

Timeline and Estimated Budget Impact for Board Options

Full-time Aides/Paras

No Timeline

Option 4 - Pay IRS penalty \$1.4 million

Option 5 – Change to 12-month employees

March 2015

Option 2 – Use outside vendor

Net \$0

Option 3B - Reduce hours and use outside vendor

\$147,000

Option 3C - Reduce hours and increase pay

\$210,000

June 2015

Option 3A - Reduce hours and hire

\$0

March 2016

Option 1A – Offer health care benefits

\$1,354,000

Option 1B – Offer health care benefits with 6% cost sharing

\$1,276,000

Option 1C - Offer health care benefits with 10% voluntary wage reduction

\$1,207,000

Timeline and Estimated Budget Impact for Board Options
Substitute Teacher

No Timeline

Option 5 – Pay the \$1.4 Million IRS penalty

March 2015

Option 2 – Use outside vendor

Net \$0

Option 3B – Limit Hours below ACA threshold and increase daily rate by \$20 per day

\$106,000

June 2015

Option 3A – Limit Hours below ACA threshold through AESOP

\$0

Option 4- Offer substitutes the option of working below ACA threshold or working for outside vendor

Net \$0

March 2016

Option 1A – Offer benefits to those who exceed ACA threshold

\$210,000 to \$1,510,000

Option 1B – Offer benefits to those who currently average 130 hrs/month (currently 12) with 6% cost sharing

\$196,300 to \$1,423,200

Timeline and Estimated Budget Impact for Board Options

Variable Hour Employees

No Timeline

Option 4 – Pay \$1.4 million IRS penalty

March 2015

Option 2 – Use outside vendor to retain all aides/paras

Net \$0

June 2015

Option 3 – Limit Extra Duty Remuneration to prevent employees from exceeding ACA threshold

\$0

March 2016

Option 1A – Offer benefits to 29 existing employees who exceed ACA threshold

\$504,000 to \$1,875,000

Option 1B – Offer benefits to 29 existing employees who exceed ACA threshold with 6% cost sharing

\$475,000 to \$1,767,000

**SUMMARY Timeline and Estimated Budget Impact for Board
Options ALL GROUPS**

No Timeline

Option 4 - Pay IRS penalty

Total Budget Impact in 2016-2017 - \$1,400,000

March 2015

Option 2 – Use outside vendor

Total Budget Impact in 2016-2017 - \$0

Option 3B - Reduce hours and use outside vendor

Total Budget Impact in 2016-2017 - \$253,000

Option 3C - Reduce hours and increase pay

Total Budget Impact in 2016-2017 - \$210,000

June 2015

Option 3A - Reduce hours and hire

Total Budget Impact in 2016-2017 - \$0

March 2016

Option 1A – Offer health care benefits

Total Budget Impact in 2016-2017 - \$2,068,000 to \$4,739,000

Option 1B – Offer health care benefits with 6% cost sharing

Total Budget Impact in 2016-2017 - \$1,947,300 to \$4,466,200