer the following questions:

- **1) Overall Financial Health** Does the district have sufficient funding in place to manage normal operations, capital needs, and any unplanned operating deficits or issues that may arise in the future?
- 2) Wetmore Operating Margin Is the Wetmore campus operating in an efficient manner and bringing in sufficient revenue to cover its expenses?
- **3)** Five Year Outlook Can Wetmore continue to operate with a positive margin over the next five years and/or would closing the Wetmore campus improve the district's ability to meet its strategic objectives?

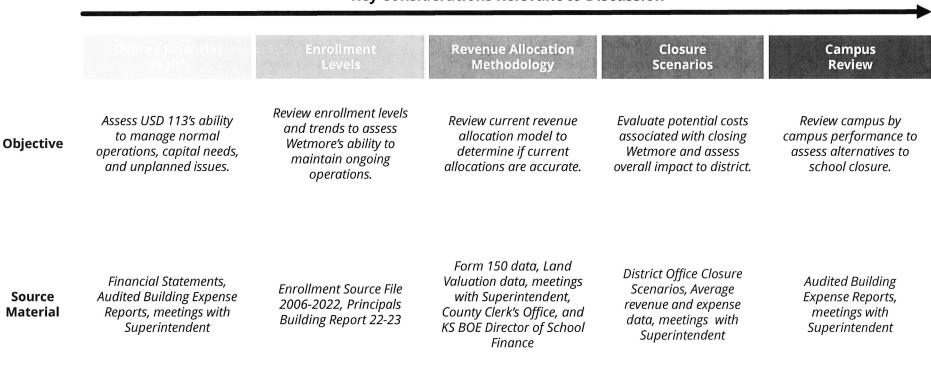
The purpose of this document is to provide a consolidated package of information that addresses these questions and provides additional analysis, insights, and recommendations that are relevant to the study.

Section	Slide Numbers
Executive Summary	05-08
Overall Financial Health	09-13
Enrollment Levels	14-19
Revenue Allocation Method	20-24
Closure Scenarios	25-31
KPI Review	32-43
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Source Data	45-49
Additional KPI Details	50-56

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## Approach and Methodology

The framework below was used to apply a data-driven approach to the review and key findings were supplemented with targeted research and interviews to develop conclusions and recommendations.



#### Key Considerations Relevant to Discussion

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## **References and Source Material**

Data utilized from the following sources (files provided by District Office unless otherwise indicated).

Section	File Name	Description
Financial Statements	Prairie Hills USD 113 FYE18	FY18 Financial Statement
	D0113 Prairie Hills 2019	FY19 Financial Statement
	D0113 Prairie Hills 2020	FY20 Financial Statement
	Prairie Hills USD 113 FYE21	FY21 Financial Statement
	11.8.22 FY22 Official Audit Report	FY22 Financial Statement
Audited Building Expense Reports	Official17-18 AUDITED 11.1.18Ken	FY18 Report
	CORRECTED 18-19 Ken Kickehaefer - AUDITED 11.6.19	FY19 Report
	Ken Kickhaefer 12.29.2020 2019-2020 v2	FY20 Report
	Ken Kickhaefer 2020.2021 12.6.21	FY21 Report
	2. Ken Kickhaefer Audited 10.5.22.w. exp per unweighted fte	FY22 Report
Enrollment Data	9.14.22 Enrollment FY6 to FY 22	Enrollment data from Principal Building Reports
	Sabetha schools wfte FY18-23	Provided by Superintendent to allocate revenue to Sabetha buildings
Form 150 Documents	F150-113-2018	FY18 Form
	F150-113-2019	FY19 Form
	FY 20 Form150	FY20 Form
	F150-113-2021	FY21 Form
	FY22 150	FY22 Form
Closure Scenarios	FY24-26 Projections	Presented at Special BOE meeting Nov, 2021; 13 documents included
Land Valuation Tax Data*	Wetmore Land Valuation – USD 113 Tax Revenue Actuals	*Obtained from Nemaha, Jackson, and Brown County Clerks Office

## **Executive Summary**

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## Executive Summary USD 113 is in a healthy financial position, and the suggestion that the district needs to close Wetmore to remain sustainable is not substantiated by the financial statement data and related information.

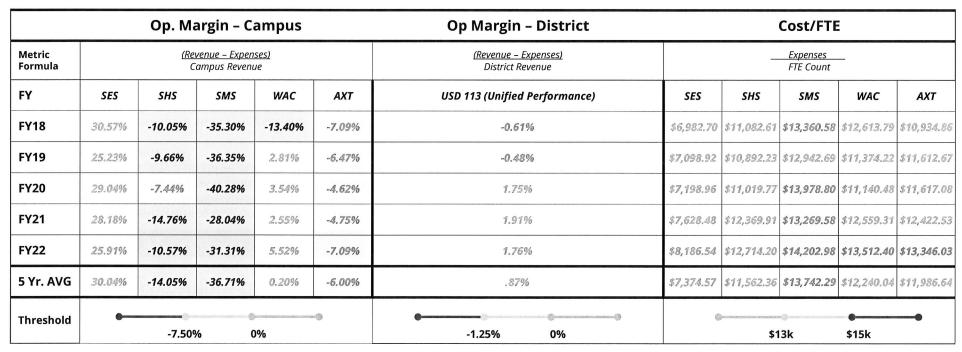
	Key Questions	Key Findings
	Does the district have sufficient funding in place to manage normal operations, capital needs, and any unplanned operating deficits or issues that may arise in the future? Is closing Wetmore "urgent" to keep the unified district in a strong financial position?	<ul> <li>USD 113 has over \$8M in cash reserves as of the end of FY22 and the district has healthy liquidity levels and cash positions.</li> <li>Revenue (+13%) has grown faster than expenses (+10%) since FY18, and district has sufficient revenue to pay for its current operations.</li> <li>The district has accumulated over \$520K in cash surplus since FY18.</li> <li>State funding is expected to increase in FY24, and no data has been reported which suggests a significant change in USD 113's overall financial position is eminent.</li> </ul>
Wetmore's Operating Margin	Is the Wetmore campus operating in an efficient manner and bringing in sufficient revenue to cover its expenses?	<ul> <li>Wetmore's student population brought in an average of \$1.76M in revenue/year over the past 3 years and only spent an average of \$1.7M/year, which is a \$60K/year cash surplus.</li> <li>The District Office's 2-year projections (FY23 and 24) show a cumulative deficit of ~\$7K, but adjustments have already been made and break-even performance (or better) is expected.</li> <li>Wetmore experienced a higher-than-normal decline of 10 students between FY22-23, but 5 of these students have already been replaced by new and incoming families as of January 2023 and the 2-year funding buffer will prevent actual budgetary impact.</li> </ul>
5-Year Outlook	Can Wetmore continue to operate with a positive margin over the next five years and would closing the Wetmore campus improve the district's ability to meet its strategic objectives over the long term?	<ul> <li>Closing Wetmore will cost the district \$581K (\$461K closing costs + \$120K of forfeited revenue) and does not produce any real cost savings unless the board votes to keep the \$2.5M in unearned revenue from a loophole in the state funding formula.</li> <li>There are 8 newly recruited students in Wetmore's pipeline for the FY24 school year, so the school is only 3 students away from its FY18 enrollment levels (i.e. revenue growth potential).</li> <li>Expected increases in per student funding in FY24, and the 2-year funding buffer in the School Funding Formula provides sufficient coverage to run 2-year growth sprints and assess long-term plan in 5-years.</li> </ul>

The district has sufficient funding in place to manage current operations, but adjustments may be required if USD 113 has significant changes or investment needs on the horizon which have not been reported (additional input required; see campus-specific recommendations for additional details).

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## USD 113 Operating Margins

USD 113 is healthy as a unified district, but Wetmore's efficiency levels are not the district's most significant efficiency challenge. Failure to address risks and issues at the other campuses may prevent investment in other needs and could jeopardize the district's health over the long term.



Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022

Note: Cost/FTE metric does not include expenses related to Capital Outlay, KPERS retirement fund, and/or any other expenses that are tracked and managed separately from building operating costs.

## **Key Recommendations**

Consolidating Sabetha's building information suppresses important information; building breakouts reveal key areas in each campus that can be addressed to strengthen the unified district's overall position.

SABETHA	AXTELL	W E T M O R E
Sabetha campus appears healthy as a unified set of campuses but continuing to operate SMS at extreme levels of inefficiency prevents investment in other priorities and may jeopardize district health over the long term.	Axtell's five-year performance is relatively flat, but signals of enrollment growth indicate that performance will likely return to green levels at some point (additional data needed to estimate a "break-even" target date).	The Wetmore campus shows steady and significant improvements over the past five years, but performance is expected to plateau (as cost savings measures are exhausted), unless enrollment and revenue begin to increase.
<ul> <li>If 100% of existing elementary students graduate to SMS over the next 5 years, the SMS Campus Operating Margin is still unlikely to improve beyond a -20% margin unless significant adjustments are made.</li> <li>District should form a committee to clarify investment needs and the relative importance of potential cost saving measures:</li> <li>1. Form committee to weigh investment needs against long-term impact of operating SMS building at current efficiency levels</li> <li>2. Develop a more specific Strategic Plan that addresses priorities and unified district needs</li> </ul>	<ul> <li>District should develop a unified Cost Management Plan that accounts for Axtell's expected overages:</li> <li>1. Identify the estimated number of students required for Axtell to achieve "break-even" performance</li> <li>2. Estimate how long it will take Axtell to reach this level of enrollment and develop a strategy that addresses this reality: <ul> <li>3 years - temporary freezes</li> <li>5 years - semi-permanent changes</li> <li>8+ years - dual strategies required (growth and cost management)</li> </ul> </li> </ul>	<ul> <li>Wetmore is managing its declining enrollment levels responsibly, but there are limits to the types of cost saving measures that can be implemented without negatively impacting students.</li> <li>District should develop an Enrollment Recovery Plan to manage WAC enrollment risks:</li> <li>1. Identify lowest possible enrollment number that will <i>prevent</i> break-even performance</li> <li>2. Identify back-up cost saving levers to pull if forecasts indicate negative operating balance</li> <li>3. Leverage the "Unearned Revenue" loophole to run 2-year growth sprints and assess long- term plan in 5-years</li> </ul>
Unified district support is required to address e so it can develop campus-specific strat	each of the challenges above. The board should c egies and action plans that address both key cha	larify its investment priorities and related costs allenges and long-term, strategic needs.

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## **Overall Financial Health**

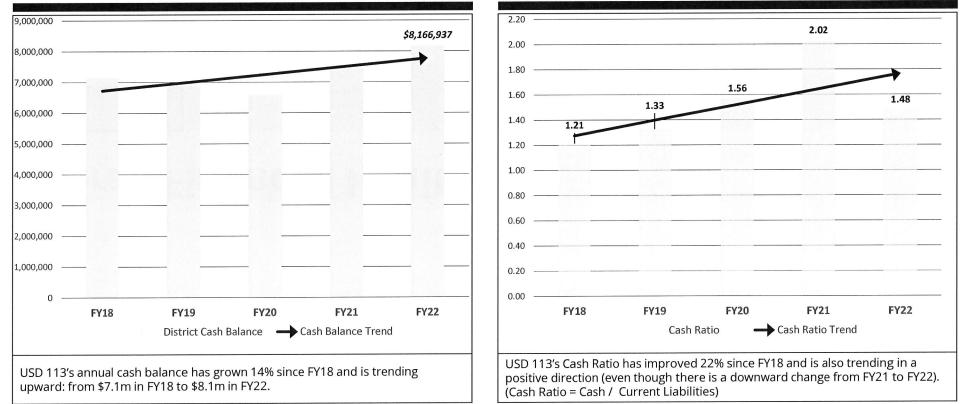
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Overall Finandal Health

## Growing Cash Balances and Healthy Liquidity Levels

USD 113 has over \$8M in cash reserves as of the end of FY22 and the district has a healthy cash position, sufficient to manage normal operations, capital needs, and any unplanned operating deficits or issues.

Annual Cash Balance (from Balance Sheet)

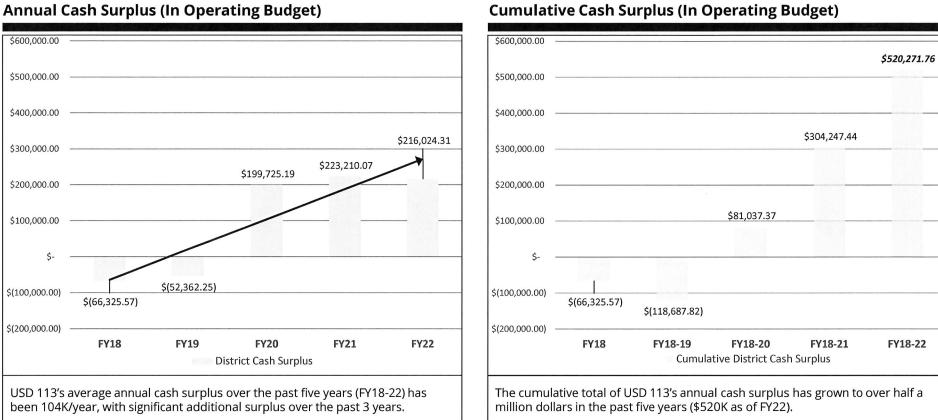


Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Formula for Cash Ratio, which is one of the strictest liquidity level indicators, is Cash / Current Liabilities. Liquidity levels greater than 1.0 are healthy, and the higher the number, the healthier the liquidity level.

#### Annual Cash Ratio (Liquidity Indicator)

## Above Average Annual Cash Surplus

USD 113 Standards of Solvency state that, "the goal of the district is to maintain annual operating budgets with receipts equaling expenditures," but the district has accumulated \$520K in cash surplus since FY18.



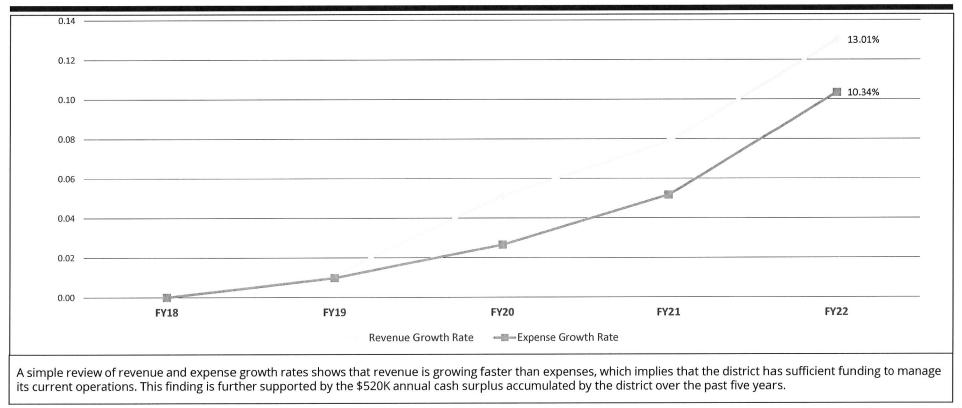
### **Cumulative Cash Surplus (In Operating Budget)**

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Unified district cash surplus presented; campus by campus cash surplus available in supporting KPI Review spreadsheet and source material.

## **Revenue and Expense Growth Rates**

A simple review of revenue and expense growth rates shows that revenue is growing faster than expenses, which implies that the district has sufficient funding to manage its current operations.

### **Revenue and Expense Growth Rate (from FY18)**



Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Growth rate formula = (new amount - original amount)/original amount. Rate of change for each year calculated from the 2018 level.

## Key Takeaways – Overall Financial Health

USD 113 is in a healthy financial position, and the suggestion that the district needs to close Wetmore to remain sustainable is not substantiated by the financial statement data and related information.

#### **Summary of Key Findings**

USD 113 has over \$8M in cash reserves as of the end of FY22 and the district has healthy liquidity levels and cash positions.

The district has accumulated over \$520K in cash surplus since FY18.

Revenue (+13%) has grown faster than expenses (+10%) since FY18, and district has sufficient revenue to pay for its current operations.

State funding is expected to increase in FY24, and no data has been reported which suggests a significant change in USD 113's overall financial position is eminent.

Superintendent Evans has publicly stated on at least three occasions that the district is healthy financially, and although there are some risks in the district's building portfolio that should be addressed, he has not presented any facts, information, or reports that suggest closing Wetmore is an urgent financial necessity.

#### **Final Conclusions**

USD 113 has a **healthy financial position**, and the district has **sufficient funding** in place not only to manage normal operations and capital needs, but also any unplanned operating deficits or issues that may arise in the next 5-7 years.

Data and interviews with the Superintendent indicate that closing Wetmore is **not an "urgent" problem** and/or fiscally necessary decision that the district must make to keep the unified district in a strong financial position.

The suggestion that the district needs to close Wetmore to remain sustainable is **not substantiated by the financial data.** 

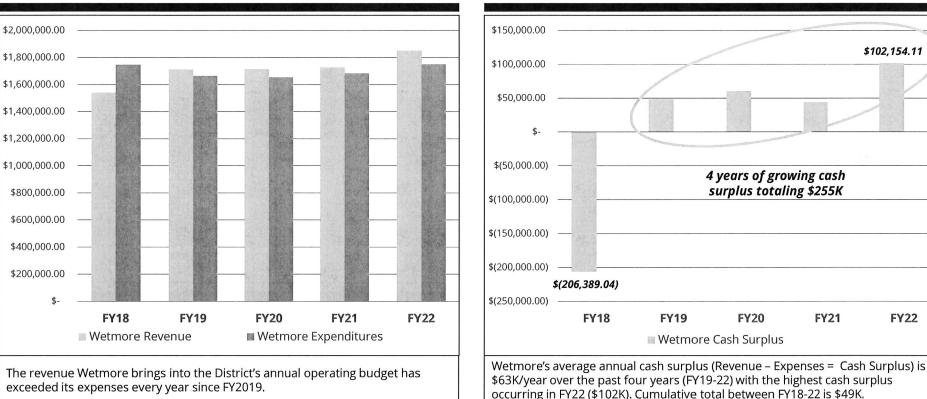
## **Enrollment Levels**

Enrollment Levels

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## Wetmore's Enrollment Brings In Sufficient Revenue to Cover Expenses

Wetmore's student population brought in an average of \$1.76M in revenue/year over the past three years and only spent an average of \$1.7M/year, which is an average of \$60K/year of cash surplus.



#### Wetmore's Annual Revenue and Expenses

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: See Revenue Allocation section of this presentation for additional information about how revenue is allocated to each campus.

### Wetmore's Annual Cash Surplus (from Operating Budget)

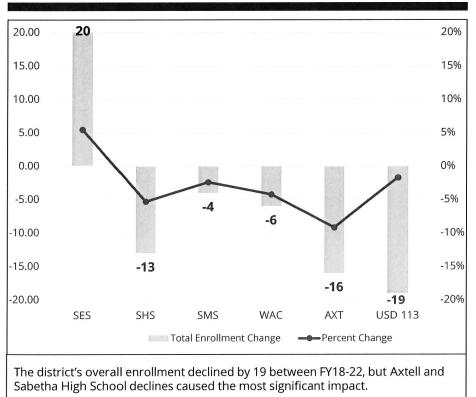
**FY22** 

\$102,154.11

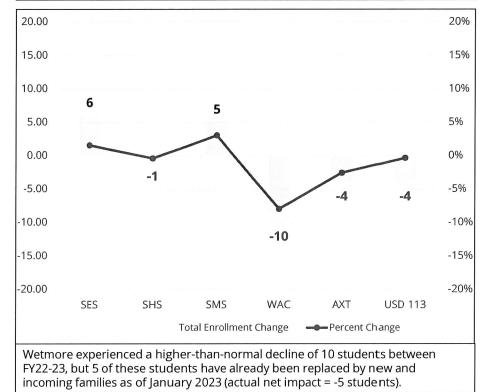
## **Enrollment Declines Are District Wide**

**Building by Building Enrollment Changes (FY18-22)** 

As with other metrics, the enrollment growth at Sabetha Elementary suppresses important information that should be analyzed and included in analysis, conversation, and strategic planning.

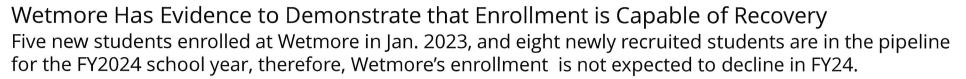


#### **Enrollment Changes FY22-FY23**



Source: FY06-22 Enrollment Source Data

Note: Wetmore FY22 – 23 decline of 10 students: 5 students lost to legitimate moves out of area, 3 due to preference, and 2 due to a smaller than normal incoming class. 5 of the lost students have been replaced as of Jan. 2023.



#### 16.00 180 12 160 12.00 13 153 140 130 129 145 8.00 141 138 135 120 125 4.00 100 0.00 5 new students started at 0 80 Wetmore on Jan. 4, 2023. -4.00 60 -8.00 -7 40 -8 -12.00 -10 20 -16.00 0 FY18 FY19 FY20 FY21 FY22 **FY23** Aug. 2023 Projected Jan. 2023

Net Enrollment Changes FY18-FY23

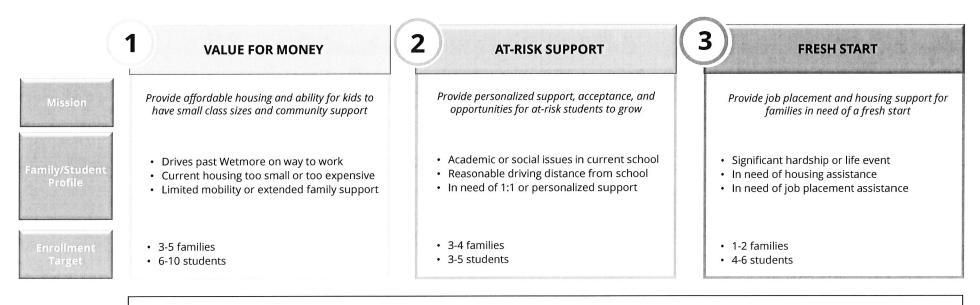
The Wetmore community has added five new students as of January 2023: 1 Pre-K, 1 1st grade, 1 4th grade, 1 6th grade, 1 12th grade. Eight newly recruited students are in the pipeline for the FY2024 school year and 5 pre-K students are expected to start Kindergarten in FY4: 3 students (family moving from Holton), 2 students (transferring from Centralia), 2 students (considering transfer from Nemaha Central), 1 student (considering moving from New York). Outgoing senior class of (-12) and (-2) special ed transfers, plus 13 new students expected in FY24 brings FY 24 estimate to 129.

Source: Wetmore Enrollment Projections

Note: All incoming and outgoing students are named and can be provided to the District Office upon request.

## Wetmore Recruitment Strategy

Wetmore has identified three target groups for recruitment and initial feedback from target families and supporting organizations makes enrollment recovery appear reasonable and achievable.



Recruitment strategy designed to recruit 13-20+ additional students to Wetmore in the next 2-3 years.

8 new students recruited through these strategies as of January 2023 (6 through strategy 1, and 2 through strategy 2).

Initial feedback on strategies from target families and supporting organizations has been positive.

Enrollment Levels

## Key Takeaways - Enrollment Levels

Wetmore's student population and land valuation tax revenue brings in sufficient revenue from the state to cover its expenses.

#### **Summary of Key Findings**

The revenue Wetmore brings into the District's annual operating budget has exceeded its expenses every year since FY2019.

Wetmore's average annual cash surplus (Revenue – Expenses = Cash Surplus) was \$63K/year over the past four years (FY19-22) with the highest cash surplus occurring in FY22 (\$102K).

Wetmore experienced a higher-than-normal decline of 10 students between FY22-23, but 5 of these students have already been replaced by new and incoming families as of January 2023 (actual net impact = -5 students).

Enrollment declines are district-wide and consistent with national trends, but the post-Covid environment has opened up new opportunities for young families to return to the area (new work from home opportunities).

The Wetmore community has demonstrable evidence to show that it is capable of recovery (5 new students enrolled in Jan 2023, 8 new students in pipeline for Aug. 23).

#### **Final Conclusions**

Wetmore's student population and land valuation tax revenue brings in sufficient revenue from the state to cover its expenses.

Although Wetmore experienced a higher-than-normal decline of 10 students between FY22-23, 5 of these students have already been replaced by new and incoming families as of January 2023 and the community has demonstratable evidence of potential for enrollment growth.

The expected increases in "per student" base-aid funding in FY24, and the 2-year funding buffer in the School Funding Formula provide sufficient coverage for Wetmore to test its recruitment strategy to run 2-year growth sprints – a low risk approach which allows the district to monitor and assess long-term potential as the recruitment strategy is implemented.

## **Revenue Allocation Methodology**

Enrollmen

Revenue Allocation Methodology

Enroliment Revenue Allocation Levels Methodology

## 2016 Formula

The 2016 formula was the district's initial attempt to establish standard operating procedures and a repeatable methodology for evaluating campus performance and long-term viability.

## **Revenue Allocation Methodology (2016 Formula)**

(Revenue) x (% of Total wFTE) = (Campus Revenue)

### **Illustrative Application of Formula**

Enrollment Details	Total	SAB	WAC	AXT
Weighted FTE	1000	720	140	140
% of Total Weighted FTE	100%	72%	14%	14%
Revenue Source	Amount	SAB	WAC	AXT
General Fund	\$8M	\$5.76M	\$1.12	\$1.12
Supplemental Fund (LOB)	\$3M	\$2.16M	\$0.42M	\$0.42M
Other Revenue	\$1M	\$0.72M	\$0.14M	\$0.14M
Total Revenue	\$12M	\$8.64M	\$1.68M	\$1.68M

## Key Points

- The board established a new revenue allocation methodology in 2016, as part of the feasibility assessment following the Bern closure.
- One of the primary purposes of the new revenue allocation model (and related viability metrics) was to establish a repeatable process that would remove bias and conflict from future school closure evaluations.
- The initial version of the revenue allocation methodology was useful, but it did not provide a mechanism to account for revenue collected from land valuation taxes.
- According to discussion at the November board meeting, the Wetmore community brings in approximately ~\$145K in revenue from this source.
  - Verification in progress, but independent analysis indicates that the revenue amount is closer to \$382K/year.

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 – 2022; 2016 and 2019 Standards for Solvency and Viability Documents. Note: Process for assigning weighted FTE numbers is not clearly documented in the viability formula document, but this information is being requested from the District office. Numbers included above are approximates for illustration purposes

## 2019 Formula

The revenue allocation methodology was updated in 2019 by a 6-1 vote to provide a more accurate reflection of actual revenue received (by adding in a mechanism to capture estimated land tax revenue).

### **Revenue Allocation Methodology (2016 Formula)**

(GF Revenue) x (% of Total wFTE) = (GF Campus Revenue) (SF Revenue) x (**Flat % assigned**) # (SF Campus Revenue) (Other Revenue) x (% of Total wFTE) = (Other Campus Revenue)

#### **Illustrative Application of Formula**

Enrollment Details	Total	SAB	WAC	AXT
Weighted FTE	1000	720	140	140
% of Total Weighted FTE	100%	72%	14%	14%
Flat % Assigned	100%	60%	20%	20%
Revenue Source	Amount	SAB	WAC	AXT
General Fund (GF)	\$8M	\$5.76M	\$1.12	\$1.12
Supplemental Fund (LOB)	\$3M	\$1.8M	\$0.6M	\$0.6M
Other Revenue	\$1M	\$0.72M	\$0.14M	\$0.14M
Total Revenue	\$12M	\$8.28M	\$1.86M	\$1.86M

### Key Points

- The board voted to update the revenue allocation methodology in 2019 to better reflect actual revenue collected from land valuation taxes
  - The method for incorporating this additional revenue was to establish a standard % allocation for the Supplemental Fund that equals the approximate annual Land Tax revenue provided by the communities
  - The Supplemental Fund Revenue amount does not change significantly year over year, so this is a simple and reasonable approach for accounting for the land tax revenue
  - This allocation methodology is less transparent because amounts can't be traced back to original state funding regulations, but the result is more accurate from a financial perspective

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 – 2022; 2016 and 2019 Standards for Solvency and Viability Documents. Note: Flat % assigned to more closely equate to land valuation revenue is assigned by the viability formula document; numbers included in table above are rounded for illustration purposes.

Enrollment Revenue Allocation Levels Methodology

## **Recommended Allocation Methodology**

Even if the board were to update the district's Revenue Allocation Model to be more technically correct, Wetmore would still have a positive operating margin (revenue – expenses > zero).

## Wetmore's FY22 Results - Using Each Revenue Allocation Methodology

016 Allocation Metho	dology	2019 Allocation	Methodology	Proposed Allocation	Methodology
Revenue	Amount	Revenue	Amount	Revenue	Amount
General Fund	\$ 1,114,324.58	General Fund	\$ 1,114,324.58	General Fund	\$ 1,114,324.58
Supplemental Fund (LOB)	\$ 382,257.59	Supplemental Fund	d (LOB) \$ 545,947.49	Supplemental Fund (LC	DB) \$ 382,257.59
Other Revenue	\$ 191,738.43	Other Revenue	\$ 191,738.43	Other Revenue	\$ 191,738.43
Total Revenue	\$ 1,688,320.60	Total Revenue	\$ 1,852,010.50	Land Valuation Revenu	e \$ 145,000.00
				Total Revenue	\$ 1,833,320.60
Expenses	Amount	Expenses	Amount	Expenses	Amount
Total Expenses	\$ 1,749,856.39	Total Expenses	\$ 1,749,856.39	Total Expenses	\$ 1,749,856.39
Operating Balance	Amount	Operating Balanc	e Amount	<b>Operating Balance</b>	Amount
Grand Total	\$ (61,535.79)	Grand Total	\$ 102,154.11	Grand Total	\$ 83,464.21
Ending balance does not show revenue that district could ch			higher than 2016 formula, but ccurate than 2016 formula.	Recommended method p and transparent assignn the way funds are genero	nent of revenue based on

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 – 2022; 2016 and 2019 Standards for Solvency and Viability Documents. Note: Land Valuation Revenue is estimated based on discussion at November 27, 2022, board meeting; verification in progress, but actual land valuation revenue for Wetmore area estimated at ~\$380K+/year.

## Key Takeaways – Revenue Allocation Methodology

The 2019 version of the revenue allocation methodology is less transparent than the 2016 version, but the result is more accurate from a financial perspective.

#### **Summary of Key Findings**

The 2016 formula was the district's initial attempt to establish standard operating procedures and a repeatable methodology for evaluating campus performance and long-term viability.

The 2016 formula provided a positive step forward for the district, but the initial version did not provide a mechanism to account for revenue collected from land valuation taxes (an important addition for smaller schools with lower enrollment standards).

The board voted to update the revenue allocation methodology in 2019 to address this weakness and provide a more accurate reflection of actual revenue collected from land valuation taxes.

The 2019 version of the revenue allocation methodology is less transparent because amounts can't be traced back to original state funding regulations, but the result is more accurate from a financial perspective

Even if the board were to update the district's Revenue Allocation Model to be more technically correct (and easier to trace), Wetmore would still have a positive operating margin (revenue – expenses > zero).

#### Final Conclusions

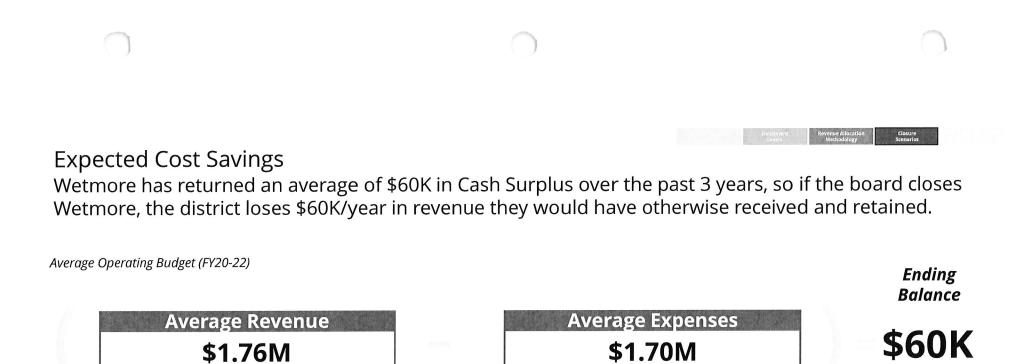
The 2019 version of the revenue allocation methodology is less transparent than the 2016 version (because amounts can't be traced back to original state funding regulations), but the result is more accurate from a financial perspective.

If the board were to update the district's Revenue Allocation Model to be more technically correct (and easier to trace), Wetmore would still have a positive operating margin (revenue – expenses > zero).

## **Closure Scenarios**

Overall Financial Health

Enrollment Levels Revenue Allocation Methodology Closure Scenarios



Selling a profitable business doesn't save money, it COSTS money.

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: See Revenue Allocation section of this presentation for additional information about how revenue is allocated to each campus.

Enrollment Revenue Allocation Closure	
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## Additional Closure Costs

After adding the -\$461K in closing costs required to close Wetmore, the total cost to close the school (over a 2-year period) costs over half a million dollars.



Closing Wetmore will cost the district \$581K in the first two years following closure and ~\$60K of lost revenue will be forfeited in perpetuity.

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 – 2022 and Closure Scenarios presented by District Office on Nov. 27, 2022. Note: \$461K closing costs taken directly from Closure Scenario documents presented by District Office on Nov. 27, 2022. Primary closing costs are maintaining building costs and closing out contract with the current principal.

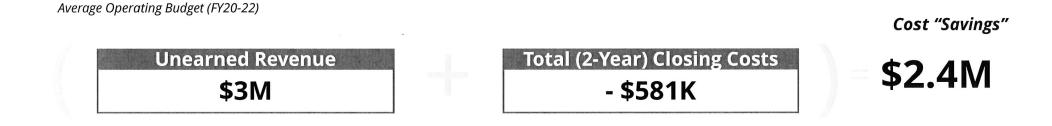
0	)		$\bigcirc$	$\bigcirc$
The Sab			3K in Administration costs that the e cash surplus from \$191K/year do	
Average Ope	erating Budget (FY18-21*)			Newly Estimated SAB Cash Surplus
	SAB AVG Cash Surplus \$191K	and from	WAC AVG Admin Portion - \$123K	\$68K

Closing Wetmore will require the Sabetha campus to absorb ~\$123K/year in Administration expenses that the Wetmore school currently covers.

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Administration expenses were not allocated correctly in the FY22 report (\*Wetmore's assigned ADMIN expenses were \$397K in FY22 ), so average was taken from FY18-21).

## Additional Closure Costs

The only identifiable reason closing Wetmore appears to provide cost savings is because of the "Unearned Revenue" loophole in the state funding formula, which allows the district to receive revenue for Wetmore's students for 2 years after the closure (district will not be responsible for educating the students).



The Kansas Board of Education (KSBE) has indicated that the school funding formula was not designed to manage school closure scenarios and the "Unearned Revenue" is an "unintended impact" that causes taxpayers to double pay for students (state pays 3x in 2 years)

KSBE indicated that the board can vote to send the unearned revenue to the school that will receive the students, but USD is not legally obligated to make this arrangement.

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: See Revenue Allocation section of this presentation for additional information about how revenue is allocated to each campus. Utilizing Cash Infusions for Long Term Needs Creates a Fiscal Cliff Paying for long-term needs with short term cash infusions provides a false sense of security that prevents the district from addressing root cause issues and developing a realistic plan that meets long-term needs.

The board has not clarified what its additional investment priorities are and/or how much they cost, but conversation suggests that any legitimate needs are likely to be recurring in nature.

The \$2.5-\$3M in "Unearned Revenue" could help cover those investment priorities for a short period of time, but this money will not last forever.

If the board's strategic priorities are substantial and include long term needs (e.g. teacher salaries or other recurring costs).

Short term cash infusion strategies cannot meet the district's recurring needs over the long term.

Operating on "unearned revenue" will create a "fiscal cliff" similar to 2015-2016 when the "Unearned" revenue from Bern was no longer available. USD 113 will have to adjust eventually.



## Key Takeaways – Closure Scenarios

Closing Wetmore is not a legitimate "cost-saving" strategy and additional cost-saving measures, or adjustments may be required if USD 113 has significant changes or investment needs on the horizon.

#### **Summary of Key Findings**

Closing Wetmore doesn't save money, it COSTS money.

Closing Wetmore costs over half a MILLION dollars and causes the district to lose \$60K of retainable revenue in perpetuity.

Closing Wetmore will require the Sabetha campus to absorb ~\$123K/year in Administration expenses that the Wetmore school currently covers.

The only identifiable reason closing Wetmore appears to provide cost savings is because of the "Unearned Revenue" loophole in the state funding formula, which allows the district to receive revenue for Wetmore's students for 2 years after the closure (even though the district will not be responsible for educating the students).

Although the \$2.5-\$3M in "Unearned Revenue" could help cover the board's other investment priorities for a short period of time, this money will not last forever.

Short term cash infusion strategies cannot meet the district's recurring needs over the long term, and USD 113 will have to make other adjustments if the investment needs are legitimate.

#### **Final Conclusions**

Closing Wetmore will cost over half a MILLION dollars and will cause the district to lose \$60K of retainable revenue in perpetuity.

Closing Wetmore is not a legitimate "cost-saving" strategy and the short-term cash infusion it provides from the "Unearned Revenue" loophole will not meet the district's needs over the long term.

If USD 113 has significant changes or investment needs on the horizon which have not been reported, additional cost-saving measures or adjustments may be required.

# **Campus Review**

Enrollmont	Boyonus Allocation	Closure	Campus
Levels	Revenue Allocation Methodology	Scenarios	Campus Review
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#### Key Performance Indicator (KPI) Methodology The metrics in this section were defined in the 2016 Feasibility Assessment and are available in the annual Audited Building Expense Reports each year.

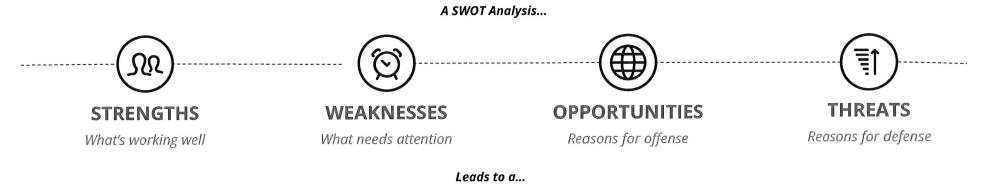
- 1. USD 113 established "Standards of Solvency and Viability" as part of the Feasibility Assessment in 2016. The metrics were identified as part of this assessment and are currently available in the annual audit reports with the following labels:
  - % Campus Deficit/Campus Expenditure (≤7.5%) → Labeled as "Operating Margin Campus" in this document
  - % Campus Deficit/District Expenditure (≤1.25%) → Labeled as "Operating Margin District" in this document
  - Both metrics are effectively a "Profit Margin" calculation: (Revenue Expenses) ÷ Revenue = Profit Margin
  - A decision was made to refer to this calculation as an "Operating Margin" in this document because education is a not-for-profit industry
- 2. The Red, Yellow, and Green thresholds in the chart were established by the Board as part of the Feasibility Assessment. These thresholds are defined above and are also included in the annual audit reports.
- 3. Two assumptions were required to compile the metrics:
  - Revenue allocated to Sabetha K12 was distributed across the three Sabetha buildings based on weighted FTE (this is the same approach used for the other buildings)
  - · Administrative expenses assigned to Sabetha K12 were evenly spread across the three Sabetha buildings
    - The expenses for each building are as reported in the annual audit reports; no other assumptions or adjustments were required to compile the metrics

# The approach and process for organizing and reporting the metrics was reviewed and validated by the District Office on two separate occasions: Nov 28, 2022, and Dec 8, 2022.

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				_	
Rationale for looking at each of the Sabetha	buildings separately	Enrollment Levels	Revenue Alfocation Methodology	Closure Scenarlos	Campus Review

Viewing Sabetha performance by building enables the district to perform a SWOT Analysis so it can develop a long-term strategic plan that accounts for its strengths, weaknesses, opportunities and threats.

- Education industry norms indicate that it is common for elementary schools to subsidize the middle and high school students because middle and high school students require more teachers, special programs, and student activities (this is not unique to the Sabetha school system).
- However, given the unique complexities of USD 113 (both in terms of physical structure and cross-school dynamics), it is important to look at each building independently to get an accurate picture of the unified district's strengths, weaknesses, opportunities, and threats.
- This type of "SWOT" analysis is needed to develop a long-term strategy capable of managing the headwinds and tailwinds the district will face in uncertain economic (market driven costs for teachers and supplies), political (uncertain state funding levels), and demographic environments (changing enrollment levels).





Revenue Allocation	closure	Campus
Methodology	Scenarios	Review

#### Further justification for Sabetha building breakout

Beyond long term strategic planning, the size and nature of each Sabetha school building compared to the Wetmore and Axtell buildings provides further justification for reviewing Sabetha buildings individually.

#### **Key Points:**

- 1. Sabetha school buildings have **three separate buildings** with 3 distinct addresses, 3 sets of building operating costs, and **3 Principals/Admin teams**.
- 2. The **number of students** and the **total expense levels** in each of the **Sabetha buildings are also higher** than the Wetmore and Axtell buildings.
- 3. The unified district is healthy as a unified school system, but it is important to look at the Sabetha buildings individually for the exact same reasons that it is important to look at Wetmore/Axtell buildings individually.
- 4. The purpose of the breakout is not to suggest that SMS or SHS should be closed, but to inform long term strategic planning and the most logical areas for potential cost saving or investment.

#### Sample of Sabetha Building Line Items to Justify Breakout

Expense Item (FY22)	SES				AXT
Principal/Secretary	\$143,928.69	\$145,344.97	\$132,780.90	\$121,052.73	\$107,775.82
Custodial Salaries/Supervisor	\$ 84,220.16	\$143,767.95	\$ 94,919.24	\$ 83,912.95	\$80,270.20
Heating	\$ 11,432.14	\$ 27,932.93	\$ 11,860.79	\$ 17,830.00	\$ 14,908.53
Electricity	\$ 36,227.06	\$105,134.68	\$ 58,292.66	\$ 29,522.04	\$ 34,816.53
Total Food Service	\$179,124.24	\$260,696.23	\$167,254.59	\$121,490.58	\$159,480.09
Maintenance Operating Supplies	\$ 10,459.66	\$ 18,065.16	\$ 7,599.71	\$ 16,935.19	\$ 5,851.71
Total Expenses	\$3,065,857.37	\$2,936,979.21	\$2,286,680.20	\$1,749,856.39	\$2,004,574.45
Total Students	388	231	161	135	158
Cost/FTE (Total Expenses ÷ T. Students)	\$7,901.69		\$14,202.98	\$12,961.90	\$12,687.18

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Year 22 Note: Select items from the Building Expense Report selected to justify reviewing performance of each of Sabetha's campus buildings separately.

#### District KPIs – FY22

When looking at the District as a whole, the unified system appears to be operating at efficient and healthy levels in FY22.

		$\Sigma_{\oplus}$
	Op Margin – District	Cost/FTE
Formula	<u>(Revenue – Expenses)</u> District Revenue	<u> </u>
	USD 113	USD 113
FY22	1.76%	\$11,512.09
5 Yr. AVG	.87%	\$10,616.25
Threshold	-1.25% 0%	\$13k \$15k

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Cost/FTE metric does not include expenses related to Capital Outlay, KPERS retirement fund, and/or any other expenses that are tracked and managed separately from building operating costs.

### District KPIs – FY18-FY22

A 5-year review of the same data indicates that the district's overall performance has been slowly declining since FY20 and the 5-year average suggests there may be limited flexibility in the budget for future investment needs.

			£⊕
	Op. Margin – Campus	Op Margin – District	Cost/FTE
Formula	<u>(Revenue – Expenses)</u> Campus Revenue	<u>(Revenue – Expenses)</u> District Revenue	<u> </u>
	USD 113	USD 113	USD 113
FY18	-0.61%	-0.61%	\$10,257.49
FY19	-0.48%	-0.48%	\$10,144.45
FY20	1.75%	1.75%	\$10,293.36
FY21	1.91%	1.91%	\$10,873.83
FY22	1.76%	1.76%	\$11,512.09
5 Yr. AVG	.87%		\$10,616.25
Threshold	-7.50% 0%	-1.25% 0%	\$13k \$15k

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Cost/FTE metric does not include expenses related to Capital Outlay, KPERS retirement fund, and/or any other expenses that are tracked and managed separately from building operating costs.

#### Campus KPIs – FY22

The individual campus KPI review indicates 1) that the SMS and SHS campuses have the most significant negative impact on the district's overall health, and 2) the district is being heavily subsidized by the SES campus.

			£⊕
	Operating Margin - Campus	Operating Margin - District	Cost/FTE
FORMULA	= <u>(Revenue – Expenses)</u> Campus Revenue	= <u>(Revenue – Expenses)</u> District Revenue	= <u>Expenses</u> FTE Count
Axtell	-7.09%	-1.08%	\$13,346.03
Wetmore	5.52%	0.83%	\$13,512.40
SES	25.91%	8.75%	\$8,186.54
SHS	-10.57%	-2.29%	\$12,714.20
SMS	-31.31%	-4.45%	\$14,202.98
District	1.76%	1.76%	\$11,512.09

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Cost/FTE metric does not include expenses related to Capital Outlay, KPERS retirement fund, and/or any other expenses that are tracked and managed separately from building operating costs.

Campus

### Campus KPIs – FY18-FY22

A five-year review of the same information indicates mixed performance and impacts from each campus.







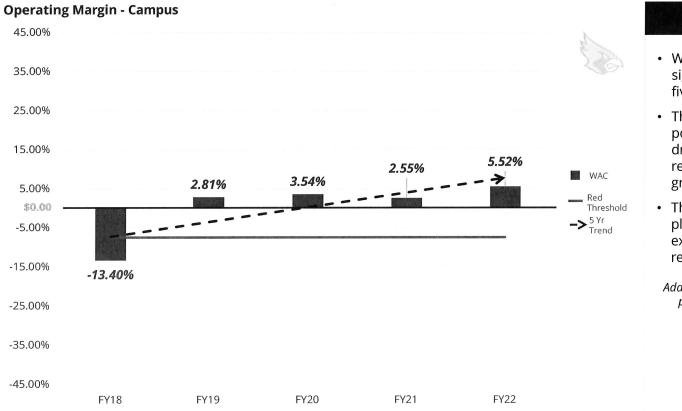
		Ор. Ма	argin – C	ampus			Ор Ма	argin – D	istrict				Cost/FT	E			
Formula			venue – Expen ampus Revent					<u>venue – Expen</u> District Revenu				<u> </u>					
FY	SES	SHS	SMS	WAC	ΑΧΤ	SES	SHS	SMS	WAC	AXT	SES	SHS	SMS	WAC	AXT		
FY18	30.57%	-10.05%	-35.30%	-13.40%	-7.09%	9.96%	-2.25%	-5.30%	-1.90%	-1.12%	\$6,982.70	\$11,082.61	\$13,360.58	\$12,613.79	\$10,934.86		
FY19	25.23%	-9.66%	-36.35%	2.81%	-6.47%	7.84%	-2.14%	-5.60%	0.44%	-1.02%	\$7,098.92	\$10,892.23	\$12,942.69	\$11,374.22	\$11,612.67		
FY20	29.04%	-7.44%	-40.28%	3.54%	-4.62%	9.51%	-1.61%	-5.95%	0.53%	-0.73%	\$7,198.96	\$11,019.77	\$13,978.80	\$11,140.48	\$11,617.08		
FY21	28.18%	-14.76%	-28.04%	2.55%	-4.75%	9.50%	-3.15%	-4.07%	0.38%	-0.75%	\$7,628.48	\$12,369.91	\$13,269.58	\$12,559.31	\$12,422.53		
FY22	25.91%	-10.57%	-31.31%	5.52%	-7.09%	8.75%	-2.29%	-4.45%	0.83%	-1.08%	\$8,186.54	\$12,714.20	\$14,202.98	\$13,512.40	\$13,346.03		
5 Yr. AVG	30.04%	-14.05%	-36.71%	0.20%	-6.00%	10.10%	-2.95%	-5.40%	0.06%	-0.94%	\$7,374.57	\$11,562.36	\$13,742.29	\$12,240.04	\$11,986.64		
Threshold	•	-1.25% 0% \$13k							\$15k	\$12,240.04 \$11,986.64 \$15k							

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Cost/FTE metric does not include expenses related to Capital Outlay, KPERS retirement fund, and/or any other expenses that are tracked and managed separately from building operating costs.

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### Key Takeaway for Wetmore

The Wetmore campus shows steady and significant improvements over the past five years, but performance is expected to plateau (as cost savings measures are exhausted), unless enrollment and revenue begin to increase.



#### **Key Takeaways**

- Wetmore campus shows steady and significant improvements over the past five years.
- The five-year trend line indicates a positive trajectory, but the primary drivers for improvement were cost reduction (as opposed to revenue growth).
- Therefore, performance is expected to plateau (once cost saving measures are exhausted) unless enrollment and revenue begin to increase.

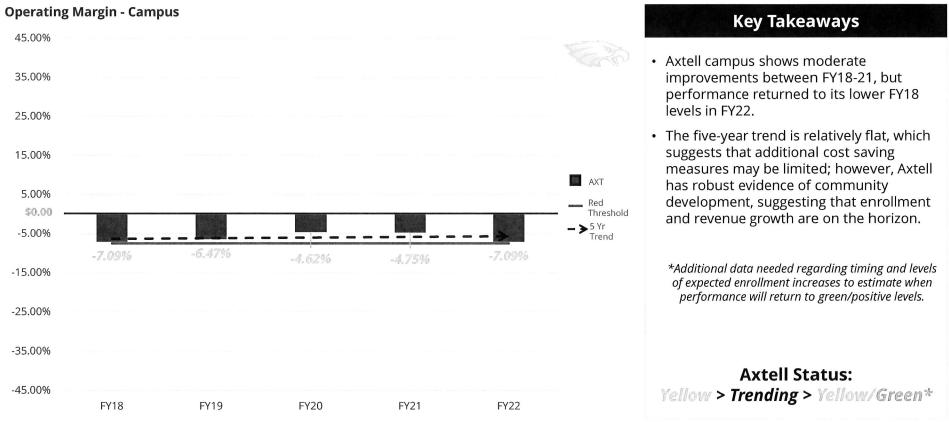
Additional data needed to estimate "negative breakpoint" or enrollment level at which break-even performance is no longer possible.

> Wetmore Status: Green > Trending > Yellow

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Operating Margin = (Revenue - Expenses) / Revenue. Presenting the data as a percent rather than a dollar amount provides a more equal comparison between large and small buildings.

#### Key Takeaway for Axtell

Axtell's five-year performance is relatively flat, but signals of enrollment growth indicate that performance will likely return to green levels at some point (additional data needed to estimate a "break-even" target date).

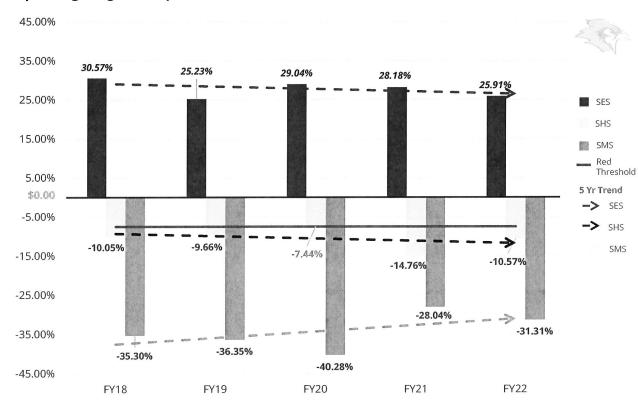


Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Operating Margin = (Revenue - Expenses) / Revenue. Presenting the data as a percent rather than a dollar amount provides a more equal comparison between large and small buildings.

#### Key Takeaway for Sabetha

Sabetha campus appears healthy as a unified set of buildings but continuing to operate SMS at extreme levels of inefficiency may prevent investment in other priorities and may jeopardize district health over the long term.

**Operating Margin - Campus** 



#### **Key Takeaways**

- Sabetha Elementary campus shows a slight decline in performance over the past 5 years, but SES is continuing to operate at high-performing levels.
- Sabetha High School campus shows moderate improvements in FY20, but the five-year trend indicates that performance is continuing to decline.
- Sabetha Middle School campus is and has been operating at a significant deficit; the five-year trend is improving, but unexpected to improve beyond -20% range unless significant adjustments are made.

*If 100% of existing elementary students graduate to SMS over the next 5 years, the Operating Margin is still unlikely to improve beyond a -20% margin.* 

Sabetha Status: Yellow > Trending > Yellow

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Operating Margin = (Revenue - Expenses) / Revenue. Presenting the data as a percent rather than a dollar amount provides a more equal comparison between large and small buildings. Campus

Methodology Scenarios Review

# Key Takeaways – Campus Review

USD 113 is relatively healthy as a unified district, but failure to address risks and issues in the district's portfolio may prevent future investment in new priorities and could jeopardize district health over the long term.

#### **Summary of Key Findings**

Wetmore is the 2<sup>nd</sup> most efficient building in the district's portfolio and it has had a positive operating margin in 4 of the past 5 years.

The individual campus KPI review indicates 1) that the SMS and SHS campuses have the most significant negative impact on the district's overall health, and 2) the district is being heavily subsidized by the SES campus.

The Wetmore campus shows steady and significant improvements over the past five years, but performance is expected to plateau (as cost savings measures are exhausted), unless enrollment and revenue begin to increase.

Axtell's five-year performance is relatively flat, but signals of enrollment growth indicate that performance will likely return to green levels at some point (additional data needed to estimate a "break-even" target date).

Sabetha campus also appears healthy as a unified set of buildings but continuing to operate SMS at extreme levels of inefficiency may prevent investment in other priorities and may jeopardize district health over the long term.

#### **Final Conclusions**

The suggestion that the district needs to close Wetmore to remain sustainable is not substantiated by the financial data and related information.

Consolidating Sabetha's building information suppresses important information and building by building breakouts reveal key areas in each campus that can be addressed to strengthen the unified district's overall position.

USD 113 is relatively healthy as a unified district, but failure to address risks and issues in the district's portfolio may prevent future investment in new priorities and could jeopardize district health over the long term.

# Appendix

Appendix

	SES	SHS	SMS	Sabetha K12	Wetmore	Axtell	TOTAL
FY18	\$3,535,312.52	\$ 2,428,041.23	\$ 1,629,328.97	\$ 7,592,682.73	\$ 1,540,620.69	\$1,715,371.44	\$ 10,848,674.85
FY19	\$3,408,563.60	\$ 2,433,510.27	\$ 1,688,632.99	\$ 7,530,706.87	\$ 1,712,245.04	\$1,726,631.37	\$ 10,969,583.28
FY20	\$3,733,535.75	\$ 2,461,494.08	\$ 1,684,121.27	\$ 7,879,151.10	\$ 1,714,988.13	\$1,809,919.81	\$ 11,404,050.91
FY21	\$3,943,902.80	\$ 2,494,142.34	\$ 1,699,636.10	\$ 8,137,681.24	\$ 1,726,914.60	\$1,838,118.24	\$ 11,702,714.07
FY22	\$4,138,279.49	\$ 2,656,292.29	\$ 1,741,483.27	\$ 8,536,055.05	\$ 1,852,010.50	\$1,871,906.38	\$ 12,259,971.92
5 Year Average (FY18-22)	\$3,751,918.83	\$ 2,494,696.04	\$ 1,688,640.52	\$ 7,935,255.40	\$ 1,709,355.79	\$1,792,389.45	\$ 11,436,999.01
EXPENSES	SES	SHS	SMS	Sabetha K12	Wetmore	Axtell	TOTAL
FY18	\$2,454,419.81	\$ 2,672,017.94	\$ 2,204,496.21	\$ 7,330,933.97	\$ 1,747,009.73	\$1,837,056.72	\$ 10,915,000.42
FY19	\$2,548,511.23	\$ 2,668,595.61	\$ 2,302,504.20	\$ 7,519,611.04	\$ 1,664,048.19	\$1,838,286.30	\$ 11,021,945.53
FY20	\$2,649,218.71	\$ 2,644,744.60	\$ 2,362,417.76	\$ 7,656,381.08	\$ 1,654,360.92	\$1,893,583.71	\$ 11,204,325.72
FY21	\$2,832,455.62	\$ 2,862,397.82	\$ 2,176,211.73	\$ 7,871,065.18	\$ 1,682,946.94	\$1,925,491.88	\$ 11,479,504.00
FY22	\$3,065,857.37	\$ 2,936,979.21	\$ 2,286,680.20	\$ 8,289,516.77	\$ 1,749,856.39	\$2,004,574.45	\$ 12,043,947.61
5 Year Average (FY18-22)	\$2,710,092.55	\$ 2,756,947.04	\$ 2,266,462.02	\$ 7,733,501.61	\$ 1,699,644.43	\$1,899,798.61	\$ 11,332,944.65
(Revenue – Expenses)	SES	SHS	SMS	Sabetha K12	Wetmore	Axtell	TOTAL
FY18	\$1,080,892.71	\$ (243,976.71)	\$ (575,167.24)	\$ 261,748.76	\$ (206,389.04)	\$ (121,685.29)	\$ (66,325.57)
FY19	\$ 860,052.37	\$ (235,085.34)	\$ (613,871.21)	\$ 11,095.83	\$ 48,196.85	\$ (111,654.93)	\$ (52,362.25)
FY20	\$1,084,317.04	\$ (183,250.52)	\$ (678,296.49)	\$ 222,770.02	\$ 60,627.21	\$ (83,663.90)	\$ 199,725.19
FY21	\$1,111,447.18	\$ (368,255.49)	\$ (476,575.63)	\$ 266,616.06	\$ 43,967.66	\$ (87,373.65)	\$ 223,210.07
FY22	\$1,072,422.12	\$ (280,686.92)	\$ (545,196.93)	\$ 246,538.27	\$ 102,154.11	\$ (132,668.07)	\$ 216,024.31
5 Year Total (FY18-22)	\$5,209,131.42	\$ (1,311,254.98)	\$ (2,889,107.50)	\$ 1,008,768.94	\$ 48,556.79	\$ (537,045.83)	\$ 520,271.76

# Revenue and Expense Data (FY18-22)

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Source files provided by USD 113 District Office; consolidated information also available in supporting XLS document.

# Cost Per Student Data (FY18-22)

EXPENSES	SES		SHS		SMS	Sabetha K12	Wetmore	Axtell	TOTAL
FY18	\$2,454,419.8	31	\$ 2,672,017.94	:	\$ 2,204,496.21	\$ 7,330,933.97	\$ 1,747,009.73	\$1,837,056.72	\$ 10,915,000.42
FY19	\$2,548,511.2	23	\$ 2,668,595.61	:	\$ 2,302,504.20	\$ 7,519,611.04	\$ 1,664,048.19	\$1,838,286.30	\$ 11,021,945.53
FY20	\$2,649,218.7	71	\$ 2,644,744.60	!	\$ 2,362,417.76	\$ 7,656,381.08	\$ 1,654,360.92	\$1,893,583.71	\$ 11,204,325.72
FY21	\$2,832,455.6	52	\$ 2,862,397.82	!	\$ 2,176,211.73	\$ 7,871,065.18	\$ 1,682,946.94	\$1,925,491.88	\$ 11,479,504.00
FY22	\$3,065,857.3	37	\$ 2,936,979.21		\$ 2,286,680.20	\$ 8,289,516.77	\$ 1,749,856.39	\$2,004,574.45	\$ 12,043,947.61
5 Year Average (FY18-22)	\$2,710,092.5	55	\$ 2,756,947.04	5	2,266,462.02	\$ 7,733,501.61	\$ 1,699,644.43	\$1,899,798.61	\$ 11,332,944.65
Student Headcount	SES		SHS		SMS	Sabetha K12	Wetmore	Axtell	TOTAL
FY18	368		244		165	777	141	174	1,092
FY19	378		249		178	805	153	169	1,127
FY20	392		241		168	801	145	164	1,110
FY21	385		232		164	781	138	161	1,080
FY22	388		231		161	780	135	158	1,073
Total Change (FY18-22)	20		-13		-4	3	-6	-16	-19
Cost Per Student	SES		SHS		SMS	Sabetha K12	Wetmore	Axtell	TOTAL
FY18	\$ 6,669.62	\$	10,950.89	\$	13,360.58	\$ 9,434.92	\$ 12,390.14	\$ 10,557.80	\$ 9,995.42
FY19	\$ 6,742.09	\$	10,717.25	\$	12,935.42	\$ 9,341.13	\$ 10,876.13	\$ 10,877.43	\$ 9,779.90
FY20	\$ 6,758.21	\$	10,974.04	\$	14,062.01	\$ 9,558.53	\$ 11,409.39	\$ 11,546.24	\$ 10,093.99
FY21	\$ 7,357.03	\$	12,337.92	\$	13,269.58	\$ 10,078.19	\$ 12,195.27	\$ 11,959.58	\$ 10,629.17
FY22	\$ 7,901.69	\$	12,714.20	\$	14,202.98	\$ 10,627.59	\$ 12,961.90	\$ 12,687.18	\$ 11,224.56
5 Year Average (FY18-22)	\$ 7,085.73	\$	11,538.86	\$	13,566.12	\$ 9,808.07	\$ 11,966.56	\$ 11,525.65	\$ 10,344.61

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 – 2022 and Enrollment Source File Note: Cost/student metric does not include expenses related to Capital Outlay, KPERS retirement fund, and/or any other expenses that are tracked and managed separately from building operating costs.

EXPENSES	SES		SHS	SMS	Sabetha K12		Wetmore	Axtell	TOTAL
FY18	\$2,454,419.81		\$ 2,672,017.94	\$ 2,204,496.21	\$ 7,330,933.97	,	\$ 1,747,009.73	\$1,837,056.72	\$ 10,915,000.42
FY19	\$2,548,511.23	3	\$ 2,668,595.61	\$ 2,302,504.20	\$ 7,519,611.04	ŀ	\$ 1,664,048.19	\$1,838,286.30	\$ 11,021,945.53
FY20	\$2,649,218.71		\$ 2,644,744.60	\$ 2,362,417.76	\$ 7,656,381.08	3	\$ 1,654,360.92	\$1,893,583.71	\$ 11,204,325.72
FY21	\$2,832,455.62	2	\$ 2,862,397.82	\$ 2,176,211.73	\$ 7,871,065.18	3	\$ 1,682,946.94	\$1,925,491.88	\$ 11,479,504.00
FY22	\$3,065,857.37	7	\$ 2,936,979.21	\$ 2,286,680.20	\$ 8,289,516.77	7	\$ 1,749,856.39	\$2,004,574.45	\$ 12,043,947.61
5 Year Average (FY18-22)	\$2,710,092.55	5	\$ 2,756,947.04	\$ 2,266,462.02	\$ 7,733,501.61		\$ 1,699,644.43	\$1,899,798.61	\$ 11,332,944.65
FTE Count	SES		SHS	SMS	Sabetha K12		Wetmore	Axtell	TOTAL
FY18	351.50		241.10	165.00	757.60		138.50	168.00	1,064.10
FY19	359.00		245.00	177.90	781.90		146.30	158.30	1,086.50
FY20	368.00		240.00	169.00	777.00		148.50	163.00	1,088.50
FY21	371.30		231.40	164.00	766.70		134.00	155.00	1,055.70
FY22	374.50		231.00	161.00	766.50		129.50	150.20	1,046.20
Total Change (FY18-22)	23.00		(10.10)	(4.00)	8.90		(9.00)	(17.80)	(17.90)
Cost Per FTE	SES		SHS	SMS	Sabetha K12		Wetmore	Axtell	TOTAL
FY18	\$ 6,982.70	\$	11,082.61	\$ 13,360.58	\$ 9,676.52	\$	12,613.79	\$ 10,934.86	\$ 10,257.49
FY19	\$ 7,098.92	\$	10,892.23	\$ 12,942.69	\$ 9,617.10	\$	11,374.22	\$ 11,612.67	\$ 10,144.45
FY20	\$ 7,198.96	\$	11,019.77	\$ 13,978.80	\$ 9,853.77	\$	11,140.48	\$ 11,617.08	\$ 10,293.36
FY21	\$ 7,628.48	\$	12,369.91	\$ 13,269.58	\$ 10,266.16	\$	12,559.31	\$ 12,422.53	\$ 10,873.83
FY22	\$ 8,186.54	\$	12,714.20	\$ 14,202.98	\$ 10,814.76	\$	13,512.40	\$ 13,346.03	\$ 11,512.09
5 Year Average (FY18-22)	\$ 7,419.12	\$	11,615.74	\$ 13,550.93	\$ 10,045.66	\$	12,240.04	\$ 11,986.64	\$ 10,616.25

# Cost Per FTE Data (FY18-22)

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 – 2022 and Enrollment Source File Note: Cost/FTE metric does not include expenses related to Capital Outlay, KPERS retirement fund, and/or any other expenses that are tracked and managed separately from building operating costs.

# Administration Expenses (FY18-22)

Year	Line Item	SES	SHS	SMS	Sabetha K12	Wetmore K12	Axtell K12	ADMIN	TOTAL	% Admin
17-18	Total Building Expenses	\$ 2,248,628.95	\$ 2,466,227.08	\$ 1,998,705.35	\$ 6,713,561.38	\$ 1,623,535.21	\$ 1,695,942.99	\$ 881,960.84	\$ 10,915,000.42	8.08%
	Admin Expense Allocation	\$ 205,790.86	\$ 205,790.86	\$ 205,790.86	\$ 617,372.59	\$ 123,474.52	\$ 141,113.73	\$ (881,960.84)		
	Total Expenses	\$ 2,454,419.81	\$ 2,672,017.94	\$ 2,204,496.21	\$ 7,330,933.97	\$ 1,747,009.73	\$ 1,837,056.72	\$-	\$ 10,915,000.42	
18-19	Total Building Expenses	\$ 2,349,081.64	\$ 2,469,166.02	\$ 2,103,074.61	\$ 6,921,322.28	\$ 1,544,390.44	\$ 1,701,534.58	\$ 854,698.23	\$ 11,021,945.53	7.75%
	Admin Expense Allocation	\$ 199,429.59	\$ 199,429.59	\$ 199,429.59	\$ 598,288.76	\$ 119,657.75	\$ 136,751.72	\$ (854,698.23)	\$ -	
	Total Expenses	\$ 2,548,511.23	\$ 2,668,595.61	\$ 2,302,504.20	\$ 7,519,611.04	\$ 1,664,048.19	\$ 1,838,286.30		\$ 11,021,945.53	
19-20	Total Building Expenses	\$ 2,438,849.64	\$ 2,434,375.53	\$ 2,152,048.69	\$ 7,025,273.87	\$ 1,534,746.28	\$ 1,765,742.19	\$ 878,563.38	\$ 11,204,325.72	7.84%
	Admin Expense Allocation	\$ 210,369.07	\$ 210,369.07	\$ 210,369.07	\$ 631,107.22	\$ 119,614.65	\$ 127,841.51	\$ (878,563.38)	\$-	
	Total Expenses	\$ 2,649,218.71	\$ 2,644,744.60	\$ 2,362,417.76	\$ 7,656,381.08	\$ 1,654,360.92	\$ 1,893,583.71	\$-	\$ 11,204,325.72	
20-21	Total Building Expenses	\$ 2,601,087.14	\$ 2,631,029.34	\$ 1,944,843.25	\$ 7,176,959.73	\$ 1,555,597.62	\$ 1,786,464.67	\$ 960,481.98	\$ 11,479,504.00	8.37%
	Admin Expense Allocation	\$ 231,368.48	\$ 231,368.48	\$ 231,368.48	\$ 694,105.45	\$ 127,349.32	\$ 139,027.21	\$ (960,481.98)	\$-	
	Total Expenses	\$ 2,832,455.62	\$ 2,862,397.82	\$ 2,176,211.73	\$ 7,871,065.18	\$ 1,682,946.94	\$ 1,925,491.88	\$ -	\$ 11,479,504.00	
21-22	Total Building Expenses	\$ 2,371,416.19	\$ 2,242,538.03	\$ 1,592,239.02	\$ 6,206,193.24	\$ 1,352,760.86	\$ 1,601,429.77	\$ 2,883,563.74	\$ 12,043,947.61	23.94%
	Admin Expense Allocation	\$ 694,441.18	\$ 694,441.18	\$ 694,441.18	\$ 2,083,323.53	\$ 397,095.53	\$ 403,144.68	\$ (2,883,563.74)		
	Total Expenses	\$ 3,065,857.37	\$ 2,936,979.21	\$ 2,286,680.20	\$ 8,289,516.77	\$ 1,749,856.39	\$ 2,004,574.45	\$-	\$ 12,043,947.61	

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 – 2022 and Enrollment Source File Note: Administration expenses did not follow standard allocation method in FY22; Several admin expenses such as substitute teacher costs are usually allocated to each building. This process was not followed in FY22, which explains large increase.

# Form 150 Inputs (State Aid / Revenue Calculation Inputs) – FY18-22

	F	Y18	F	Y19	F	Y20	F	Y21	G	Y22
Base FTE Counts										
Adjusted FTE (highest of past 2 years, excluding At-Risk Pre-K)		1,135.70		1,086.80		1072.3		1072.3		1053.5
Preschool-Aged At-Risk (4 yr old) FTE enrollment (current year)		17.5		16		18.5		15		16
Total Base FTE Count		1,153.20		1,102.80		1,090.80		1,087.30		1,069.50
Enrollment Weighting Factors										
Low Enrollment Weighting		224.1		233.2		235.1		235.6		238.2
Bilingual Weighting		0		0		0		0		0
Career Technical Education (CTE) weighting		21.3		23.8		24.2		23.5		24.3
At-Risk Student Weighting		147.6		151		137.9		137.9		136.5
High-Density At-Risk Student Weighting		14.8		8.5		2.2		7.2		0.5
School Facilities Weighting		0		0		0		0		0
Transportation Weighting		114.4		110.1		103.3		100.3		93.8
Ancillary School Facilities Weighting		0		0		0		0		0
Special Education Weighting		206.2		195.9		187.9		173.9		179.6
Declining Enrollment weighting		0		0		0		0		0
FHSU Math & Science Academy FTE enrollment		0		1		1		0		0
Total Weighting Added to Base FTE Count		728.4		723.5		691.6		678.4		672.9
General Fund Revenue										
Total Weighted FTE (Base FTE Count + Weighting Factors)		1,881.60		1,826.30		1,782.40		1,765.70		1,742.40
General Fund Base Aid Amount	\$	4,006.00	\$	4,165.00	\$	4,436.00	\$	4,569.00	\$	4,706.00
Virtual State Aid	\$	-	\$	-	\$	-	\$	-	\$	25,000.00
Total General Fund Revenue Allocation	\$	7,537,690	\$	7,606,540	\$	7,906,726	\$	8,067,483	\$	8,224,734
Supplemental Fund / Local Option Budget (LOB)										
SF Weighted FTE Count		1,675.40		1629.4		1593.5		1591.8		1562.8
Supplemental Fund Base Aid Amount	\$	4,490.00	\$	4,490.00	\$	4,558.00	\$	4,608.00	\$	4,706.00
Special Education	\$ 1	,100,793.00	\$ 1	,100,793.00	\$ 1	,100,793.00	\$ 1	,100,793.00	\$ <sup>-</sup>	1,100,793.00
Supplemental Fund Revenue	\$	8,623,339	\$	8,416,799	\$	8,363,966	\$	8,435,807	\$	8,455,330
LOB Option Percent		33%		33%		33%		33%		33%
Total Supplemental Fund Revenue Allocation	\$	2,845,702	\$	2,777,544	\$	2,760,109	\$	2,783,816	\$	2,790,259

Source: USD 113 Form 150 Documents, FY18-22 Note: Individual school contributions for weighting factors not readily available, but district office should be able to calculate weighting breakouts by reverse engineering weighting formulas. Additional information required to complete analysis...

49

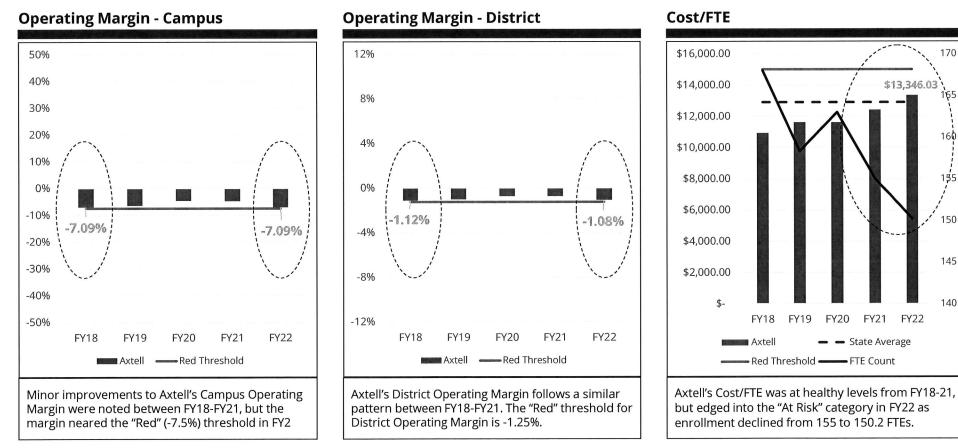


# **USD 113** Additional Key Performance Indicator (KPI) Details

#### AXT

#### Axtell KPI Review - FY18-FY22

The graphs below provide a five-year review of the school's performance for each of the established KPI metrics



Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Red thresholds set by District as part of the FY16 Feasibility Assessment

150

145

140

135

,130

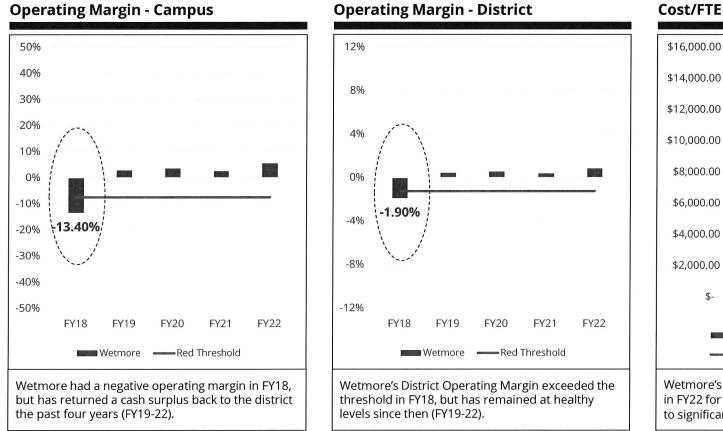
125

120

\$13,512.40

### Wetmore KPI Review – FY18-FY22

The graphs below provide a five-year review of the school's performance for each of the established KPI metrics.



# \$16,000.00 \$14,000.00 \$12,000.00 \$10,000.00 \$8.000.00 \$6,000.00

\$4,000.00

\$2,000.00

\$-

- Red Threshold - FTE Count Wetmore's Cost/FTE entered into the "At-Risk" area in FY22 for the first time in five years, primarily due to significant declines in enrollment.

FY20

FY21

State Average

FY22

FY19

FY18

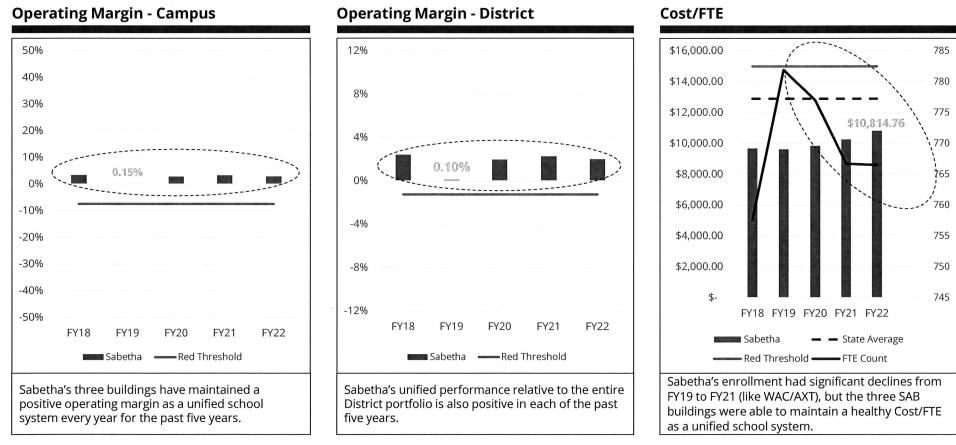
Wetmore

Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Red thresholds set by District as part of the FY16 Feasibility Assessment

#### SAB

#### Sabetha KPI Review – FY18-FY22

The graphs below provide a five-year review of the school's performance for each of the established KPI metrics.

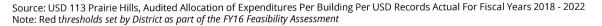


Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Red thresholds set by District as part of the FY16 Feasibility Assessment

### Sabetha Building Breakout KPI Review – FY18-FY22

The graphs below provide a five-year review of the school's performance for each of the established KPI metrics.

#### **Operating Margin - District Operating Margin - Campus** 50% 12% 40% 29.04% 8% 30% 20% 4% 10% 0% 0% -10% -4% -20% -30% -8% -40% -40.28% -50% -12% FY22 **FY18 FY19** FY20 **FY21 FY18** FY19 ------ Red Threshold SHS SMS SHS SES SES Sabetha Middle School and High School have been The overall impact to the District is more modest, operating in the "Red" zone for the past five years, but the margins for SHS and SMS are both well over with Sabetha Middle School reaching down to the -1.25% threshold set by the District in FY2016. 42.96% in FY20 (\$709k overbudget).



9.51%

-5.95%

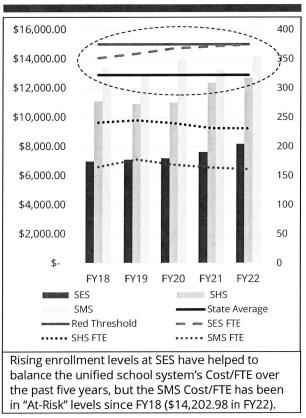
FY20

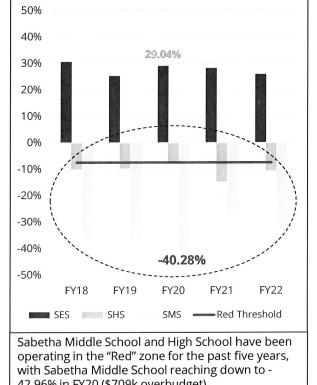
SMS

FY21

FY22

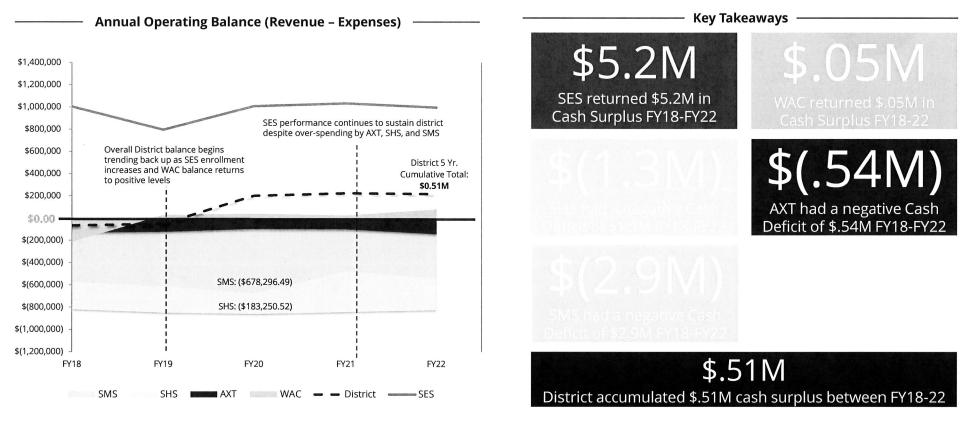
#### **Cost/FTE**





### Annual Operating Balances – By Campus

The following graph demonstrates how the spending at each school is impacting the District's overall performance (shading below the \$0.00 line indicates that building is being subsidized by other buildings).



Source: USD 113 Prairie Hills, Audited Allocation of Expenditures Per Building Per USD Records Actual For Fiscal Years 2018 - 2022 Note: Refer to USD 113 District Review spreadsheet to view Cash Balance details for each campus individually.



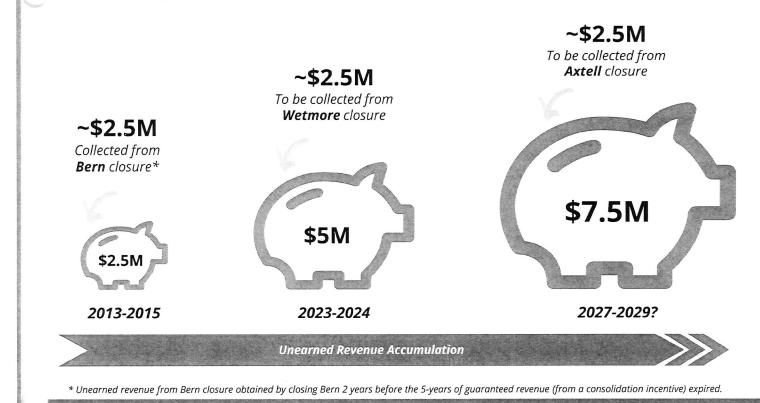
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# The \$7.5M Loophole

'SD 113 stands to gain ~\$7.5M of Unearned Revenue from loopholes in the Kansas School Funding Formula.



# The \$7.5M Loophole

USD 113 stands to gain ~\$7.5M of Unearned Revenue from loopholes in the Kansas School Funding Formula.

ere is loophole in the Kansas School Funding Formula that allows unified districts to receive "Unearned" Revenue" for large numbers of students it is not responsible for educating after a school closes.

When the <u>Legislature redesigned the school finance formula</u>, it was changed to set funding based on the highest of the past 2 year's enrollment to help school officials manage natural changes in enrollment.

This is a helpful tool for administrators, but the formula does not provide any guidance or adjustments to the formula when a school building closes (and large numbers of students transfer to a new school).

#### The loophole creates the following impacts:

**Unearned Revenue** - The unified district continues to receive 2 years' worth of base aid funding for large numbers of students (USD 113 will receive ~\$2.5-3M in "Unearned Revenue" in FY 24-25).

**Taxpayers Pay Double**- The neighboring district that takes the students will also receive base aid funding for the students during the second year of the transition (taxpayers pay double, 3x in 2 years).

USD 113 has already collected ~\$2.5M in "Unearned Revenue" due to the Bern school closure, and it stands to gain over \$7.5M in "Unearned Revenue" through school closures if the legislature doesn't address this loophole and create guidance for awarding revenue when a school closes.

Contact KS State DOE, School Finance Director, Dale Brunghardt, for additional information: <u>DBrungardt@ksde.org</u> | (785) 296-3872



#### February 13, 2023, Prairie Hills USD 113 and Prairie Hills Education Association, Memorandum of Understanding #1

Because of the decision by the USD 113 Board of Education (Board) to close the Wetmore Academic Center at the end of the 2022-23 school year, and the intent of the USD 113 Board of Education to not engage in a Reduction in Force as a result of this closure, the Board and the Prairie Hills Education Association (PHEA) enter into this Memorandum of Understanding and agree as follows:

Considering that the FY 23 Negotiated Agreement between the Board and PHEA identifies a process by which the deadline for the "Early Retirement Bonus" and the "Retirement Incentive" will be extended in the event of a reduction in force, and considering that the closure of the Wetmore Academic Center presents a change in location of employment for existing employees, even though a reduction in force is not planned; the Board and PHEA agree to the following changes that will begin at the start of the day February 15, 2023, and end at the end of the day February 21, 2023.



#### B. Early Retirement Bonus

If written notification is given on or before January 15 of the year of retirement and the teacher has been employee by USD #488, USD #441 or USD #113 for 20 or more years, a payment of \$3,000 will be made into the teacher's 403(b) account (teacher pays social security and medicare tax on the bonus). They will also receive the Early Retirement Incentive. In exchange for the bonus, the staff member will forfeit the \$15 a day pay for accumulated sick leave not to exceed 45 days.

For the 2022-23 school year, the USD 113 Board of Education will re-open district retirement options for those who qualify within the district if written notification is given between February 15, 2023 and February 24, 2023.

#### C. Retirement Incentive

A retiring teacher will receive the Retirement Incentive if they give notice in writing to the Clerk of the Board on or before Jan. 15 of his/her pending retirement at the end of the contract year, have attained the years of service requirement listed below and have reached the minimum age of 53. The Board shall pay the retired teacher an annual lump sum of \$3,000 into the teacher's 403 (b) account with a current district provided vendor for a period not to exceed the lesser of five (5) years or the year the retiree is eligible to receive Medicare (based upon retiree age on July 1). The annual lump sum payment will be made in January of the year following retirement and each January thereafter until all benefits have been paid. The amount paid shall be pro-rated according to the length of service USD #488, USD #441, or USD #113 as follows:

Years of Service	Percentage
20	100
16	80
12	60

For the 2022-23 school year, the USD 113 Board of Education will re-open district retirement options for those who qualify within the district if written notification is given between February 15, 2023 and February 24, 2023. KPERs Tier 3 teachers are eligible for the Matching Retirement Plan and not eligible for the Refirement Incentive.

Signed Leslie Scoby, BOE President

BOE Clerk

**Amman** Date <u>2/14/23</u>

PHEA President

Date 2/14/23

Todd Evans | Superintendent | evanst@usd113.org Jennifer Gatz | Director of Student Learning | gatzj@usd113.org

1619 S. Old Hwy. 75 | Sabetha, KS 66534 | Phone: 785.284.2175 | Fax: 785.284.3739 | Website: usd113.org | Email: boe@usd113.org