# Budget Hearing for 2020-2021 General Fund Budget

June 15, 2020

### **Budget Presentation**

#### 2019-20 Final Proposed Budget Amendment

#### Proposed Initial 2020-21 General Fund Budget

- Major Budget Assumptions
- Recommended Budget Reductions
- Budget Summary and Fund Balance Projections
- Timeline for Budget Revisions

#### Additional 2020-21 Proposed Budgets:

- Athletic Fund
- Food Service Fund
- Sinking Fund
- Debt Retirement Fund
- Recreation Fund
- Fiduciary Fund

#### Additional Information and Historical Trends

• Summary and Questions

## **2019-2020 Final Amendment Assumptions**

#### • Final Amendment to Audited Actual

- Fiscal Year Ends June 30th Accounting continues through August
- Assumes **no proration** of state aid for **2019-2020** 
  - Financials reflect **a full foundation allowance \$8281** of per student
  - Promised categorical funds funded in full
  - This assumption carries the risk of a significant negative variance
  - The risk of a proration has not dissipated; rather, the budget reflects <u>current</u>
     <u>enacted law</u> and does not attempt to predict the political solution to the
     COVID-19 funding crisis
  - Operationally, the Board cannot prevent this nor take any responsive action to reduce costs
- **CARES Act** fully integrated into final numbers
  - **Net to EGR \$47,313**
  - Allocated funds supported elementary instruction
  - No carry over to 2020-21
  - Effectively reduced our utilization of fund balance by the same amount

## **Proposed Final Amendment - 2019-2020**

#### Significant Changes January Amend. to Final Amend.:

**Revenue:** WECC \$(268k) Athletics \$(78k) Rentals \$(20k) CARES Act \$47k Special Education \$54K 33 Accounts with Adjustments

#### Expenses:

Personnel Costs - As expected Substitute costs **\$(33k)** Grounds Maintenance **\$63k** Special Transportation & Tuition **\$77k** Utilities Savings **\$(90k)\*\*** Building Maintenance **\$75k** Woodcliff Custodial **\$33k** 315 Accounts with Adjustments

	Amended	Final	Change
Revenues	\$31,625,293	\$31,414,857	-\$210,436
Expenses	\$31,606,154	\$31,621,821	\$15,667
Chg. in Fund Reserve	\$19,139	-\$206,964	-\$226,103
Ending Fund Reserve	\$3,007,125	\$2,781,022	
Fund Reserve* %	9.51%	8.79%	
*Percentage of Current Year Expenses			

# **2019-20 Proration Scenarios**

Until the state resolves the projected shortfalls in the **School Aid Fund**, <u>proration remains an ongoing risk</u> to East Grand Rapids:

(in millions)	2019-20
Jan. '20 state revenue estimate pre-COVID-19 pandemic	\$13,925.5
May '20 state revenue estimate COVID-19 pandemic and beyond	\$12,676.7
<b>Projected Loss in Revenue</b>	<b>\$1,248.8</b> (\$855/student)

**Per Pupil Proration Examples** 

	Final Proposed	-\$100	-\$300	-\$500	-\$750
Revenues	\$31,414,857	\$31,126,157	\$30,548,757	\$29,971,357	\$29,249,607
Expenses	\$31,621,821	\$31,621,821	\$31,621,821	\$31,621,821	\$31,621,821
Chg. in Fund Reserve	-\$206,964	-\$495,664	-\$1,073,064	-\$1,650,464	-\$2,372,214
Ending Fund Reserve	\$2,781,022	\$2,492,322	\$1,914,922	\$1,337,522	\$615,772
Fund Reserve* %	8.79%	7.88%	6.06%	4.23%	1.95%

## **2020-21 School Aid Fund Projections**

(in millions)	2020-21	2021-22
Jan. '20 state revenue estimate pre-COVID-19 pandemic	\$14,317.5	\$14,640.1
May '20 state revenue estimate COVID-19 pandemic and beyond	\$13,180.4	\$13,920.4
May Revenue Conference Projected Loss in Revenue	\$1,137.1 (\$783/student)	<b>\$719.7</b> (\$498/student)
<b>Per Pupil</b> <b>Revenue Shortfall</b> Relative to Existing SAF Costs	\$663	\$231

### **2020-21 Budget Assumptions - Revenues**

#### **Foundation Allowance**

- Assumes **\$650** per pupil reduction in the foundation allowance
- Overall, loss of **\$1,876,550** in state aid

#### **Enrollment**

- Assumes enrollment of **2851** 
  - Down **36** students from 2019-20
- Results in additional loss of state aid totaling **\$274,716**

#### **Categorical Funding**

• Assumes consistent allocations relative to 2019-20 levels

#### **Retirement Offsets**

- Assumes continued funding and no changes to retirement plans / plan assumptions
- 147 al & a2 Assumes governor's proposal realigns to actual payroll vs. percentage of state payroll (\$35k reduction)
- 147 c Assumes existing law related to unfunded accrued liabilities above the statutory rate cap of 20.96%, pursuant to Section 41 of the MPSERS Act, in maintained Increases revenues by \$336k (expenses exactly track revenues).

### **2020-21 Budget Assumptions - Revenues cont.**

#### **Local and County Millages**

- **4.58%** increase in property values
- Headlee Amendment limits increases to rate of inflation
- Enhancement Millage and Act 18 Special Education Funds 1.9% increase

#### Preschool / Childcare

• Revenues estimated at **80%** of 2018-19 levels. Programs budgeted at **break-even**.

#### **East Grand Rapids Schools Foundation - Program Support**

- 2018-2019 Funded **\$150k** in vital programs
- Foundation Board has authorized \$330k in program support
- One EAST fundraising has <u>not</u> been factored into the budget at this time

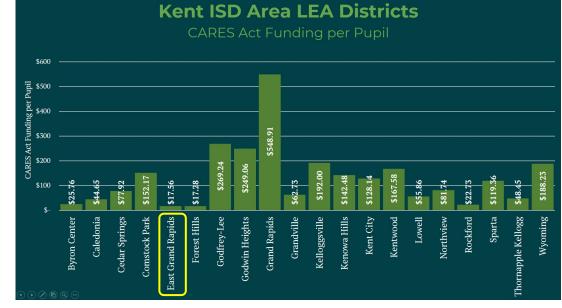
#### Federal Special Education (IDEA), Title I, Title II, Title IV

- Expect minor declines year over year in funding (\$23K)
- Overall budget consistent with historical levels
- All combined, less than **\$400,000** annually

### **2020-21 Budget Assumptions - Revenues cont.**

#### Additional Federal Stimulus related to COVID-19

- No federal stimulus is budgeted at this time
- Indications suggest August is the earliest any action might occur
- Small risk exists that **no** additional federal stimulus will be allocated whatsoever
- If additional stimulus is authorized, but allocated along the Title I formula, EGR will receive little support.



### **2020-21 Budget Assumptions - Expenses**

#### Wages & Salaries

Assumptions used only to present an initial budget

- Actual costs could be **higher** or **lower**
- Subject to collective bargaining requires agreements with EGREA and EGRASE
- Cost of current projections factor in a hard freeze (no step, no salary scale change)

#### Health, Dental, and Other Employee Insurance & Benefits

Assumptions used only to present an initial budget

- Actual costs could be **higher** or **lower**
- Subject to collective bargaining requires agreement with EGREA and EGRASE
- Assumes no change in benefit levels or structures
- Assumes current mix of plans remains consistent (single, 2-person, family, Wage-in-Lieu, etc).
- Assumes **3.3%** increase in health insurance for EGREA and EGRASE
- Assumes **1.9%** increase in health insurance for all other employees
- Dental costs forecasted up 5% due to pent-up demand

#### **Retirement Rate Increase**

- Employer share increasing an average of 0.71%
- Total increase of **\$110k**

### **2020-21 Budget Assumptions - Expenses cont.**

#### **Retirement Offsets**

• 147 c allocation - expenses increase by **\$336k** directly offsetting revenues

#### **Utilities**

- 5% increase in overall costs
- COVID-19 related: Double fresh air exchanges HVAC systems will be less efficient

#### **Special Education Transportation and Tuition costs**

• Transportation and tuition costs directly correlate to students enrolled in center-based programs. Cost increases from 2019-20 carried forward in 2020-21.

#### Cash Flow / Interest Costs

- A decreasing fund balance increases borrowing needs
- Reductions in state aid combined with deficit spending creates cash flow issues
- Potential for higher property tax delinquencies
  - Non-homestead
  - Enhancement millage
  - Act 18 Special Education funding
  - Recreation millage

### **2020-21 Budget Assumptions - Expenses cont.**

#### 2019-2020 Cash Flow Borrowing

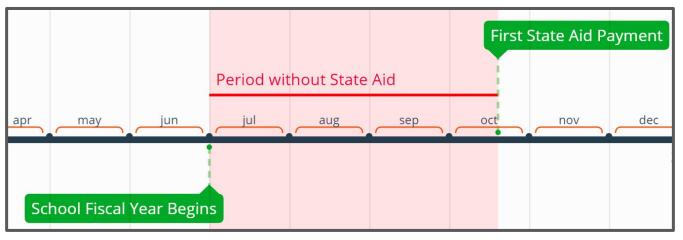
- \$1.25 million in August 2019
- \$1.25 million in June 2020

#### 2020-2021 Cash Flow Borrowing

- Conservative assumptions to prevent excess borrowing costs
- Depending on key variables, potential need for additional borrowing in April -June 2021
- Initial **\$3.5 million** for 2020-2021

#### Cost of Borrowing = \$26,500

#### Expected Interest Costs = \$82,500



### **2020-21 Budget Assumptions - Summary**

#### Per Pupil Summary Based on Enrollment of 2851 Students

Revenues Losses			
Foundation Allowance Reduction	Enrollment Decrease	Preschool & Childcare - No Surplus	Lost Athletic Revenue
\$650 per pupil	\$96 per pupil	\$70 per pupil	\$19 per pupil

Expense Increases				
Retirement	Health /	Interest	Utility Costs	Misc /
Costs	Dental Costs	Costs		Contingency
\$51	\$42	\$23	\$18	\$31
per pupil	per pupil	per pupil	per pupil	per pupil

### \$835 per pupil

## \$165 per pupil

# **Overall Per Pupil Shortfall \$1,000**

### **2020-21 Budget Assumptions - Reductions**

#### **Reduced Programming/Staffing**

- Reductions in programming and realignment of staff through attrition will reduce teaching staff by **8.1** FTEs
- Administrative and administrative support staff by **2.0** FTEs
- Support staff reductions will reduce 20 part time employees and
   2-3 full time employees
- Subject to Board of Education approval

Operational risk whenever restructuring occurs. Can the plan be executed successfully and the projected savings achieved?

### **Non-Instructional Reductions**

Building Budgets - 20% Reduction	
-Supplies	
-Discretionary Activities	
Athletic Department Budget	
-Discontinue Barwis Program	
-Reduce Equipment & Supply budget	
-Eliminate district funding for Saturday transportation	

\$82,000

**Savings** 

\$60,000

\$142,000

### **Administrative Reductions**

**Savings** 

#### **Director of Technology and Assessment**

-Eliminate position on June 30, 2020

-Restructured to assume PAC Manager responsibilities for 2020-21

Assistant to the Assistant Superintendent of Instruction \$55,000

\$55,000 (2020-21), \$150,000 (2021-22)

Total Savings: \$110,000 (\$205,000 in 2021-22)

### **Instructional Reductions - Elementary**

Restructure Elementary Specials	\$285,000
-Spanish 80 mins to 55 mins per week (part of specials day)	
-Music every other week (vs. weekly)	
-PE every other week (vs. weekly)	
Elementary Section Reduction/Class Size Increase	\$190,000
-Breton 1st grade (4 sections to 3)	
-Breton 2nd grade (4 sections to 3)	
Eliminate K-1 Paraeducators	\$142,000
Literacy Coach Reduced .8 FTE	\$76,000
-Remaining .2 FTE required by law	

Total Savings: \$693,000

### **Instructional Reductions - Secondary**

3.0 MS/HS General Education Teachers	\$170,000
Align Special Education caseloads to student population	\$95,000
HS/MS instrumental music classes	\$38,000
-Combine 1 HS section	
-No longer co-teach 1 MS section	
The tail Constance	¢202.000

Total Savings: \$303,000

### **Summary of Recommended Reductions**

<b>Operational Area</b>	<u>Amount</u>
Non-Instructional Budgets	\$142,000
Administration & Administrative Support	\$110,000
<b>Elementary Instruction and Support</b>	\$693,000
Secondary Instruction and Support	\$303,000
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Total: \$1,248,000

### **Prior Budget Reductions**

<u>Year</u>	A	<u>nnual Amount</u>
2009-10		\$686,400
2010-11		\$1,258,500
2011-12		\$680,000
2012-13		\$452,500
2013-14		\$490,000
2014-15		\$125,000
2015-16		\$638,000
	Total:	\$4,330,400

Source: Community Budget Guide

## **Proposed 2020-21 General Fund Budget**

Summary	of Key	Assum	ptions

**Revenue: \$650** cut per student **\$330k** from the Foundation **36** fewer students

No federal stimulus

#### Expenses:

Approval of all recommended reductions

Increased retirement, health care, dental, utility, and maintenance costs consistent with published increases and historical trends

	Proposed
Revenues	\$29,604,647
Expenses	\$31,285,614
Chg. in Fund Reserve	-\$1,680,967
Ending Fund Reserve	\$1,100,055
Fund Reserve* %	3.52%
*Amount off 2019-20 proposed final budge off current year expenses	t and percentage

## **2020-21 Expense Allocation Detail**

#### Select Highlights:

- Instruction remains the top priority
- Total Classroom Costs:
   68.4% in 2019-20 vs.
   67.9% in 2020-21
- Facilities and Utilities:
   6.9% in 2019-20 vs.
   7.5% in 2020-21
- Early Childhood fully offset by program revenues
- Co-Curriculars: **3.0%** in 2019-20 vs. **2.7%** in 2020-21
- All Administration: 10.7% in 2019-20 vs. 10.3% in 2020-21

	2020-21 Proposed	Percentage of Budget
General Education	\$18,491,642	59.1%
Special Education	\$2,753,325	8.8%
Total Classroom	\$21,244,967	67.9%
Instructional Support	\$1,362,352	4.4%
Technology & Support	\$926,043	3.0%
Building Admin & Support	\$2,098,100	6.7%
Central Office Admin & Support	\$1,114,158	3.6%
Business Expenses	\$174,500	0.6%
Facilities & Utilities	\$2,341,992	7.5%
Transportation	\$350,500	1.1%
Early Childhood	\$680,595	2.2%
Co-Curriculars	\$859,496	2.7%
Others	\$132,911	0.4%
Total Expenses	\$31,285,614	100%

## **2020-21 Federal Stimulus Scenarios**

#### **Per Pupil Federal Stimulus Examples**

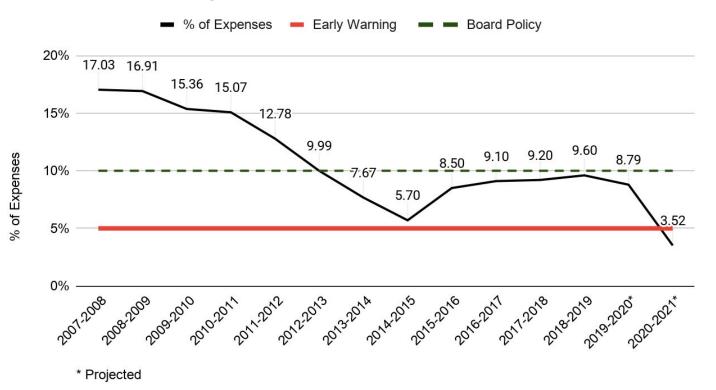
	Proposed	\$100	\$200	\$300	\$400	\$500	\$600	\$650
Revenues	\$29,604,647	\$29,889,747	\$30,174,847	\$30,459,947	\$30,745,047	\$31,030,147	\$31,315,247	\$31,457,797
Expenses	\$31,285,614	\$31,285,614	\$31,285,614	\$31,285,614	\$31,285,614	\$31,285,614	\$31,285,614	\$31,285,614
Chg. in Fund Reserve	-\$1,680,967	-\$1,395,867	-\$1,110,767	-\$825,667	-\$540,567	-\$255,467	\$29,633	\$172,183
\$1,385,15 \$1,670,25 \$1,955,35 \$2,240,45 \$2,525,55 \$2,810,6							\$2,810,65	\$2,953,20
<b>Ending Fund Reserve</b>	\$1,100,055	5	5	5	5	5	5	5
Fund Reserve* %	3.52%	4.43%	5.34%	6.25%	7.16%	8.07%	8.98%	9.44%
*Amount off 2019-20 proposed fi	nal and percentage	off current year	r expenses					

## **Fund Balance**

School Year	Ending Fund Balance	Change in Fund Balance	% of Expenses
2007-2008	\$4,659,884	\$425,289	17.03
2008-2009	\$4,683,818	\$23,934	16.91
2009-2010	\$4,351,535	-\$332,283	15.36
2010-2011	\$4,249,086	-\$102,449	15.07
2011-2012	\$3,587,979	-\$661,107	12.78
2012-2013	\$2,839,156	-\$748,823	9.99
2013-2014	\$2,208,690	-\$630,466	7.67
2014-2015	\$1,672,479	-\$928,231	5.70
2015-2016	\$2,429,109	\$736,630 [\$253,088]**	8.50
2016-2017	\$2,661,515	\$232,406	9.10
2017-2018	\$2,796,190	\$134,675	9.20
2018-2019	\$2,987,986	\$191,796	9.60
2019-2020*	\$2,781,022	-\$206,964	8.79
2020-2021*	\$1,100,055	-\$1,680,967	3.52
*Projected - subject	to final audit **\$483,542 from cell tow	ver lease sale	

## **Fund Balance**

Fund Balance History



# **Budget Revision Timeline**

- Monitor developments in Lansing and Washington D.C. throughout July and early August
- Remain nimble to respond to changes in external variables
  - o 2019-2020 State Aid Proration
  - Significant federal stimulus or lack thereof
  - August 2020 Consensus Revenue Estimating Conference
  - One EAST campaign results
- August revision if warranted
- October revision once the School State Aid act is passed and signed into law
- January 2021 per usual timeline
- June 2021 per usual timeline

Additional updates can be scheduled as conditions warrant and considered prudent.

### Additional 2020-2021 Proposed Budgets

## **Athletic Fund Budget**

#### Assumptions:

- All seasons held with spectators
- Student participation levels 90% of historical averages

Revenues:

• 83% of 2018-19 audited amount

#### Expenses:

- 2019-20 vs 2020-21 increase reflects the assumption that spring sports will be held
- \$60,000 in reductions:
  - Barwis Program elimination
  - Equipment/Supplies
  - No School Funded Saturday Transportation

	2019-20	2020-21
Revenue:	Final	Proposed
Gate Receipts	\$115,000	\$93,900
Pay to Participate	<u>\$119,800</u>	<u>\$160,000</u>
Total Revenues	\$234,800	\$253,900
Expenses:		
Athletic Office	\$248,900	\$254,300
Coaches	\$260,400	\$285,800
Athletic Trainer	\$83,000	\$84,400
Event Workers	\$14,900	\$38,800
Transportation	\$30,000	\$41,900
Officials	\$22,500	\$34,900
Supplies/Fees/Travel	\$68,800	\$63,600
Barwis (Net)	\$22,190	\$0
Miscellaneous	<u>\$59,310</u>	<u>\$55,800</u>
Total Expenses	\$810,000	\$859,500

### **Food Service Fund Budget**

#### **Key Considerations:**

- Assumes health officials will allow the operation of a school lunch program
- Financials maintained on GRPS books 2019-20 final expenses estimated
- Deficit in 2020-21 the result of conservative expectations for food sales
- Further deterioration of the fund balance could necessitate a General Fund transfer (subsidy)
- Analysis of lunch and milk prices recommendation will be made to the Board in August to increase prices

	2016-17	2017-18	2018-19	2019-20	2020-21
	Actual	Actual	Actual	Final	Proposed
Revenues	\$562,261	\$538,466	\$547,255	\$509,339	\$520,000
Ongoing Expenses	\$512,739	\$485,500	\$521,291	\$535,000	\$535,000
Capital Expenses	\$0	\$0	\$0	\$19,200	\$10,000
Surplus/(Deficit)	\$49,522	\$52,966	\$25,964	-\$44,861	-\$25,000
Fund Balance	\$44,318	\$97,285	\$123,249	\$78,388	\$53,388

## **Sinking Fund Budget**

- .4585 mills
- Subject to Headlee rollback will only grow at the inflation rate
- Limited to specific uses, primarily building repairs and site improvements
- Cannot be used for operations or technology

	2019-20	2020-21	Inc./(Dec.)
Revenues	\$362,000	\$367,500	\$5,500
Expenses			
Building Repairs	\$200,000	\$220,000	\$20,000
Parking Lot Repairs	\$0	\$60,000	\$60,000
Athletic Turf Fund	\$40,000	\$40,000	\$0
Total Expenses	\$240,000	\$320,000	\$80,000
Turf Fund Reserve*	\$488,950	\$528,950	\$40,000
Uncommitted Reserve	\$511,832	\$559,332	\$47,500
Total Fund Reserve	\$1,000,782	\$1,088,282	\$87,500
*\$6,050 drawn from Turf Fund for repairs			

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026*
Revenues	\$367,500	\$374,000	\$381,000	\$388,000	\$395,000	\$402,000
Repairs	\$220,000	\$220,000	\$220,000	\$220,000	\$220,000	\$220,000
Athletic Turf	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
Parking Lots	\$60,000	\$120,000	\$120,000	\$120,000	\$140,000	\$140,000
Total Expenses	\$320,000	\$380,000	\$380,000	\$380,000	\$400,000	\$400,000
Total Ending Fund Reserve	\$1,088,282	\$1,122,282	\$1,163,282	\$1,211,282	\$1,246,282	\$1,288,282
Athletic Turf Reserve	\$488,950	\$528,950	\$568,950	\$608,950	\$648,950	\$688,950
Uncommitted Fund Reserve	\$599,332	\$593,332	\$594,332	\$602,332	\$597,332	\$599,332
*Sinking Fund requires reauthorization after 12	/31/25					

### **Debt Fund Budget**

- 9.95 mills levied
- 2019 Taxable Value = \$766,549,185
- 2020 Taxable Value = \$801,722,851
- Increase of 4.58%
- School Loan Revolving Fund (SLRF):
  - 3-4 years of continued borrowinging dependent on taxable value growth
  - Projected to be repaid in 2029 (2 years earlier due to refunding)
- Total Debt Outstanding = \$78,565,000
- Debt fully retired in 2039

	2019-20	2020-21	Inc./(Dec.)
Tax Collections	\$7,624,506	\$7,977,142	\$352,636
SLRF	<u>\$2,687,037</u>	<u>\$1,451,312</u>	<u>\$ (1,235,726)</u>
Total Revenues	\$10,311,544	\$9,428,454	\$ (883,090)
Expenses	\$10,311,544	\$9,428,454	\$ (883,090)
Net Change	\$0	\$0	
End Fund Reserve	\$78,943	\$78,943	

### **Recreation Fund Budget**

- 1.2035 mills
- Subject to Headlee rollback will only grow at the inflation rate
- Limited to specific uses, including:
  - Playgrounds
  - After-school activities associated with Performing Arts spaces, Gyms, and Fields
  - Utilities & Custodial costs necessary to allow Recreational Activities to occur
- Cannot support core school-day programs

	2019-20	2020-21
Revenue:	Final	Proposed
Recreation Millage	\$930,900	\$948,500
Expenses:		
PAC Management	\$31,000	\$31,000
Custodial	\$540,000	\$545,000
Grounds Maintenance	\$91,190	\$107,500
Utilities	\$217,000	\$245,000
HS Pool Supplies	\$30,000	\$20,000
Total Expenses	\$909,190	\$948,500

### **Fiduciary Fund Budget**

- New fund in 2019-2020
- Required as part of GASB84
- Replaced the "Trust & Agency Fund" which deposited and withdrew funds from same account and rolled over end of year balances
- Fiduciary Fund requires Revenue and Expense account for each "internal account," as well as a fund balance
- Budget for this fund is required to be approved by the Board

	2019-20 Final	2020-21 Proposed
Revenues	\$491,539	\$465,000
Expenses	\$463,157	\$465,000
Net Change	\$28,382	\$0
Beginning Reserve	\$391,608	\$419,990
End Fund Reserve	\$419,990	\$419,990

### **Additional Information and Historical Trends**

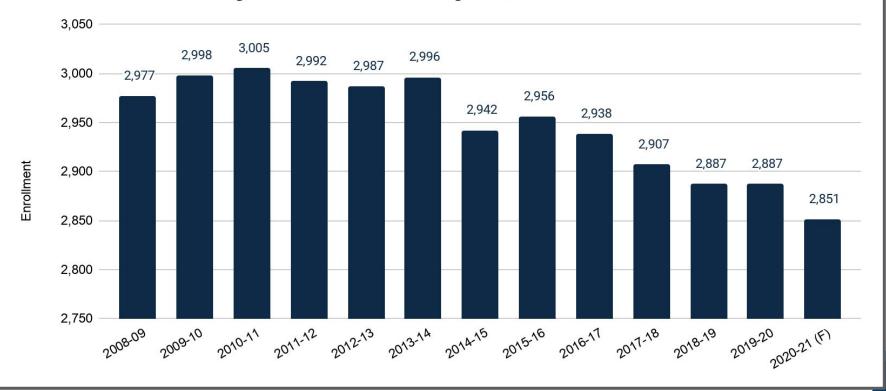
### **Preschool & Childcare Performance History**

- Budget reflects uncertainty to future operations
- Potential for positive variance if costs do not significantly increase
- Longer-term capital needs might require separating into a stand alone fund

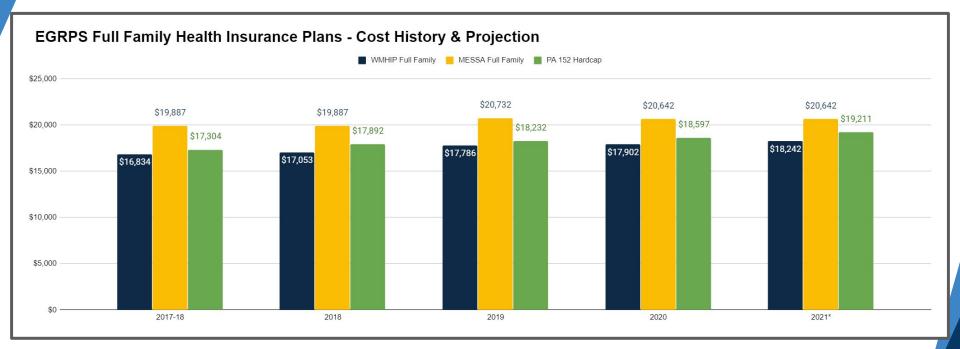
										Final Amendment	Proposed
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Total Revenues	\$510,547	\$655,523	\$637,299	\$631,577	\$703,621	\$774,379	\$734,092	\$889,105	\$835,095	\$567,479	\$680,595
Total Expenditures	\$453,476	\$565,727	\$671,034	\$647,962	\$666,820	\$607,075	\$607,460	\$627,078	\$617,785	\$642,554	\$680,595
Excess Revenue (Expenditure)	\$57,071	\$89,796	-\$33,735	-\$16,385	\$36,802	\$167,304	\$126,632	\$262,027	\$217,310	-\$75,075	\$0

## **Enrollment Trend**

### **Enrollment History and 2020-21 Projection**



## **Healthcare Cost Trend**



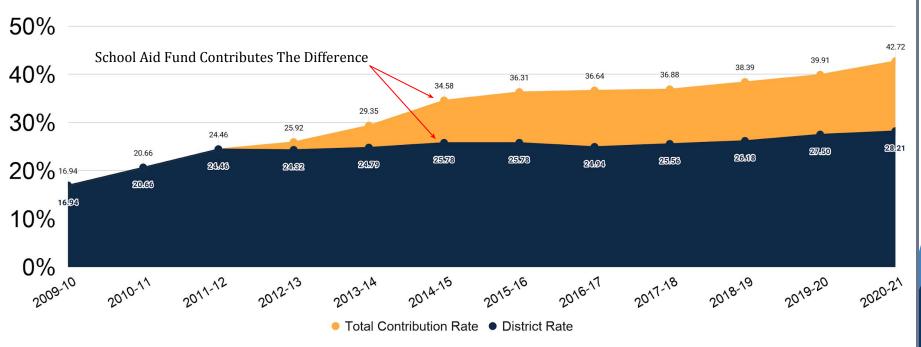
\*2021 MESSA rates have not been announced. Graph reflects 3.3% increase. Actual costs could be higher or lower. \*2021 WMHIP rates will increase 1.9% and remain below the PA 152 Hardcap.

Note: Graph reflects plans with the higher number of enrolled employees. A number of other plans with varying rates are offered.

## **Retirement Costs Continue to Rise**

#### State of Michigan Retirement System Rate History

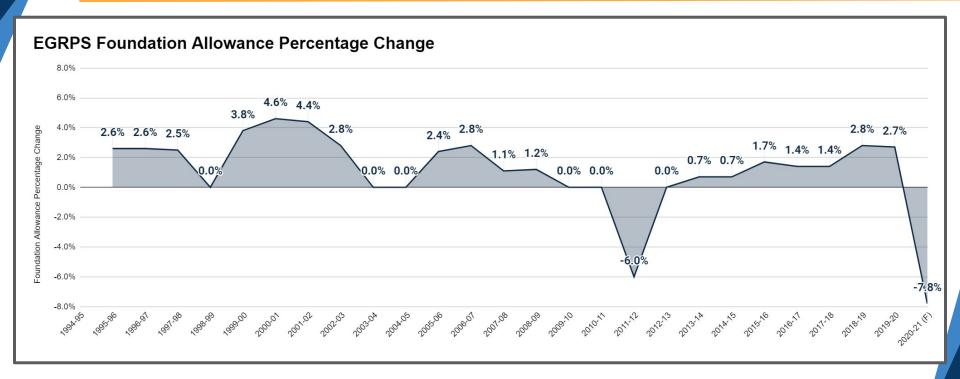
Percentage paid for each dollar of covered wages



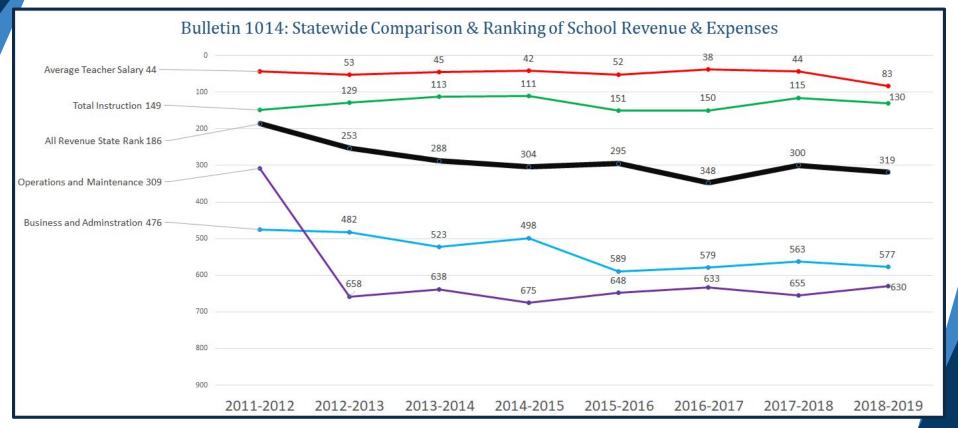
## Funding Below 2006-07 Levels



# **Foundation Allowance History**



# **Bulletin 1014**



In 2018-19, there were 826 school districts in Michigan

# **Risks to the Proposed Budget**

- Will economic forecasts worsen?
- Enrollment uncertainty.
  - How many families will select alternate options regardless of the menu of options offered by EGRPS next fall?
  - Will pupil accounting rules be favorably amended to allow some options families might desire? To blend student counts across years?
- What COVID-19 related costs will be incurred to meet health mandates?
  - Will funding be provided for those mandates?
  - What magnitude will these costs be?
- Will new COVID-19 related costs emerge unexpectedly?
  - New executive orders
  - Inability to hire substitutes, increased need for substitutes
  - New federal laws which expand costs faster than funding, etc.
- How will Collective Bargaining Agreements be settled?

