

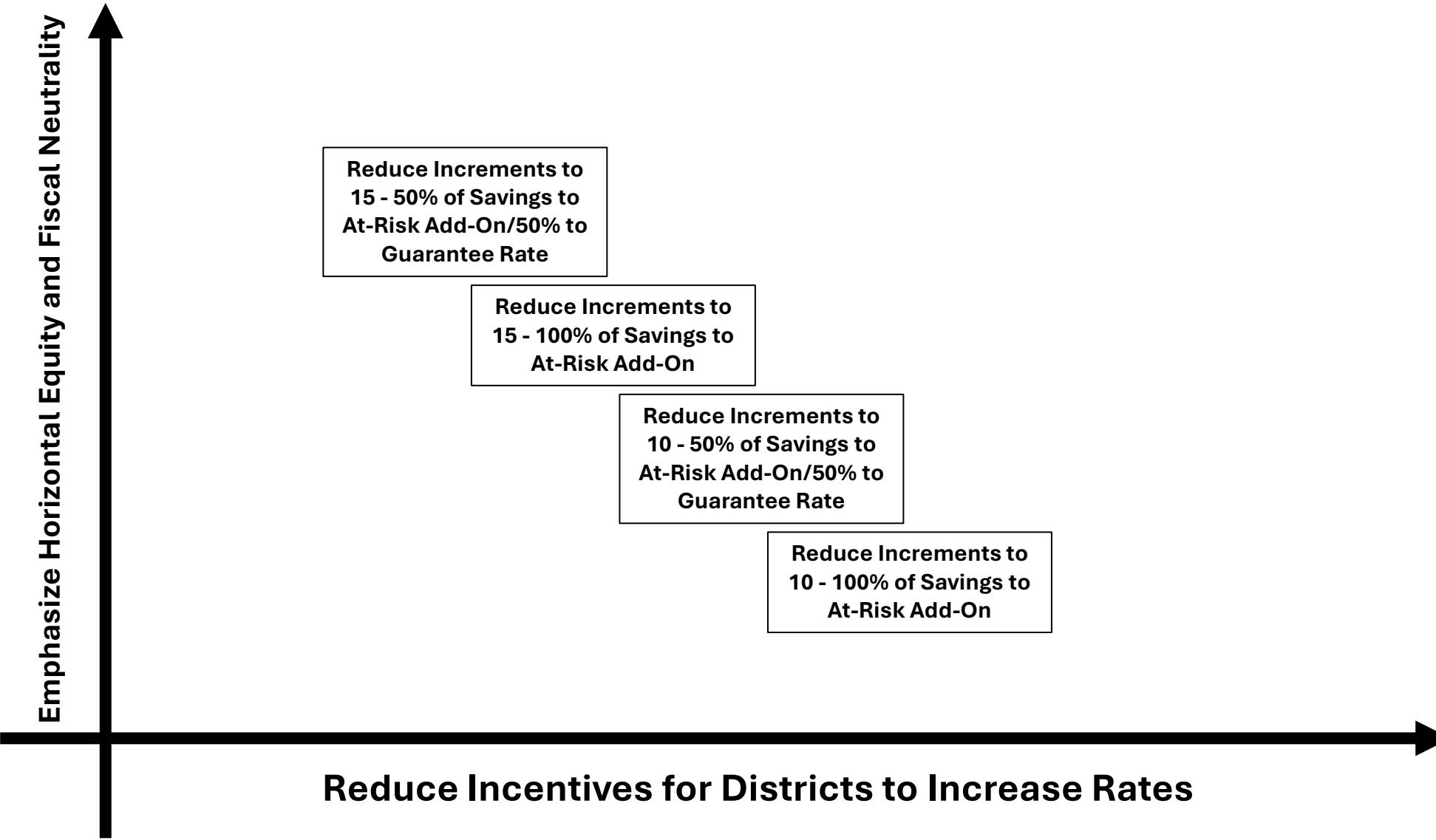
Voted and Board Local Levy Program Analysis and Possible Recommendations

Presentation to the Utah State Board of Education

Presentation Overview

- 1. Policy Principles Related to the V&B Program**
 - A. Principles of a Balanced K-12 Funding Formula**
 - B. K-12 Funding Vs. Tax Policy Priorities**
- 2. Policy Questions for the V&B Program**
- 3. Policy Levers for the V&B Program**
- 4. Possible Recommendations for the V&B Program**

Possible Recommendations

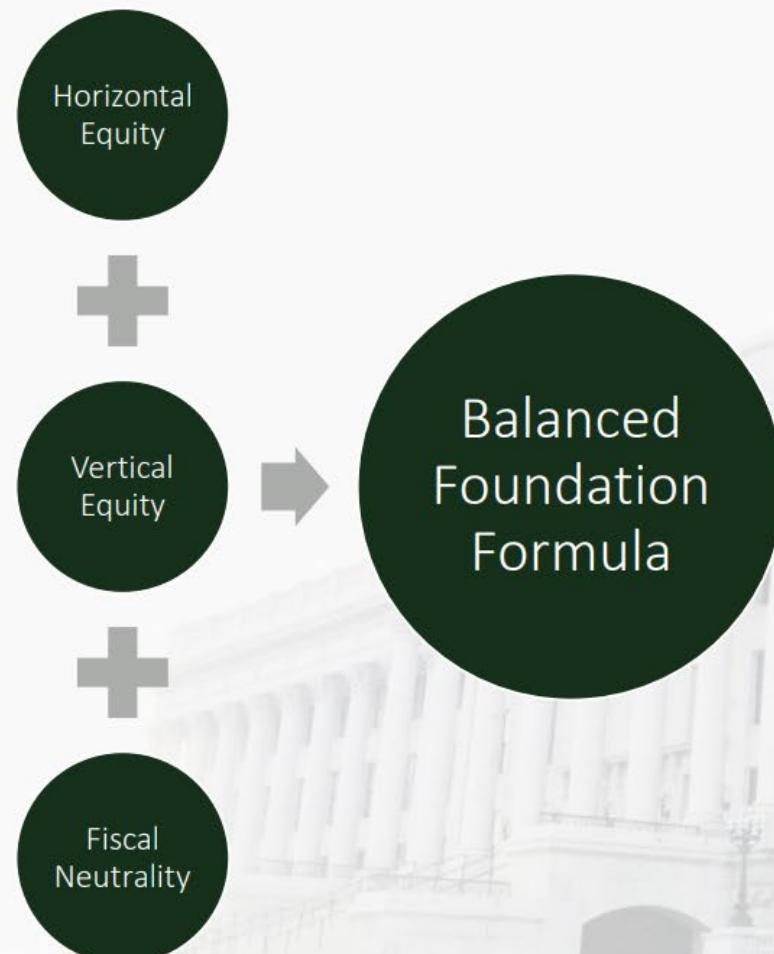


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What Makes a Balanced Funding Formula?

2025 GS | Components of State Public Education Funding System

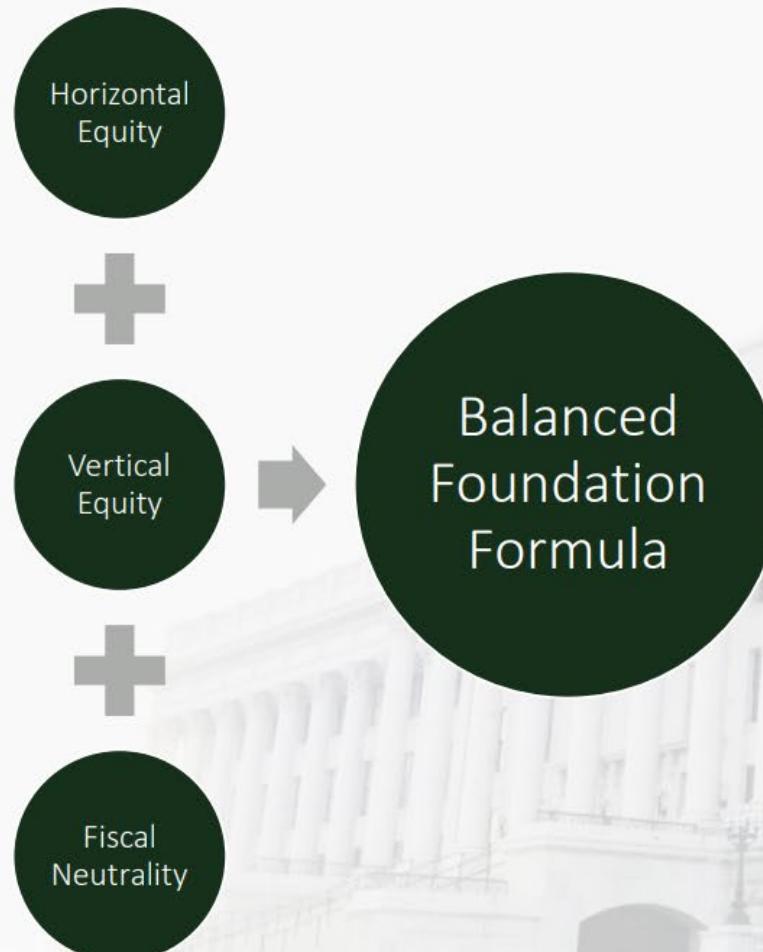


- Equity – Providing Reasonably Equal Education Opportunities to Students
 - Horizontal Equity
 - Similarly Situated Students Funded Equally
 - Easy to Quantify – Simple Count/Demographic Factor
 - Vertical Equity
 - Differently Situated Students Funded Differently (Greater Cost)
 - Difficult to Quantify – Value/Priority Choices
 - Fiscal Neutrality
 - Efforts to Mitigate Differences in District Wealth
 - Minimal Relationship Between Wealth and Educational Resources
 - Property Tax Equalization – WPU | Voted & Board Guarantee
- Core Focus of the Minimum School Program
 - Programs Designed to Support Objective
 - View as a Collective Whole



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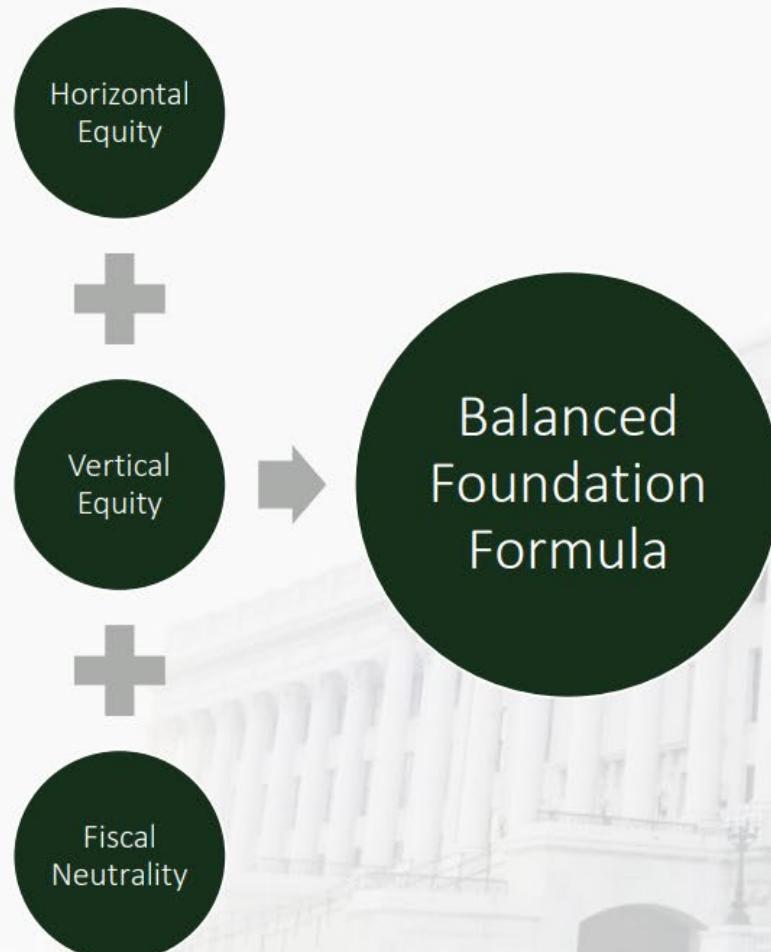


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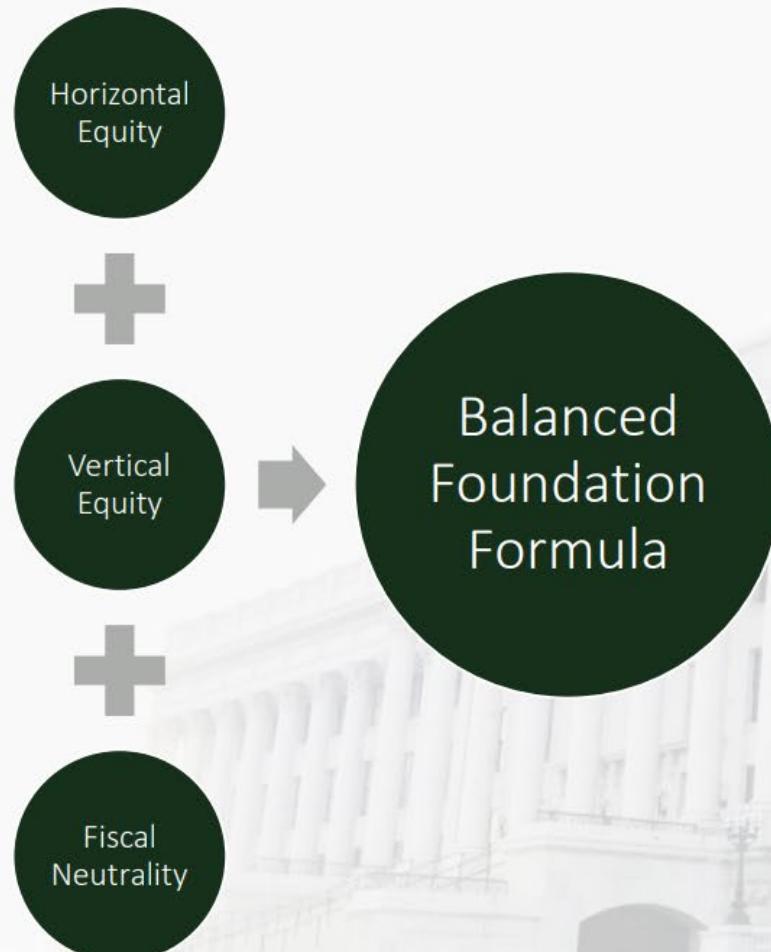


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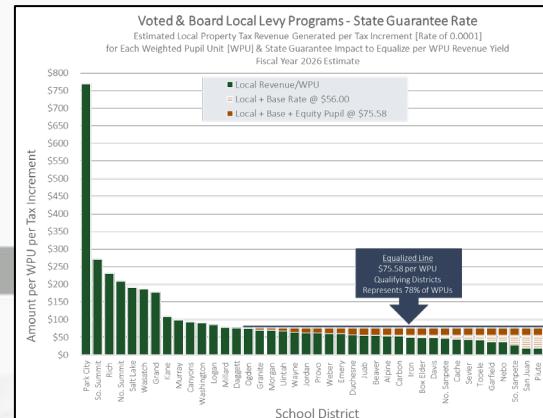


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Expenditures

Revenues

Expenditures

Revenues

Balanced K-12 Funding Formula

Horizontal Equity

Vertical Equity

Fiscal Neutrality

Expenditures

**Balanced K-12
Funding Formula**

Horizontal Equity

Vertical Equity

Fiscal Neutrality

Revenues

**Tax Policy
Considerations**

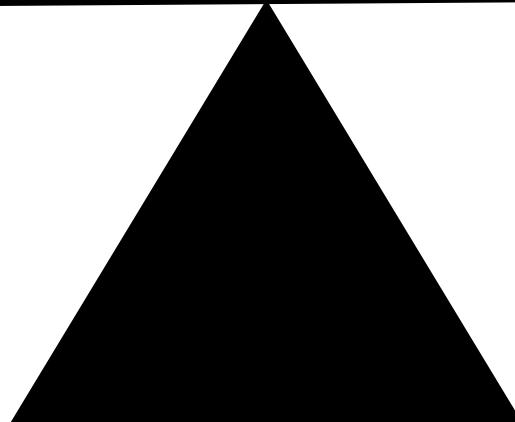
Income Taxes

Property Taxes

Fees and Charges

Balanced K-12 Funding Formula

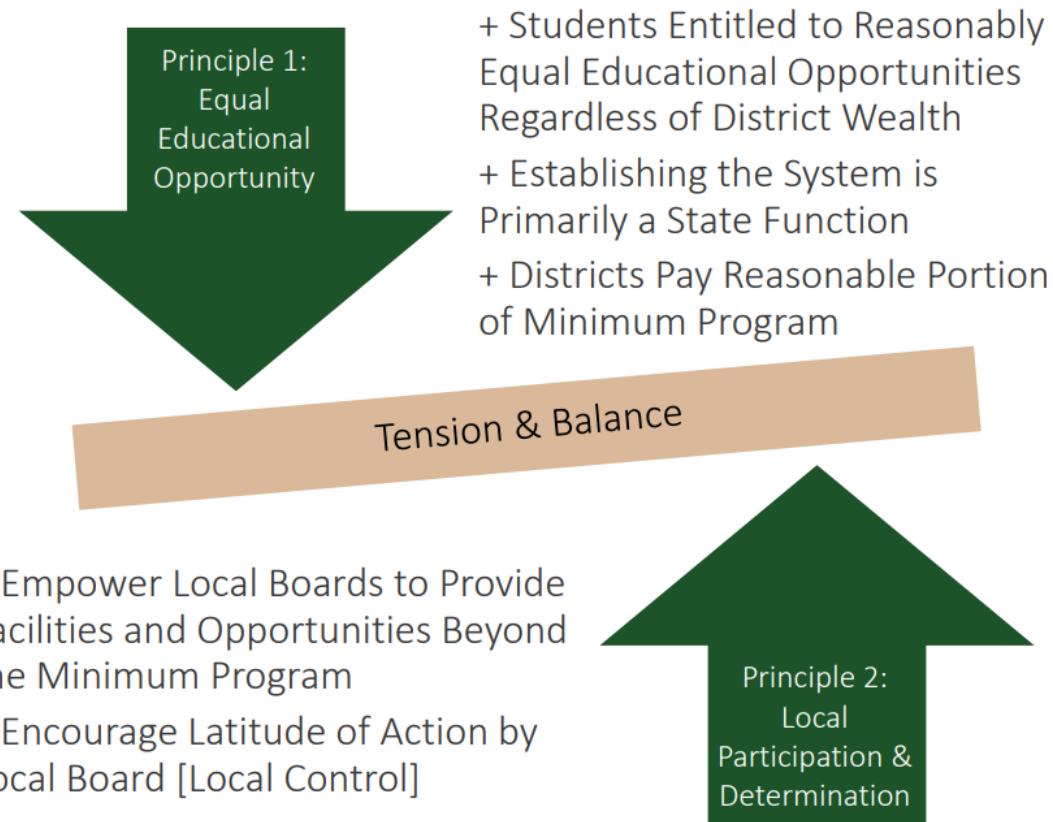
Tax Policy Considerations



Statutory Purpose & Funding Principles

2023 GS | Utah's Education Funding System

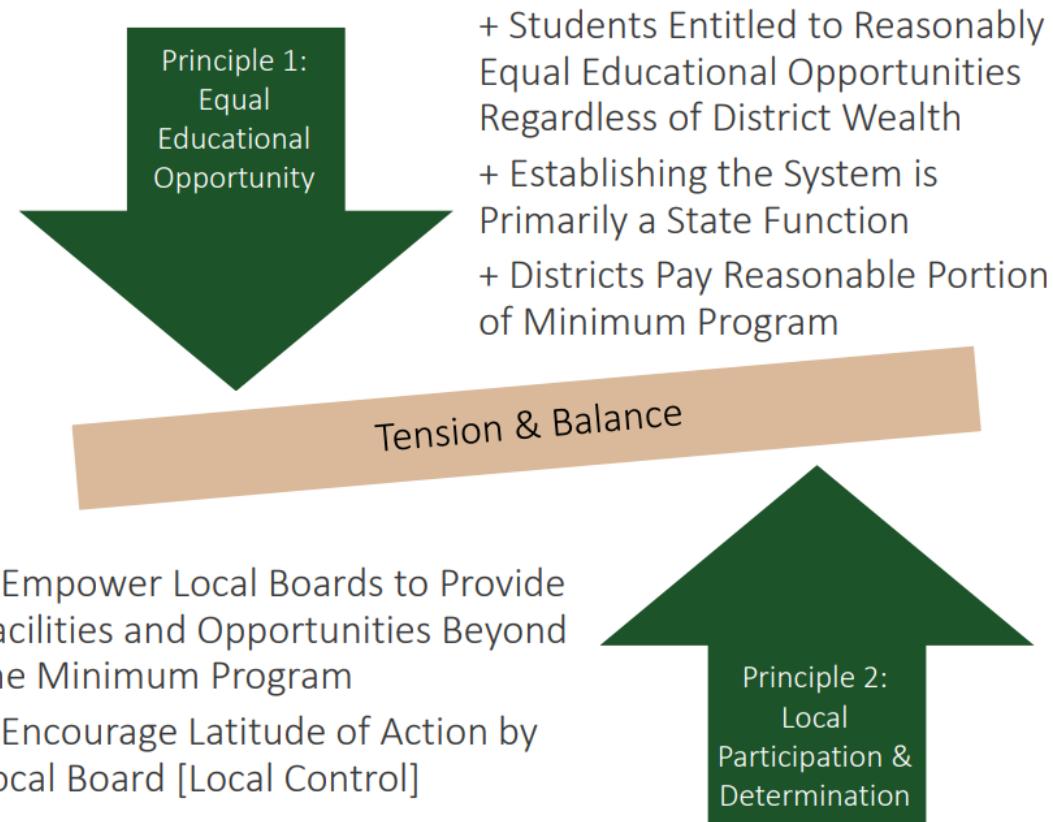
- Outlined in Statute (53F-2-103)
- Natural Tension & Balance
 - State Objective
 - Establish & Maintain a Reasonably Equitable System
 - The Minimum School Program
 - Local Board Objective
 - Implement the Minimum Program with Latitude of Action
 - Provide Facilities & Opportunities Beyond the Minimum Program



Statutory Purpose & Funding Principles

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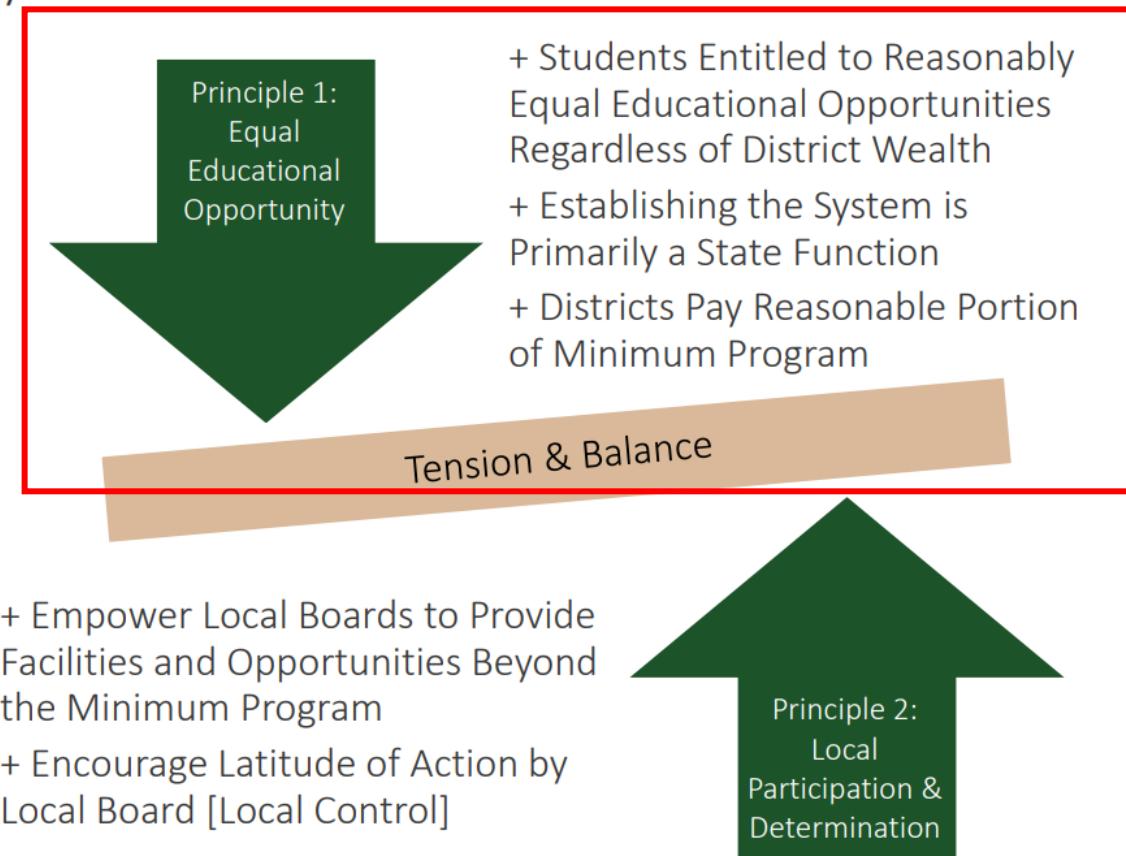
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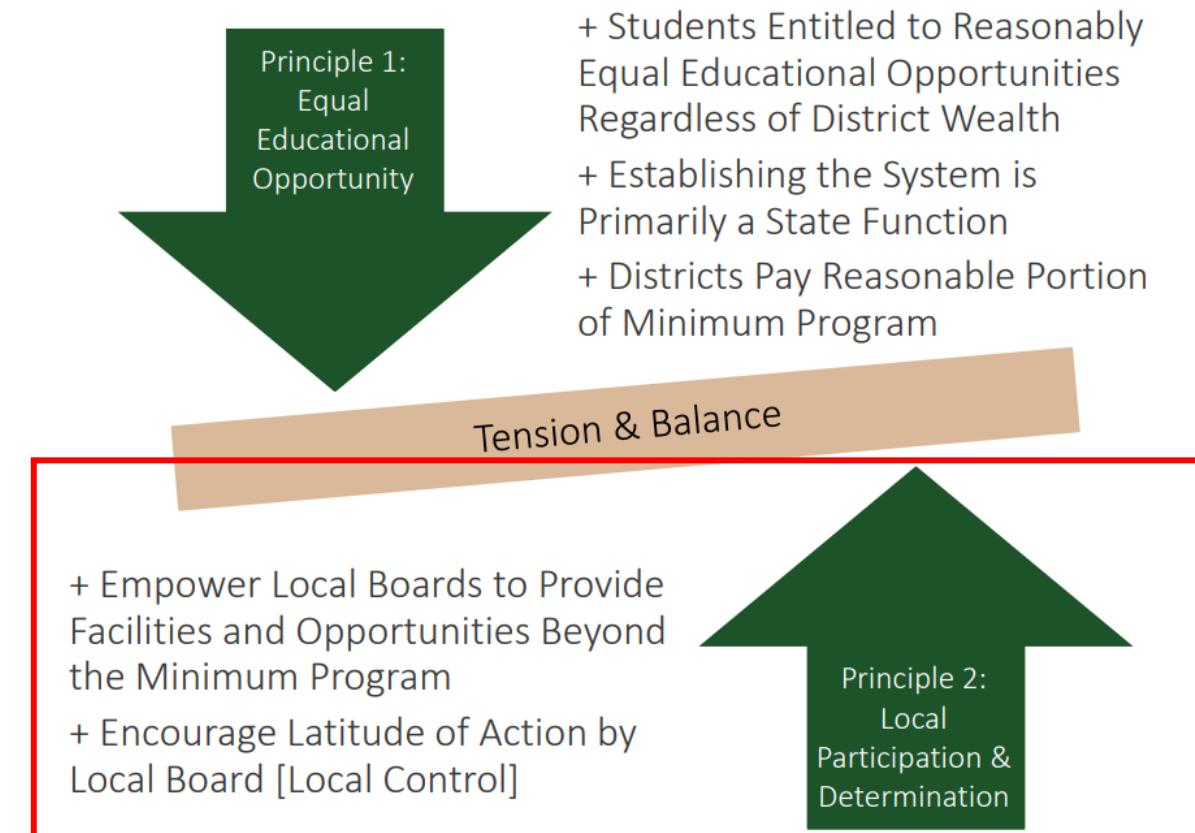
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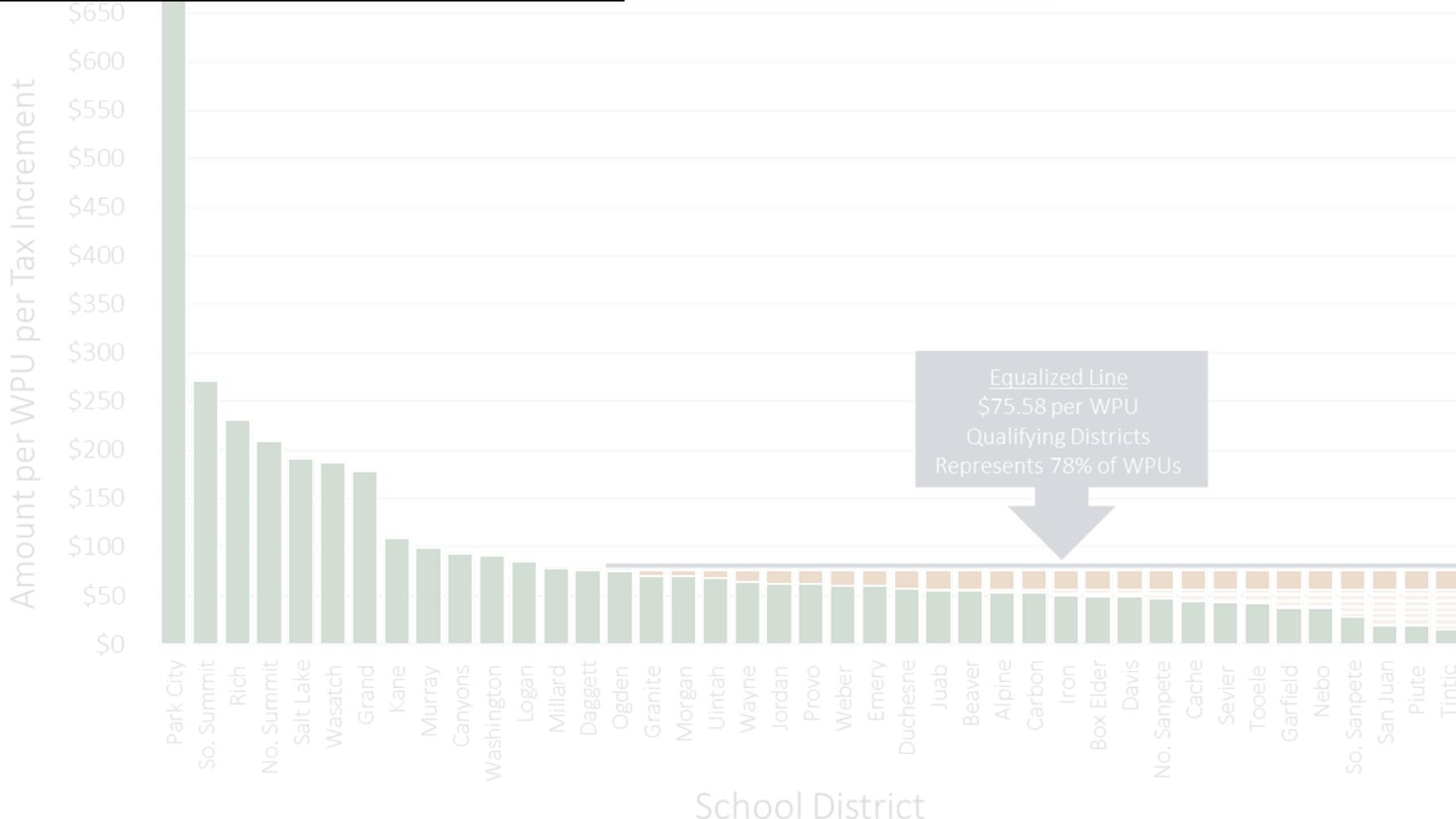
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Voted & Board Local Levy Programs - State Guarantee Rate

Should the V&B State Guarantee program grow, shrink, or stay the same?

Estimated Impact to Tax Revenue Generated per Tax Increment [Rate of 0.0001]
[] & State Guarantee Impact to Equalize per WPU Revenue Yield
Fiscal Year 2026 Estimate

Local Revenue/WPU
Local + Base Rate @ \$56.00
Local + Base + Equity Pupil @ \$75.58

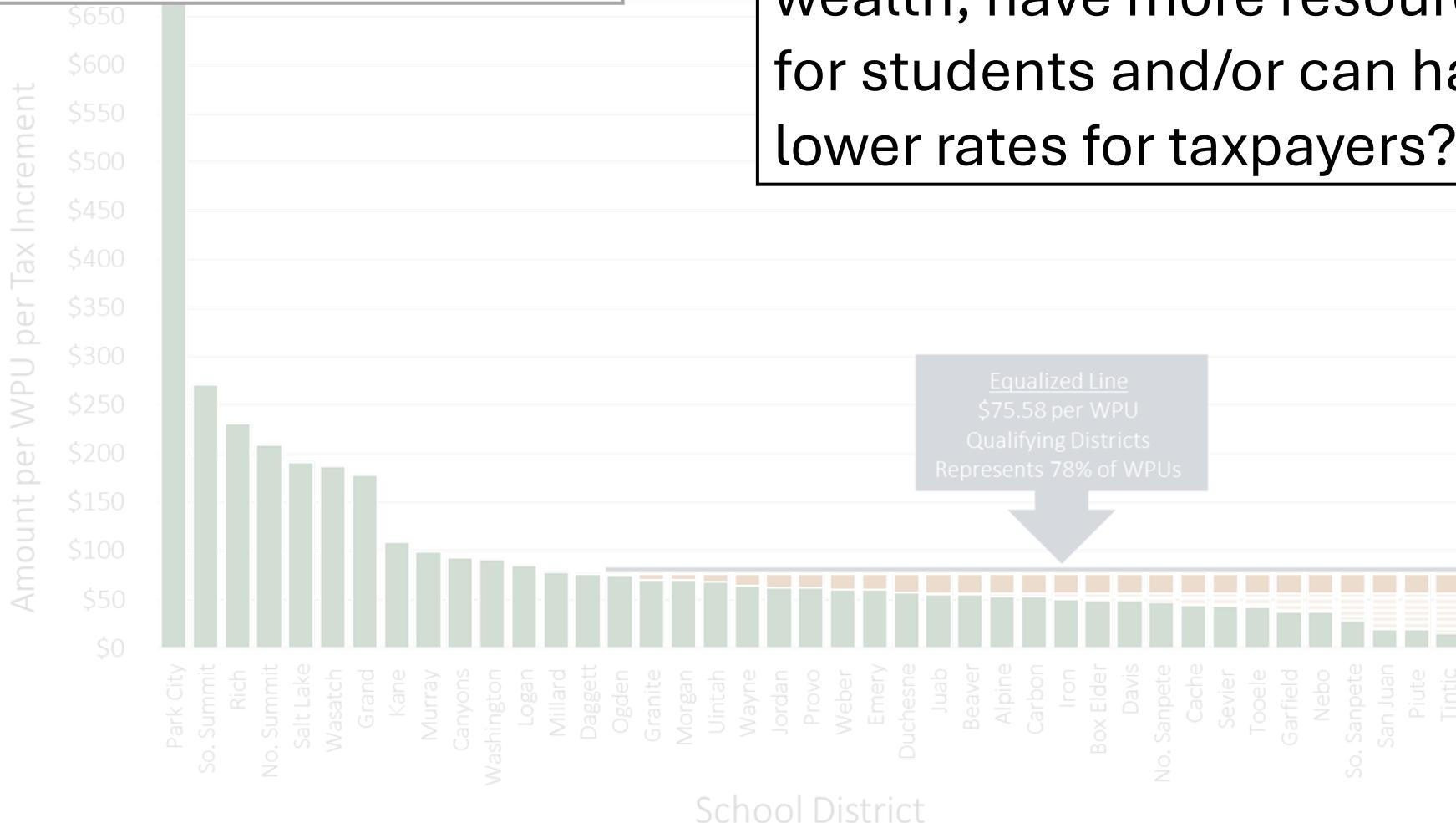


Voted & Board Local Levy Programs - State Guarantee Rate

Estimated Local Property Tax Revenue Generated per Tax Increment [Rate of 0.0001]

Should the V&B State
Guarantee program grow,
shrink, or stay the same?

Is it fair that certain districts,
because of local property tax
wealth, have more resources
for students and/or can have
lower rates for taxpayers?

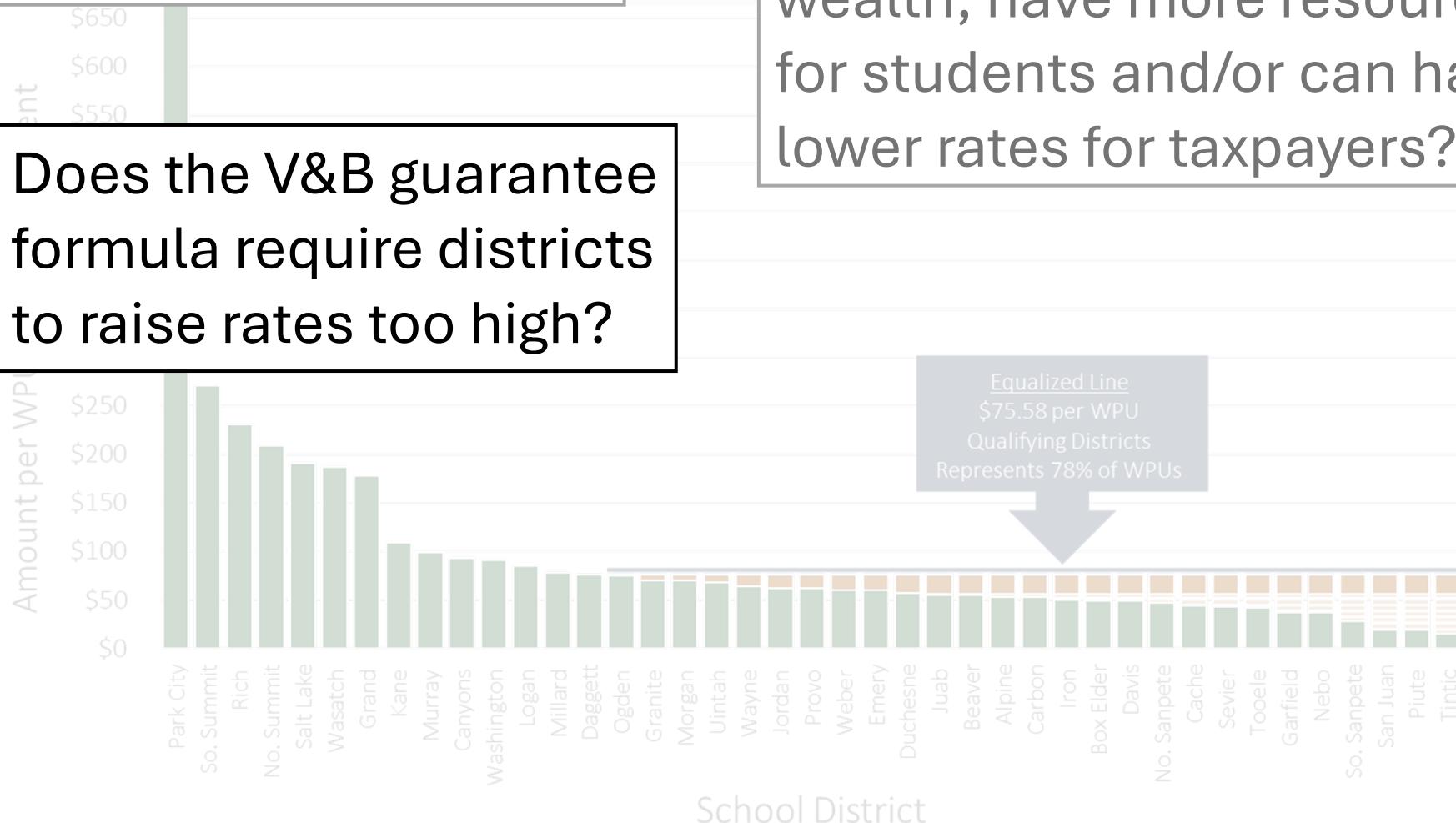


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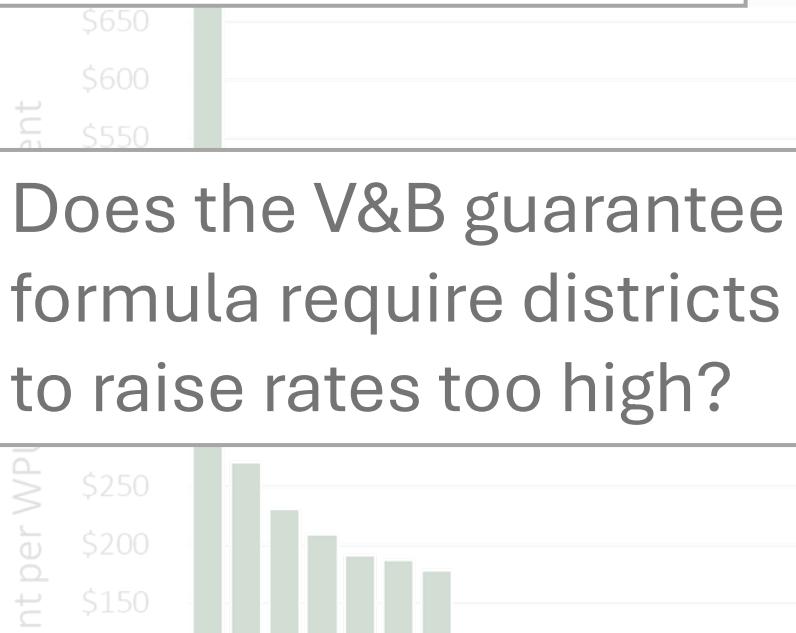
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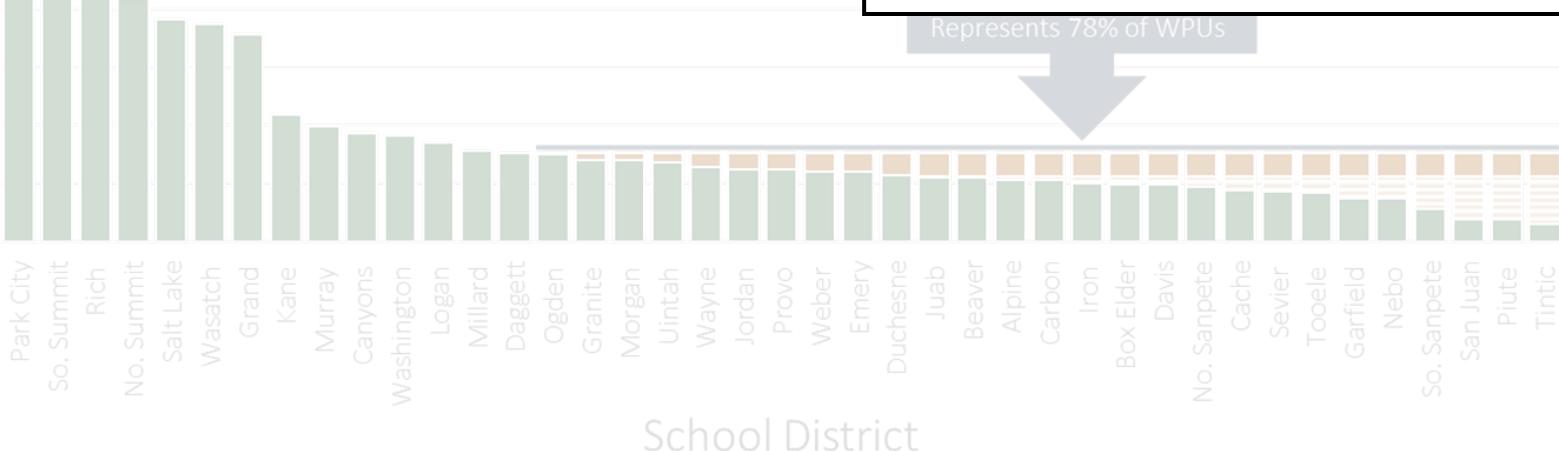


Does the V&B guarantee
formula require districts
to raise rates too high?

Is it fair that certain districts,
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Is it fair that only 20 of the
45 increments generate
the state guarantee?

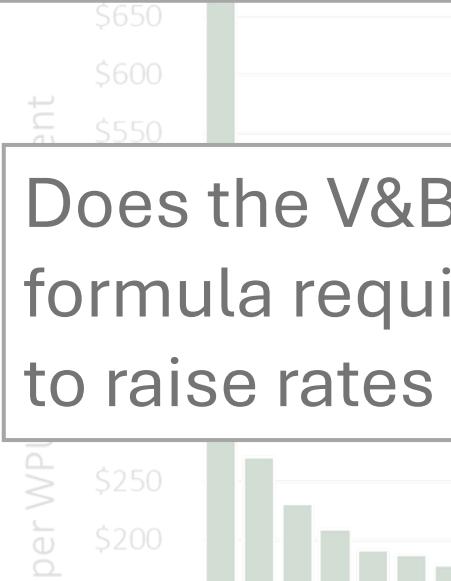
Represents 78% of WPUs



Voted & Board Local Levy Programs - State Guarantee Rate

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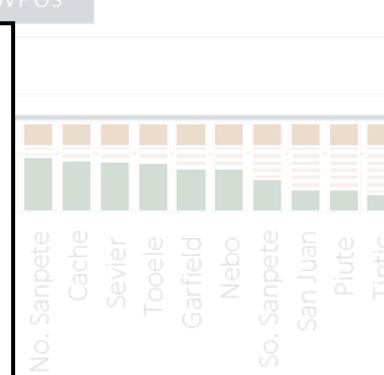
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Represents 78% of WPUs

Because of increases in property values,
should the number of increments guaranteed
decrease, to reduce the incentive for districts
to increase property taxes?



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Policy Levers for the V&B Program

Add or subtract funding from the V&B program

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Over the past decade, the Legislature has focused on adding money to program

FY 2015 – State Funding: \$76.5 million

FY2026 – State Funding: \$289 million

278% increase

Policy Levers for the V&B Program

Add or subtract funding from the V&B program

Over the past decade, the Legislature has focused on adding money to program

FY 2015 – State Funding: \$76.5 million

FY2026 – State Funding: \$289 million

278% increase

WPU Value:

FY 2015 – State Funding: \$2,972

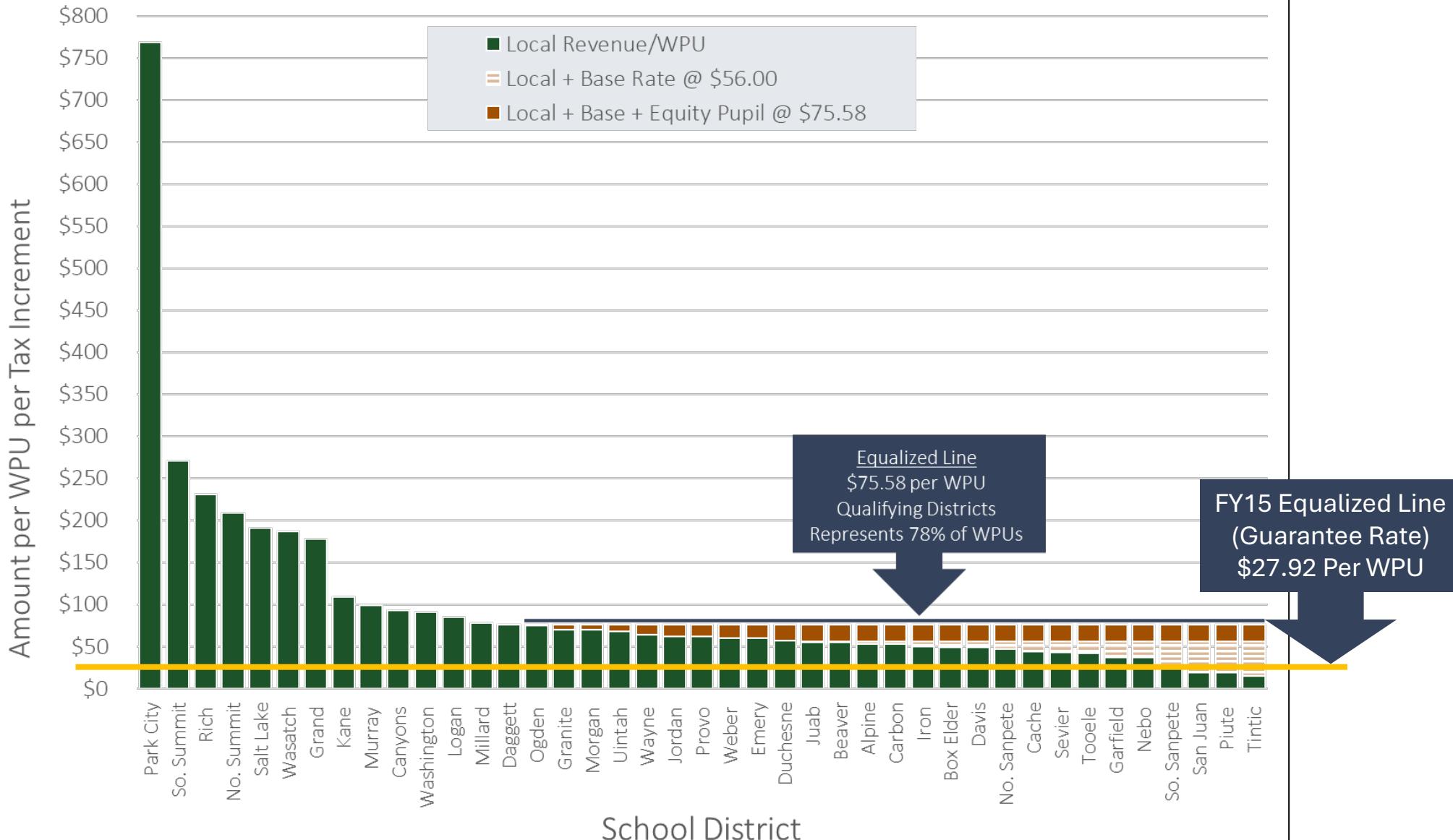
FY2026 – State Funding: \$4,672

57% increase

Voted & Board Local Levy Programs - State Guarantee Rate

Estimated Local Property Tax Revenue Generated per Tax Increment [Rate of 0.0001]
for Each Weighted Pupil Unit [WPU] & State Guarantee Impact to Equalize per WPU Revenue Yield

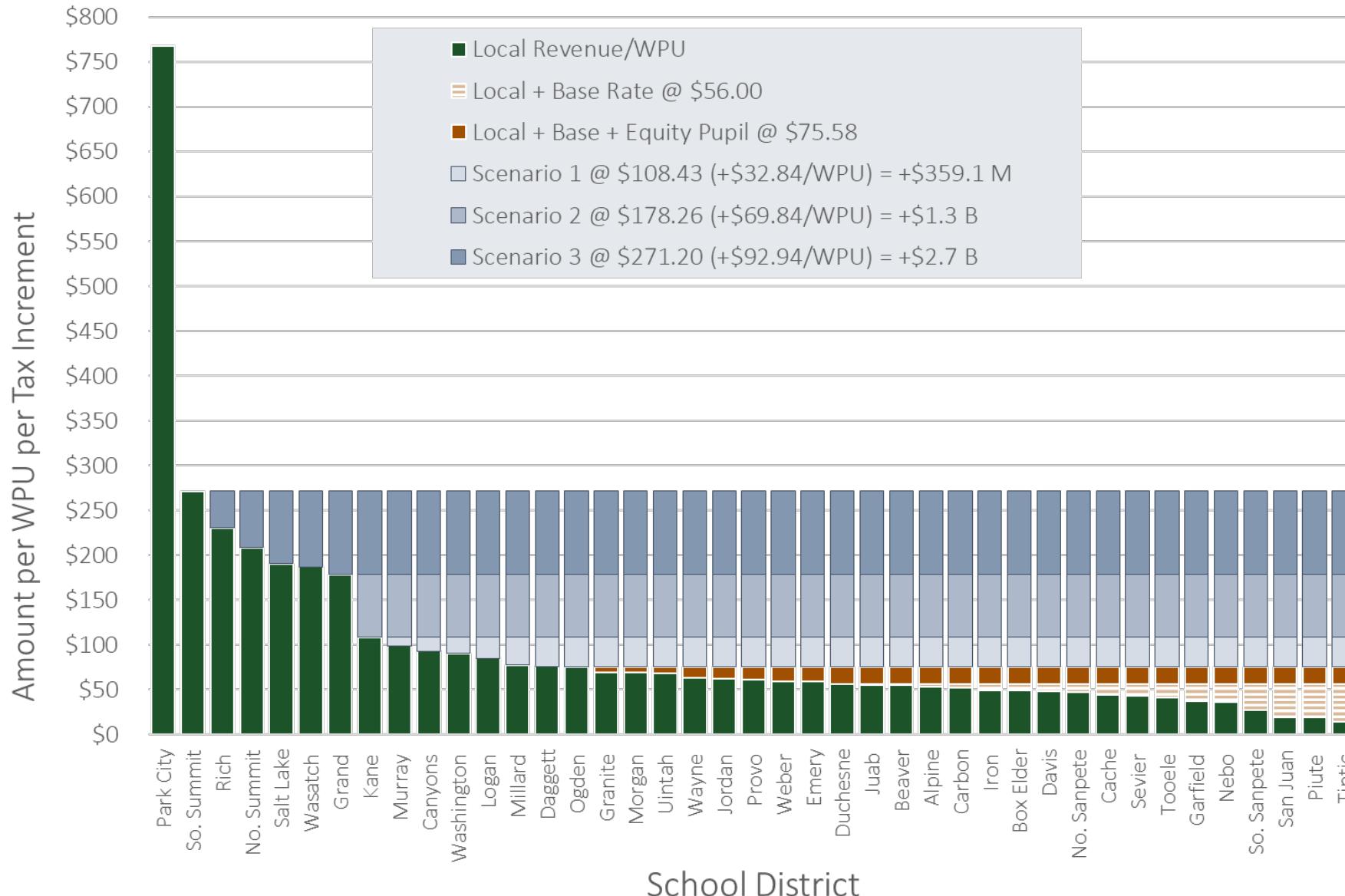
Fiscal Year 2026 Estimate



Voted & Board Local Levy Programs - Equalization Scenarios

Estimated Local Property Tax Revenue Generated per Tax Increment [Rate of 0.0001]
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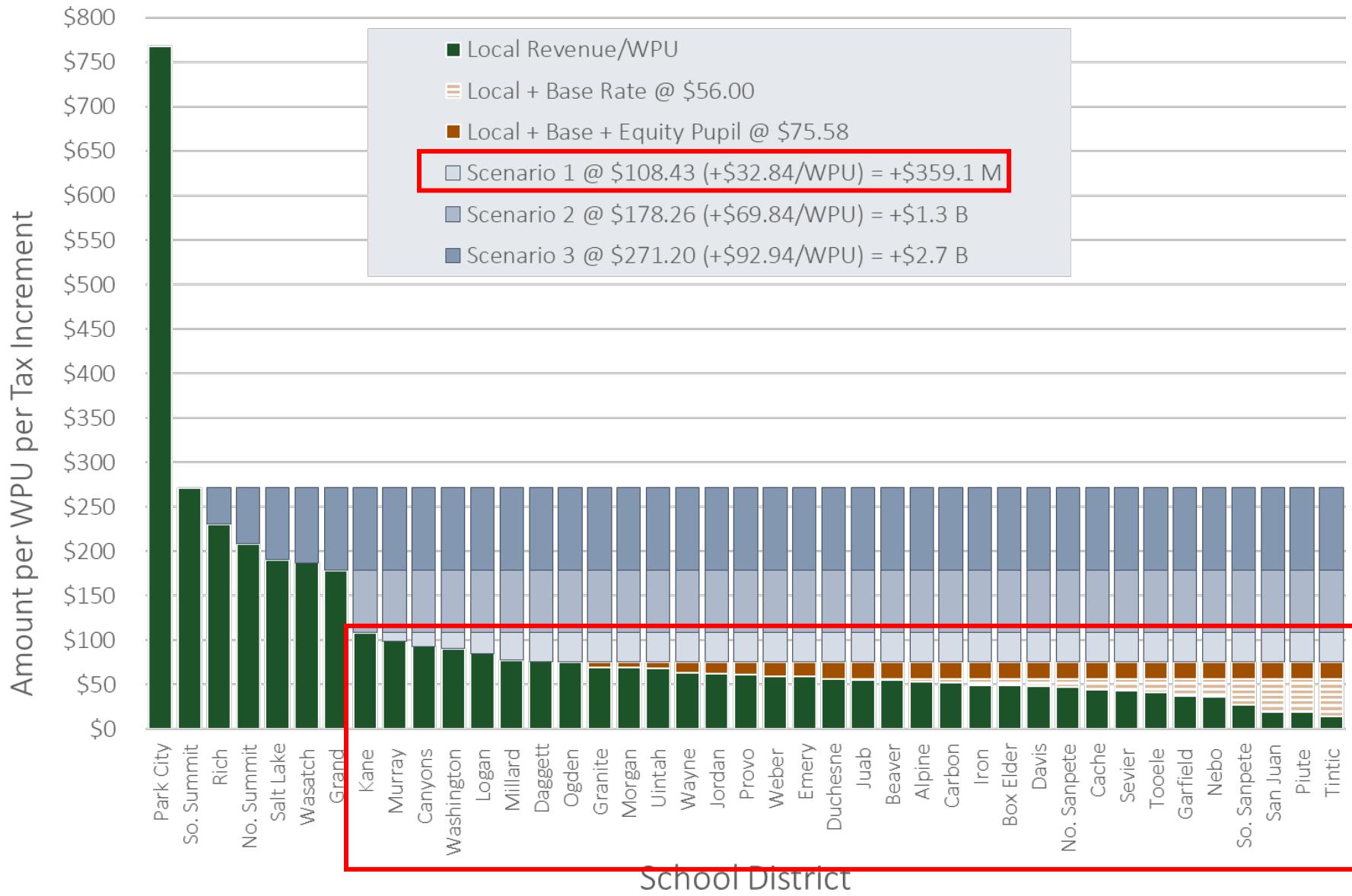
Fiscal Year 2026 Estima



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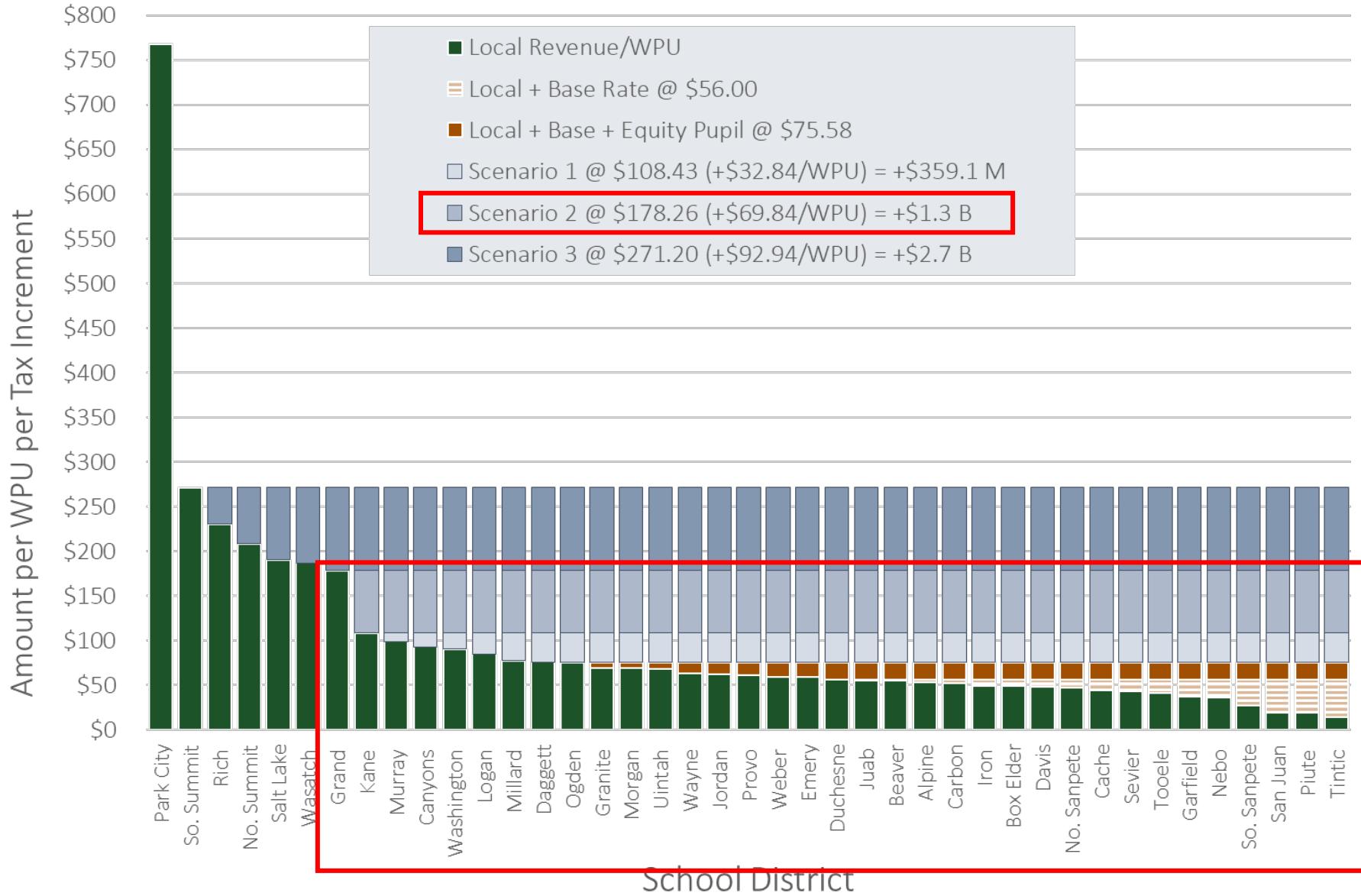
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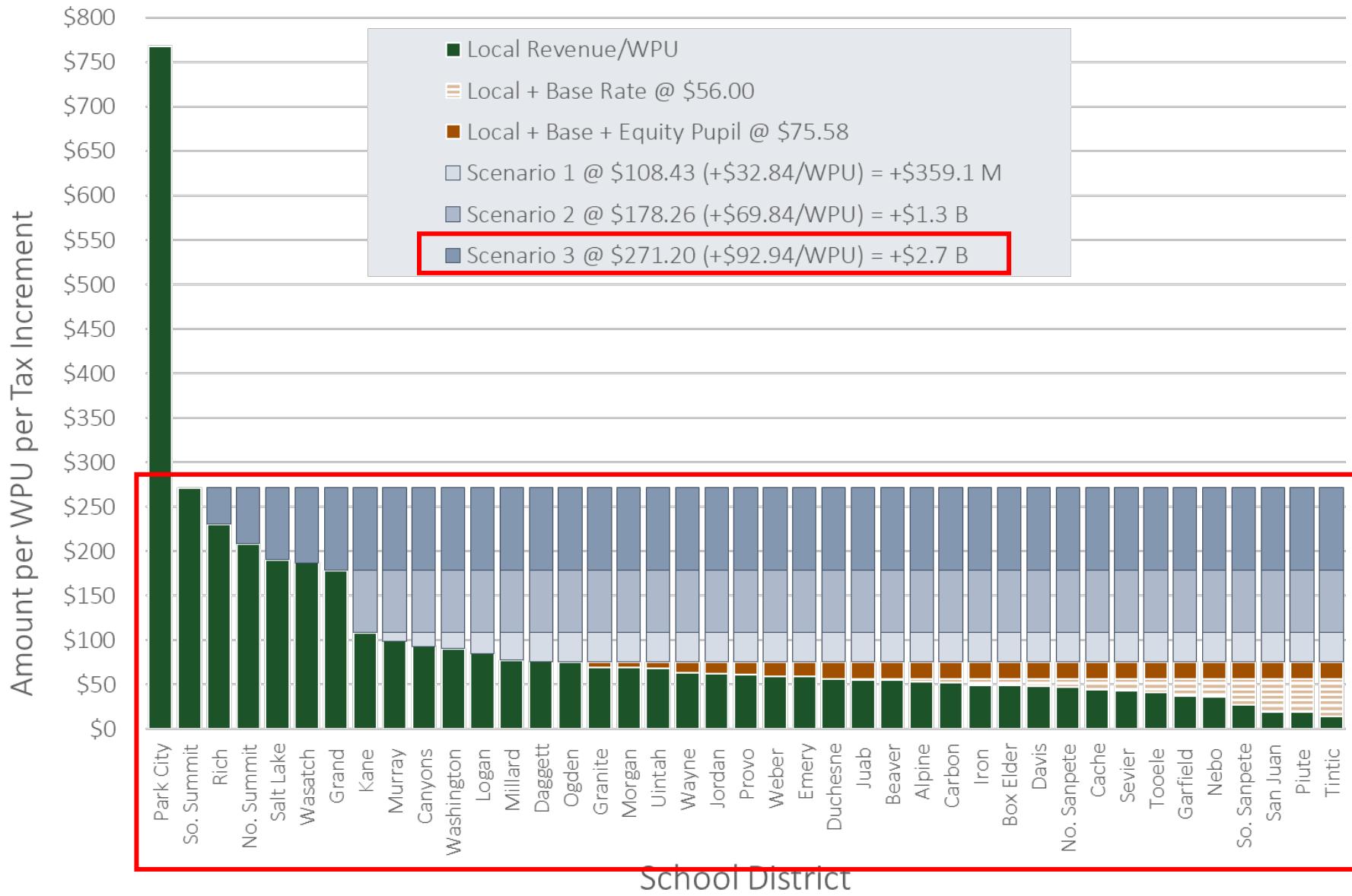
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Fiscal Year 2026 Estima



Policy Levers for the V&B Program

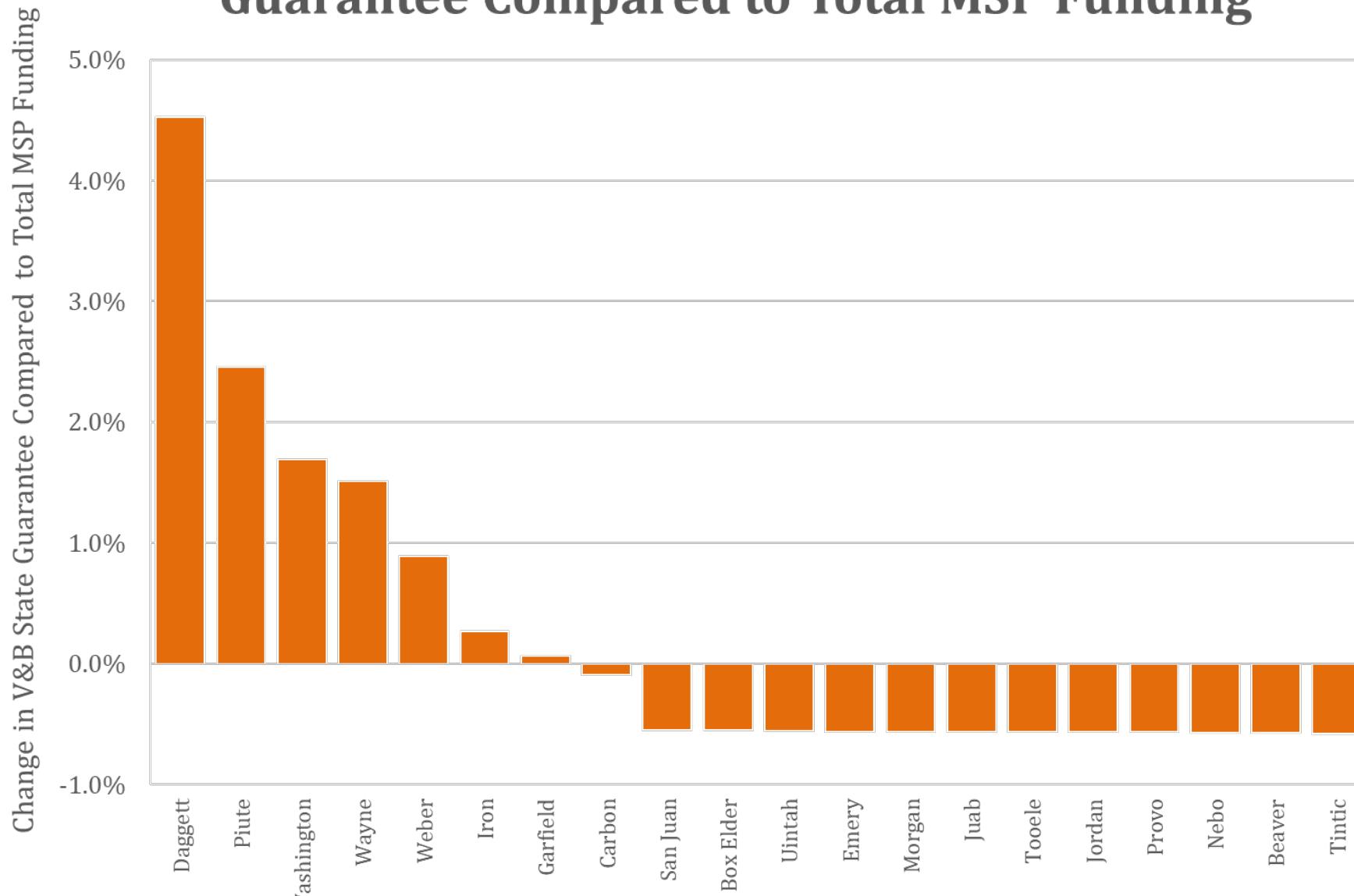
Add or subtract funding from the V&B program

Change the Hold Harmless rate period from 2 years
back to 6 years

ID	District	Current Formula	6-Year HH Period	Difference	% Difference	Total MSP Funds	Difference/ Total MSP Funds
6	Daggett	\$ -	\$ 251,024	\$ 251,024	100%	\$ 5,547,847	4.52%
23	Piute	\$ 1,097,105	\$ 1,313,199	\$ 216,094	20%	\$ 8,788,619	2.46%
33	Washington	\$ -	\$ 5,664,658	\$ 5,664,658	100%	\$ 335,507,053	1.69%
34	Wayne	\$ 749,372	\$ 880,463	\$ 131,091	17%	\$ 8,686,225	1.51%
35	Weber	\$ 16,764,589	\$ 19,604,177	\$ 2,839,587	17%	\$ 320,610,364	0.89%
13	Iron	\$ 8,635,890	\$ 8,991,049	\$ 355,159	4%	\$ 132,410,713	0.27%
10	Garfield	\$ 2,057,103	\$ 2,071,372	\$ 14,268	1%	\$ 22,234,826	0.06%
5	Carbon	\$ 2,000,072	\$ 1,963,608	\$ (36,464)	-2%	\$ 38,769,976	-0.09%
25	San Juan	\$ 5,743,211	\$ 5,513,082	\$ (230,130)	-4%	\$ 41,622,244	-0.55%
3	Box Elder	\$ 7,140,166	\$ 6,414,998	\$ (725,168)	-10%	\$ 131,029,973	-0.55%
31	Uintah	\$ 725,700	\$ 335,500	\$ (390,201)	-54%	\$ 70,356,741	-0.55%
9	Emery	\$ 1,013,107	\$ 857,177	\$ (155,930)	-15%	\$ 27,698,980	-0.56%
18	Morgan	\$ 502,022	\$ 321,070	\$ (180,952)	-36%	\$ 32,141,230	-0.56%
15	Juab	\$ 1,099,702	\$ 940,116	\$ (159,586)	-15%	\$ 28,318,866	-0.56%
30	Tooele	\$ 14,403,835	\$ 13,467,642	\$ (936,192)	-6%	\$ 165,623,518	-0.57%
14	Jordan	\$ 15,651,555	\$ 12,403,902	\$ (3,247,653)	-21%	\$ 573,929,298	-0.57%
38	Provo	\$ 4,560,599	\$ 3,778,277	\$ (782,322)	-17%	\$ 137,985,803	-0.57%
19	Nebo	\$ 40,811,776	\$ 38,389,888	\$ (2,421,888)	-6%	\$ 420,374,021	-0.58%
2	Beaver	\$ 1,010,953	\$ 882,670	\$ (128,283)	-13%	\$ 22,239,959	-0.58%
29	Tintic	\$ 1,121,737	\$ 1,079,173	\$ (42,564)	-4%	\$ 7,370,165	-0.58%
TOTAL		\$ 289,696,050	\$ 289,730,600	\$ 34,550		\$ 6,208,264,334	
Guarantee Rate		\$ 75.58	\$ 73.36	\$ (2.22)	-2.9%		

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Guarantee Rate		\$ 75.58	\$ 73.36	\$ (2.22)	-2.9%		

2 yr. to 6 yr. HH Rates - Change in V&B State Guarantee Compared to Total MSP Funding



Policy Levers for the V&B Program

Add or subtract funding from the V&B program

Change the Hold Harmless rate period from 2 years back to 6 years

Change the number of increments guaranteed (From 20 to 1-45), and

Policy Levers for the V&B Program

Add or subtract funding from the V&B program

Change the Hold Harmless rate period from 2 years back to 6 years

Change the number of increments guaranteed
(From 20 to **1-45**), and

Tax Rate Caps

Voted: 0.002000

Board: 0.002500

Policy Levers for the V&B Program

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Policy Levers for the V&B Program

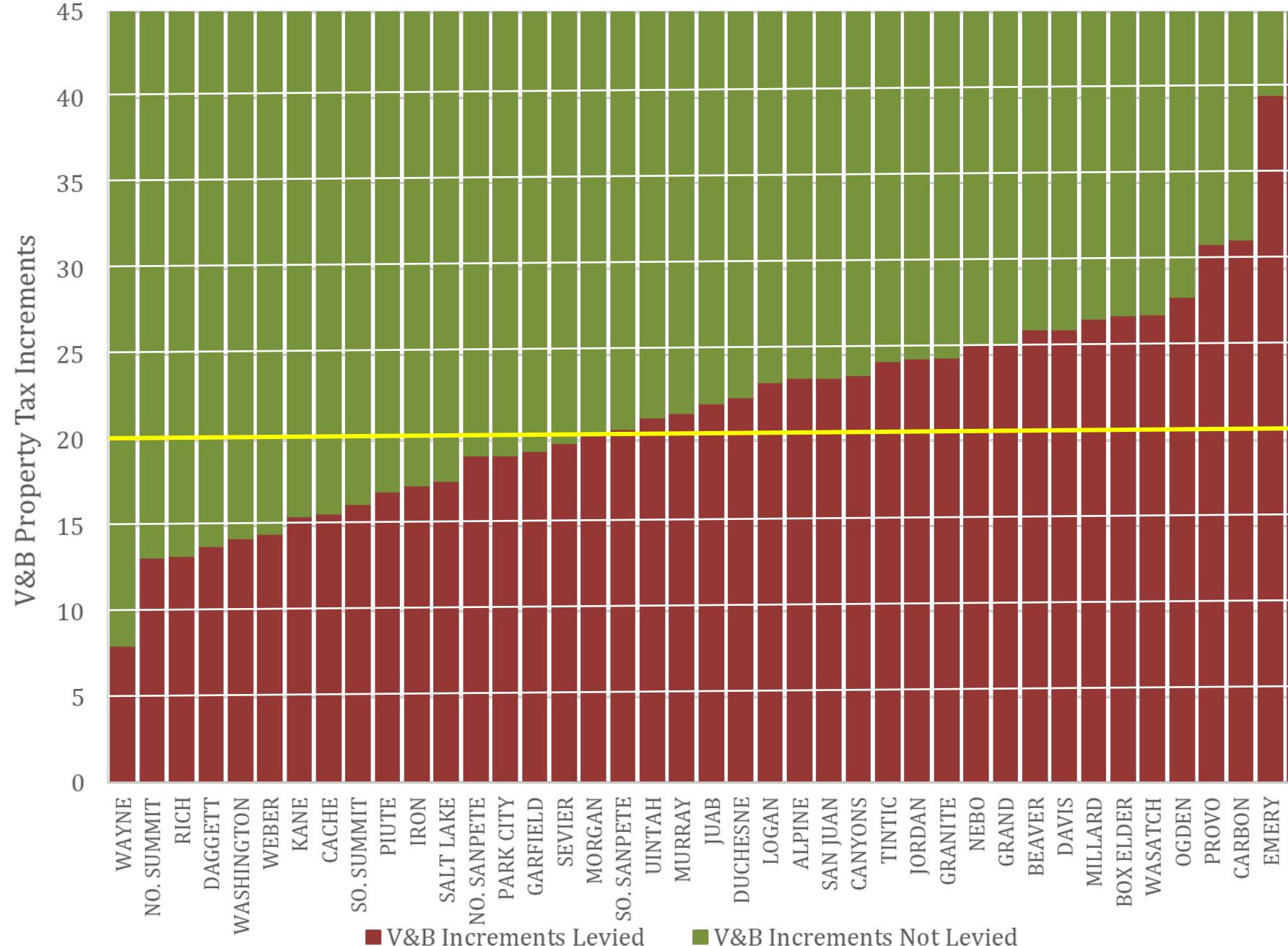
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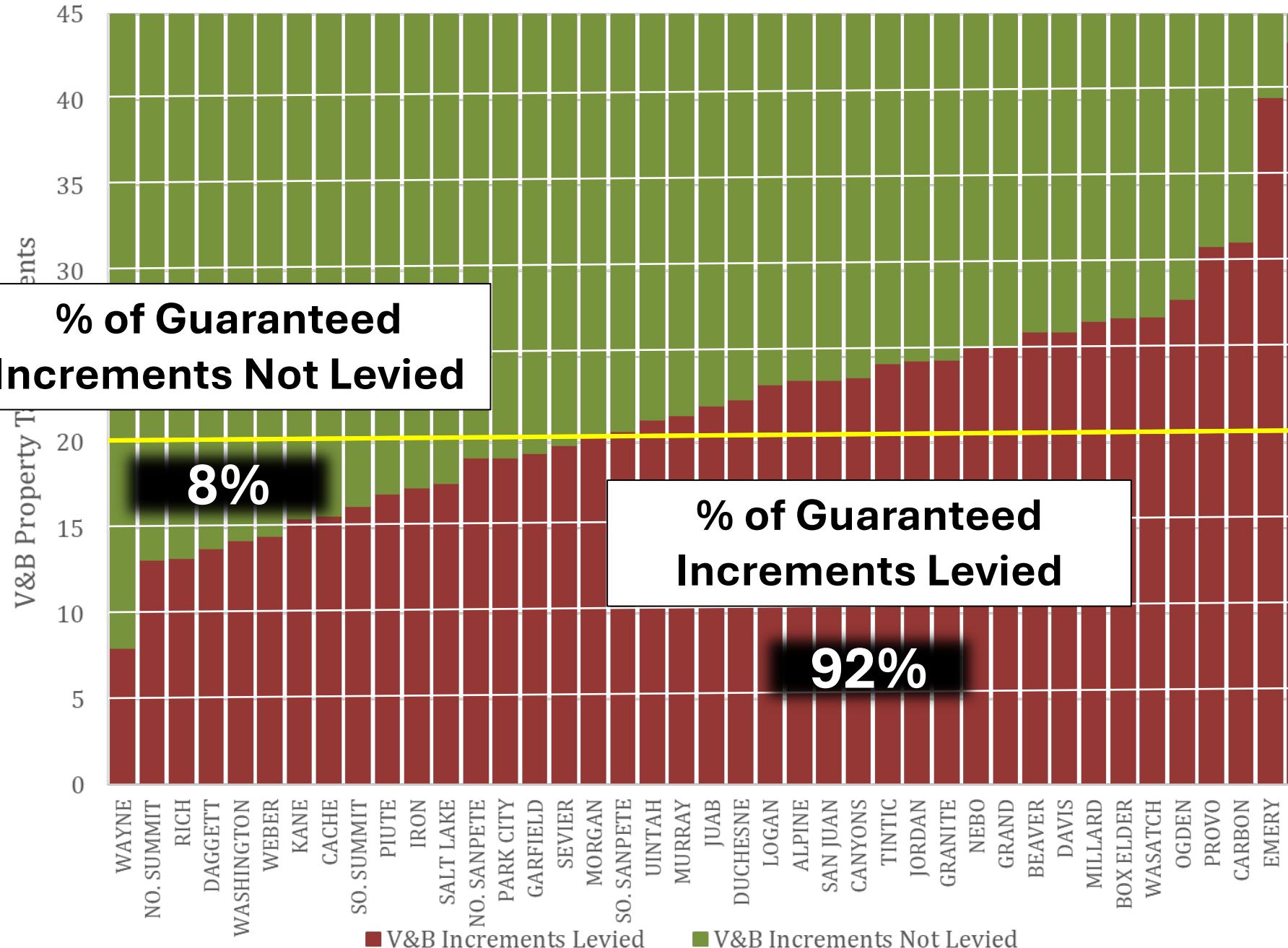
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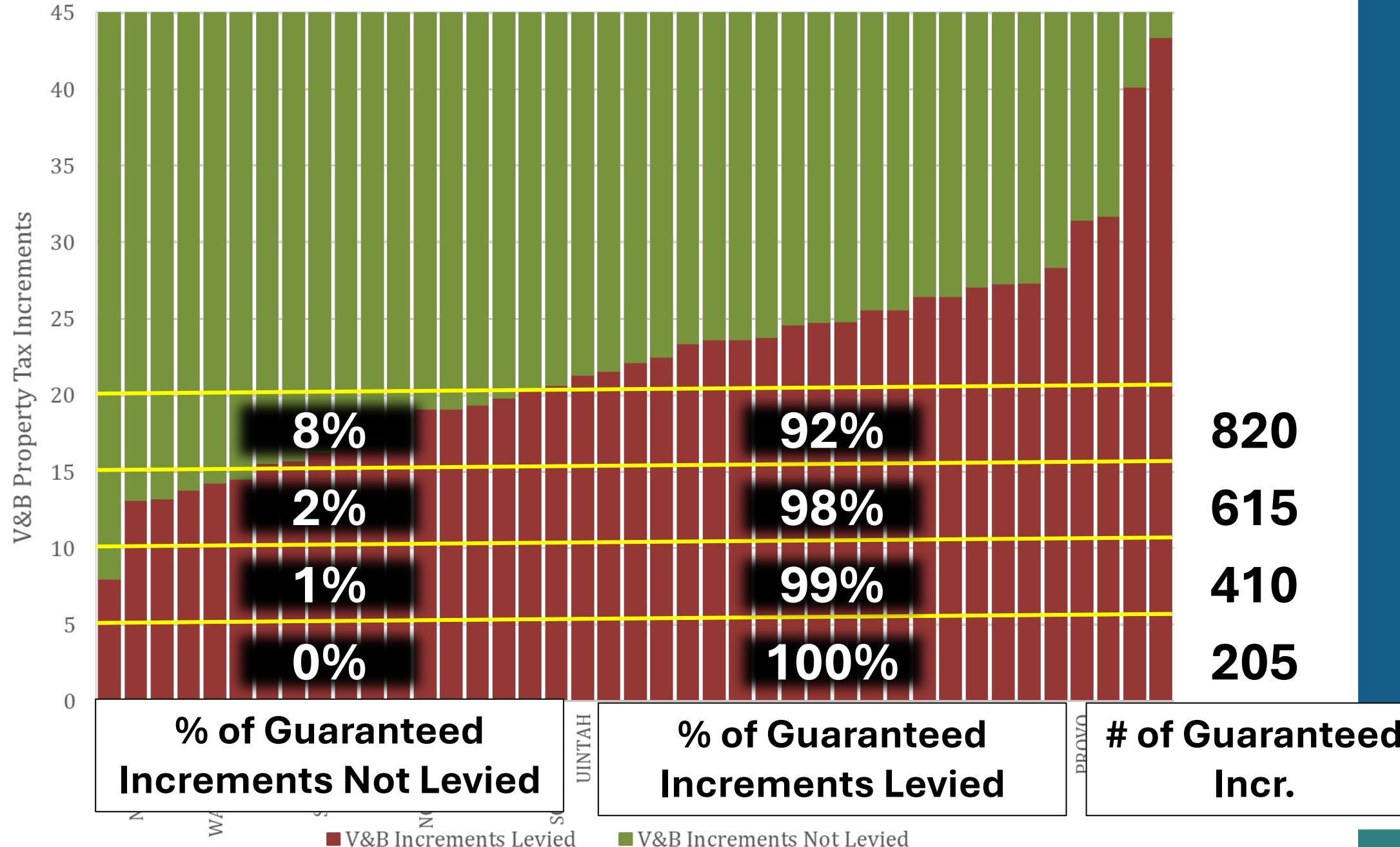
TY24 (FY25) V&B Property Tax Increments Levied



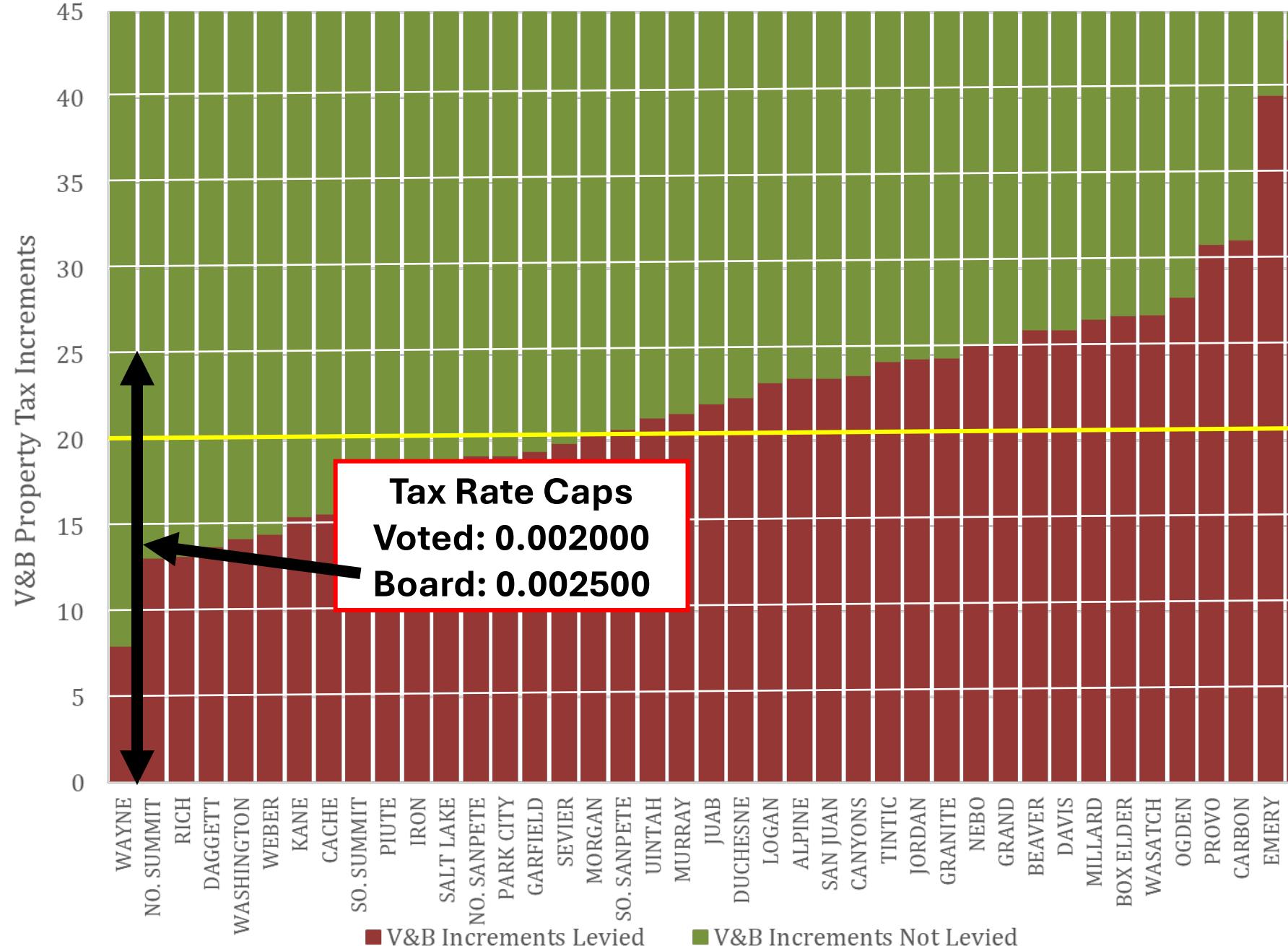
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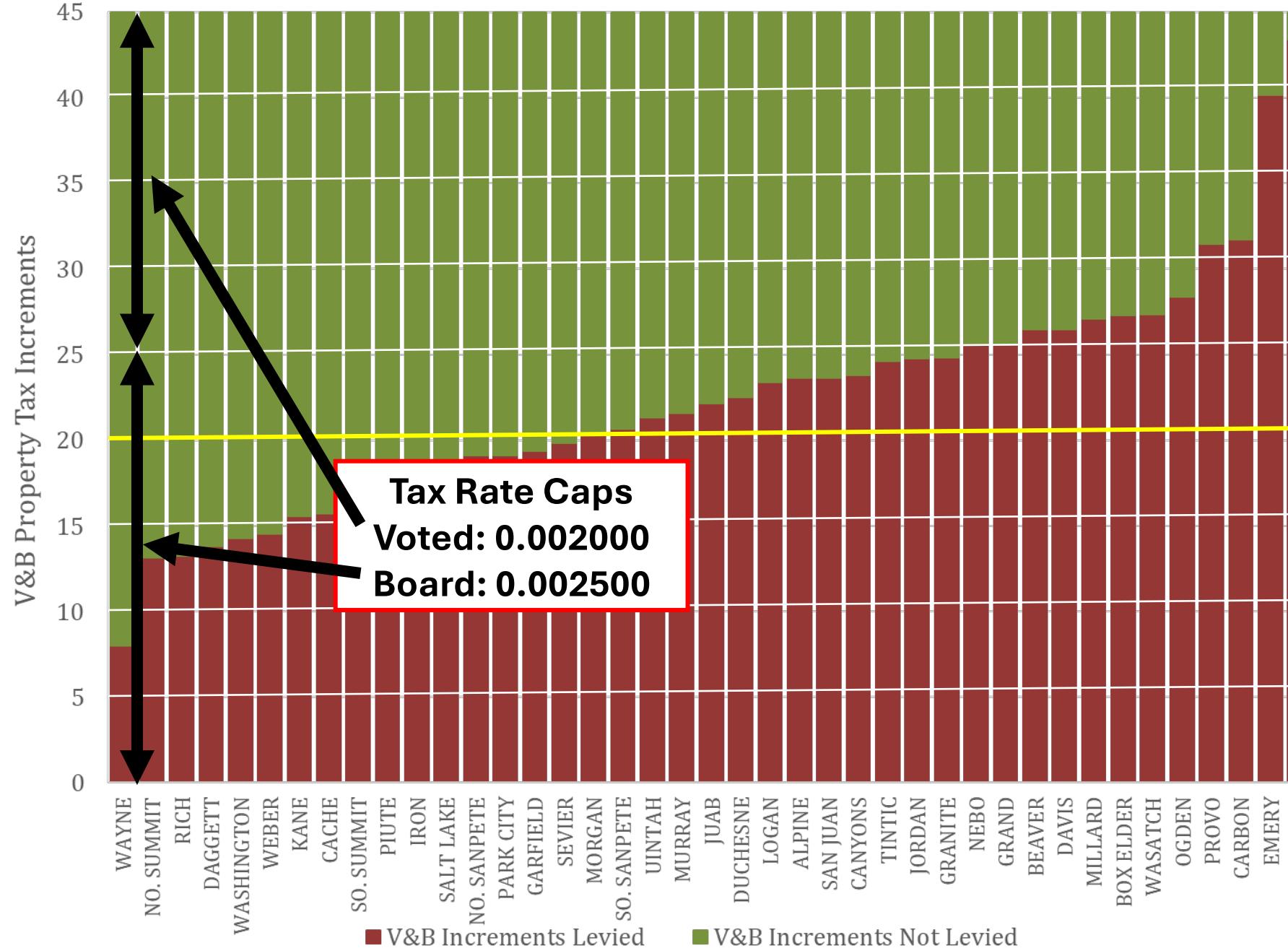
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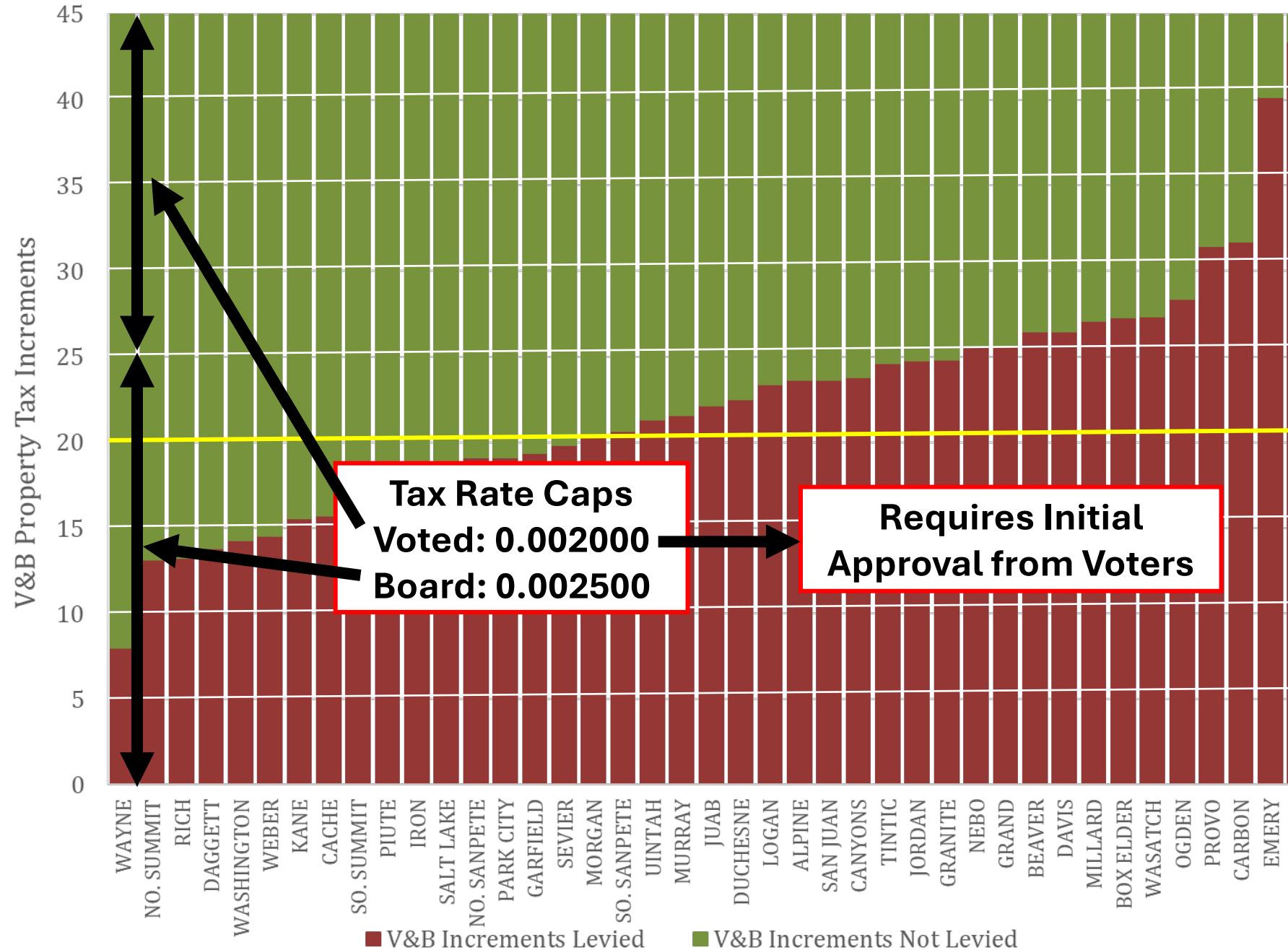
TY24 (FY25) V&B Property Tax Increments Levied



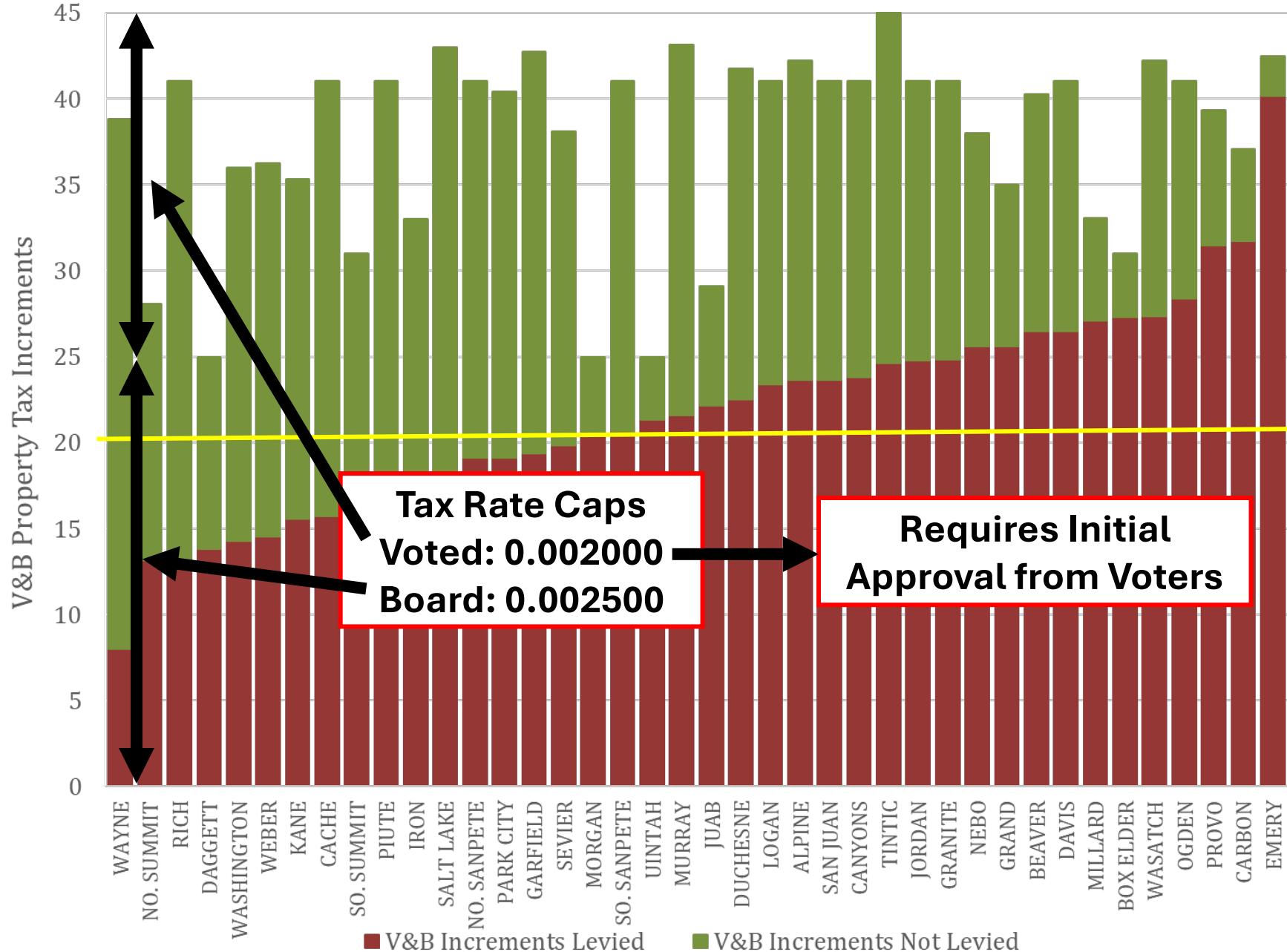
TY24 (FY25) V&B Property Tax Increments Levied



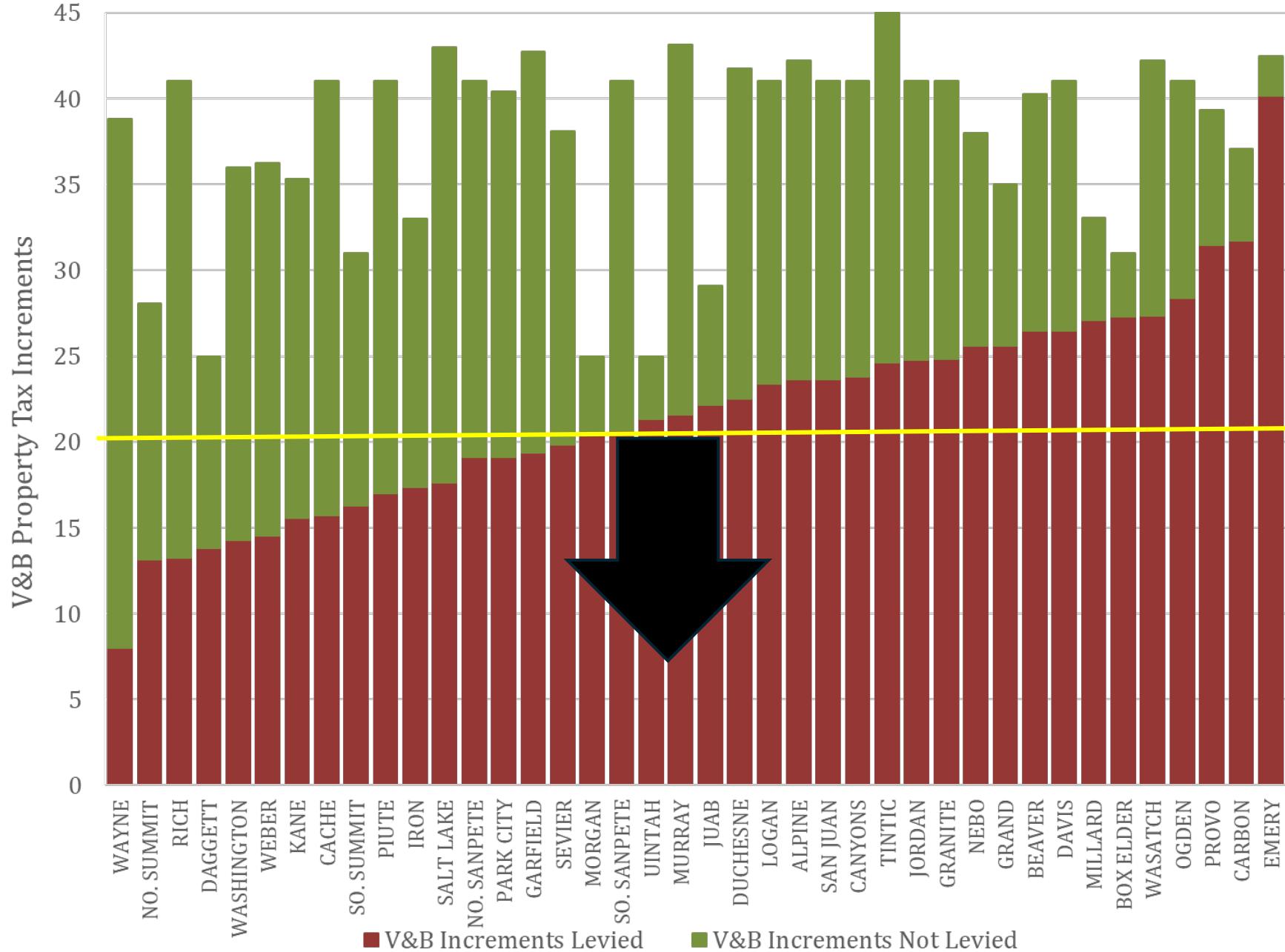
TY24 (FY25) V&B Property Tax Increments Levied

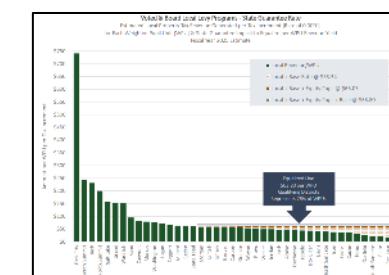
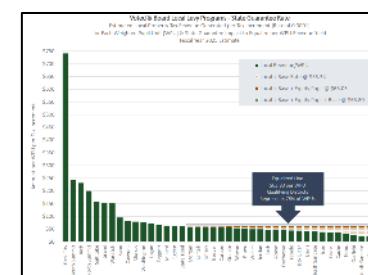
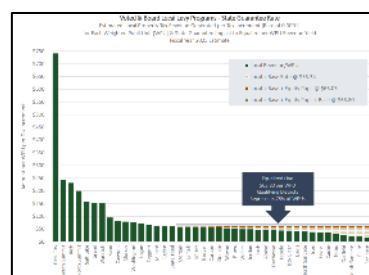
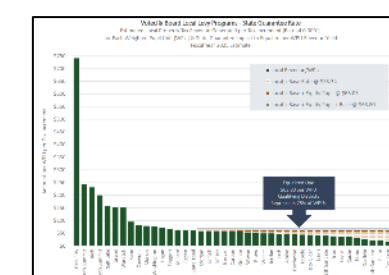
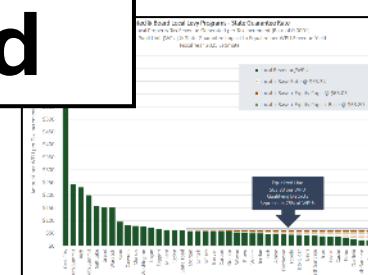
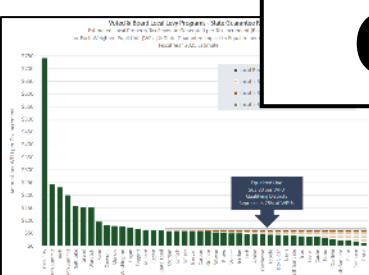
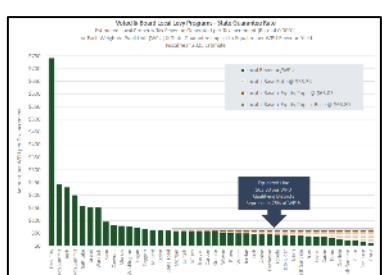
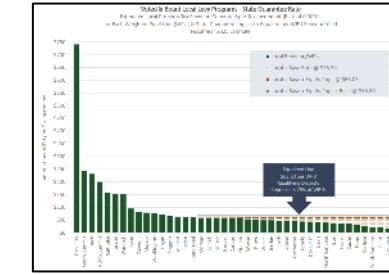
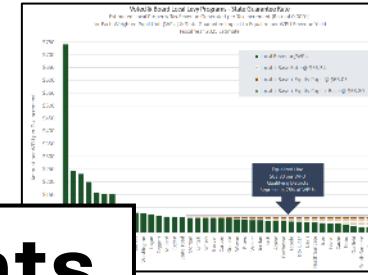
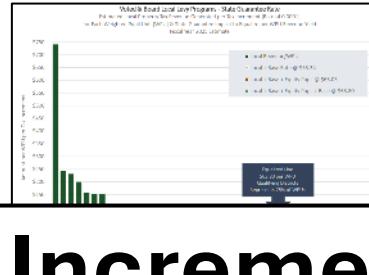
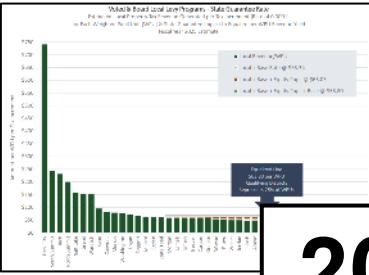
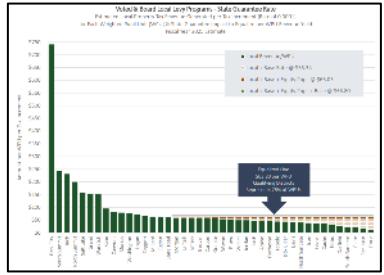
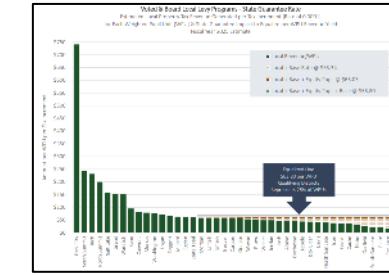
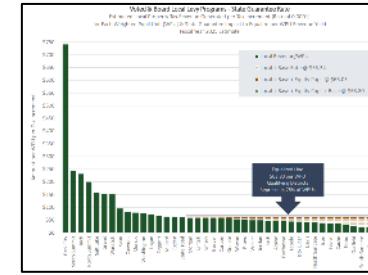
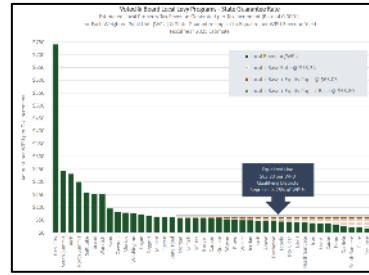
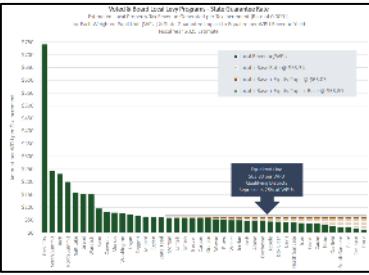
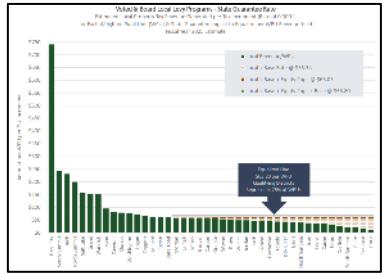


TY24 (FY25) V&B Property Tax Increments Levied



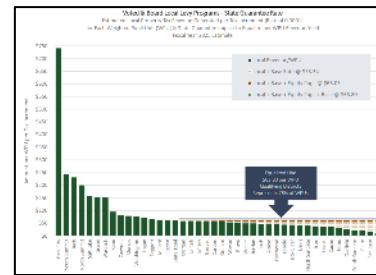
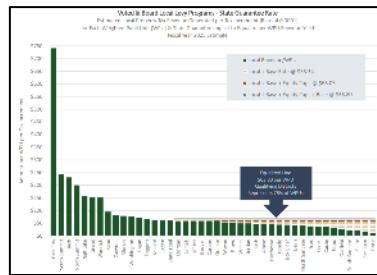
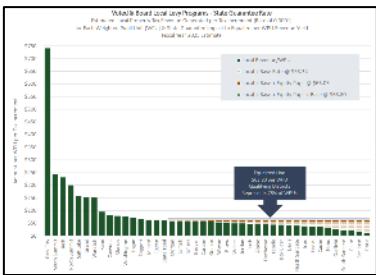
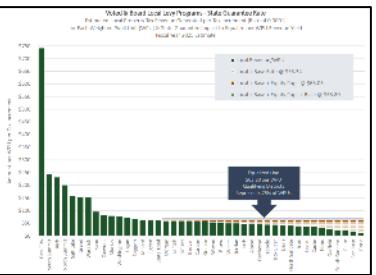
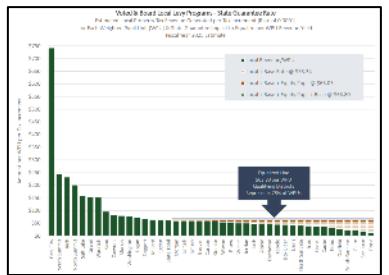
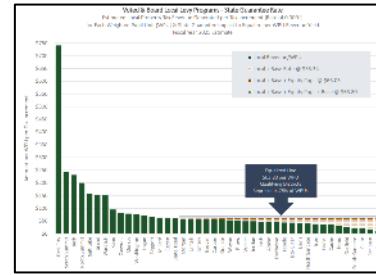
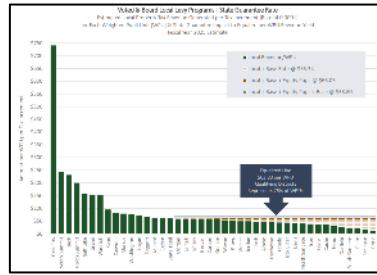
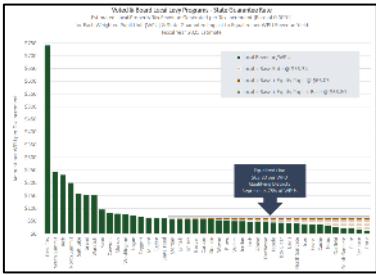
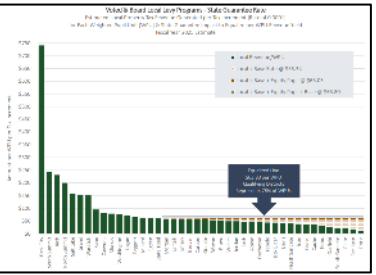
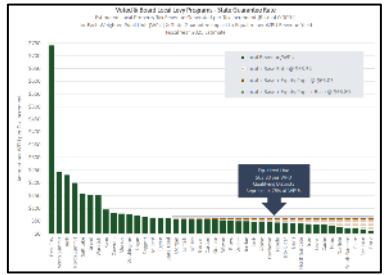
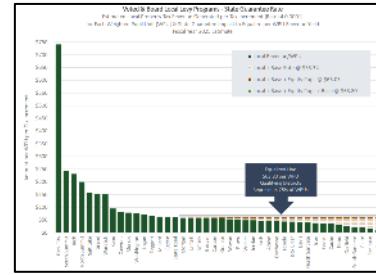
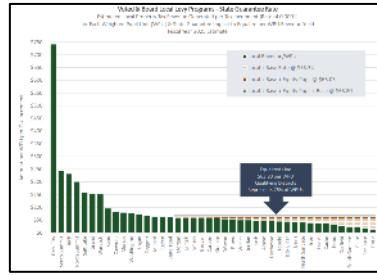
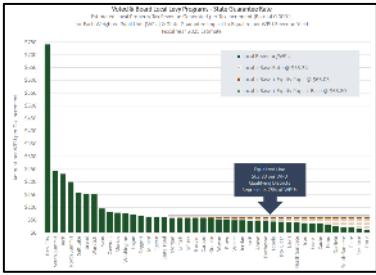
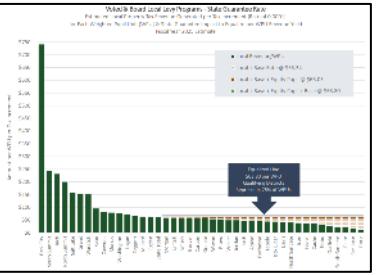
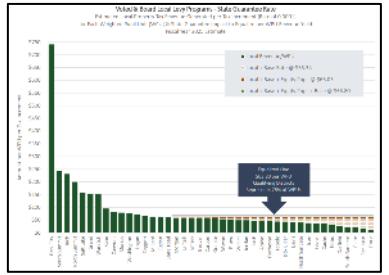
TY24 (FY25) V&B Property Tax Increments Levied





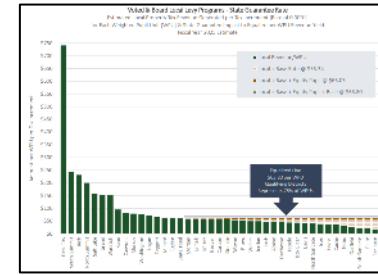
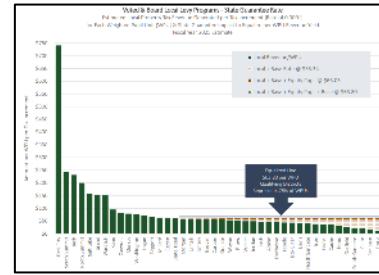
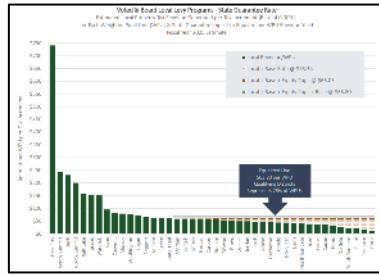
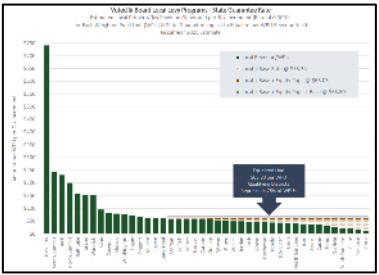
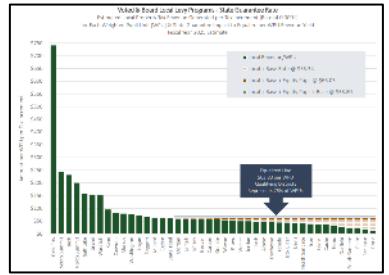
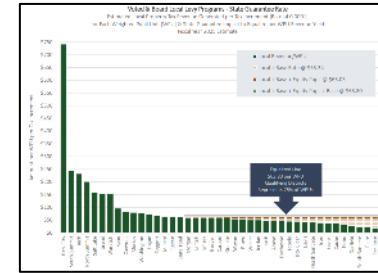
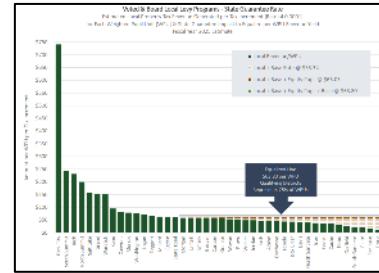
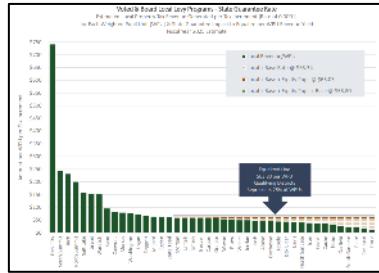
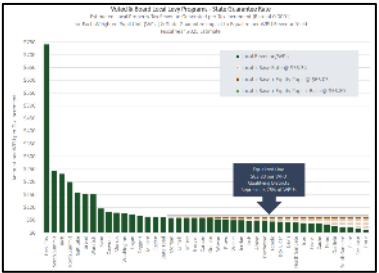
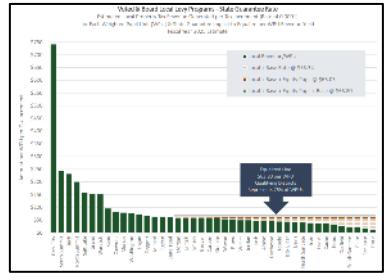
20 Increments Guaranteed





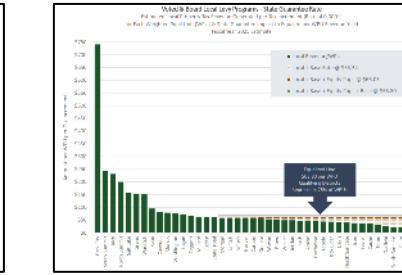
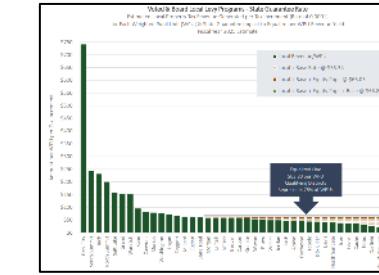
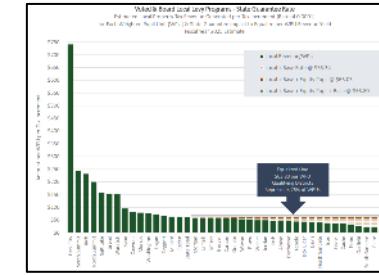
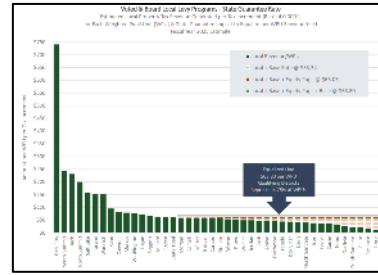
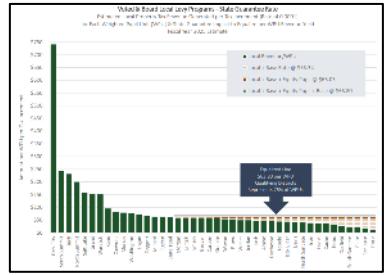
15 Increments Guaranteed



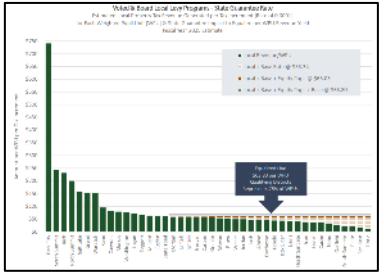


10 Increments Guaranteed



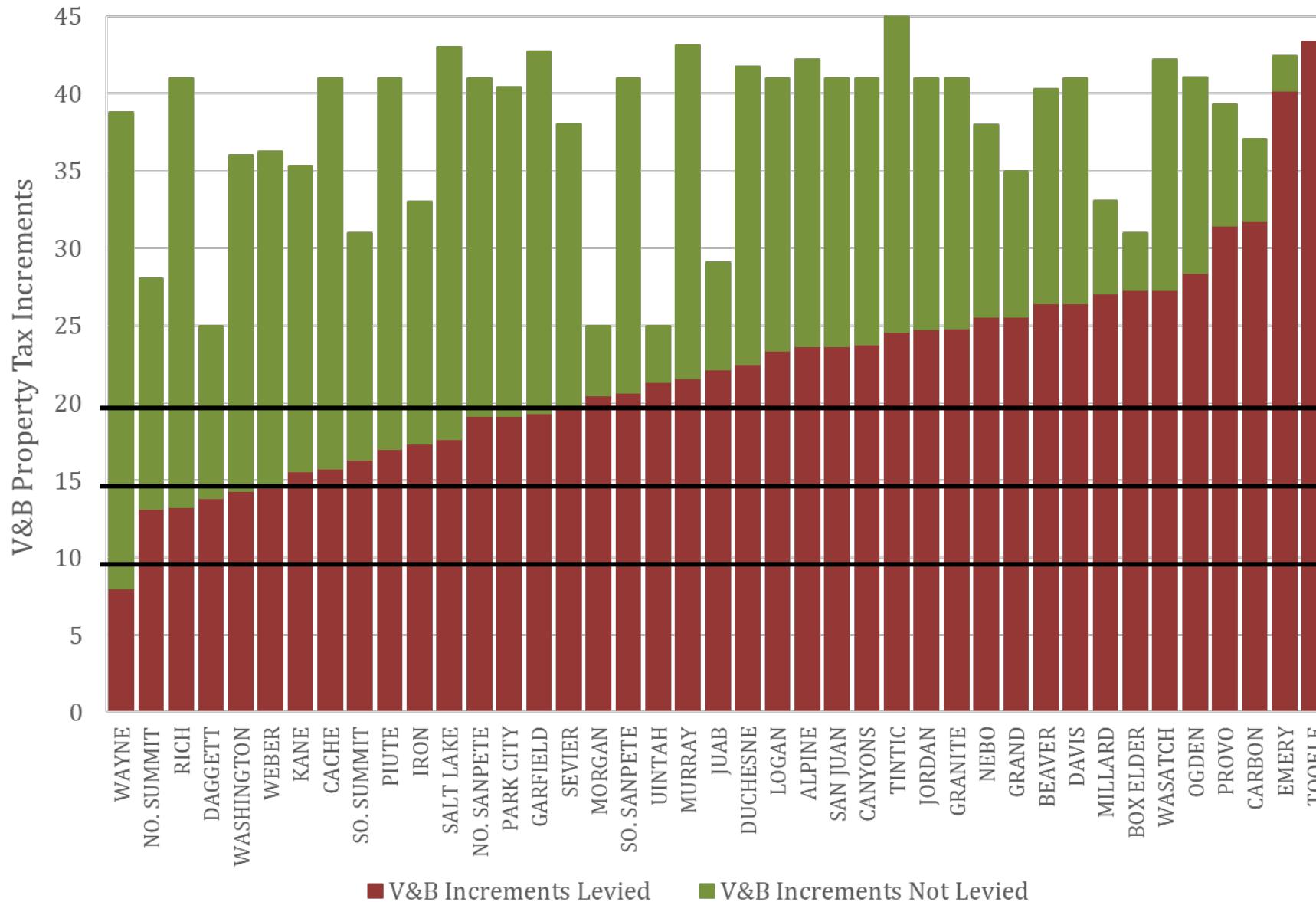


5 Increments Guaranteed



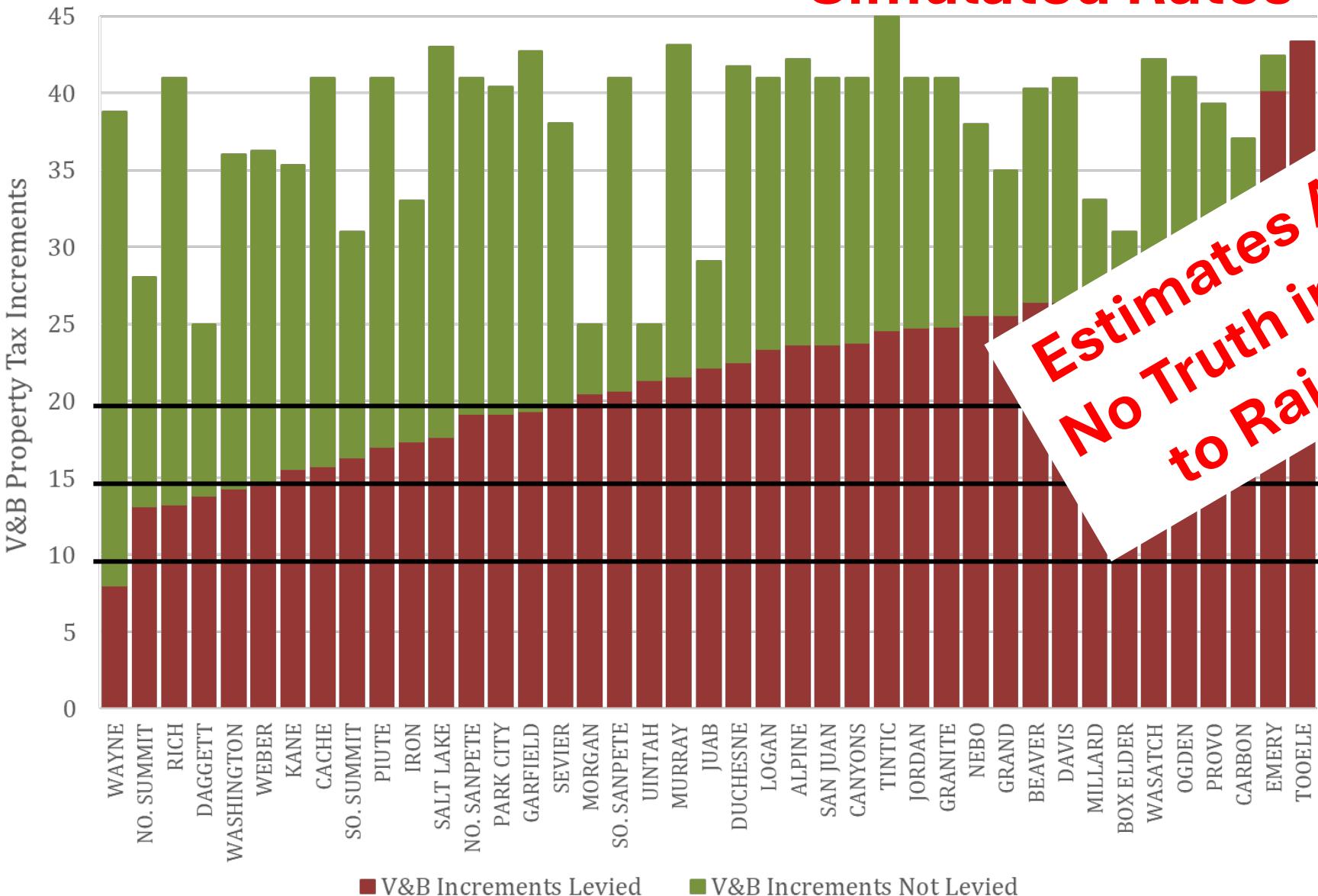
1 Increment Guaranteed

FY26 Est. V&B Property Tax Increments



FY26 Est. V&B Property Tax Increments

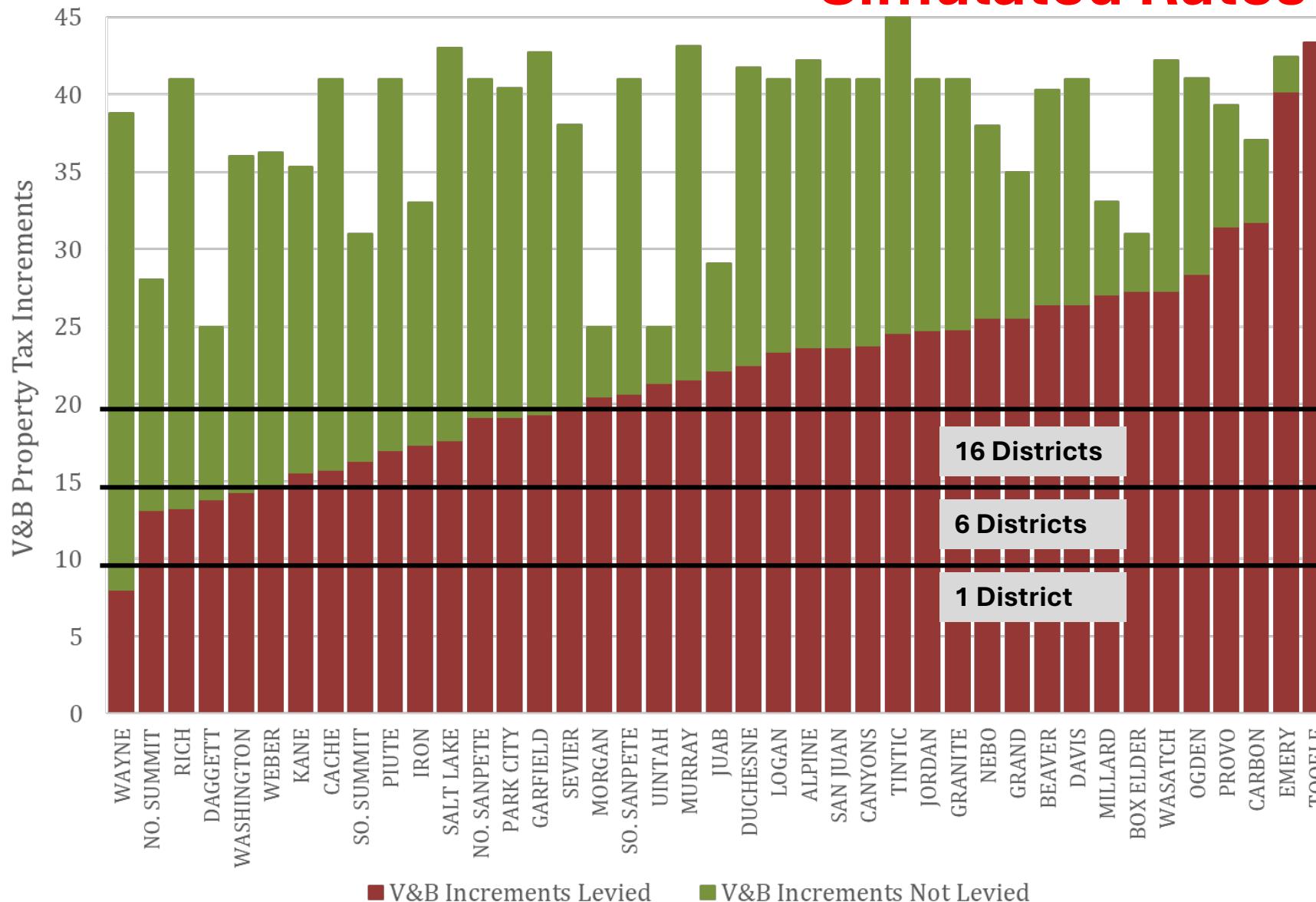
Simulated Rates



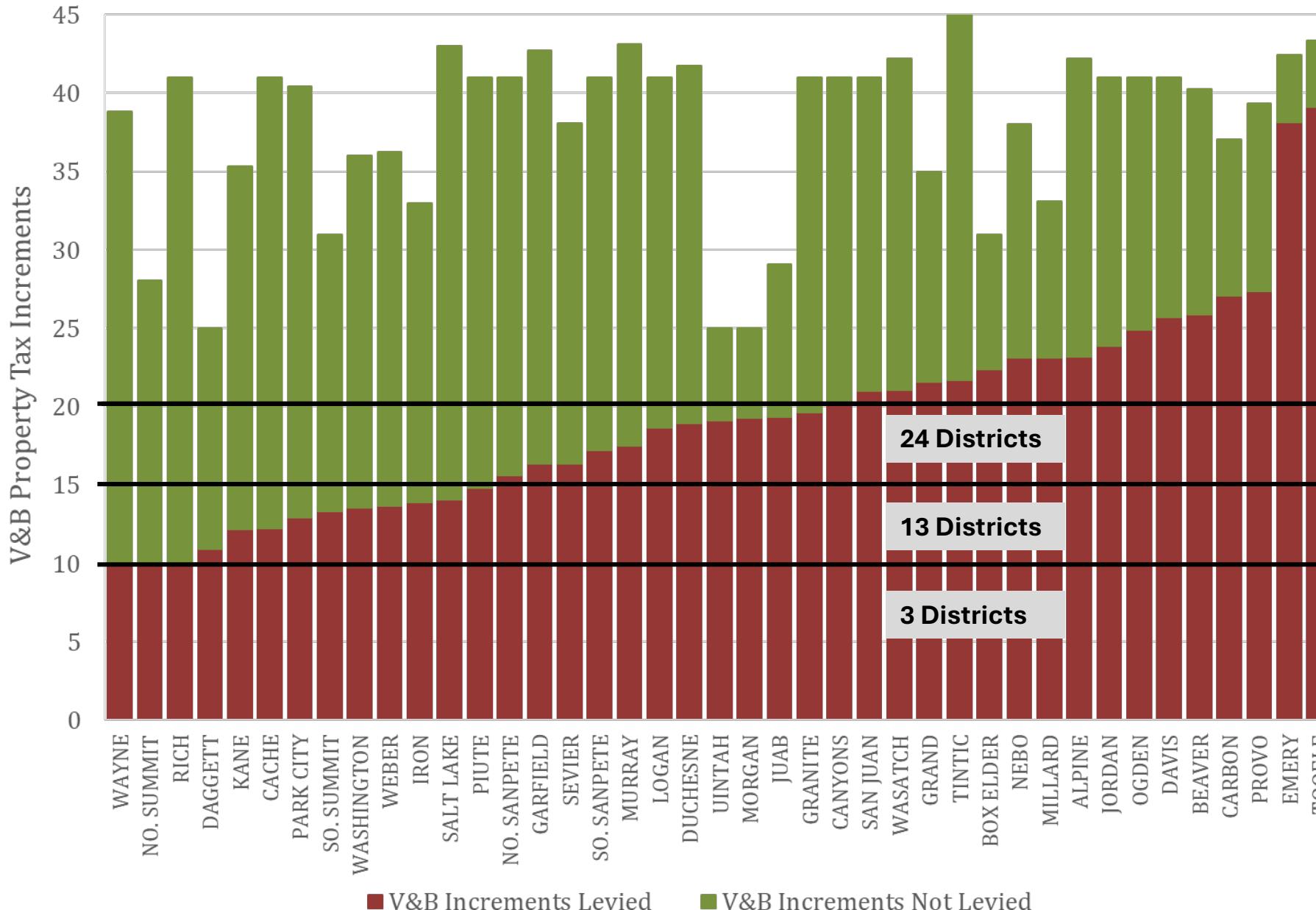
Estimates Assume
No Truth in Taxation
to Raise Rates

FY26 Est. V&B Property Tax Increments

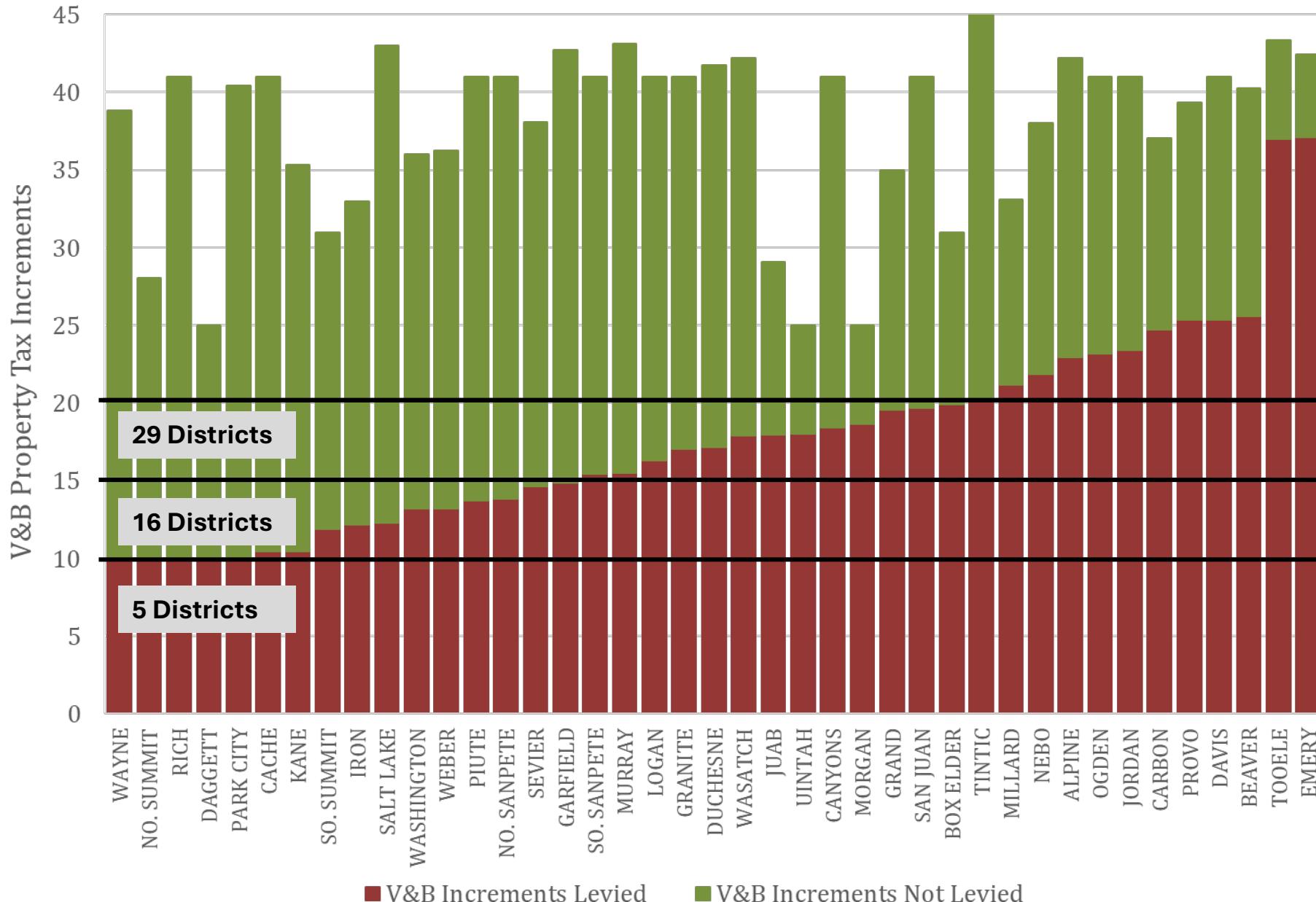
Simulated Rates



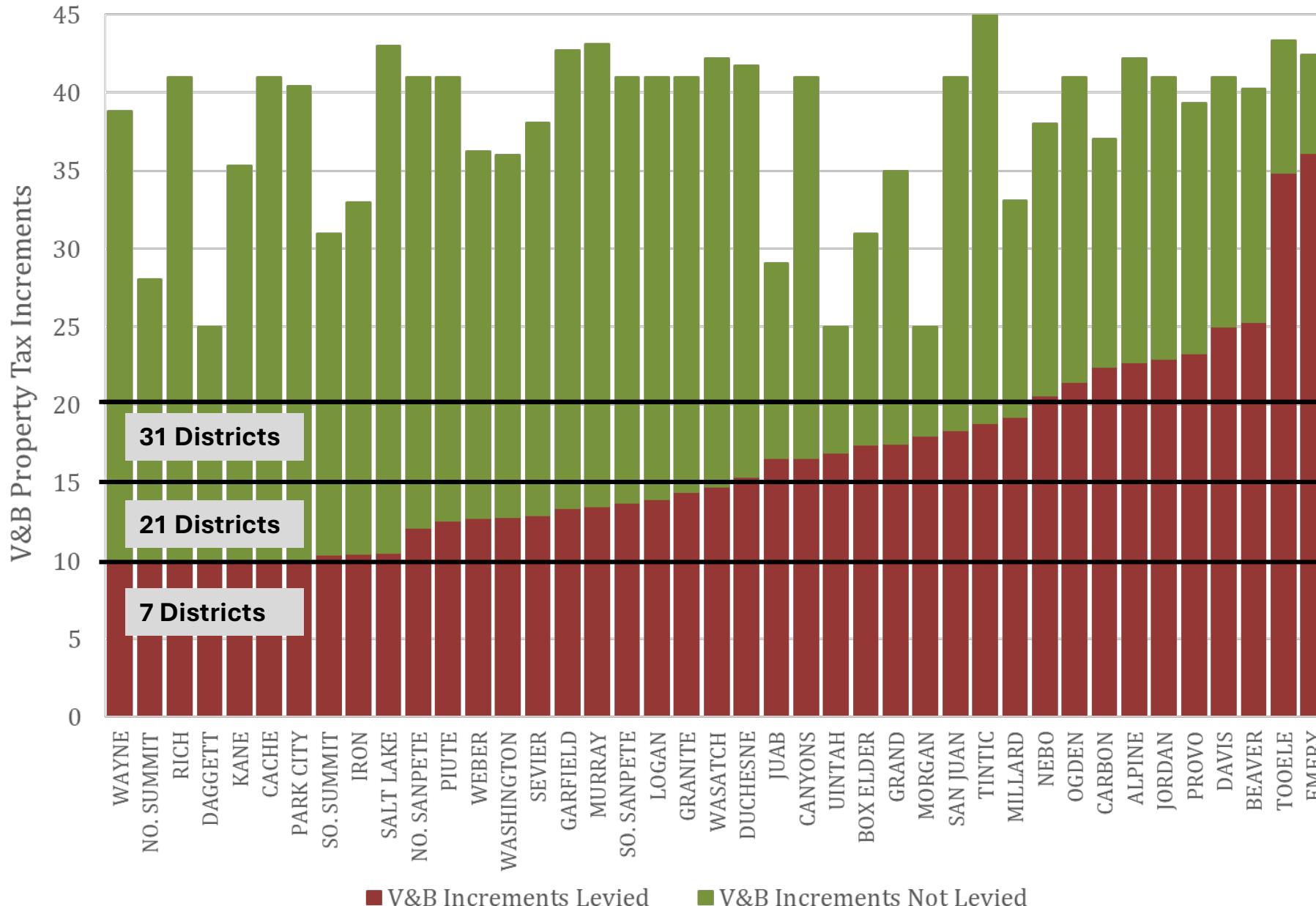
FY27 Est. V&B Property Tax Increments - 10 Increments Guaranteed **Simulated Rates**



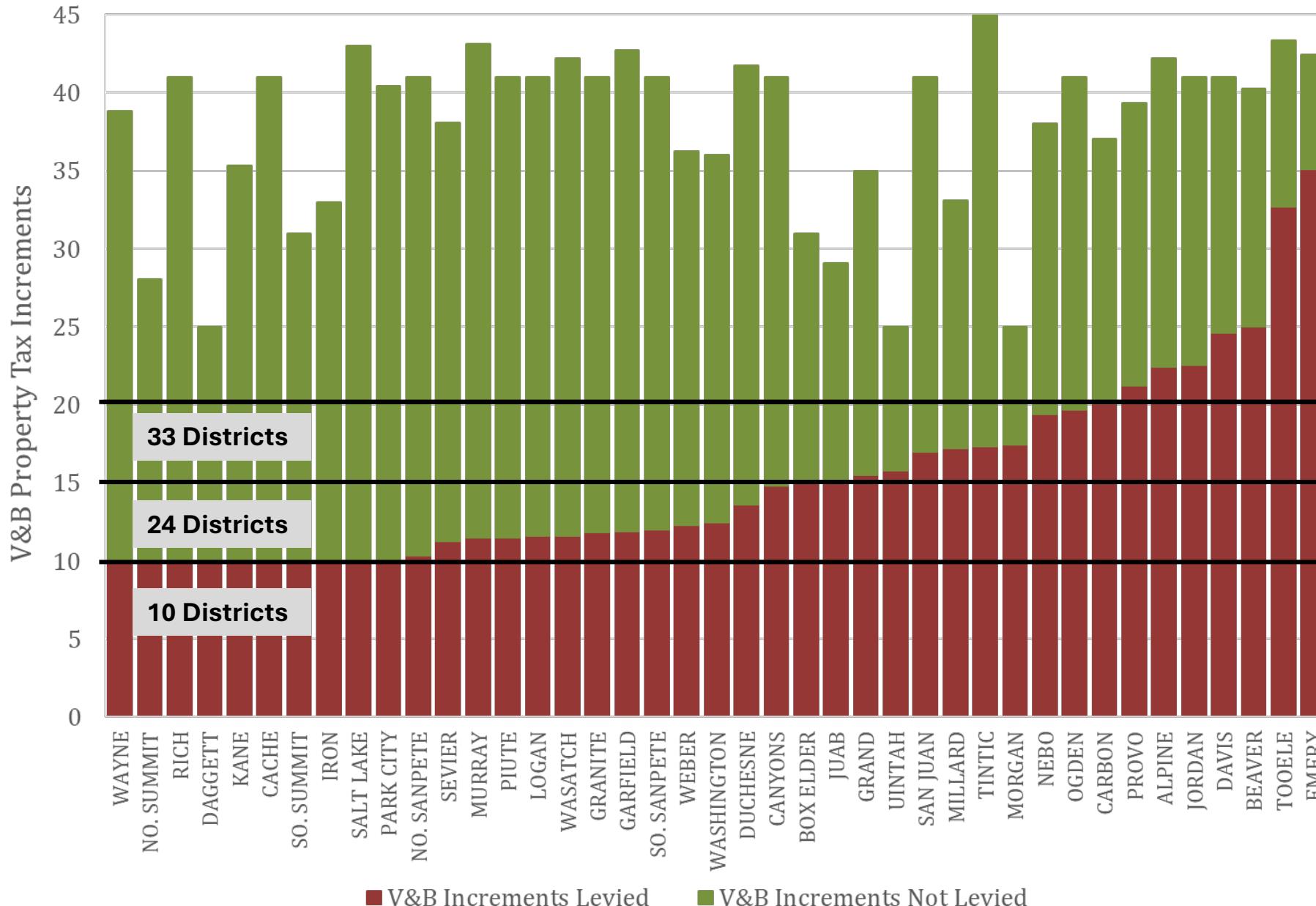
FY28 Est. V&B Property Tax Increments - 10 Increments Guaranteed **Simulated Rates**



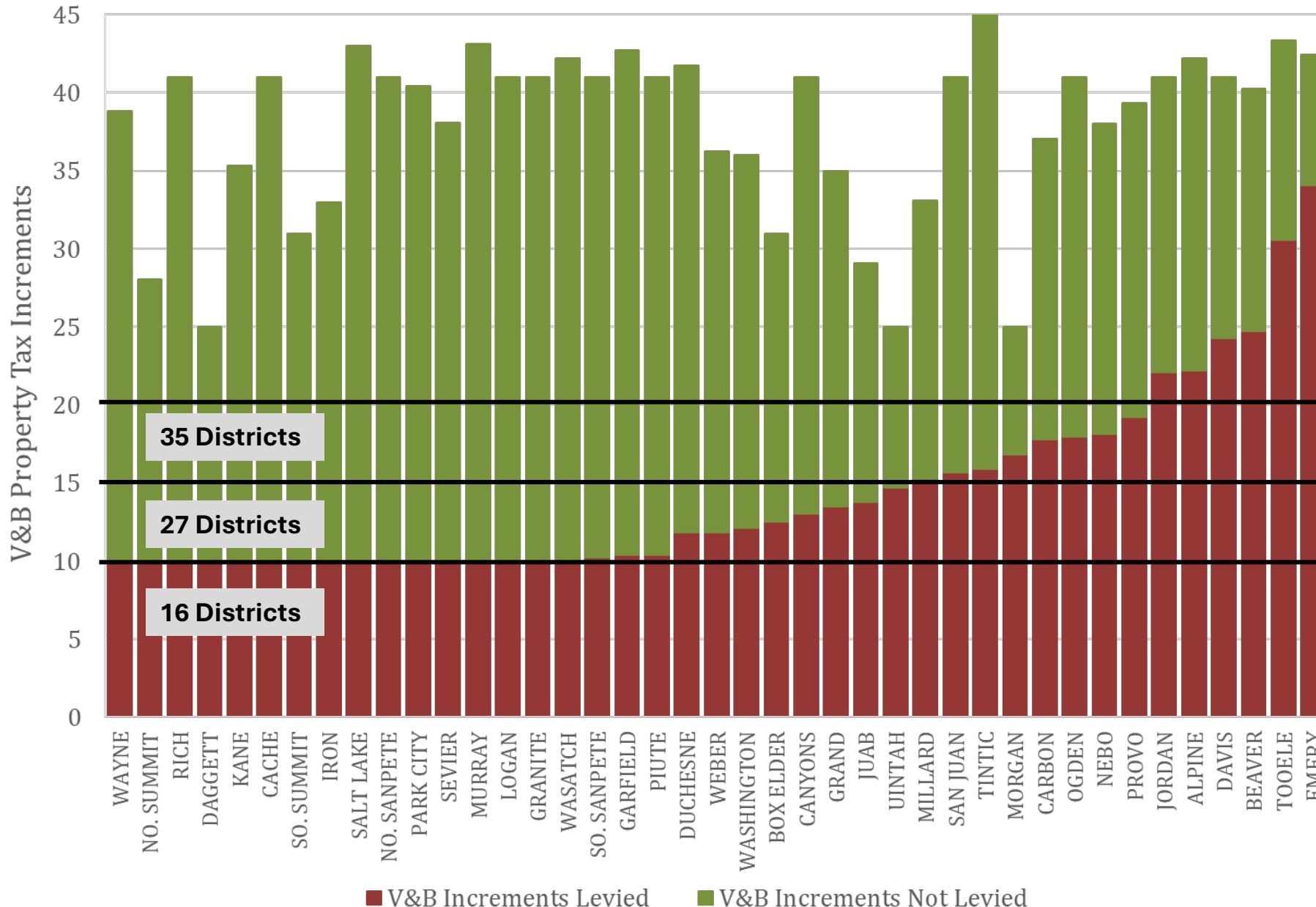
FY29 Est. V&B Property Tax Increments - 10 Increments Guaranteed **Simulated Rates**



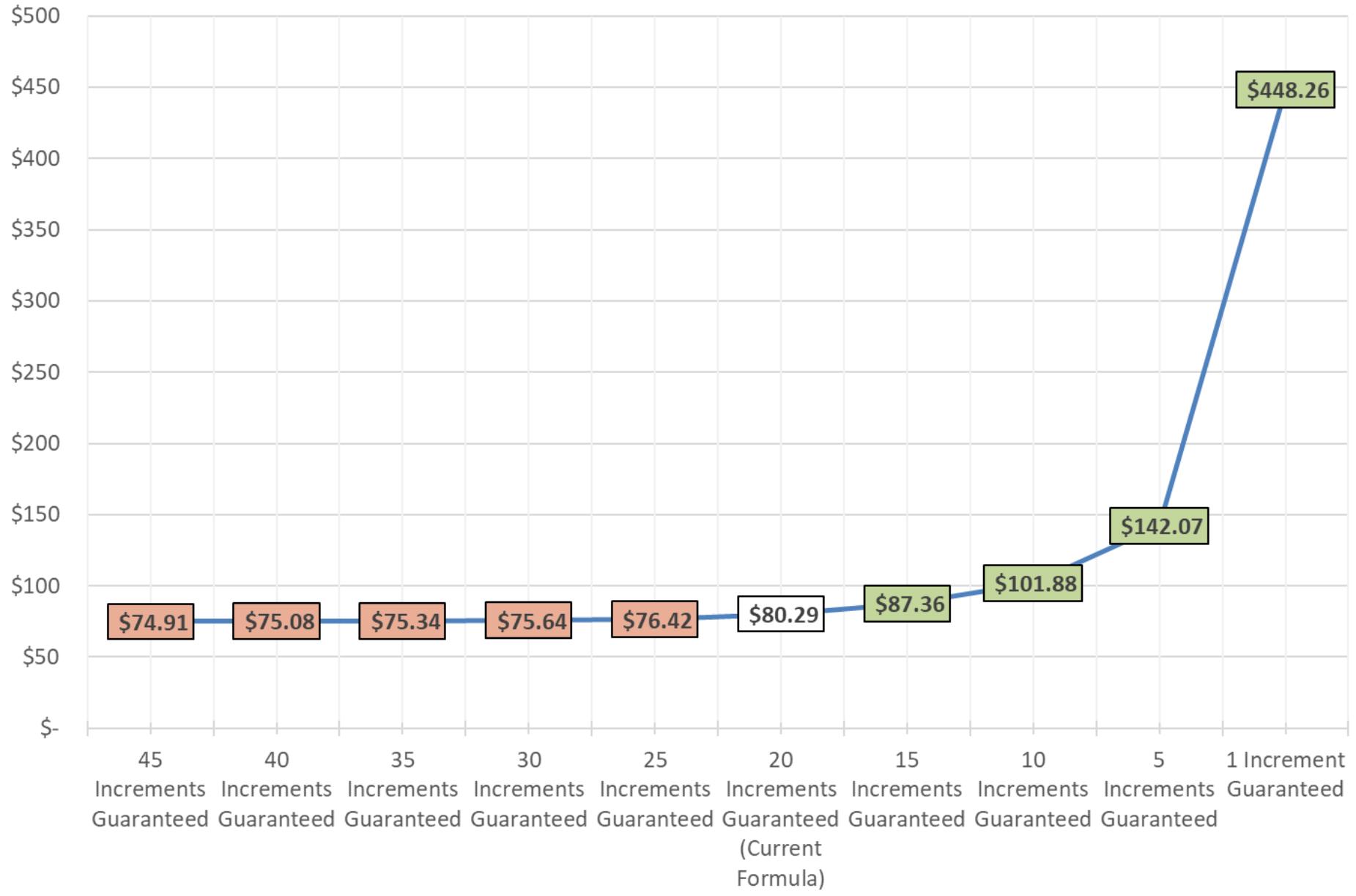
FY30 Est. V&B Property Tax Increments - 10 Increments Guaranteed **Simulated Rates**



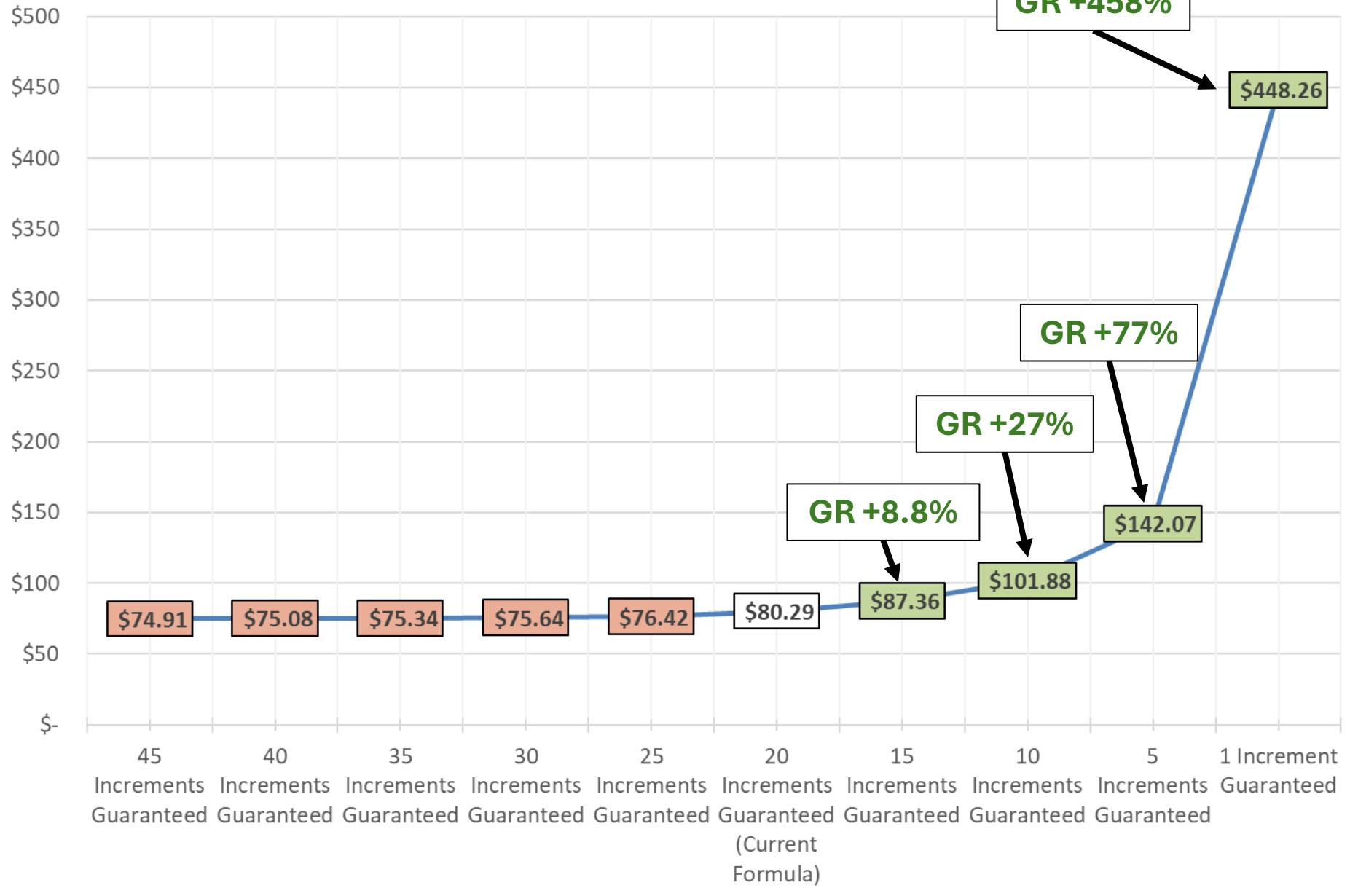
FY31 Est. V&B Property Tax Increments - 10 Increments Guaranteed **Simulated Rates**



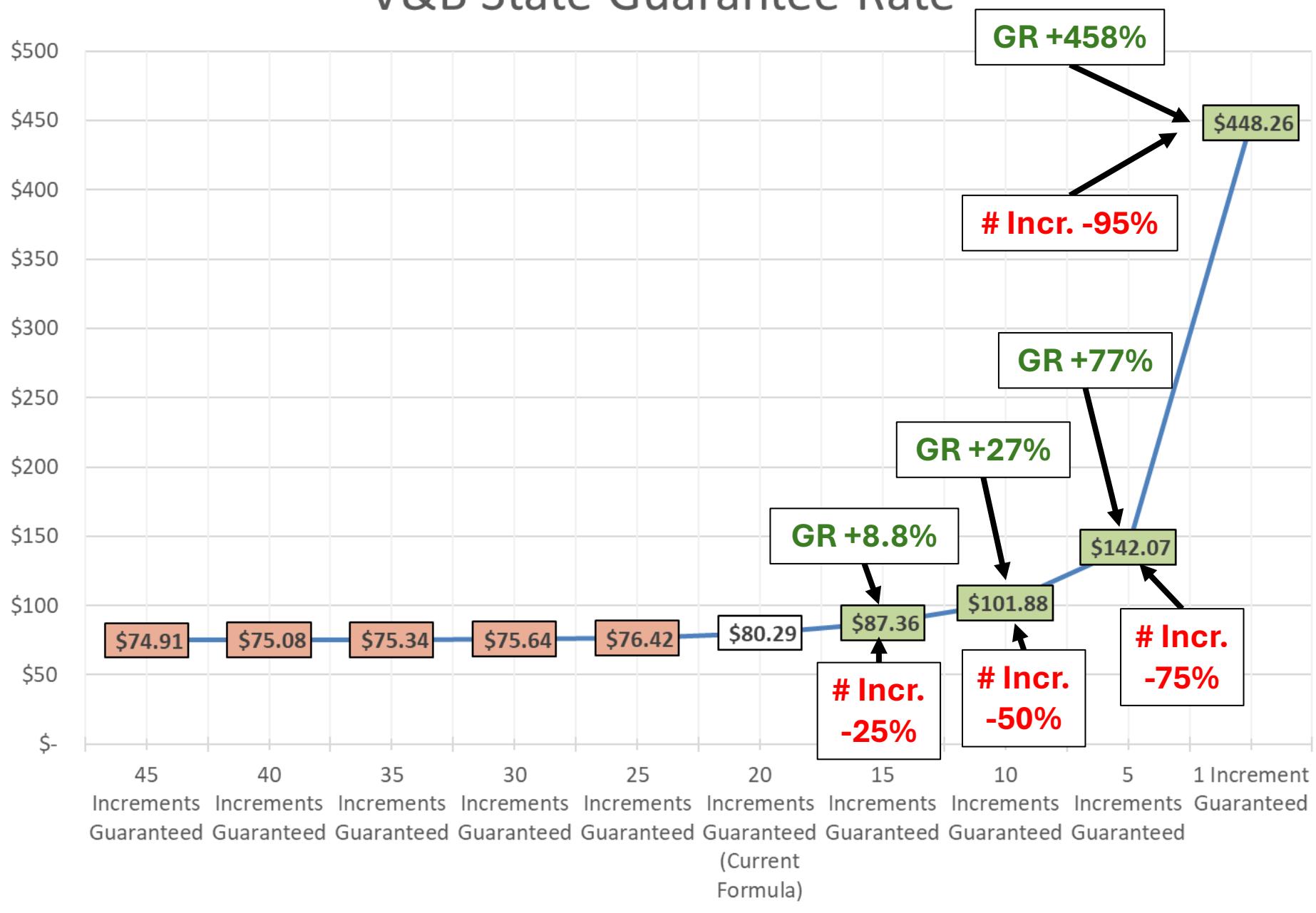
V&B State Guarantee Rate



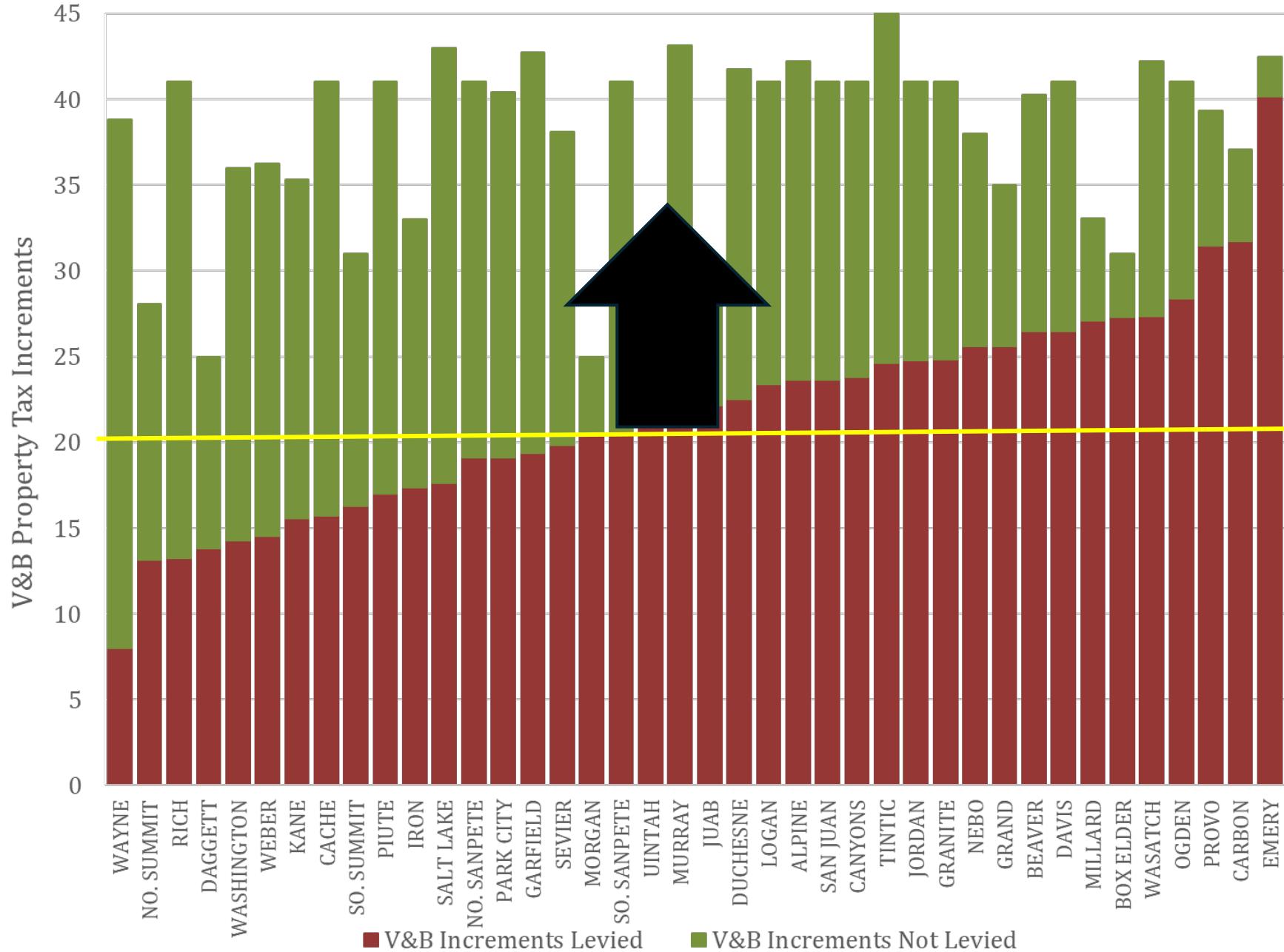
V&B State Guarantee Rate

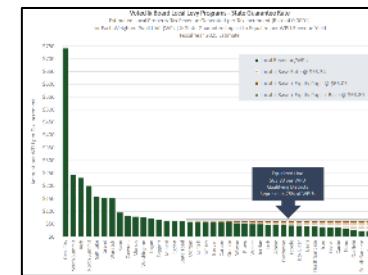
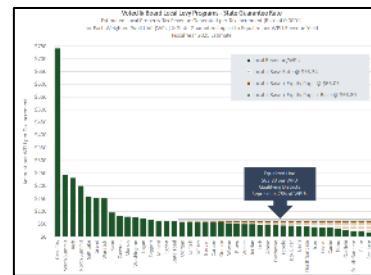
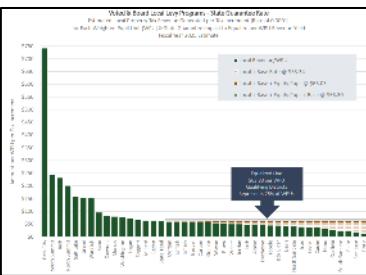
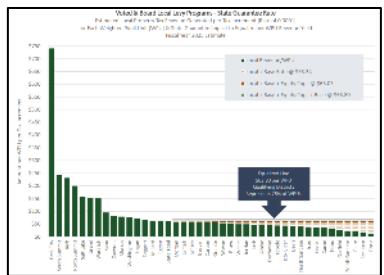
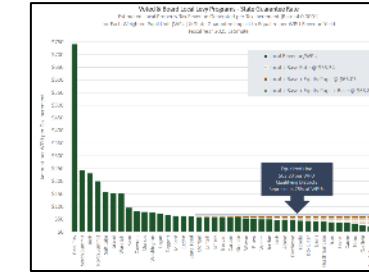
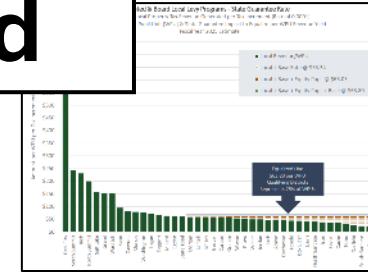
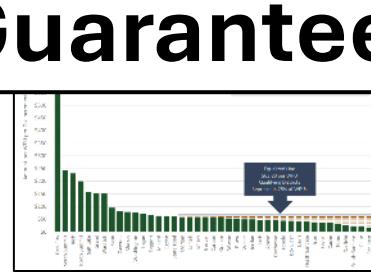
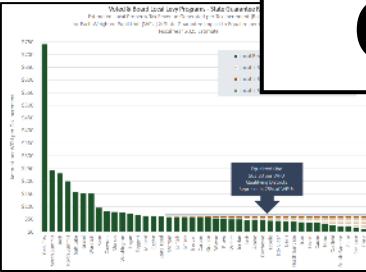
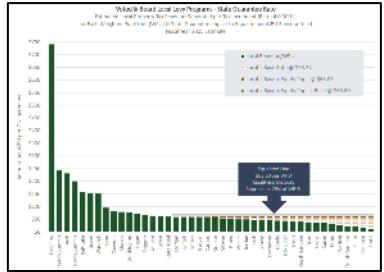
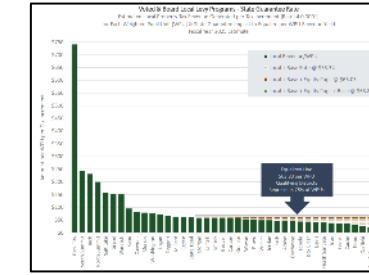
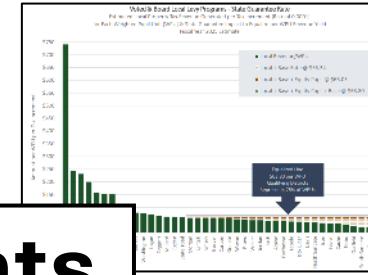
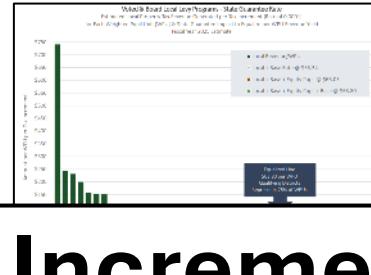
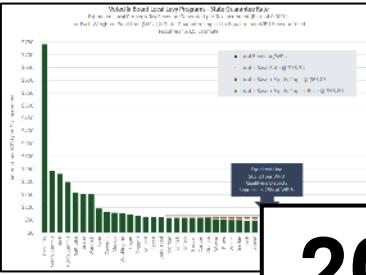
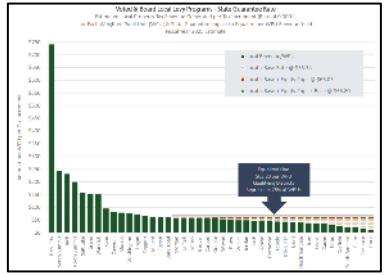
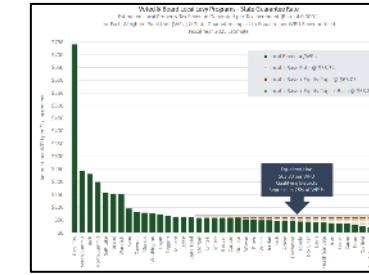
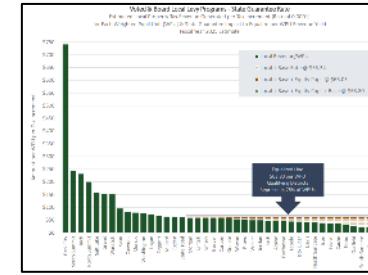
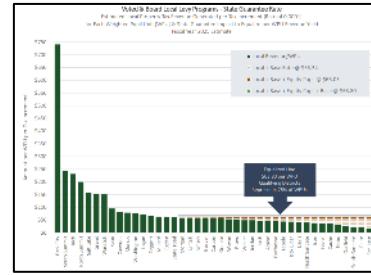
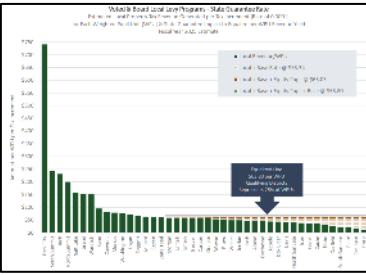
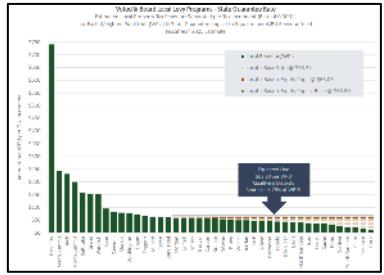


V&B State Guarantee Rate



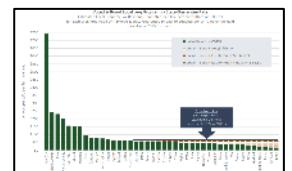
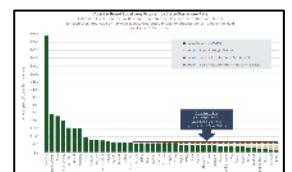
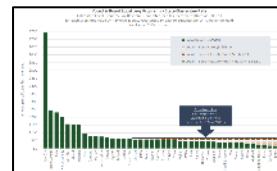
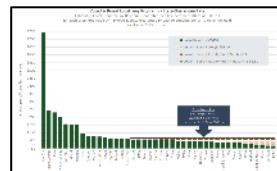
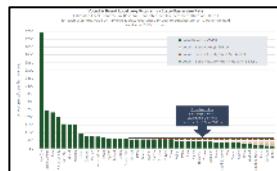
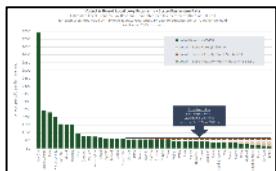
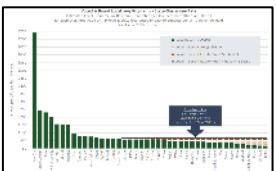
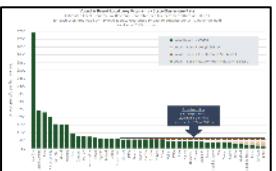
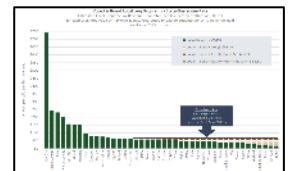
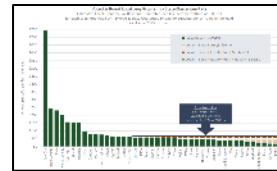
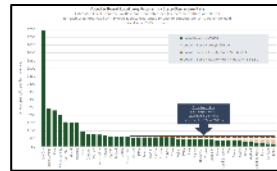
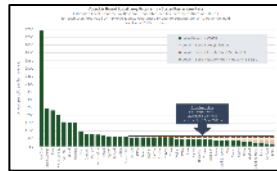
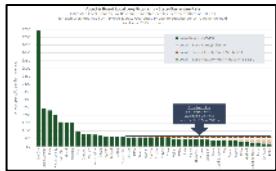
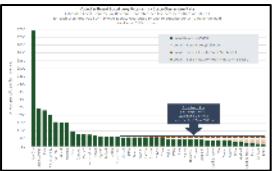
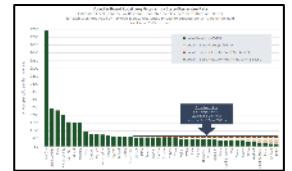
TY24 (FY25) V&B Property Tax Increments Levied





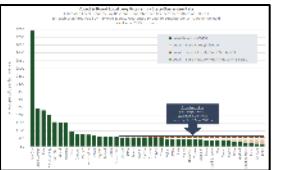
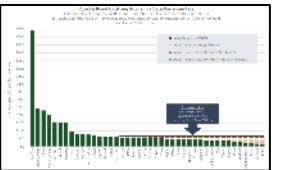
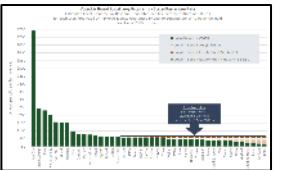
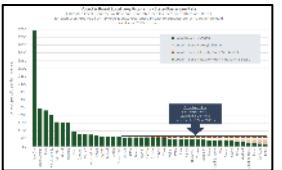
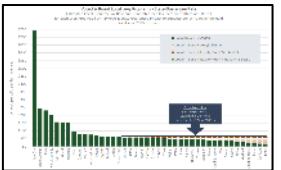
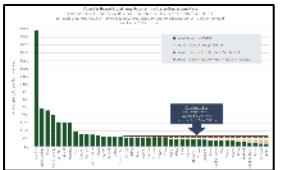
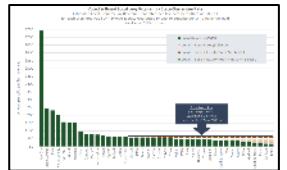
20 Increments Guaranteed



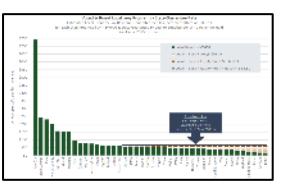
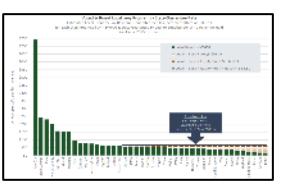
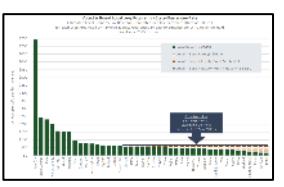
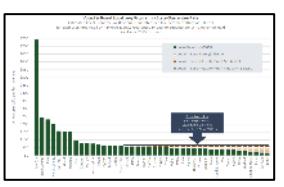
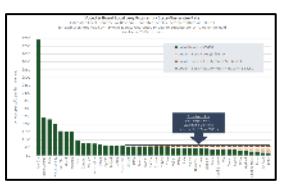
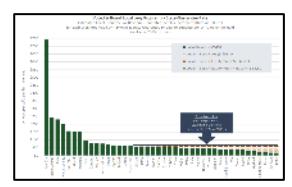
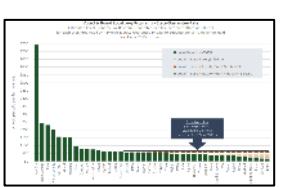
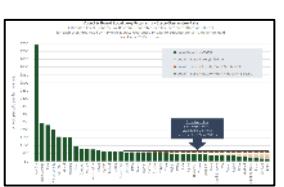
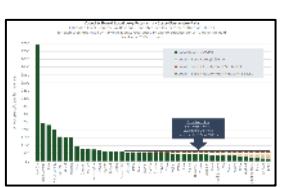
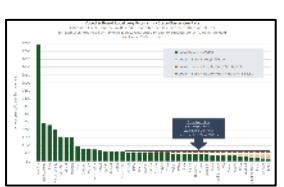
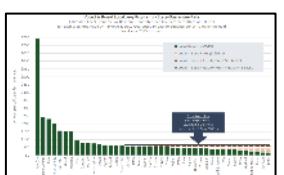
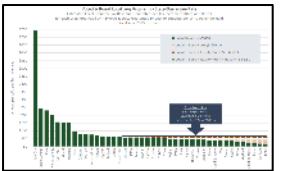
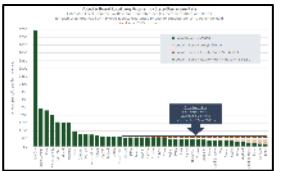
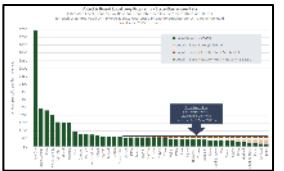
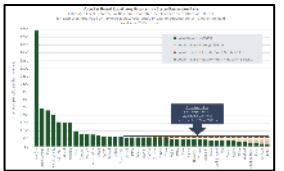
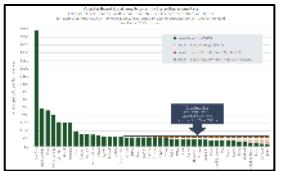
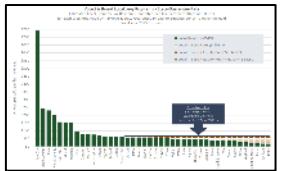
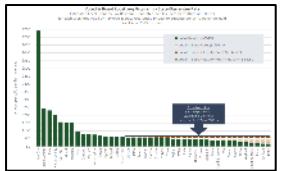


25 Increments Guaranteed





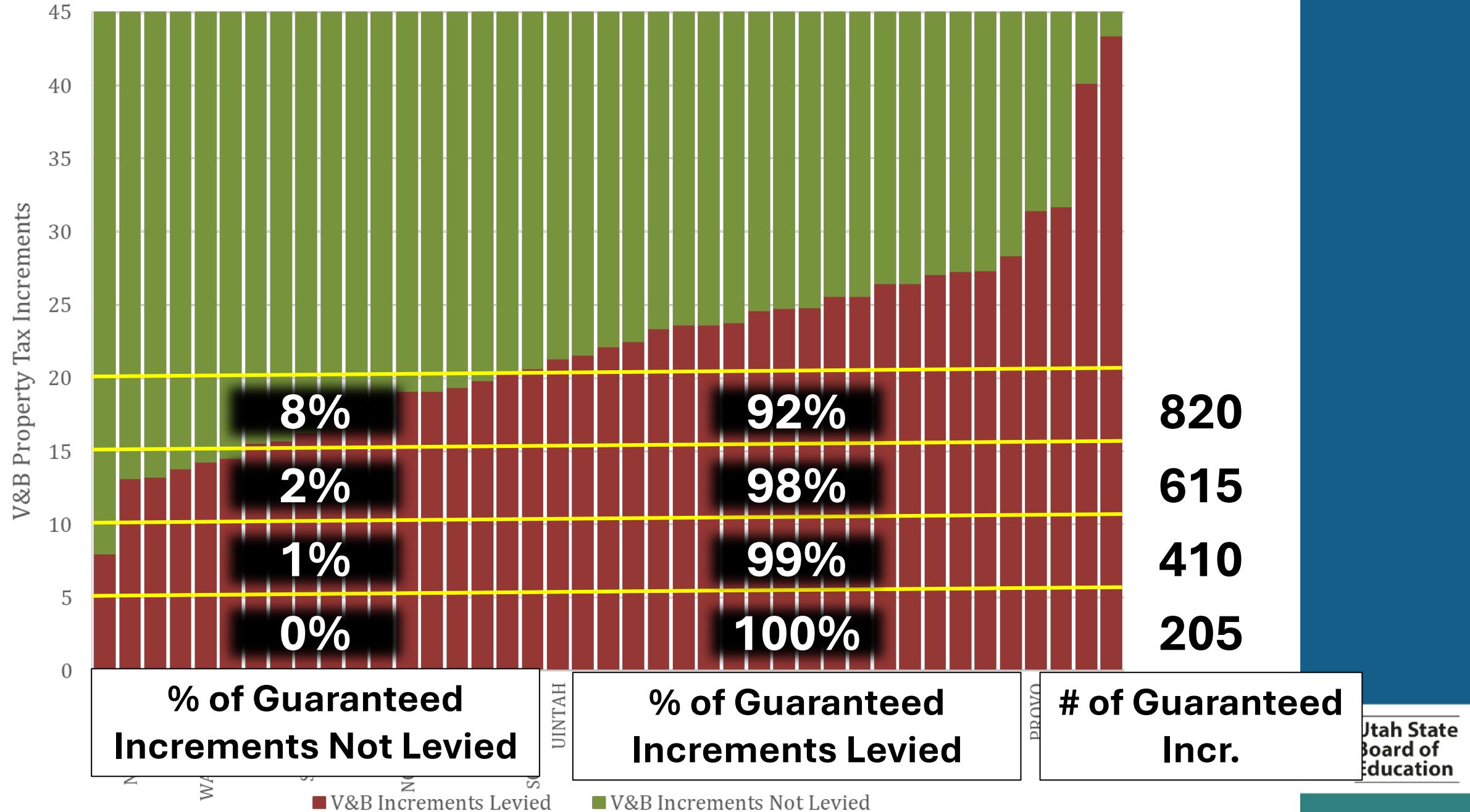
**40 Increments
Guaranteed**



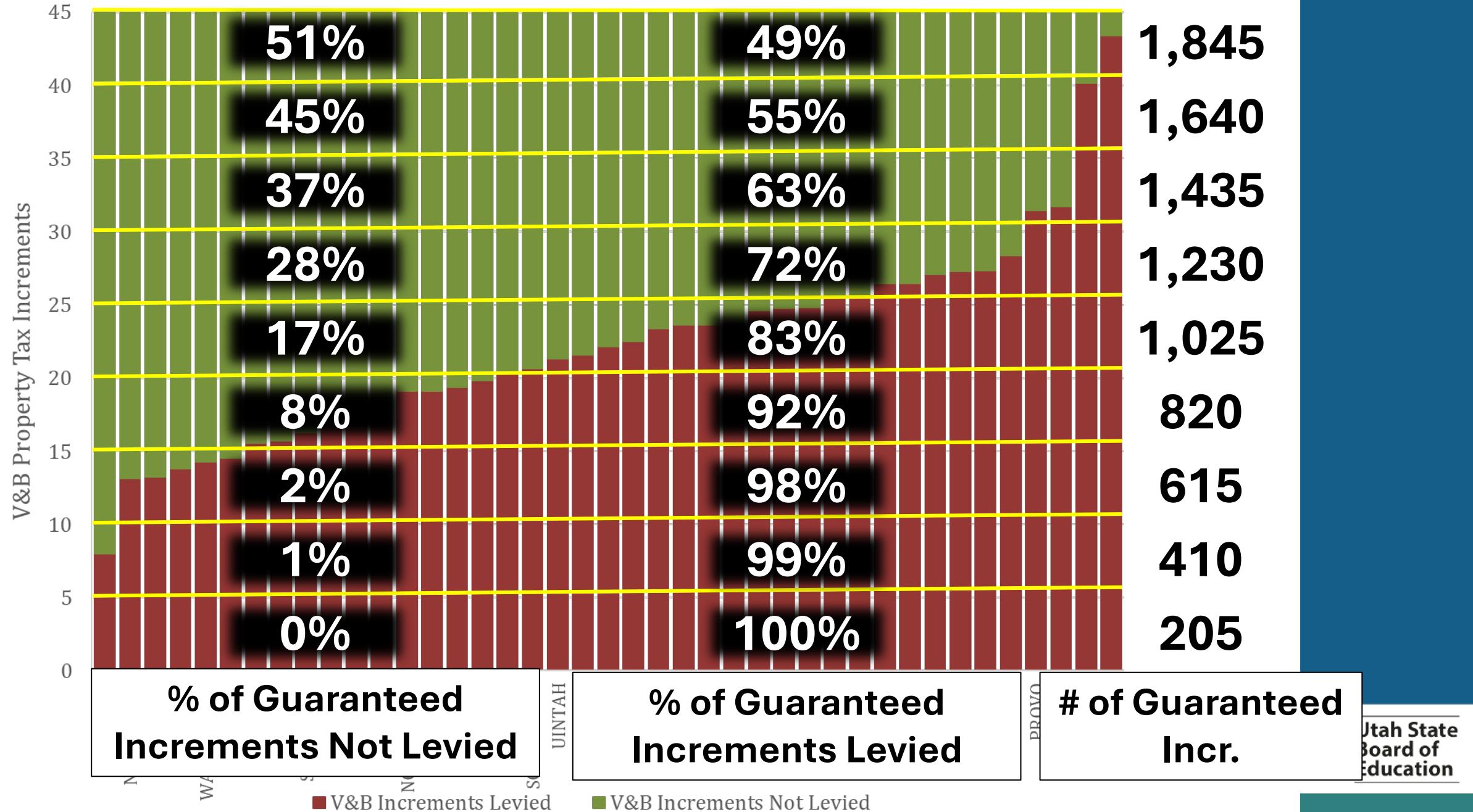
**45 Increments
Guaranteed**



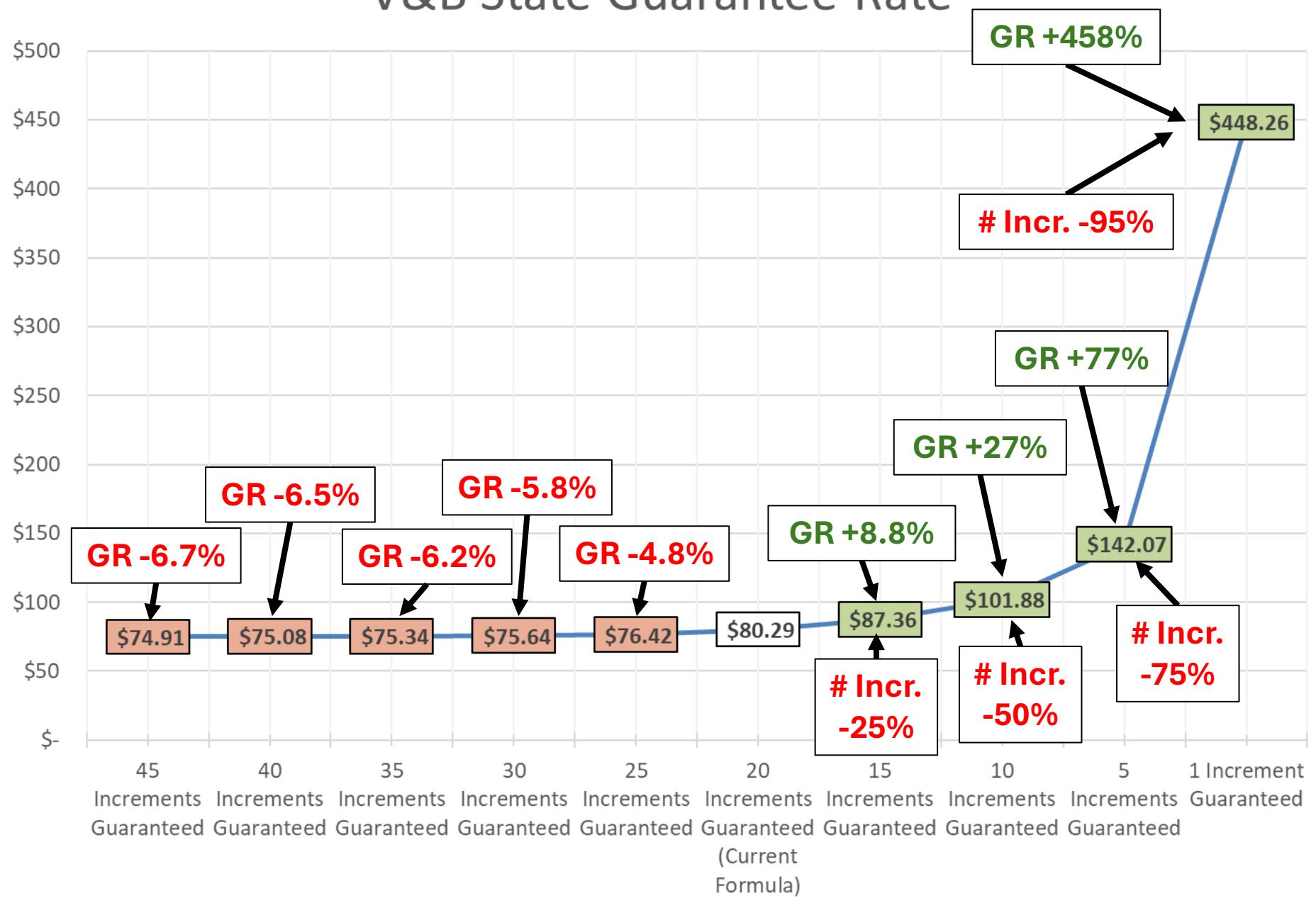
TY24 (FY25) V&B Property Tax Increments Levied



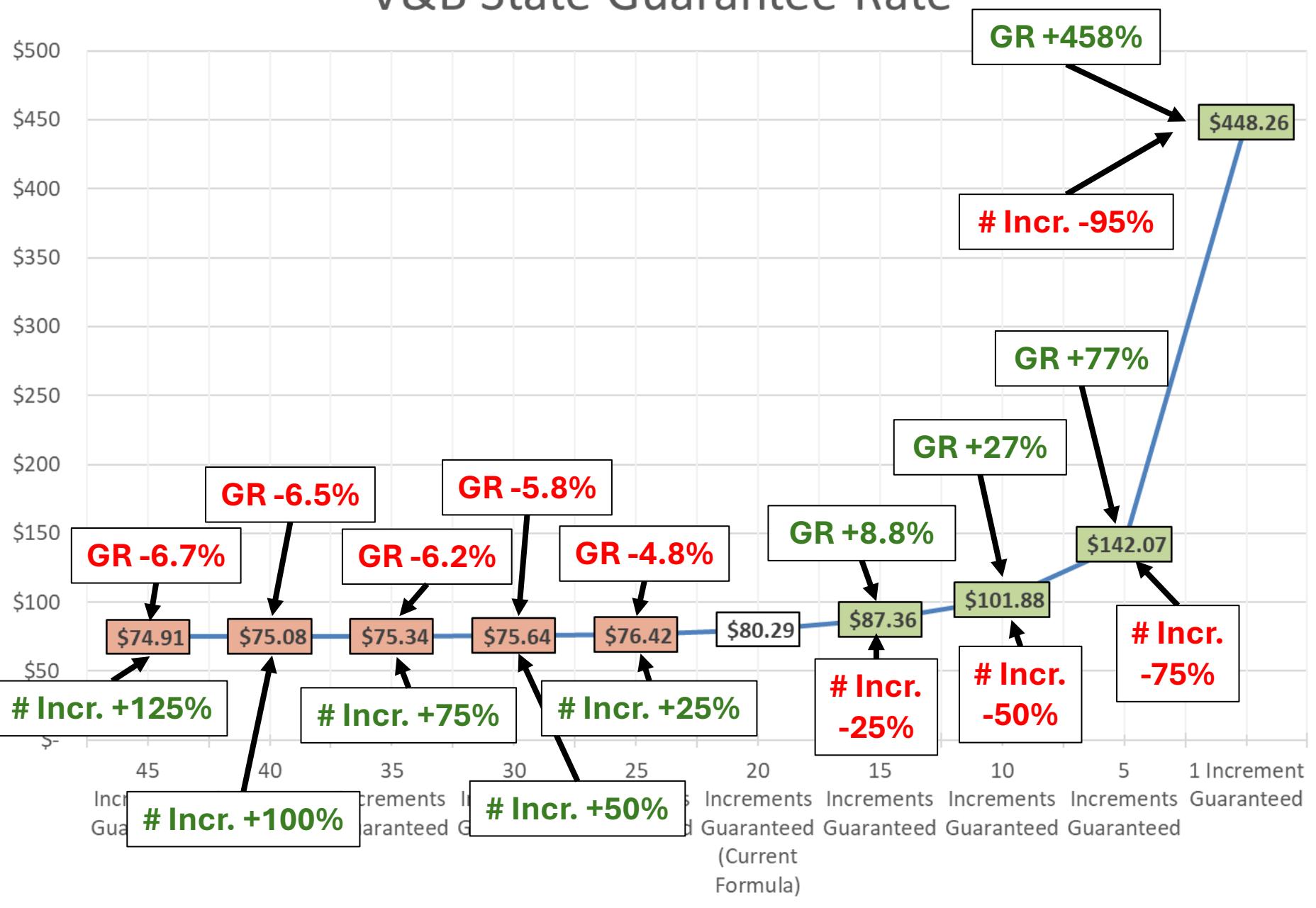
TY24 (FY25) V&B Property Tax Increments Levied



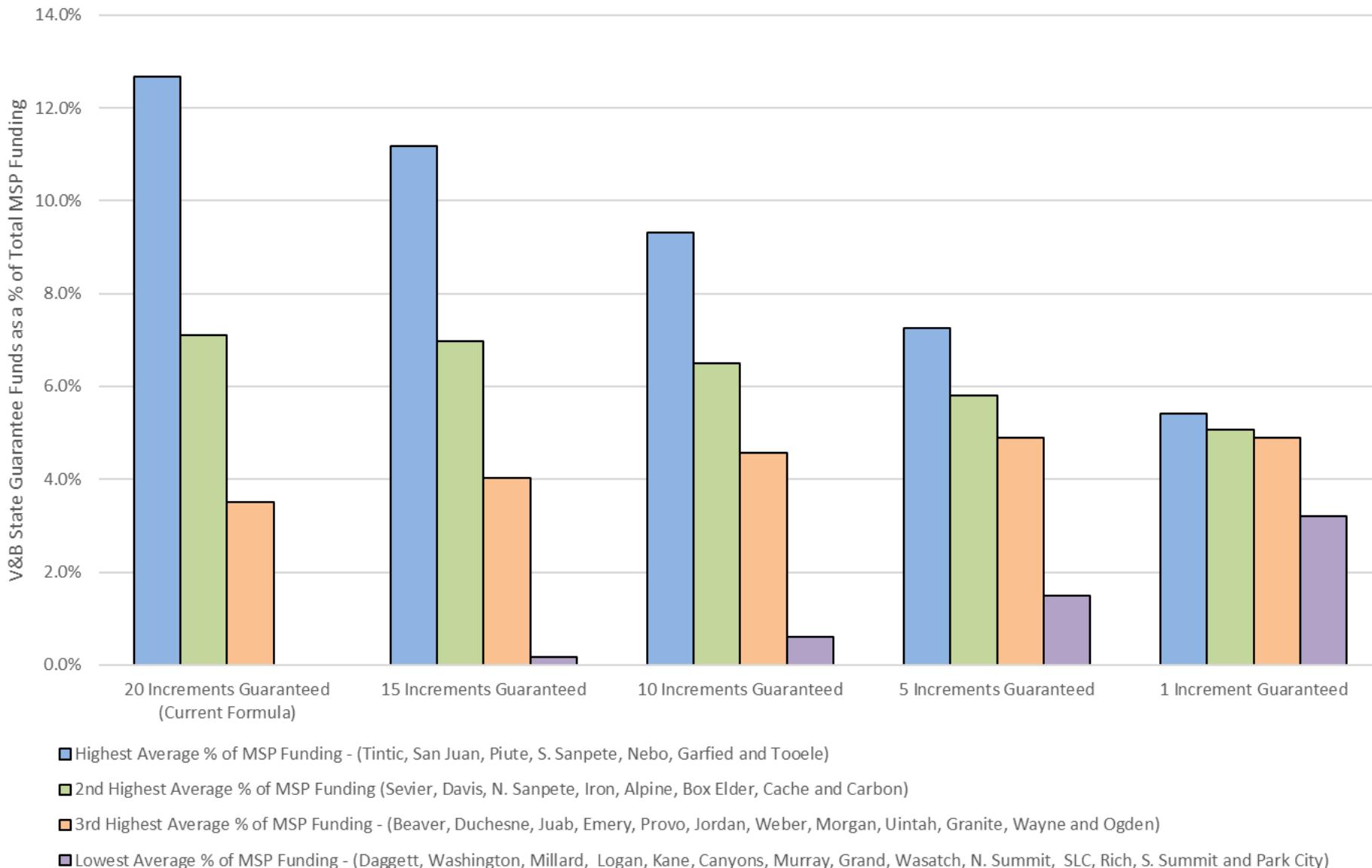
V&B State Guarantee Rate



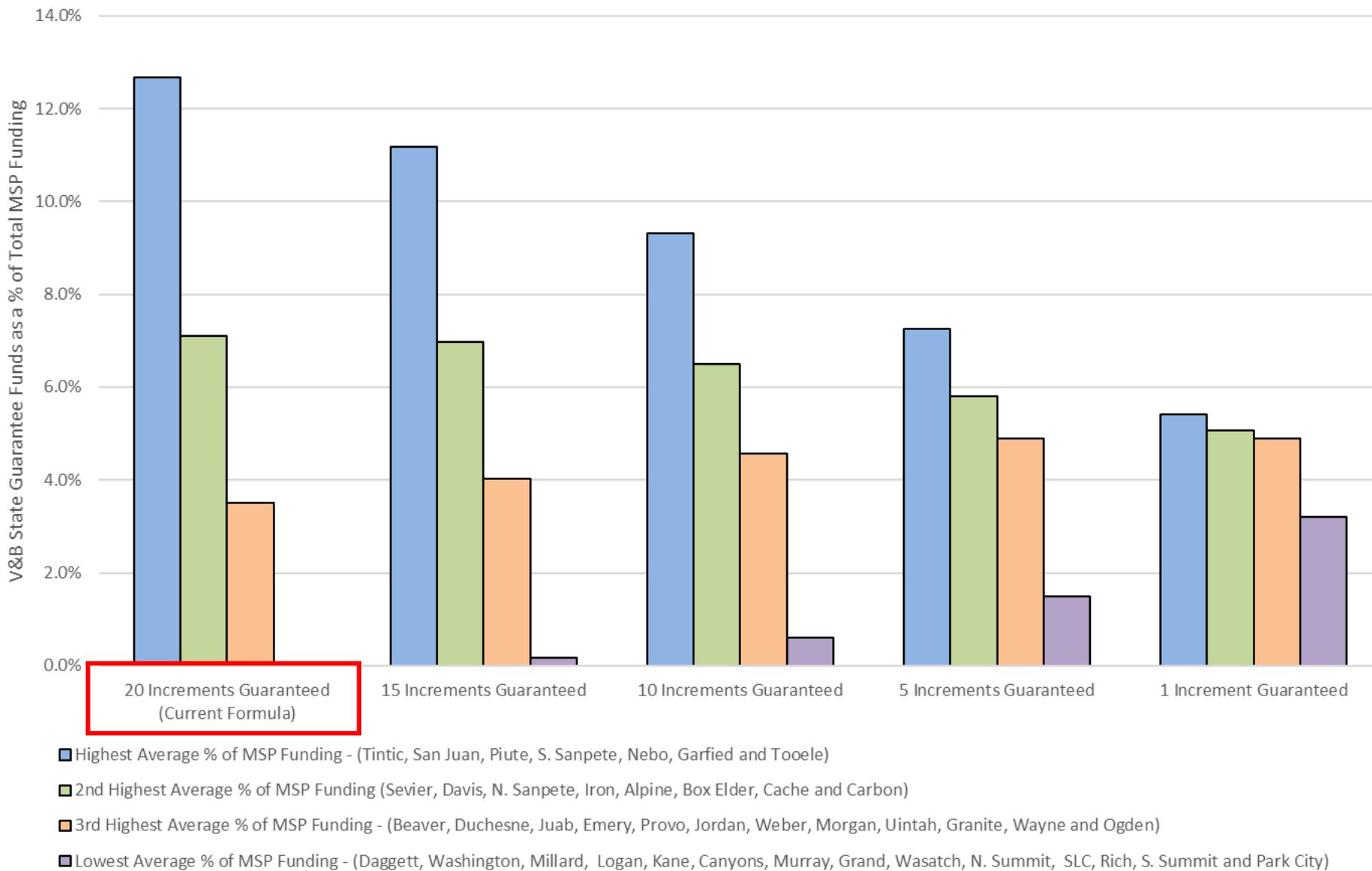
V&B State Guarantee Rate



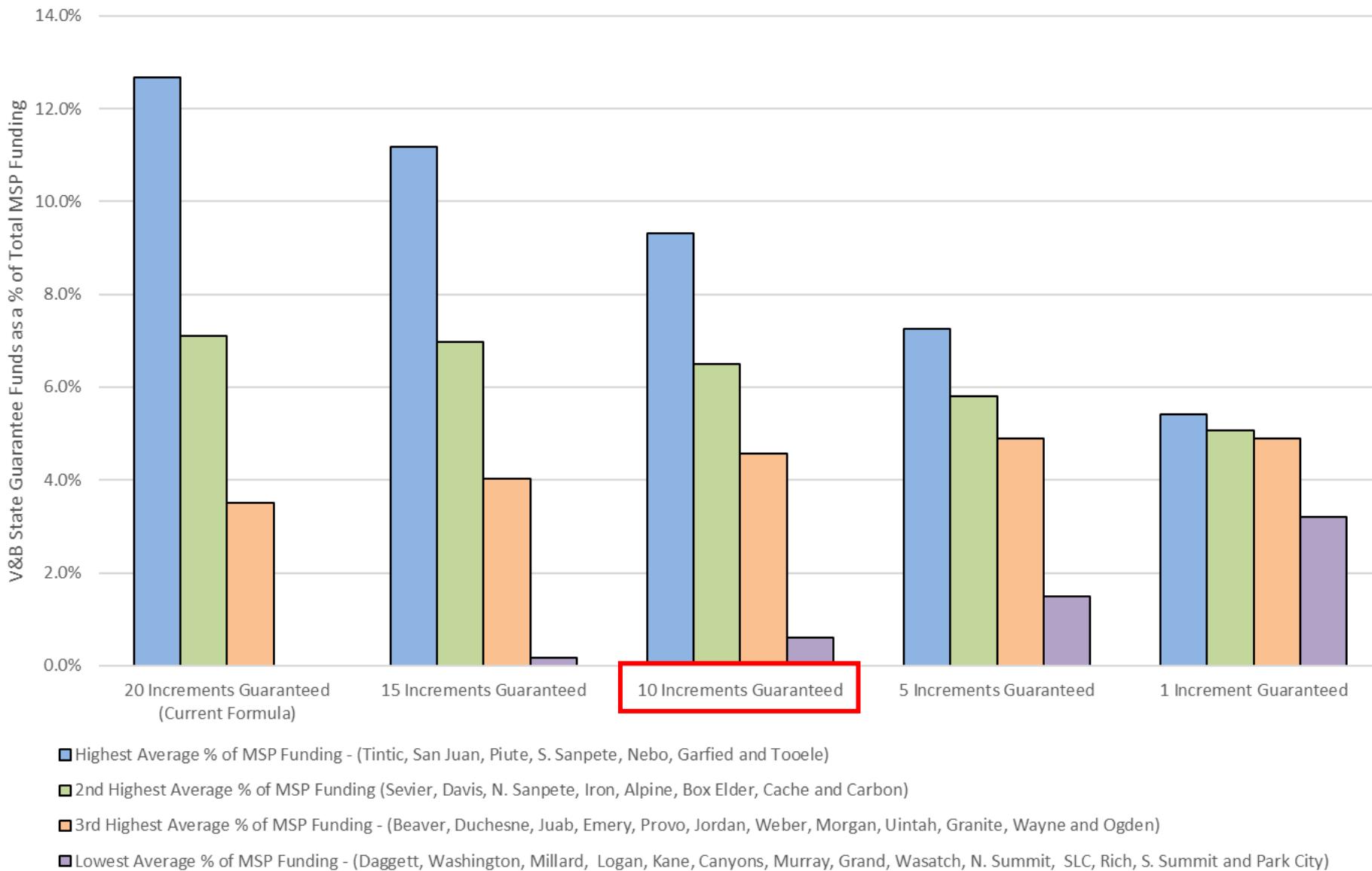
Comparing V&B Scenarios By Average % of MSP Funding



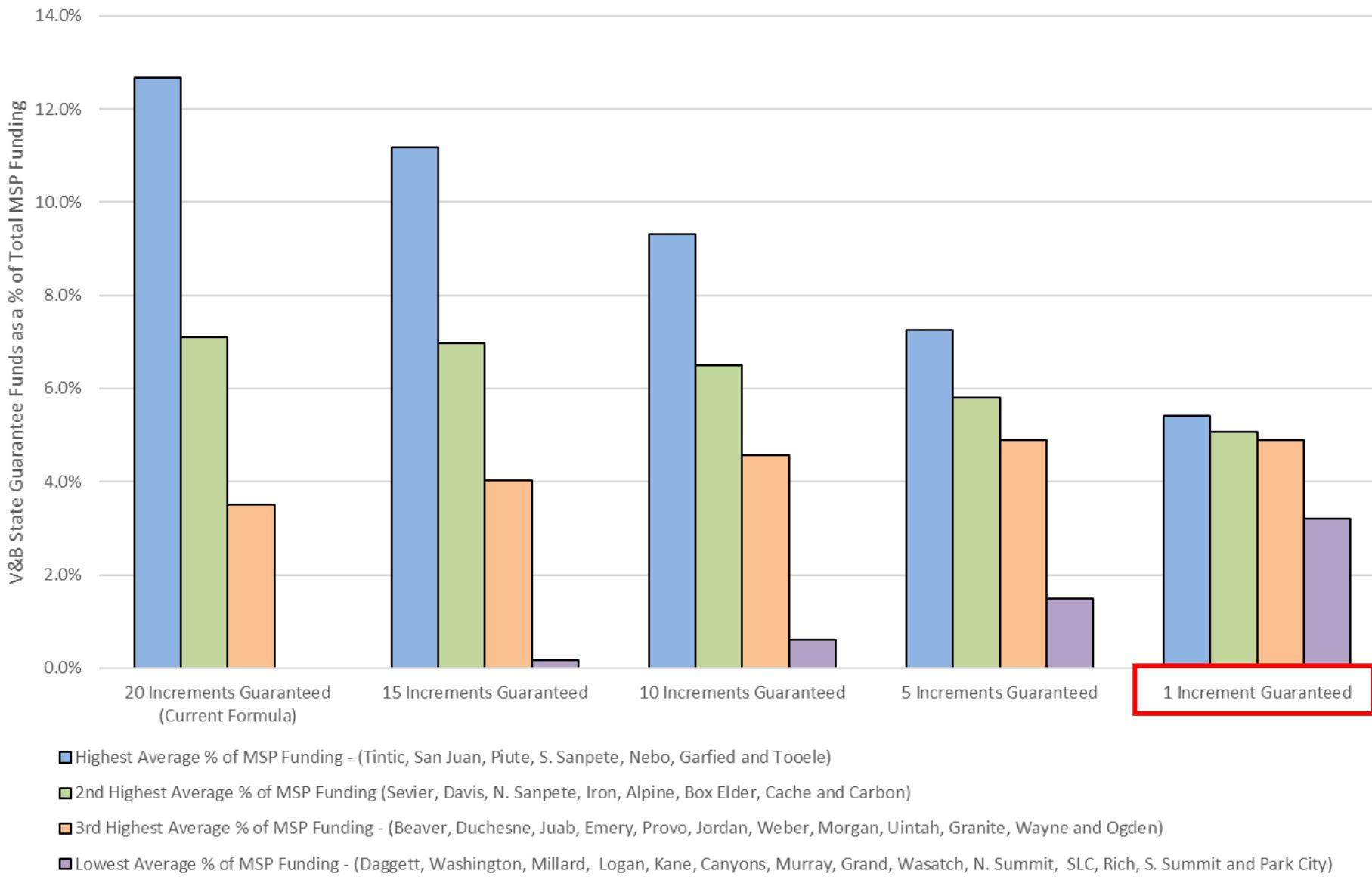
Comparing V&B Scenarios By Average % of MSP Funding



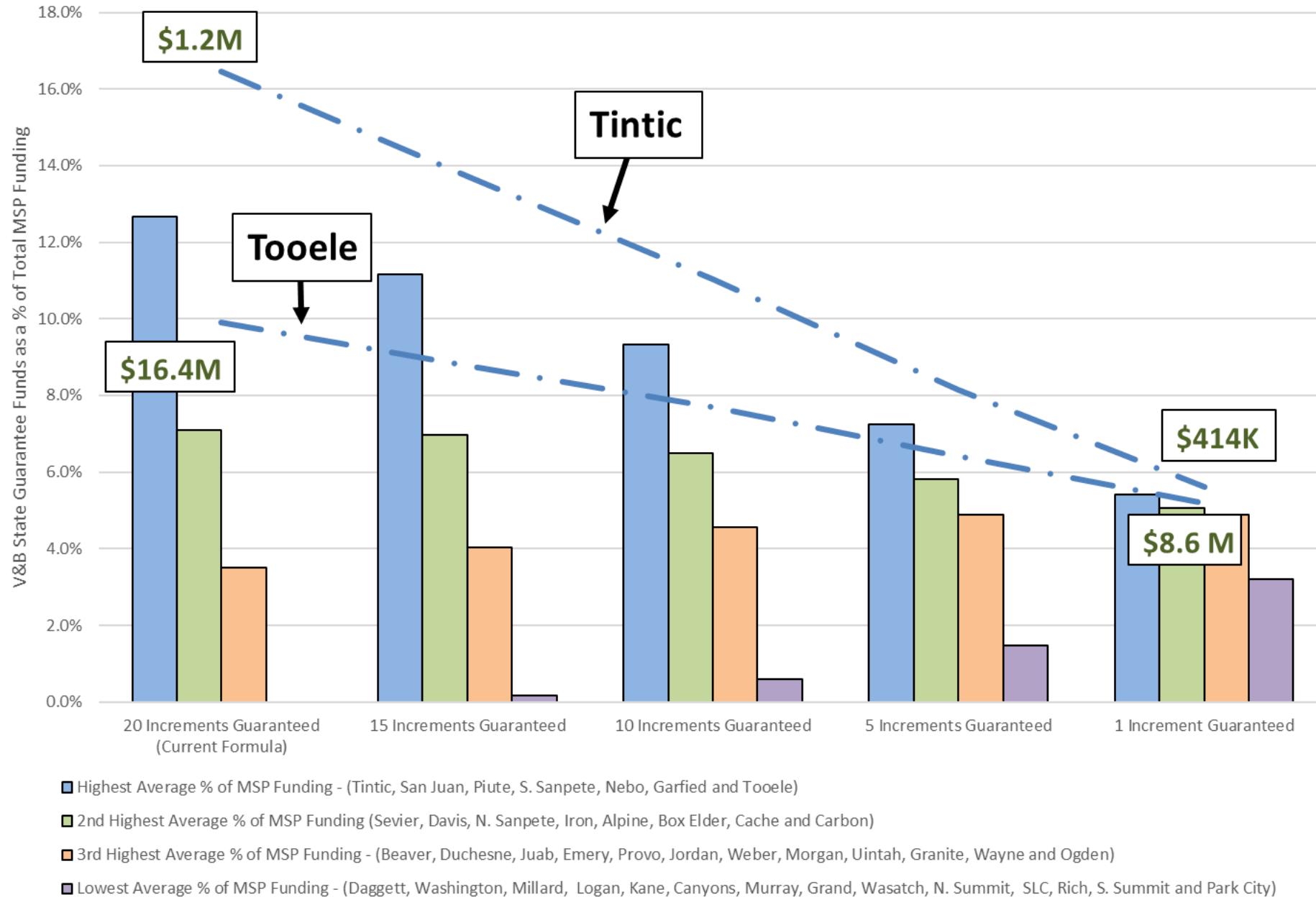
Comparing V&B Scenarios By Average % of MSP Funding



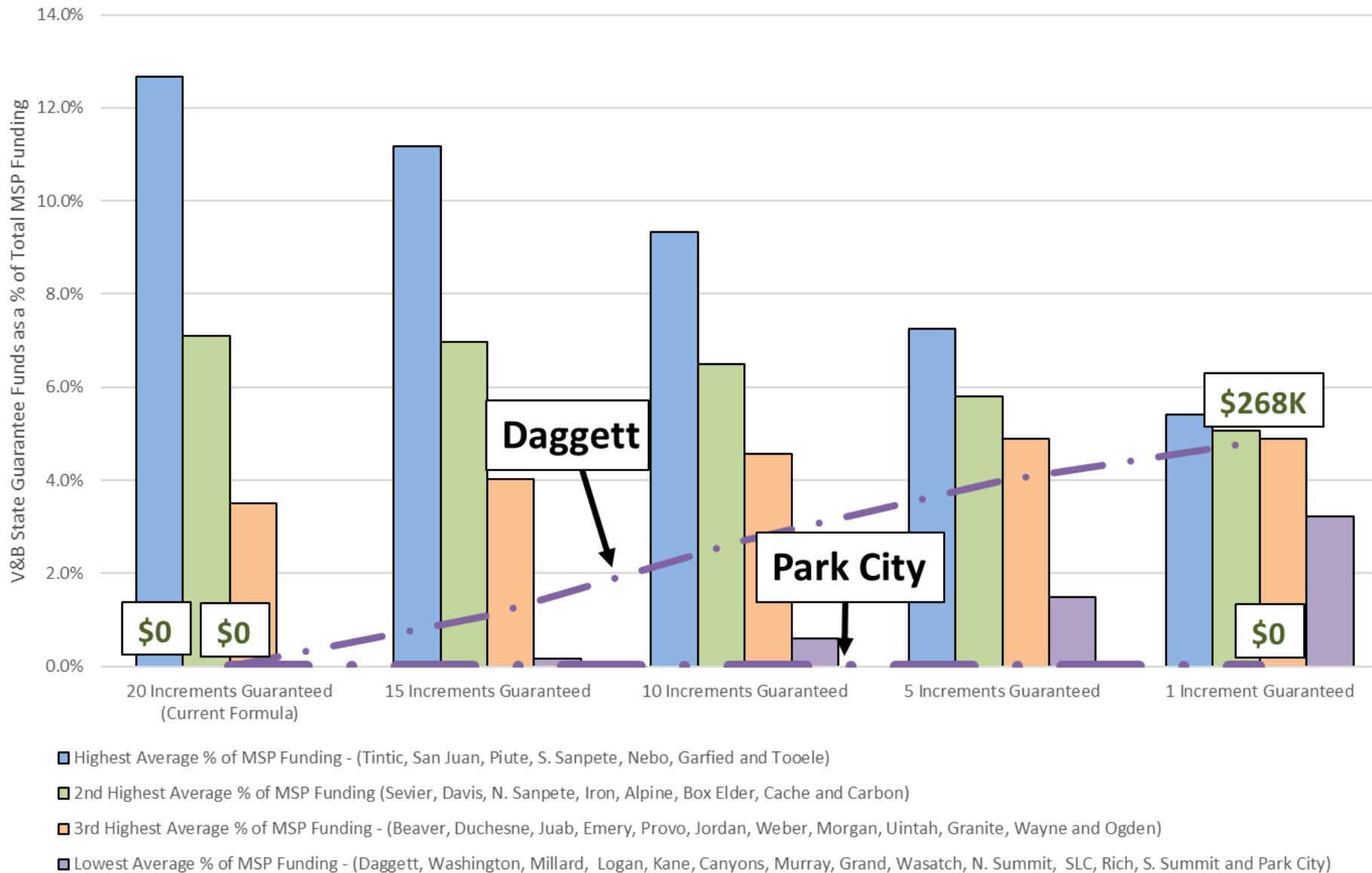
Comparing V&B Scenarios By Average % of MSP Funding



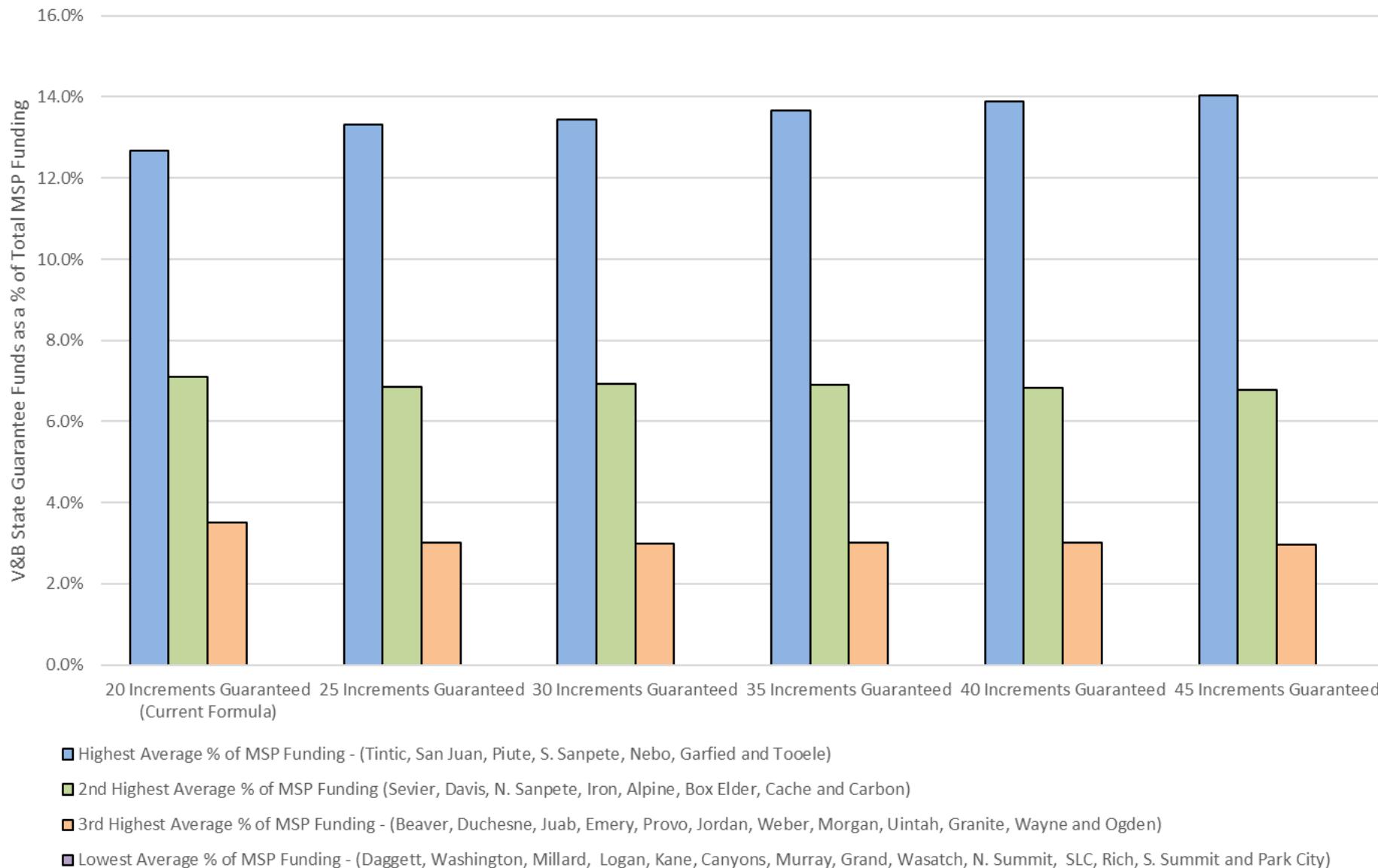
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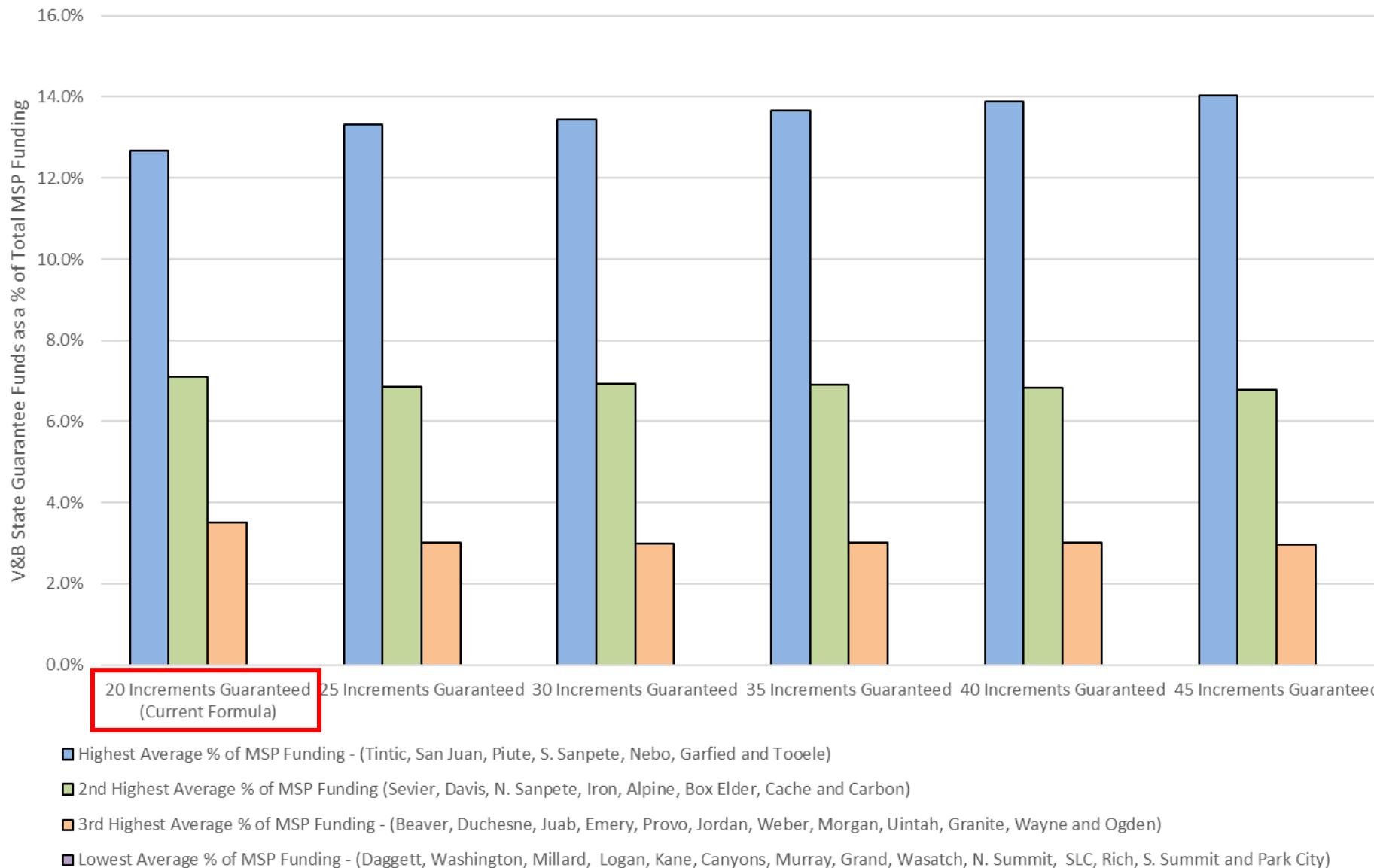
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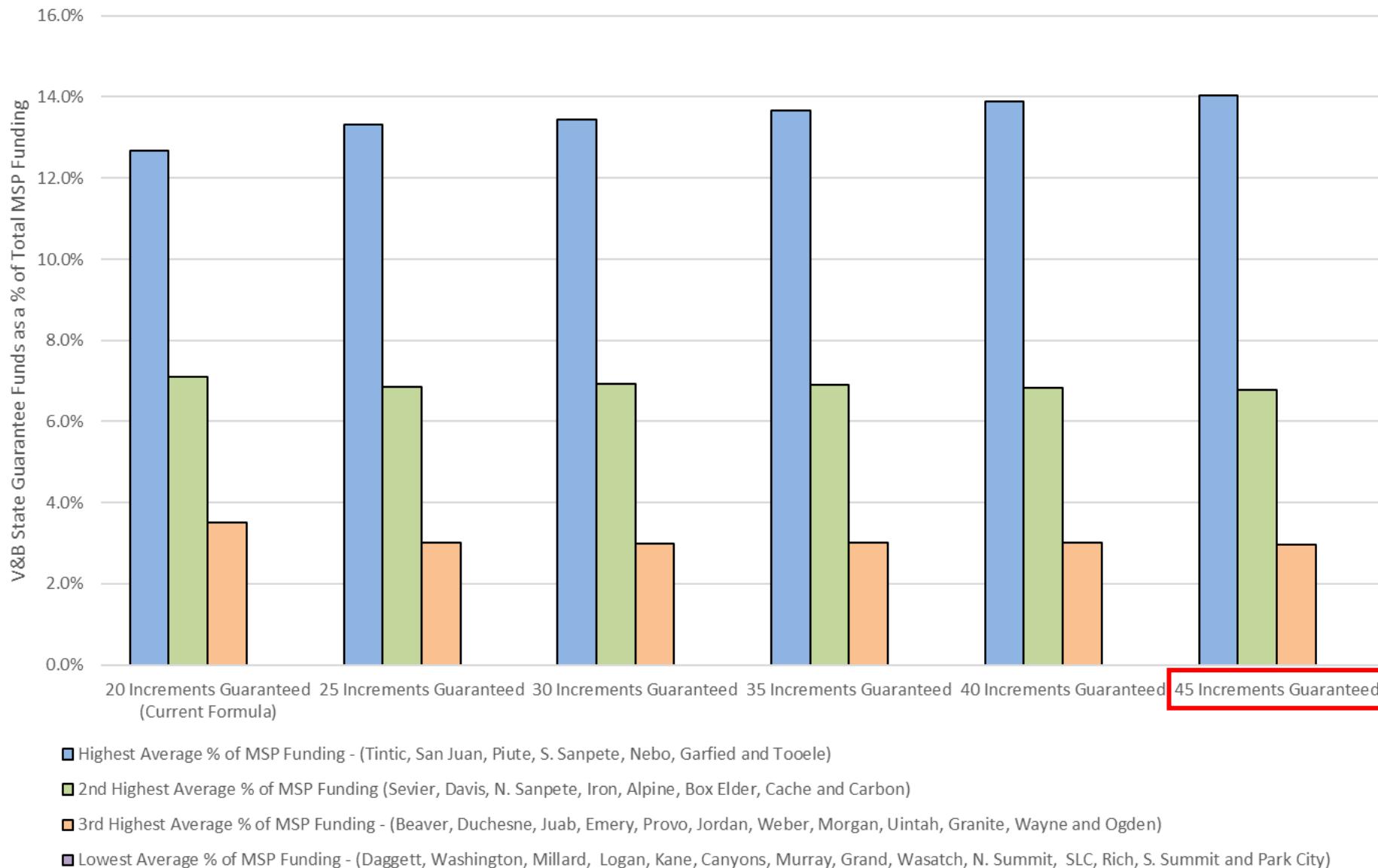
Comparing V&B Scenarios By Average % of MSP Funding



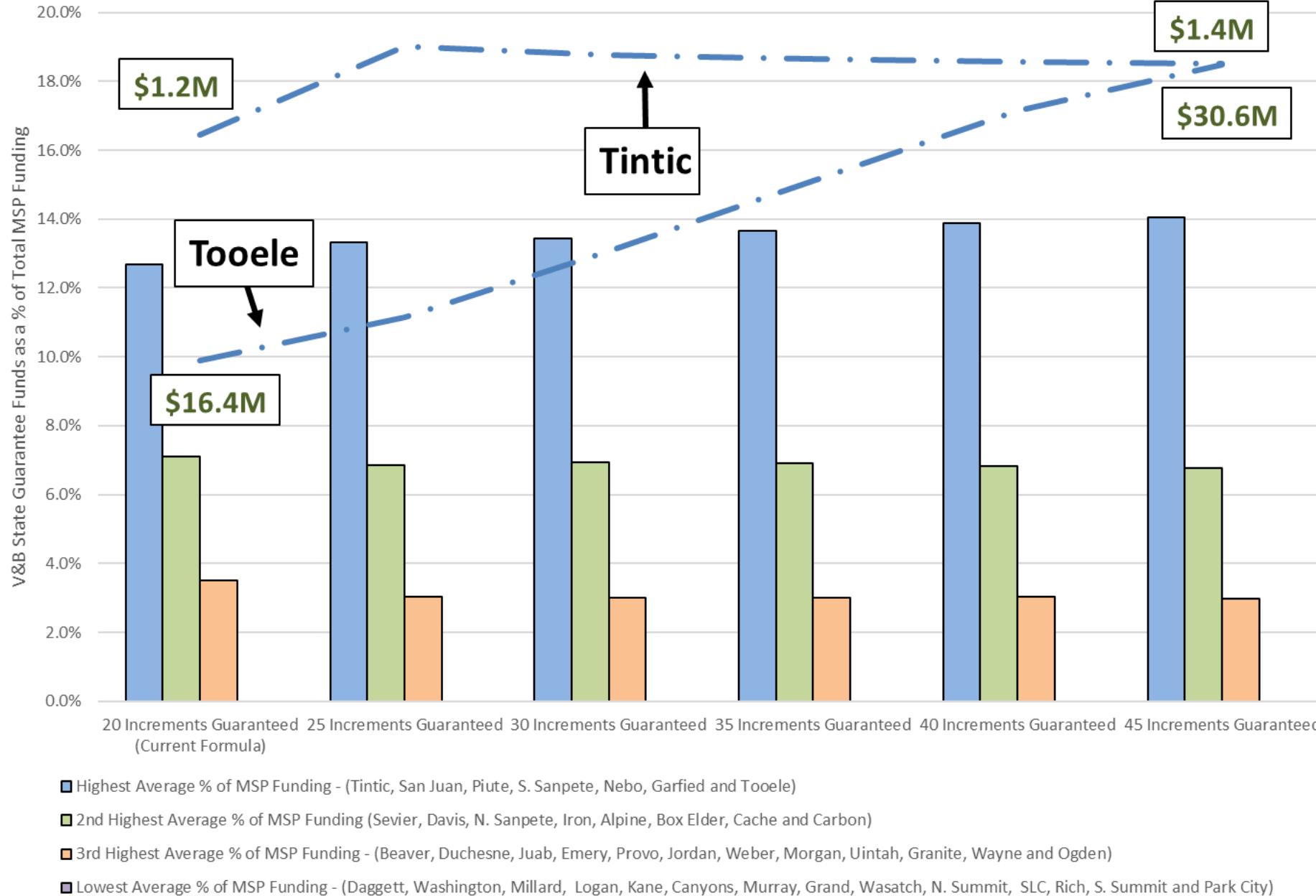
Comparing V&B Scenarios By Average % of MSP Funding



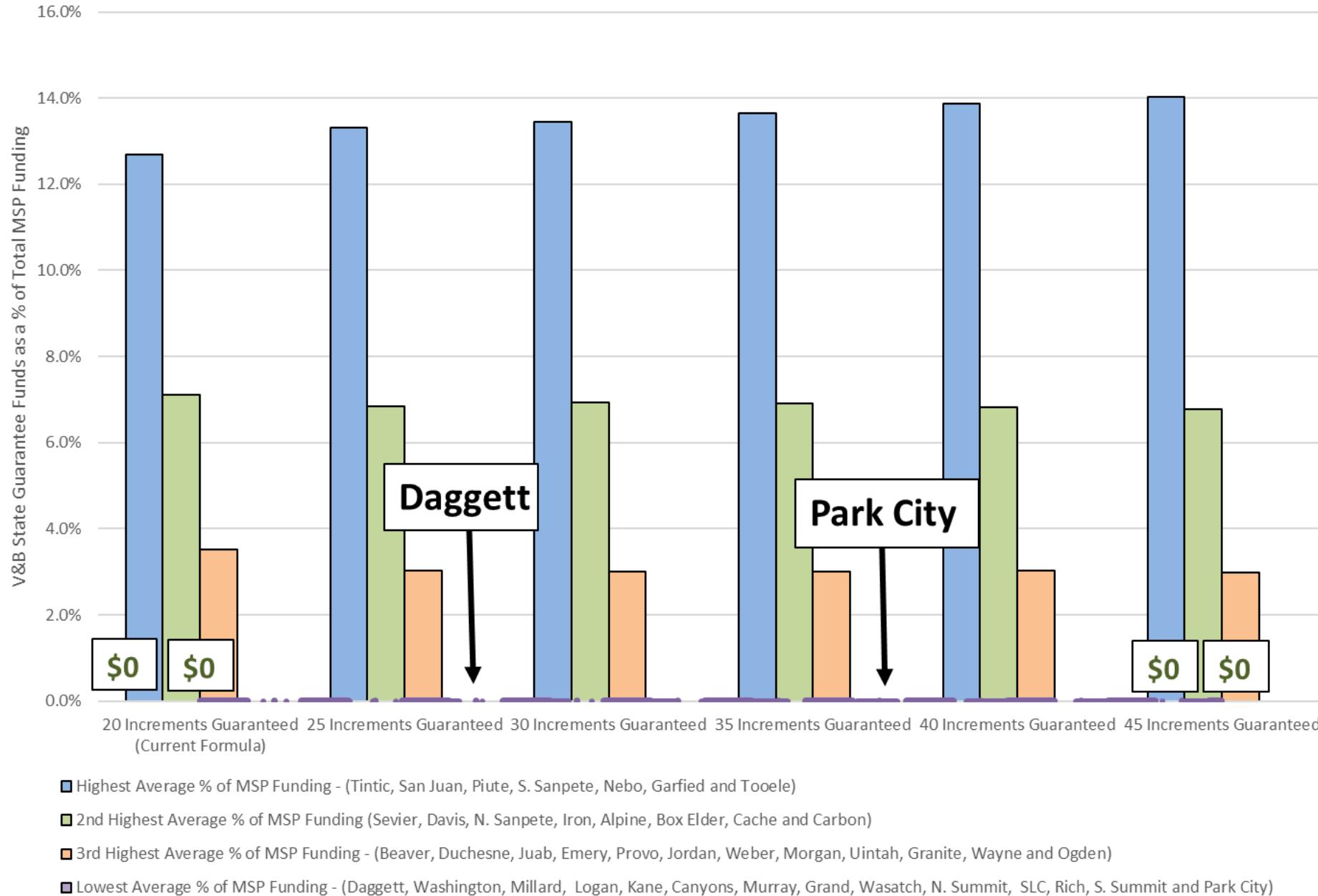
Comparing V&B Scenarios By Average % of MSP Funding



Comparing V&B Scenarios By Average % of MSP Funding



Comparing V&B Scenarios By Average % of MSP Funding



Policy Levers for the V&B Program

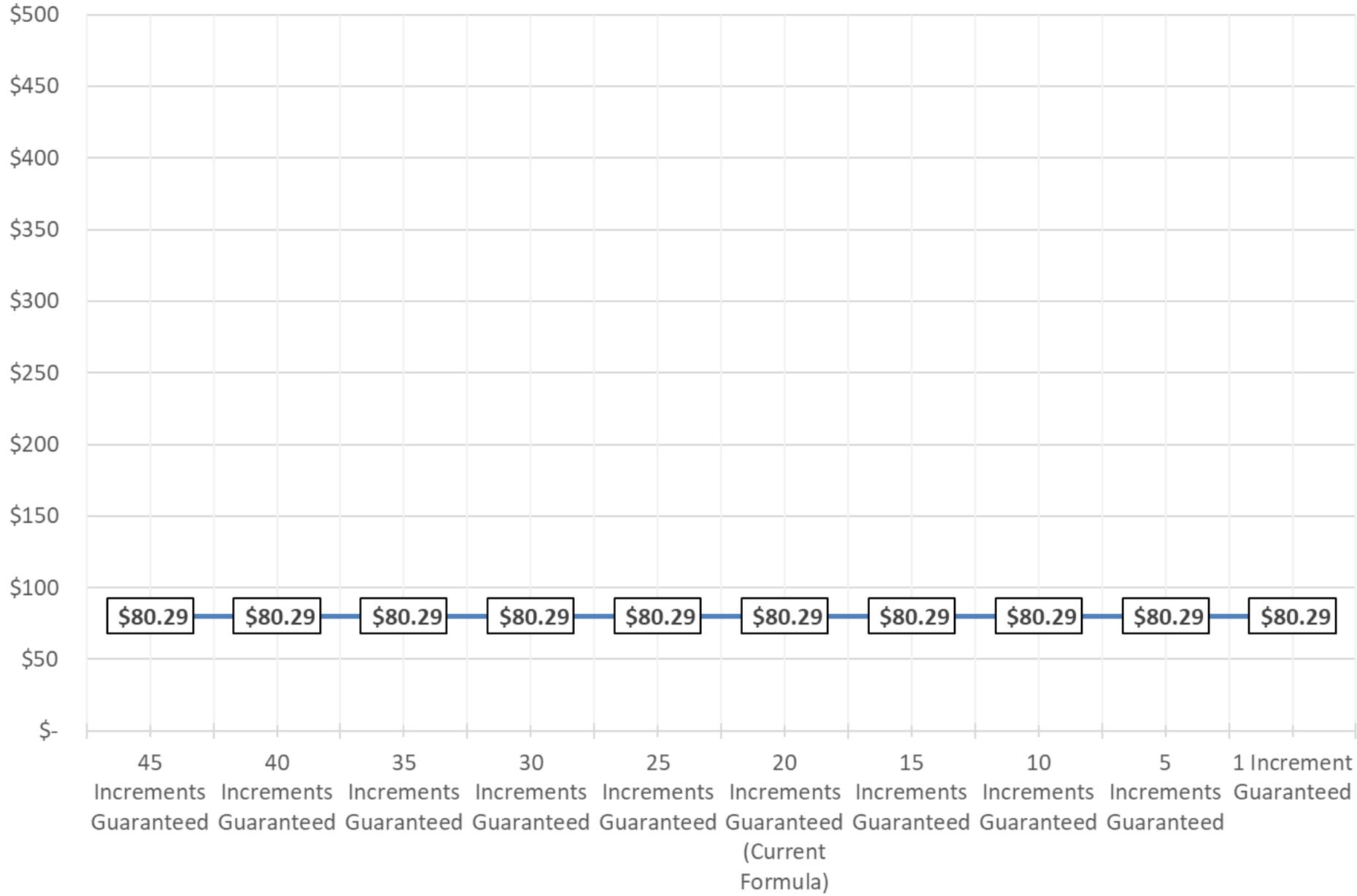
Add or subtract funding from the V&B program

Change the Hold Harmless rate period from 2 years back to 6 years

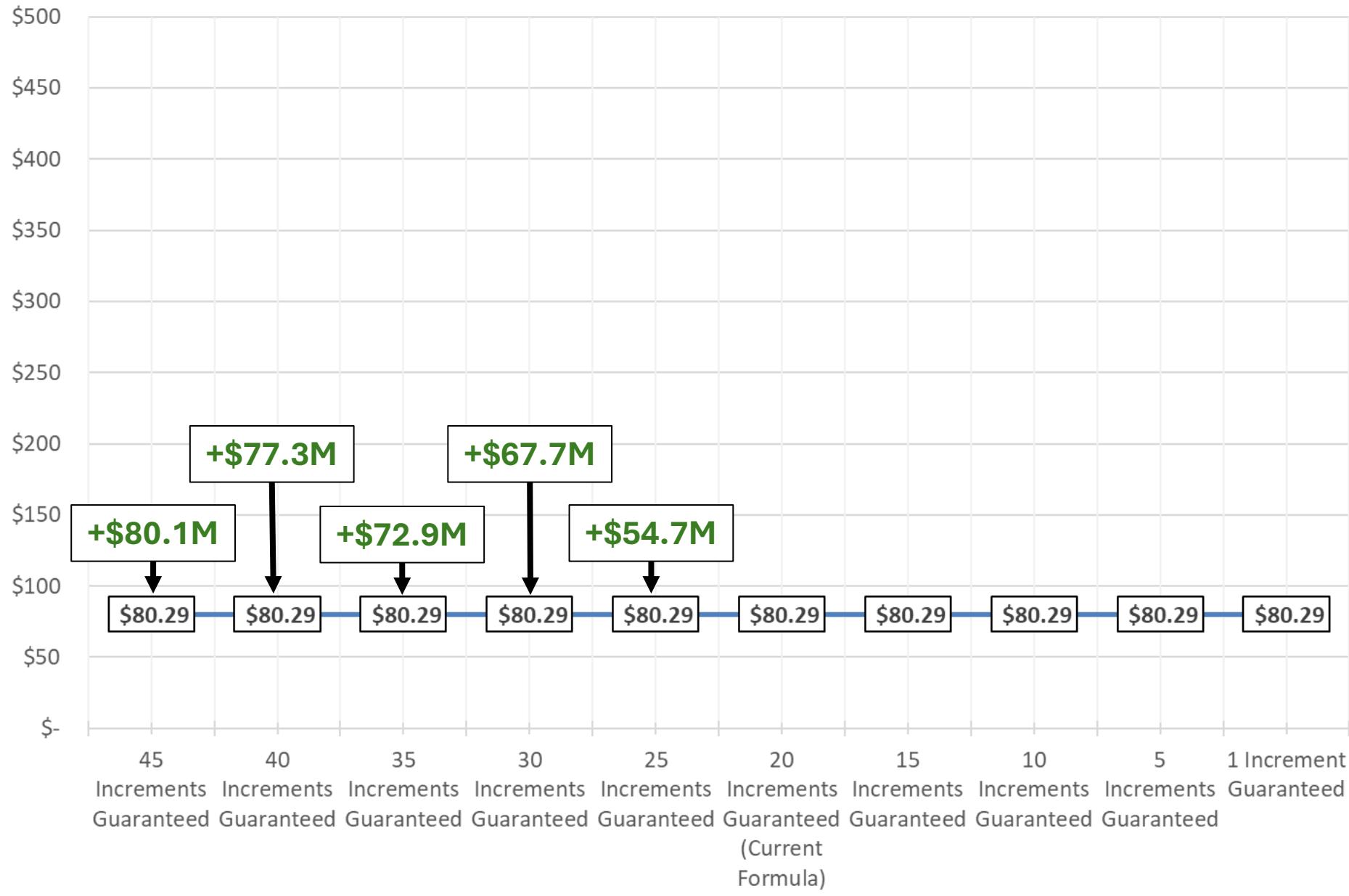
Change the number of increments guaranteed (From 20 to 1-45), and

- Change the guarantee rate, or
- Change the costs for the program

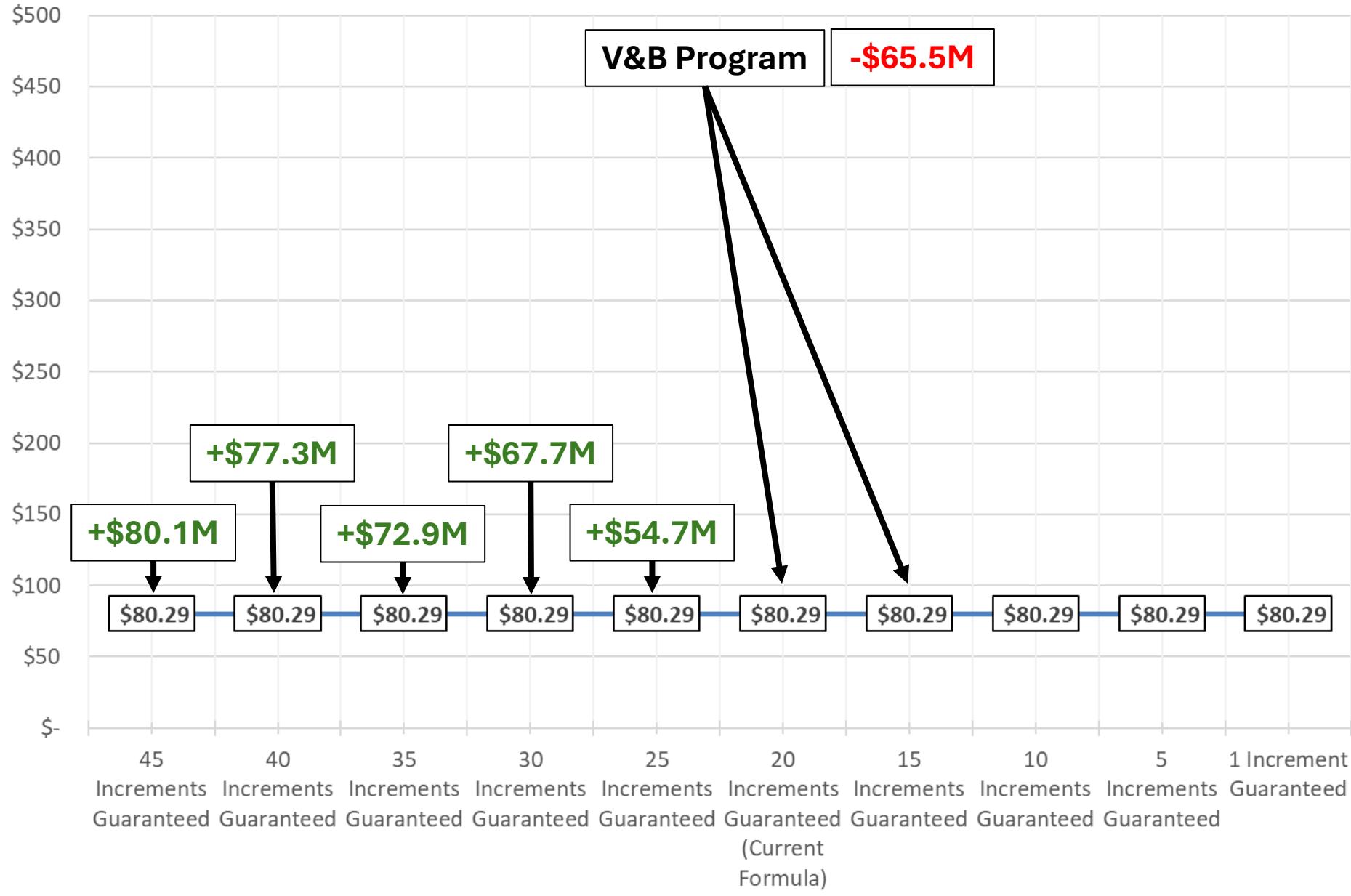
V&B State Guarantee Rate



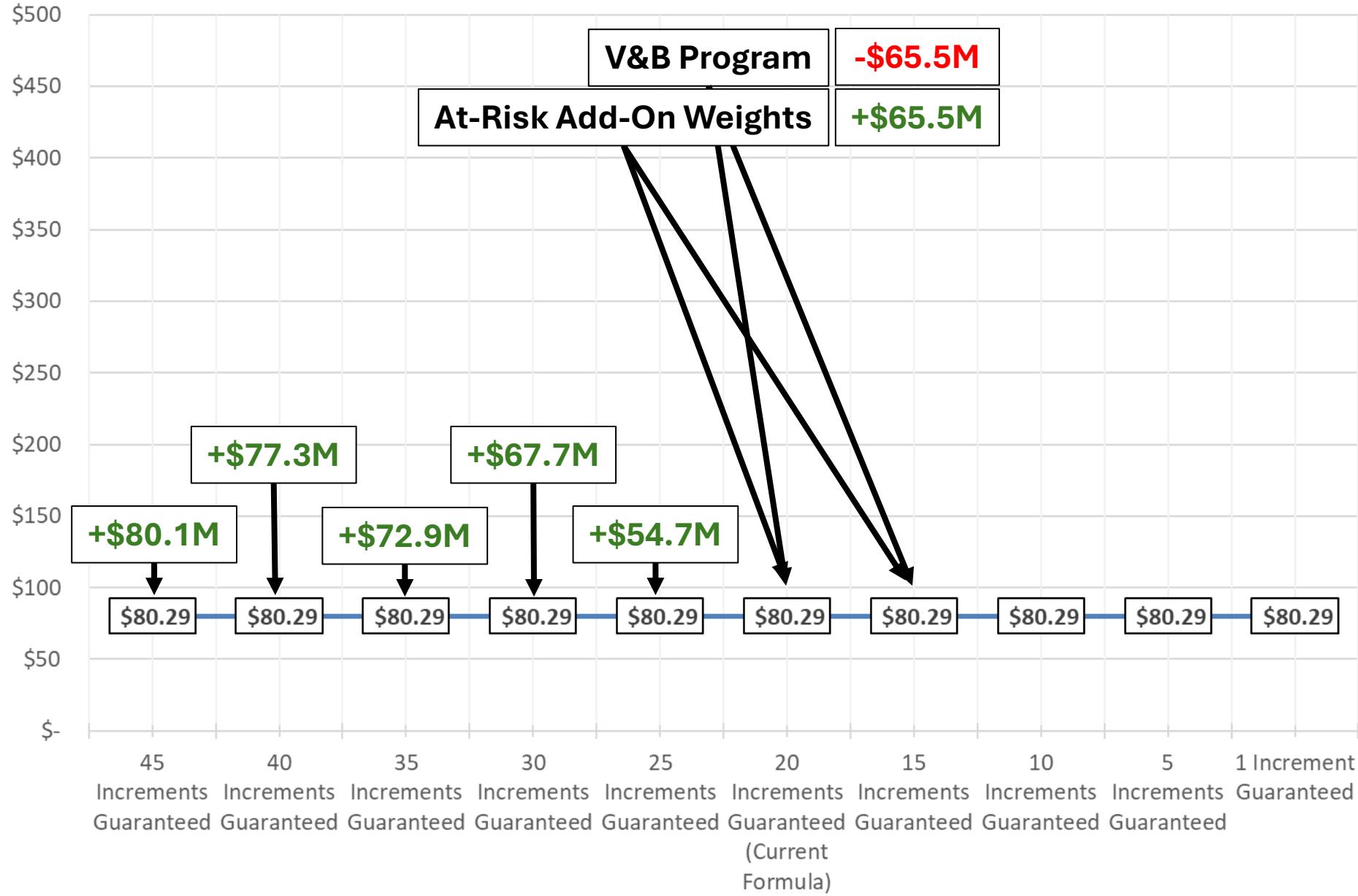
V&B State Guarantee Rate



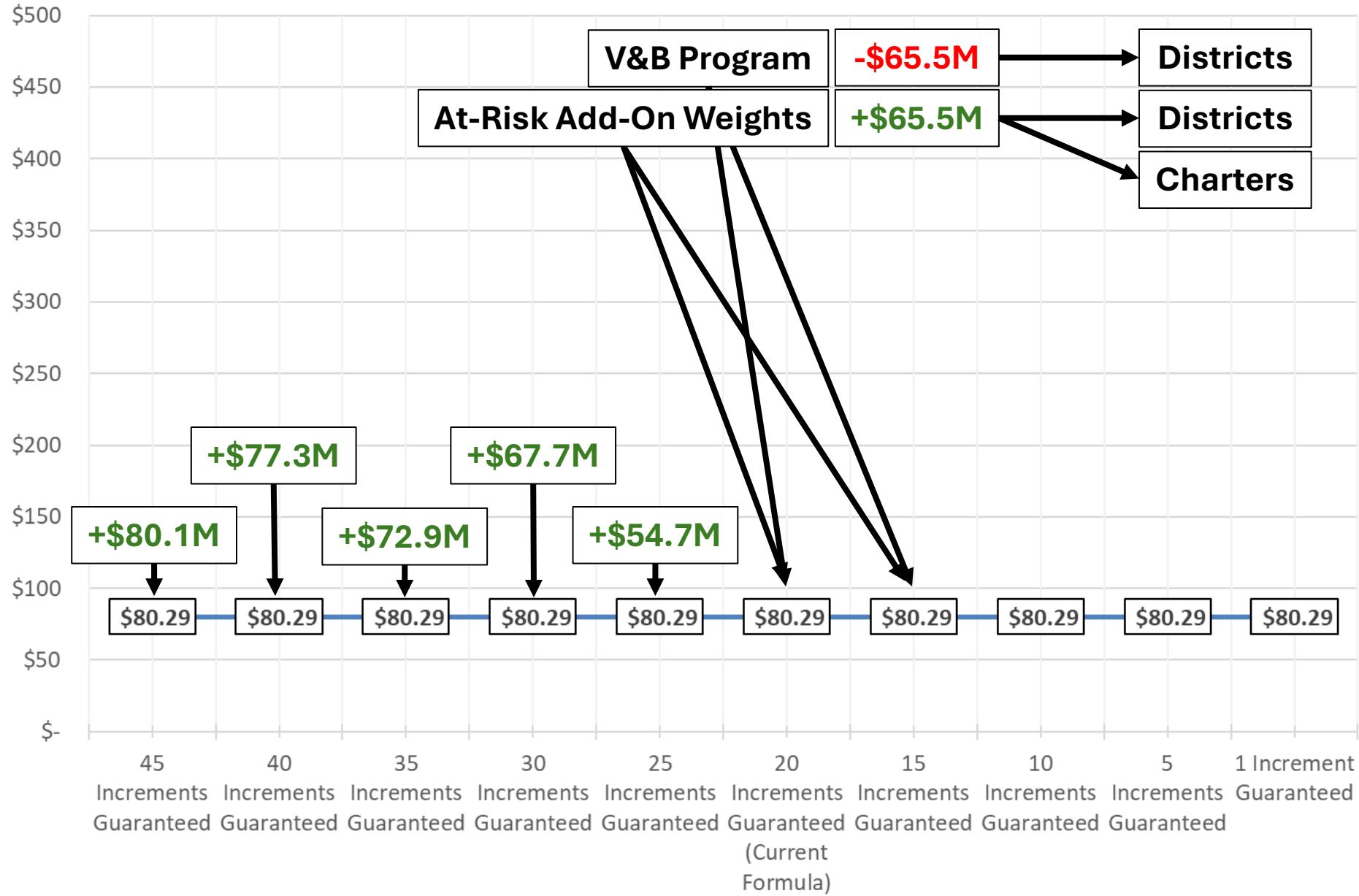
V&B State Guarantee Rate



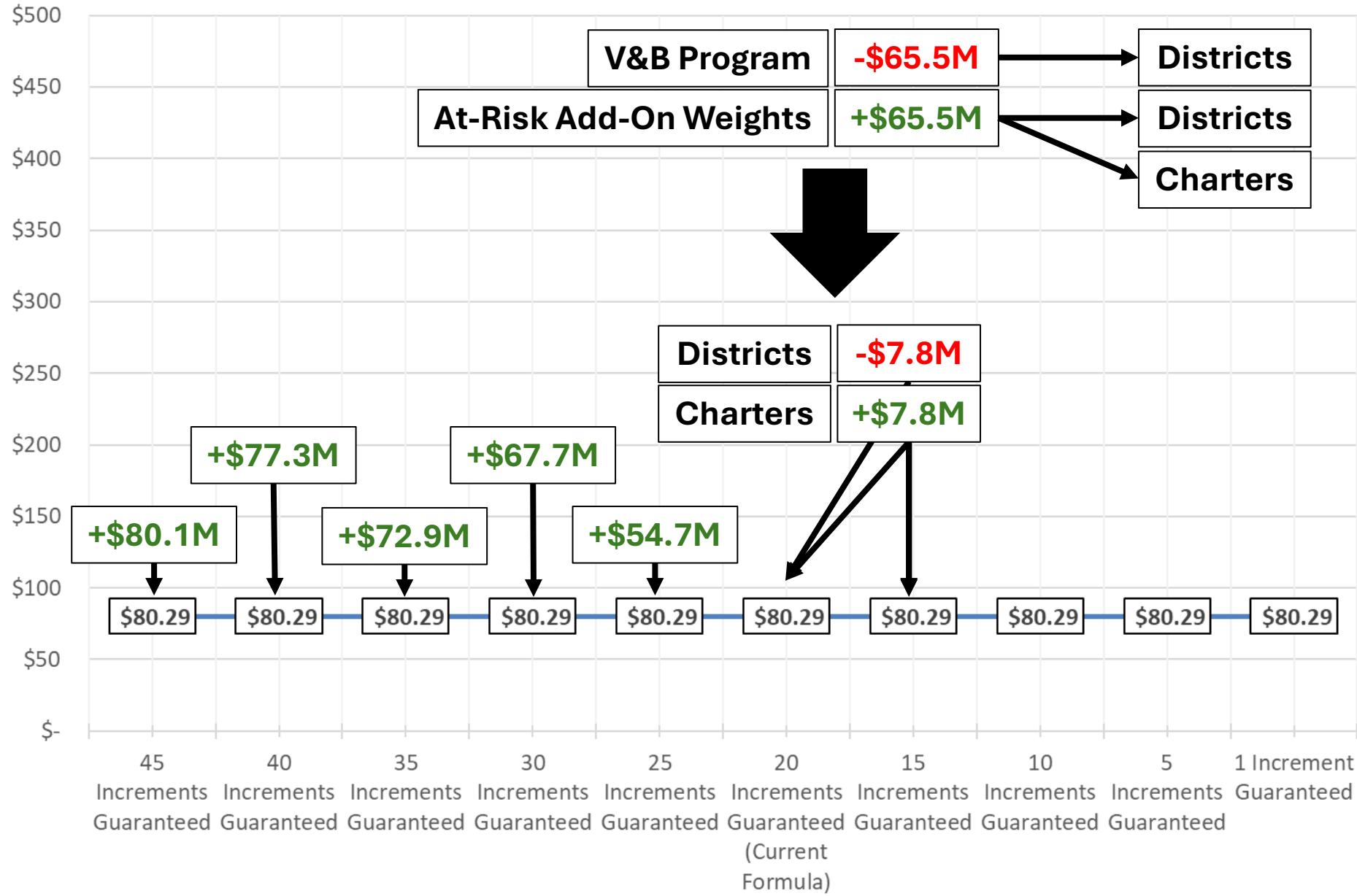
V&B State Guarantee Rate



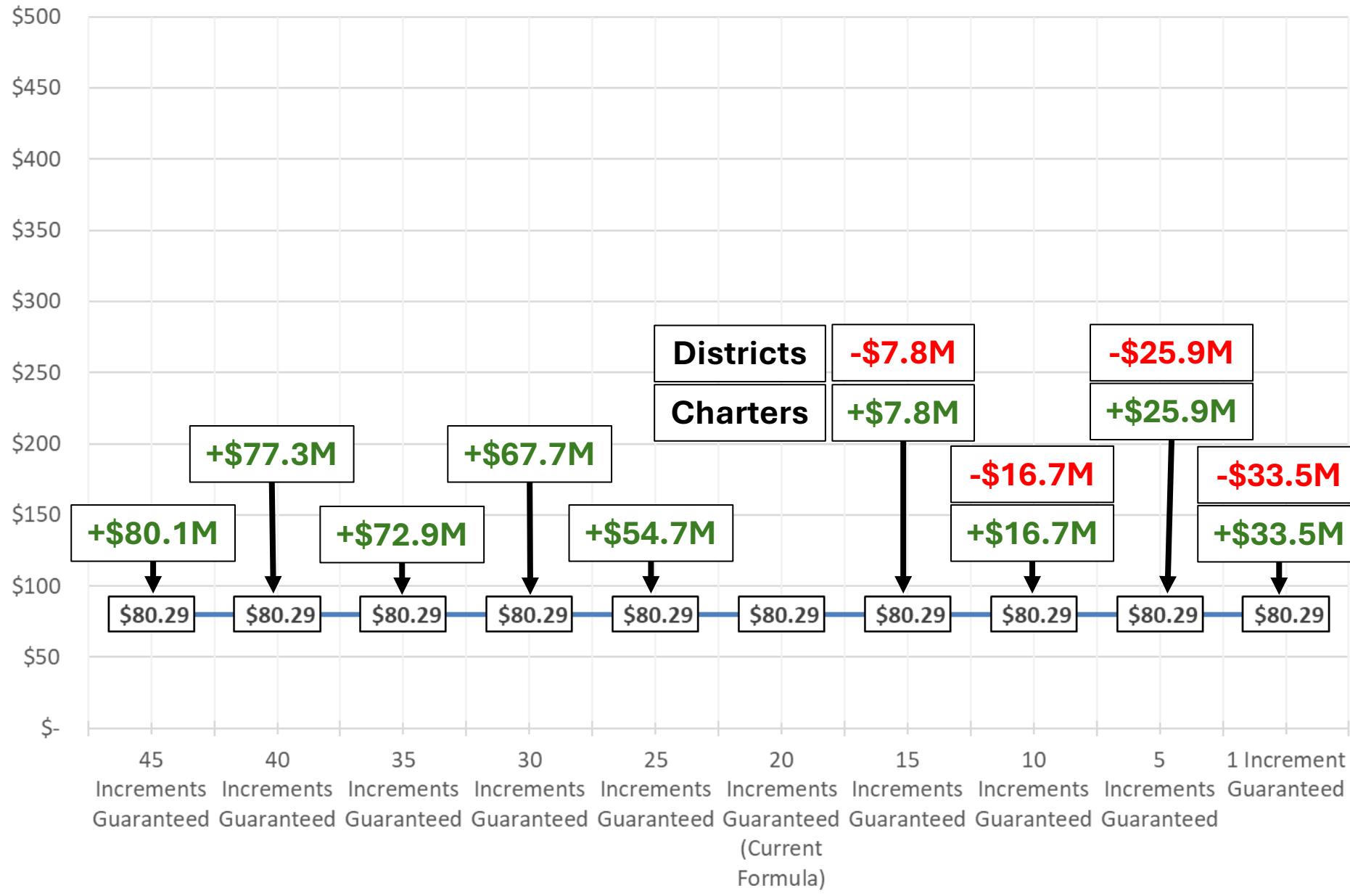
V&B State Guarantee Rate



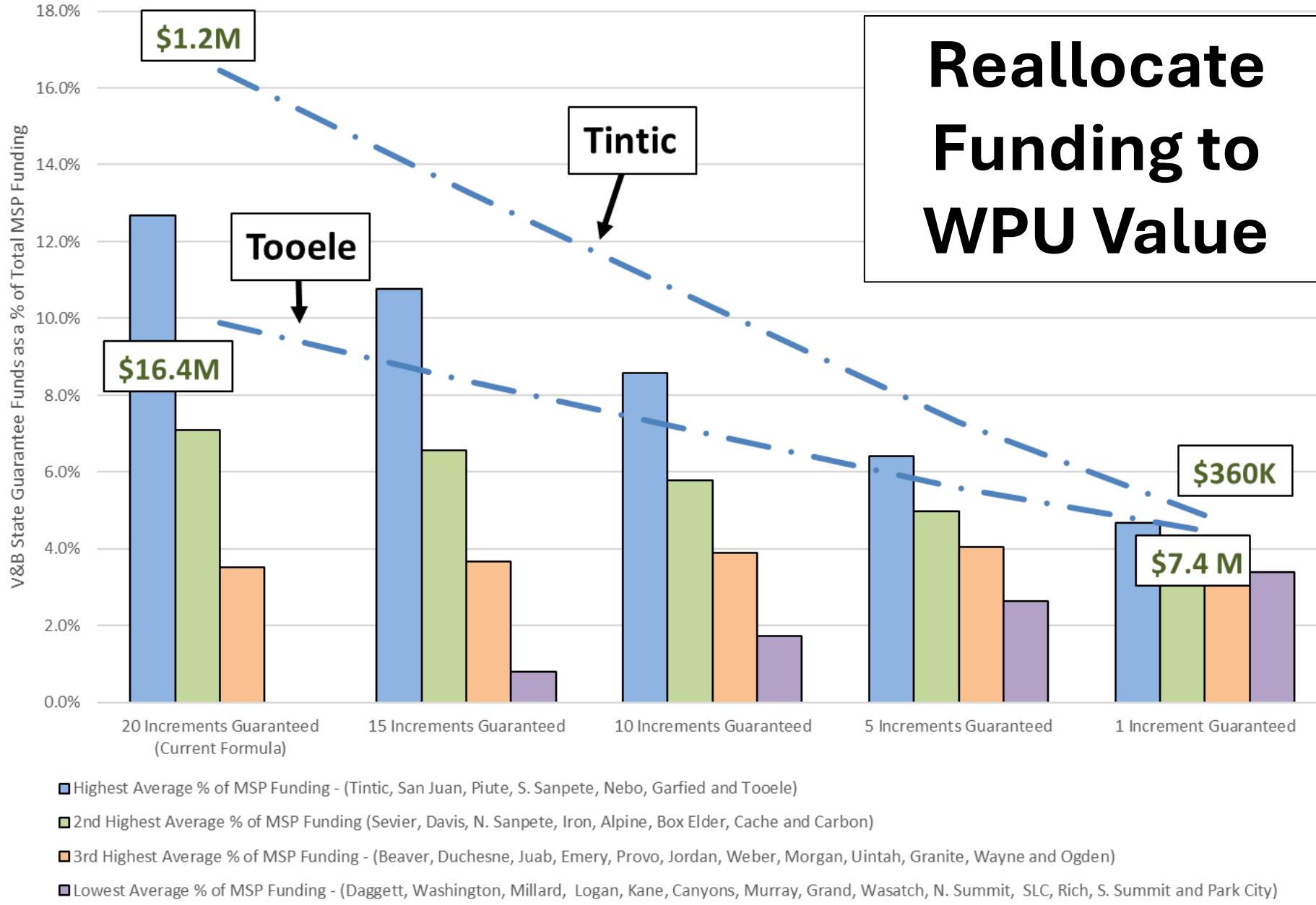
V&B State Guarantee Rate



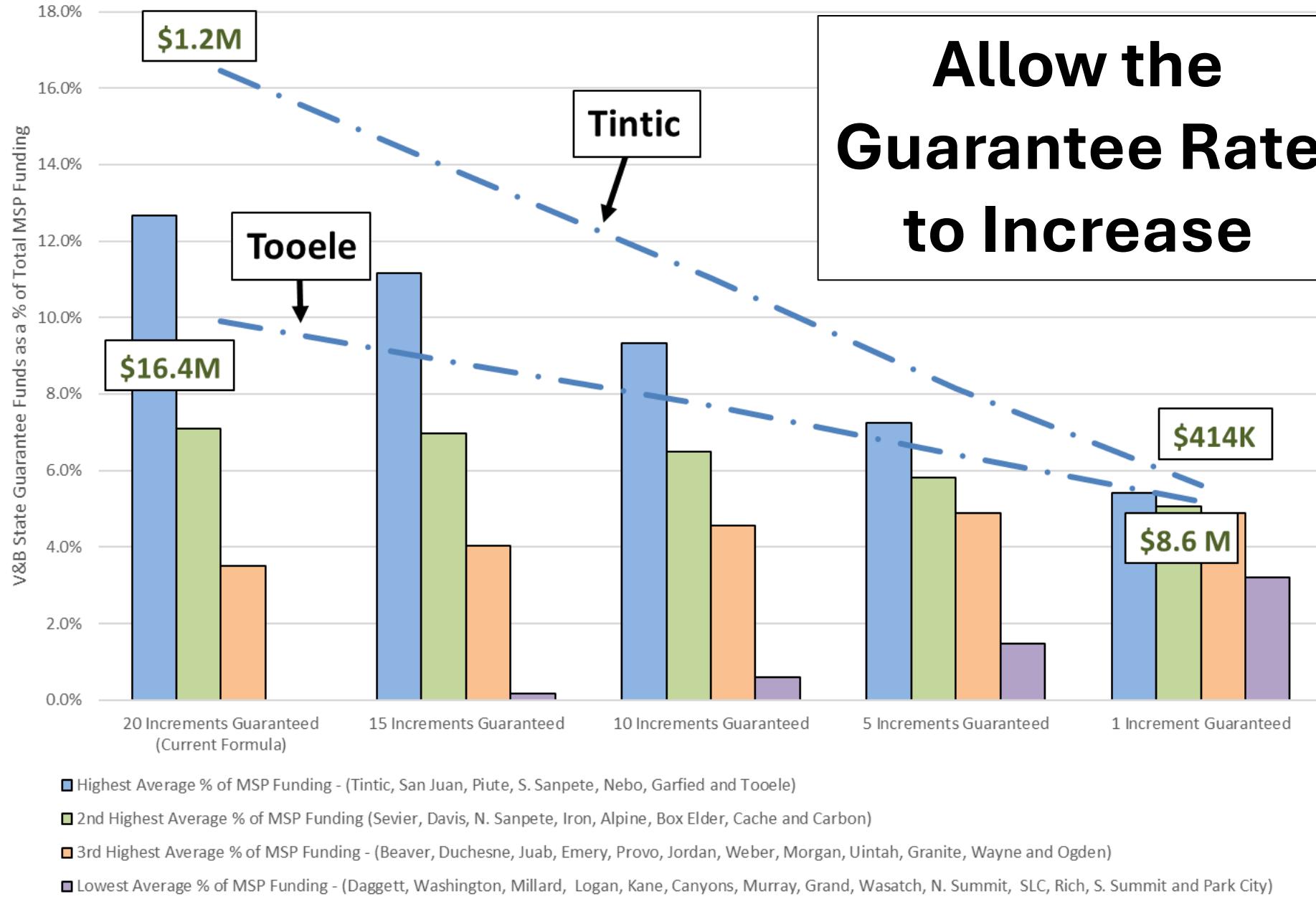
V&B State Guarantee Rate



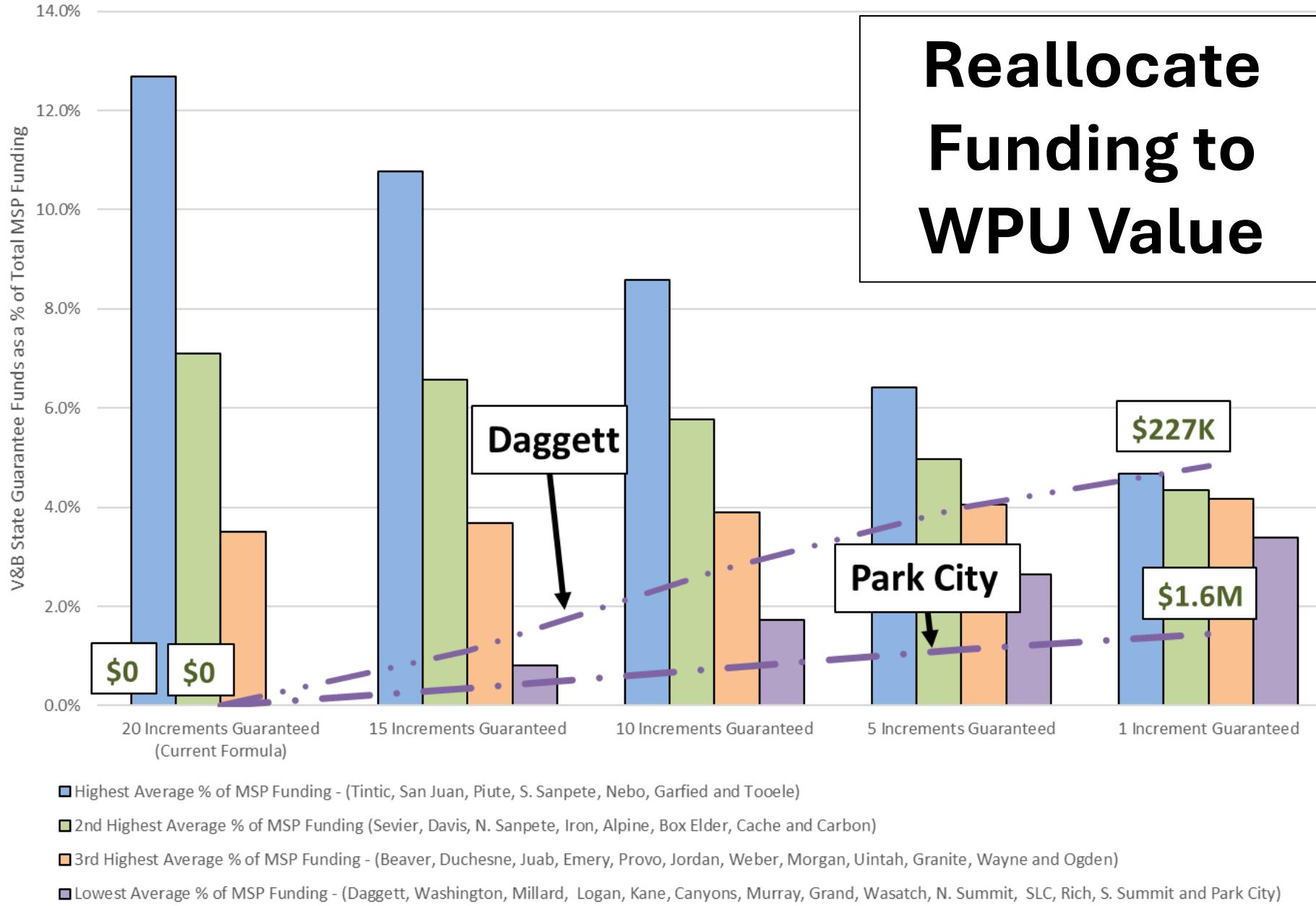
Comparing V&B Scenarios By Average % of MSP Funding



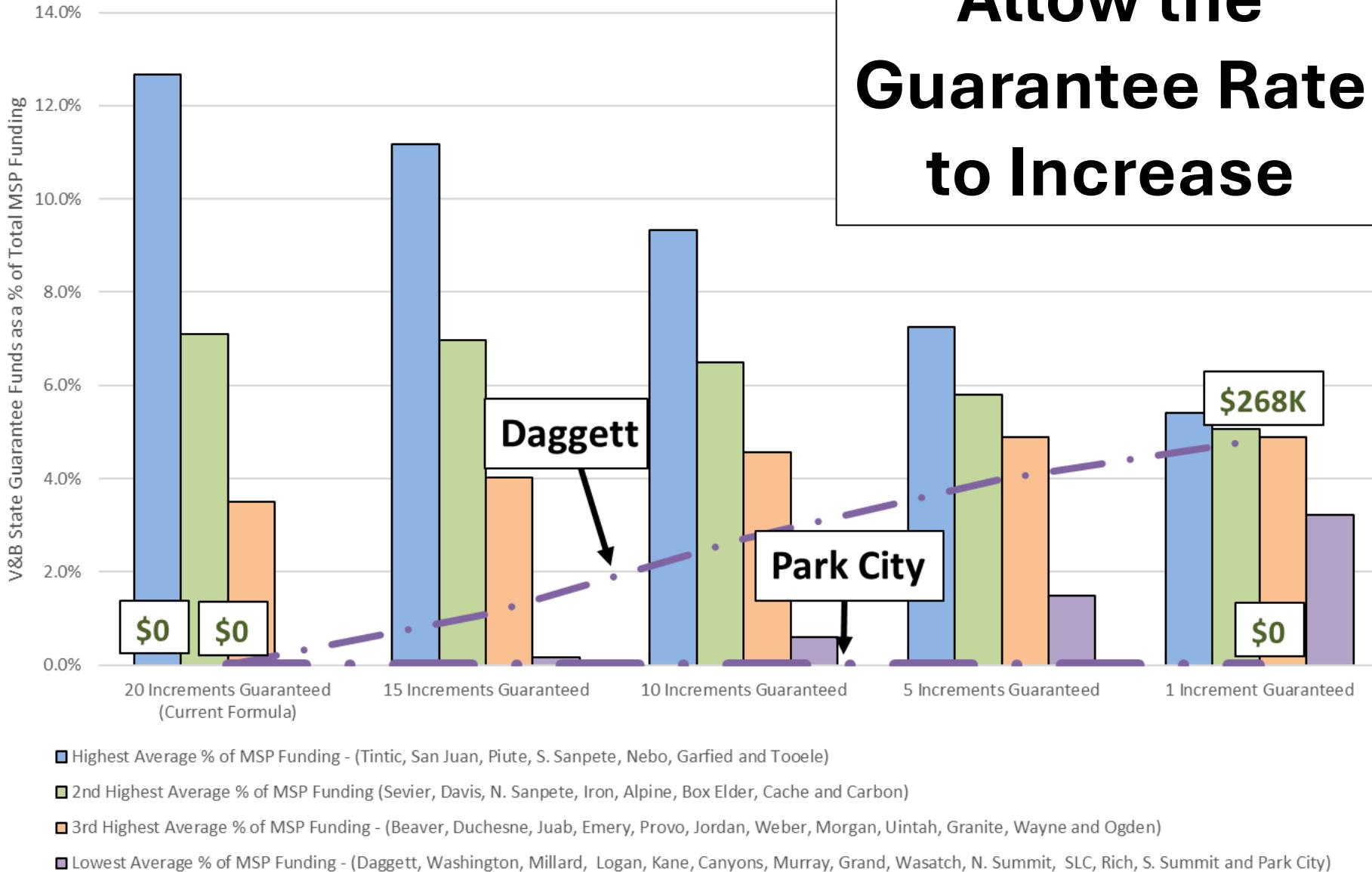
Comparing V&B Scenarios By Average % of MSP Funding



Comparing V&B Scenarios By Average % of MSP Funding

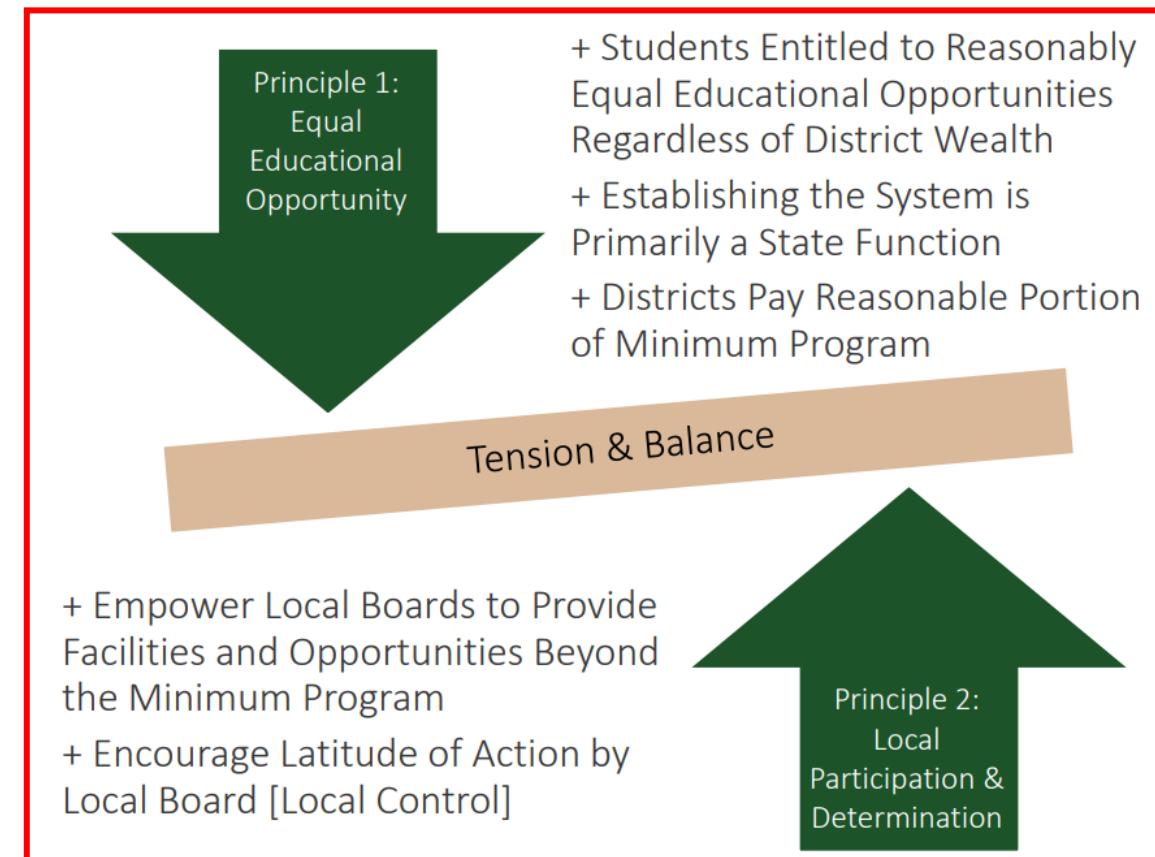


Comparing V&B Scenarios By Average % of MSP Funding



Statutory Purpose & Funding Principles

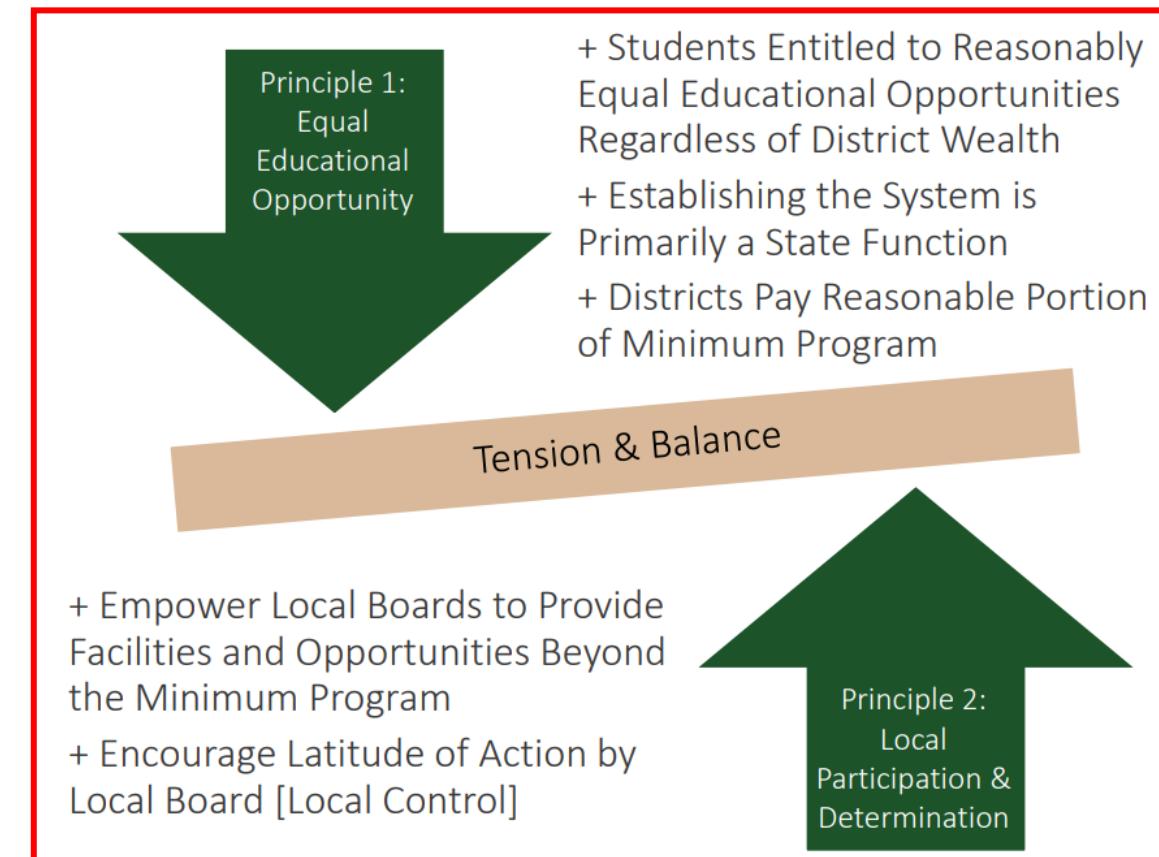
2023 GS | Utah's Education Funding System



Statutory Purpose & Funding Principles

2023 GS | Utah's Education Funding System

Is the current formula,
the right balance? Is it
better to not change
anything, currently?



Presentation Overview

- 1. Policy Principles Related to the V&B Program**
 - A. Principles of a Balanced K-12 Funding Formula**
 - B. K-12 Funding Vs. Tax Policy Priorities**
- 2. Policy Questions for the V&B Program**
- 3. Policy Levers for the V&B Program**
- 4. Possible Recommendations for the V&B Program**

Possible Recommendations

Possible Recommendations

Guidance Received By USBE Staff



Possible Recommendations

Guidance Received By USBE Staff

No New Costs → **Legislative Request Process**

Requested Scenarios

**Reduce Increments
Guaranteed to 10**

**Reduce Increments
Guaranteed to 15**

Possible Recommendations

Guidance Received By USBE Staff

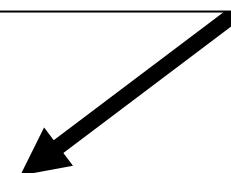
No New Costs → **Legislative Request Process**

Requested Scenarios

**Reduce Increments
Guaranteed to 10**

**Reduce Increments
Guaranteed to 15**

**Allocate All Savings
to the At-Risk Add-
On Weights**



Possible Recommendations

Guidance Received By USBE Staff

No New Costs → **Legislative Request Process**

Requested Scenarios

**Reduce Increments
Guaranteed to 10**

**Reduce Increments
Guaranteed to 15**

**Allocate All Savings
to the At-Risk Add-
On Weights**

**Allocate 50% of Savings to At-Risk
Add-On, and
50% to Increase the Guarantee Rate**

Possible Recommendations

Guidance Received By USBE Staff

No New Costs → **Legislative Request Process**

Requested Scenarios

**Reduce Increments
Guaranteed to 10**

**Reduce Increments
Guaranteed to 15**

← **Allocate All Savings
to the At-Risk Add-
On Weights**

↓ **Allocate 50% of Savings to At-Risk
Add-On, and
50% to Increase the Guarantee Rate**

Possible Recommendations

Reduce Increments to 15 - 100% of Savings to At-Risk Add-On

Reduce Increments to 10 - 100% of Savings to At-Risk Add-On

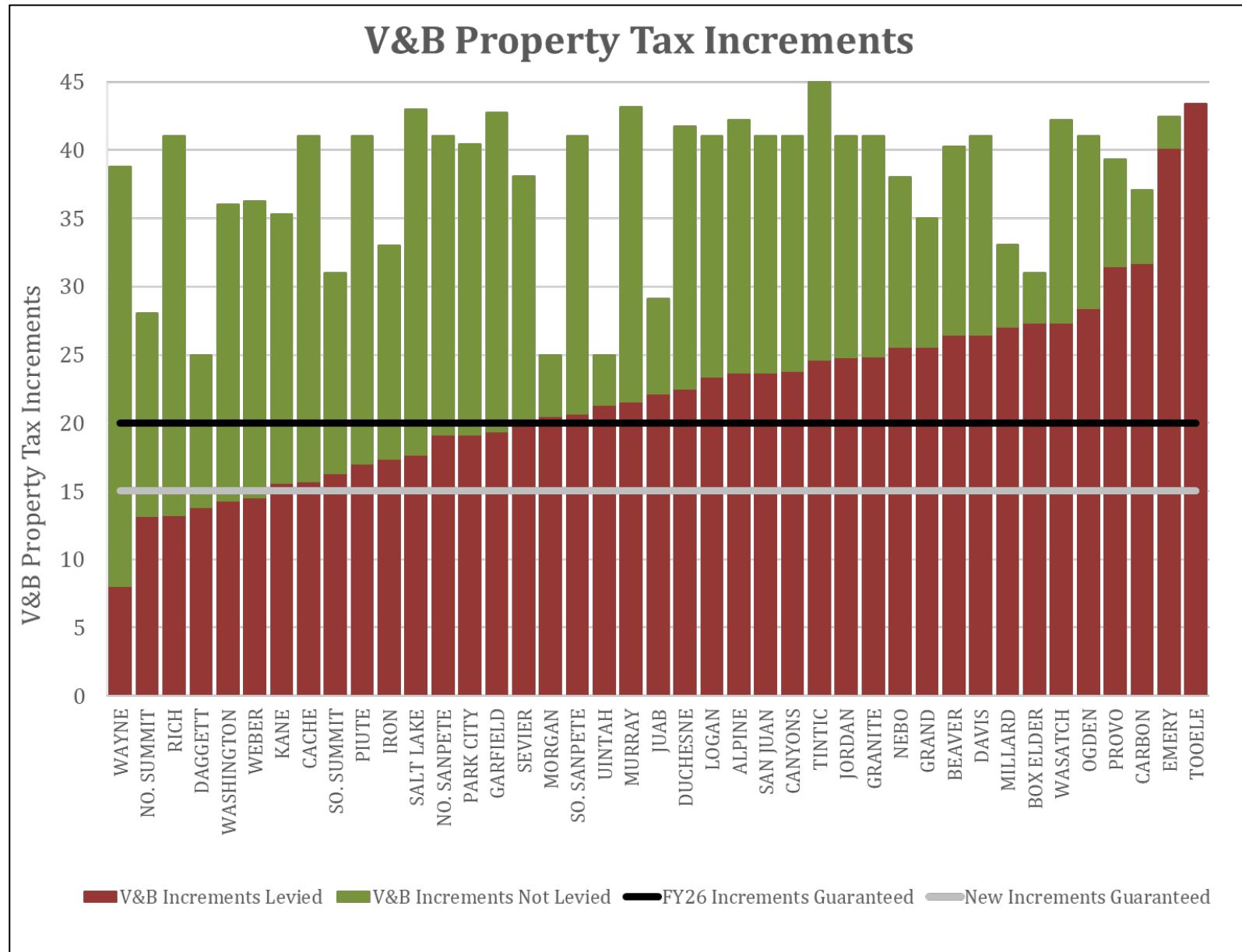
**Reduce Increments to 15 -
50% of Savings to At-Risk
Add-On/50% to Guarantee
Rate**

**Reduce Increments to 10 -
50% of Savings to At-Risk
Add-On/50% to Guarantee
Rate**

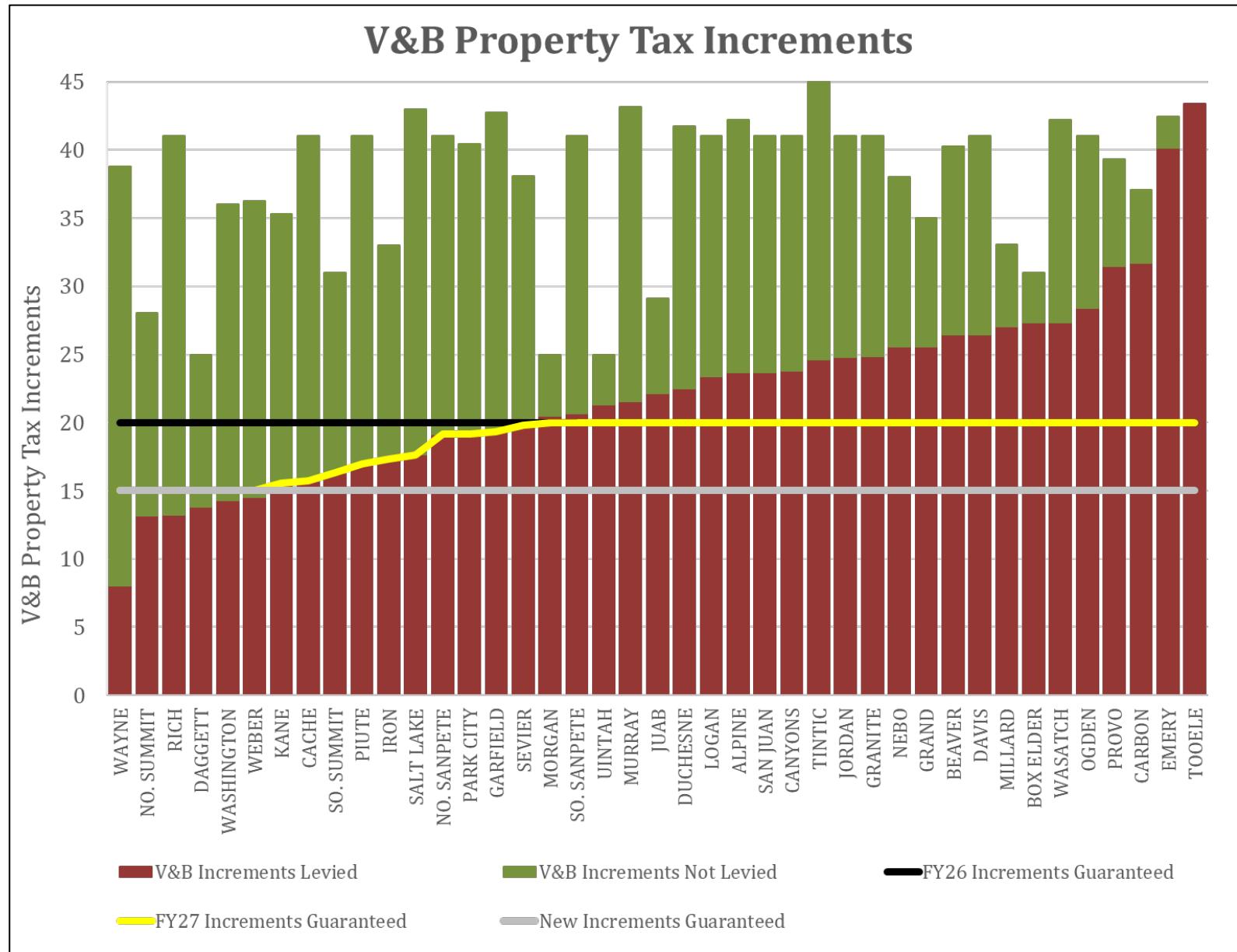
Possible Recommendations

**To Give Districts Time to
Adjust to Formula Changes,
Reductions in Increments
Guaranteed Should be
Phased In Over Time**

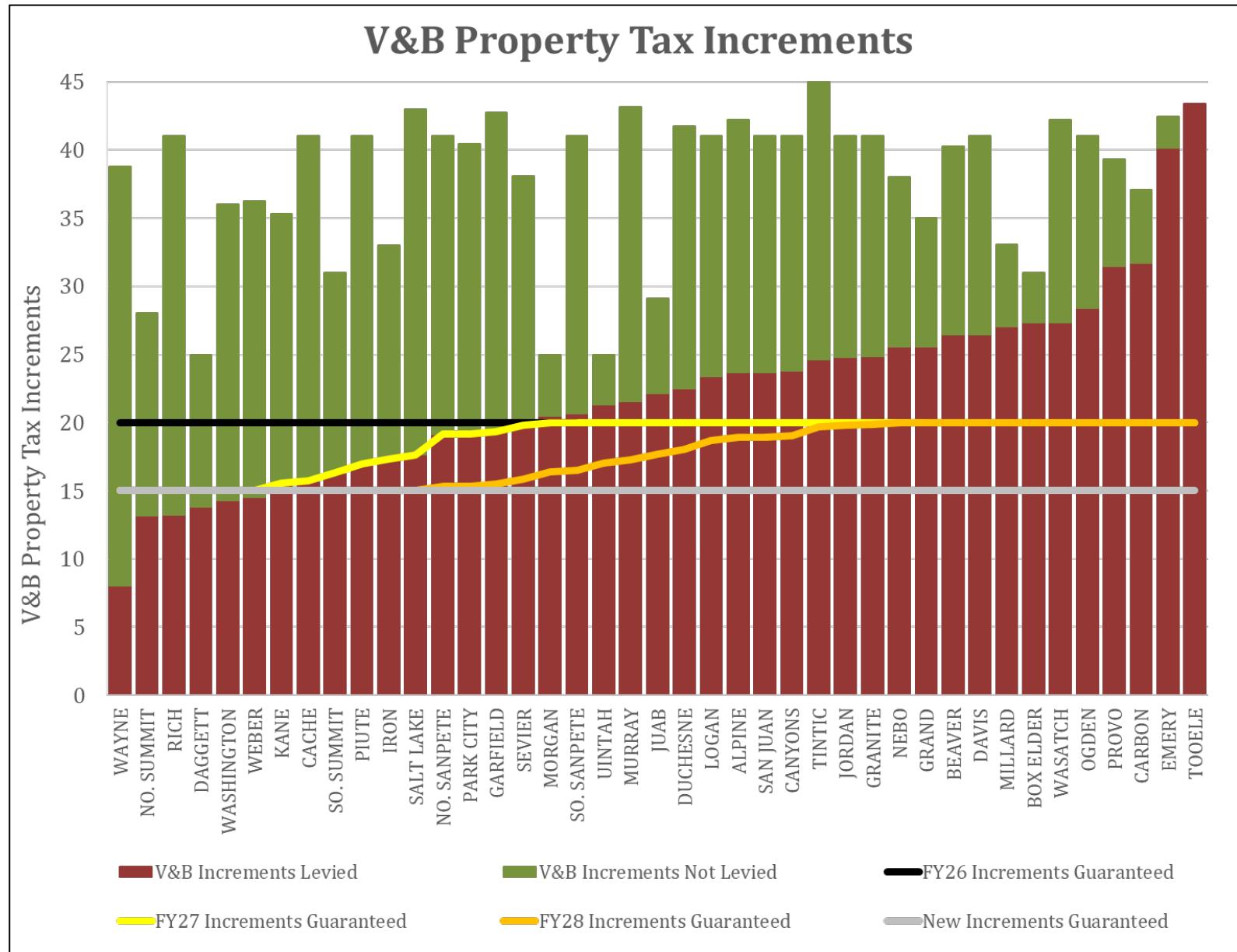
Possible Recommendations



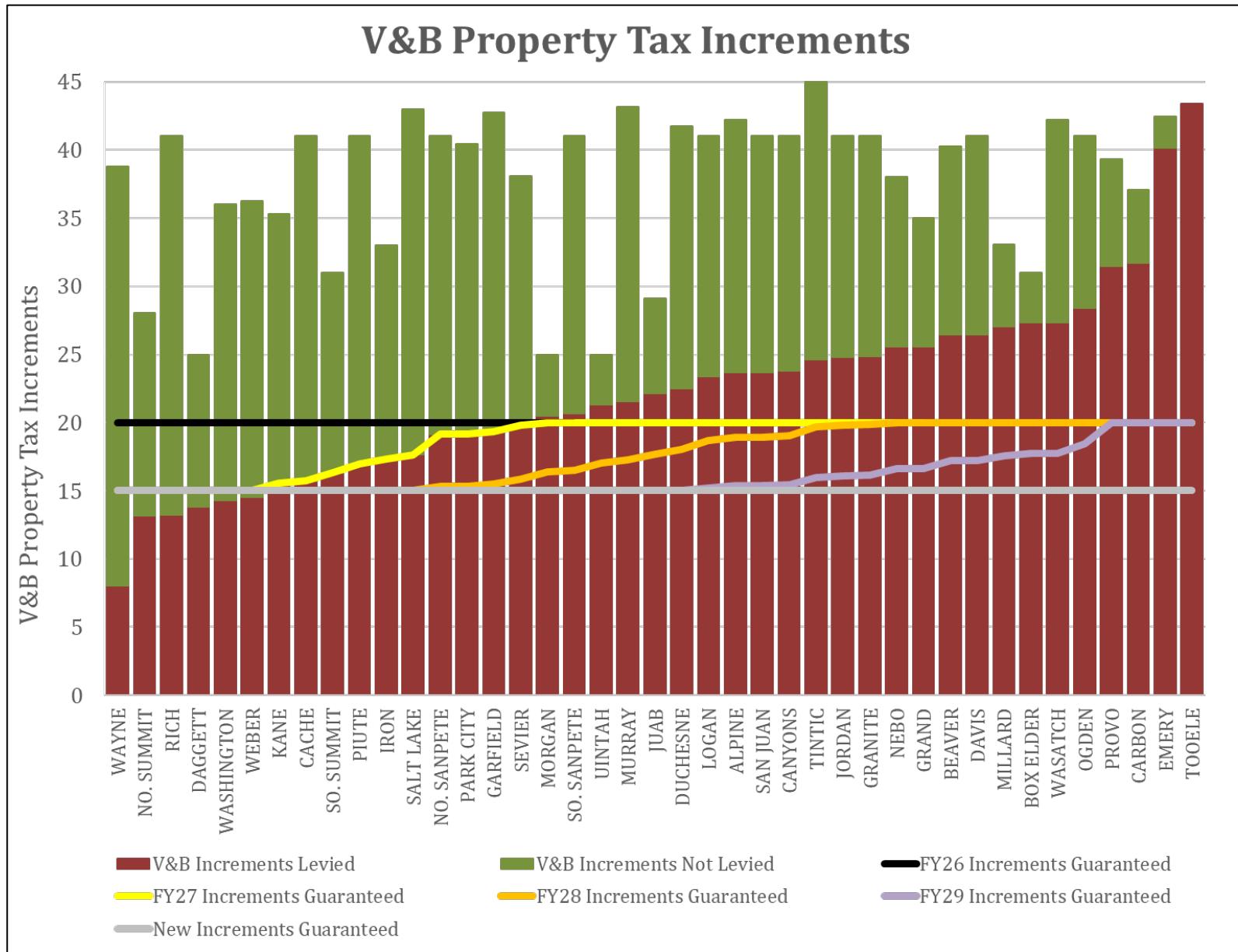
Possible Recommendations



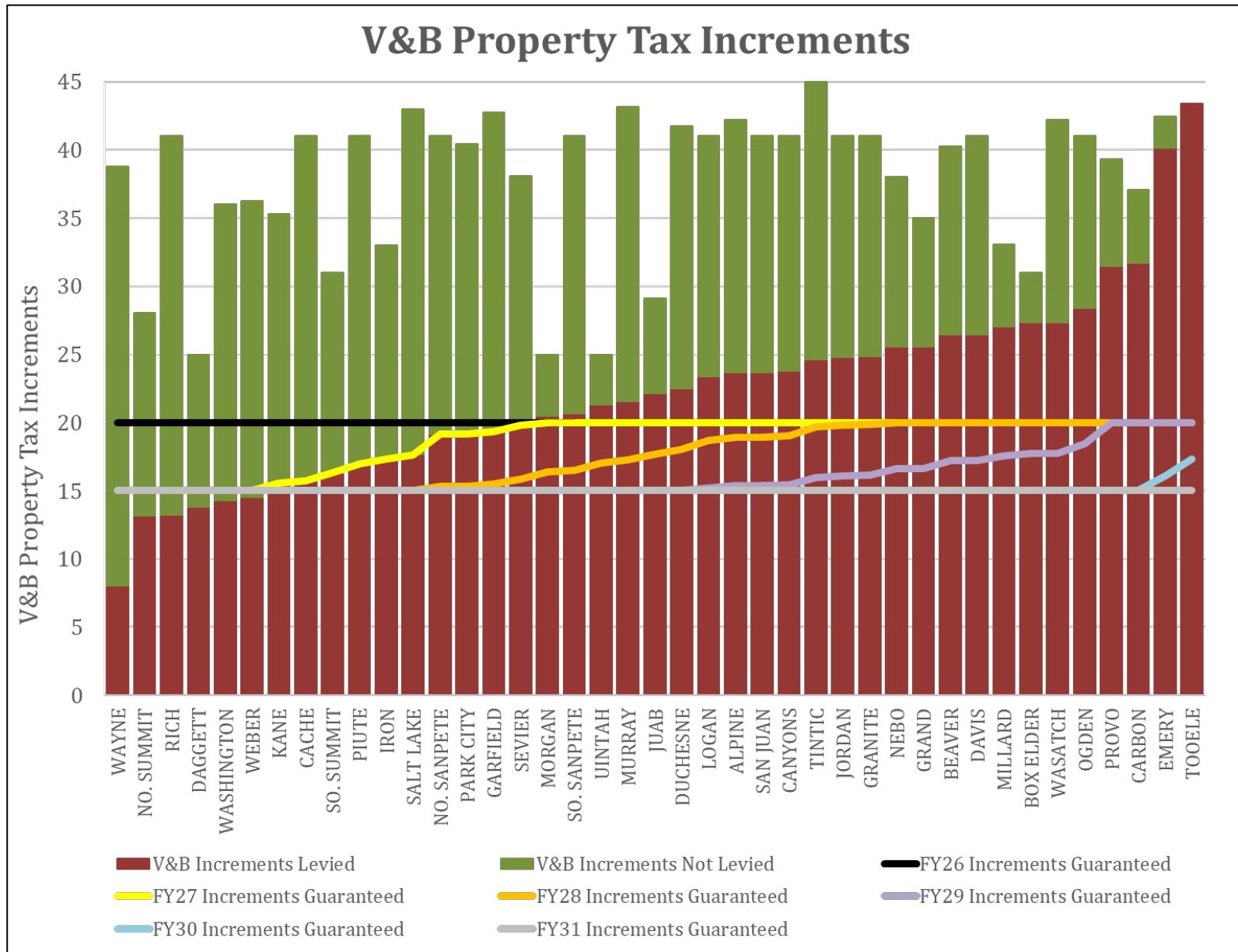
Possible Recommendations



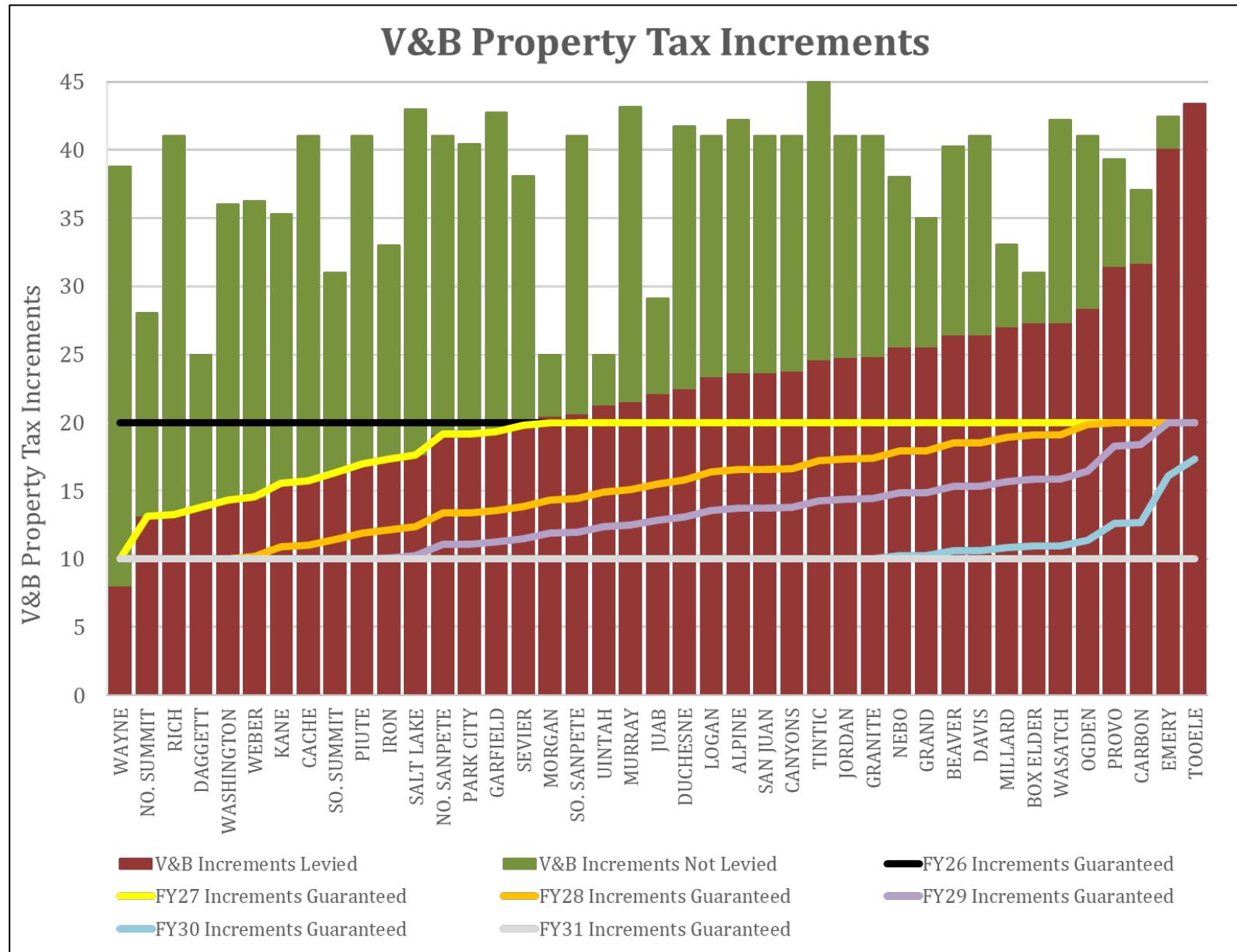
Possible Recommendations



Possible Recommendations



Possible Recommendations



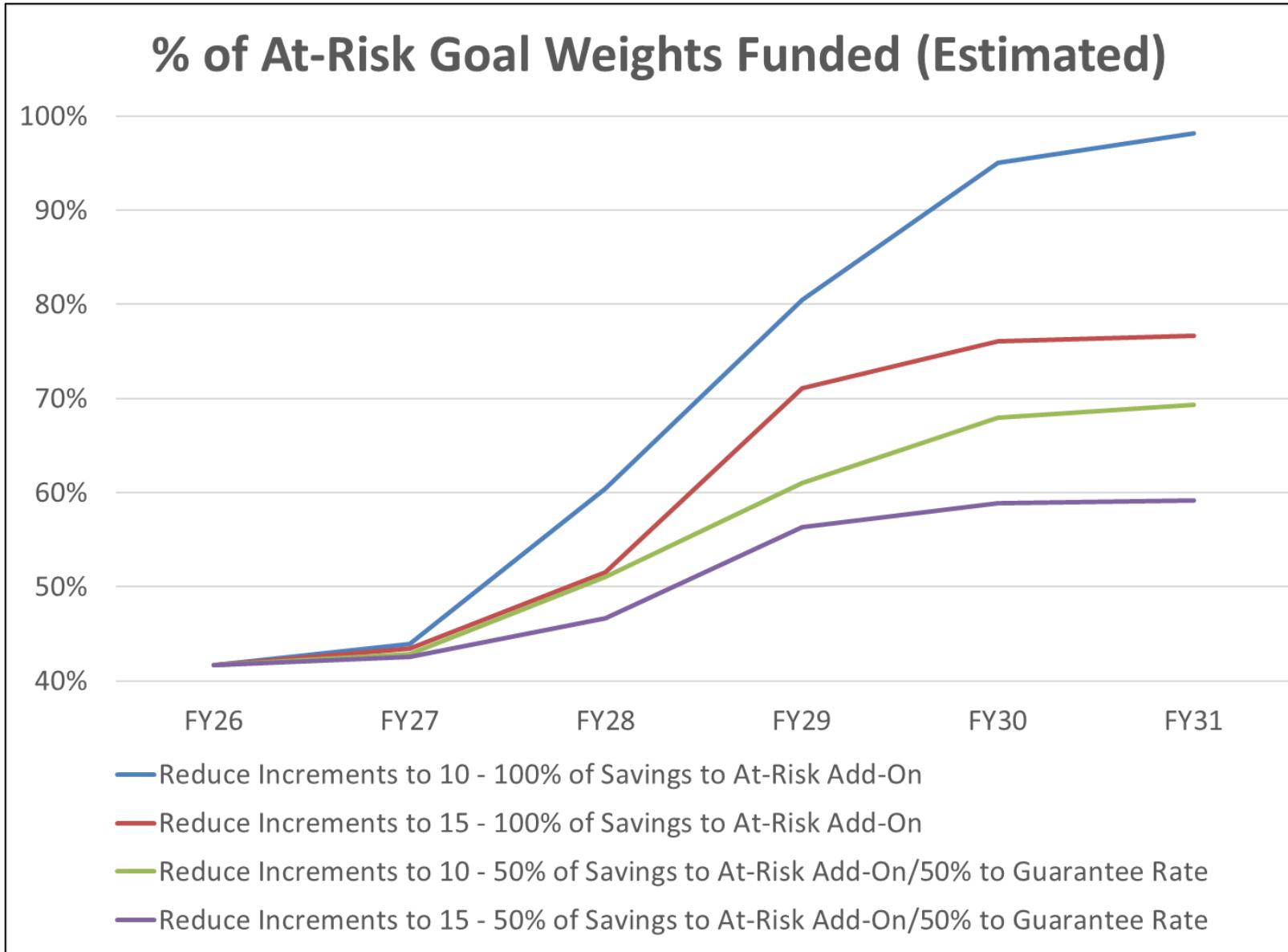
Possible Recommendations

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18																																																																																		

Possible Recommendations

At-Risk Student Weight Increase Estimate				
1 Increment on 10 Year Phase-In Plan				
Factor	Weightings		Annual Increase	1 Incr. Cost Est.
	Initial	Target		
Econ. Dis.	0.05	0.3	0.025	0.075
ELL	0.025	0.1	0.0075	0.0325
Weighting Increase Cost:				\$24.2 M
Voted & Board State Guarantee Cost:				\$4.5 M
Total Ongoing Estimate:				\$28.7 M
Hold Harmless (One-time):				\$1.1 M

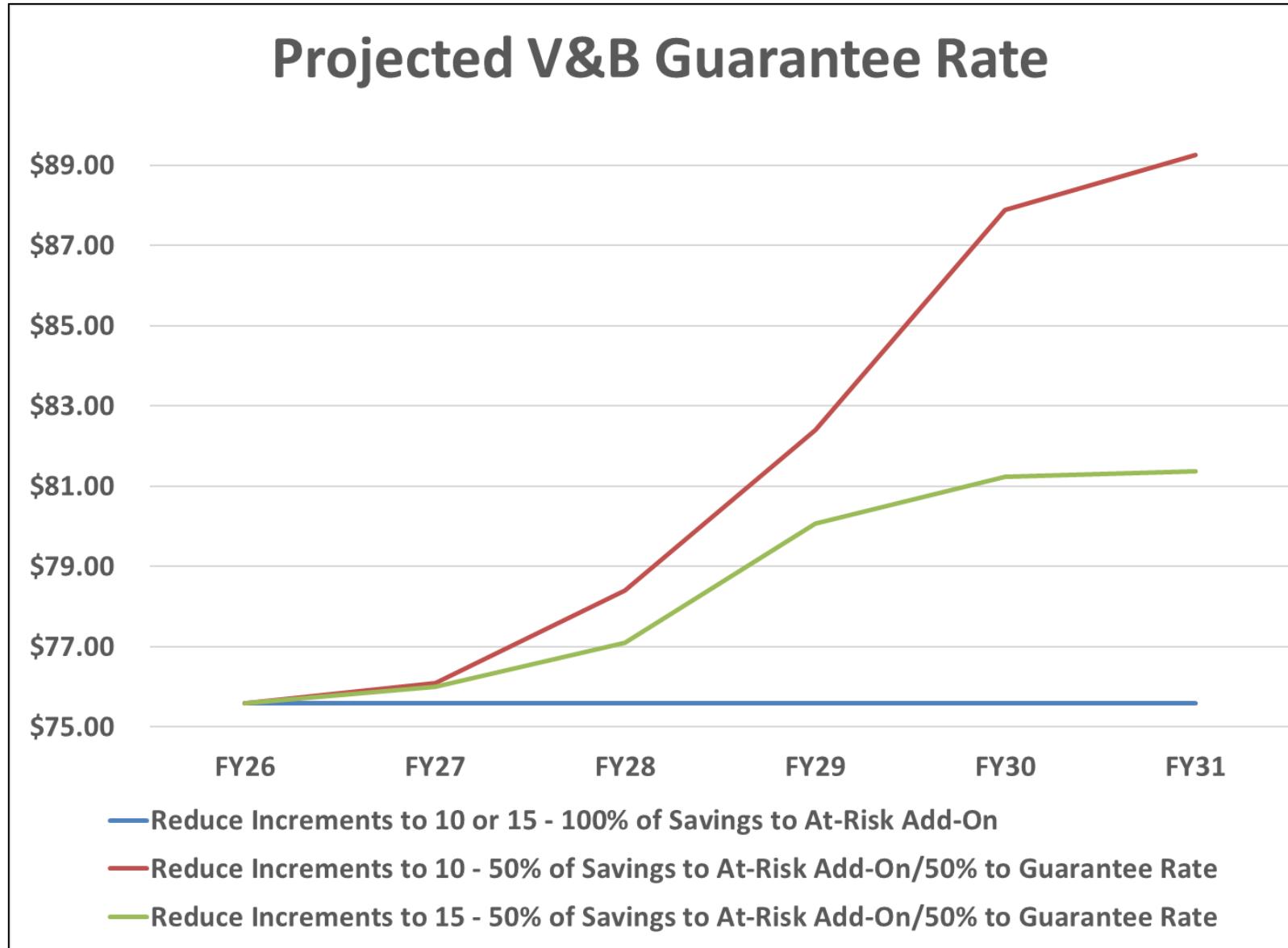
Possible Recommendations



Possible Recommendations

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18																																																																																		

Possible Recommendations



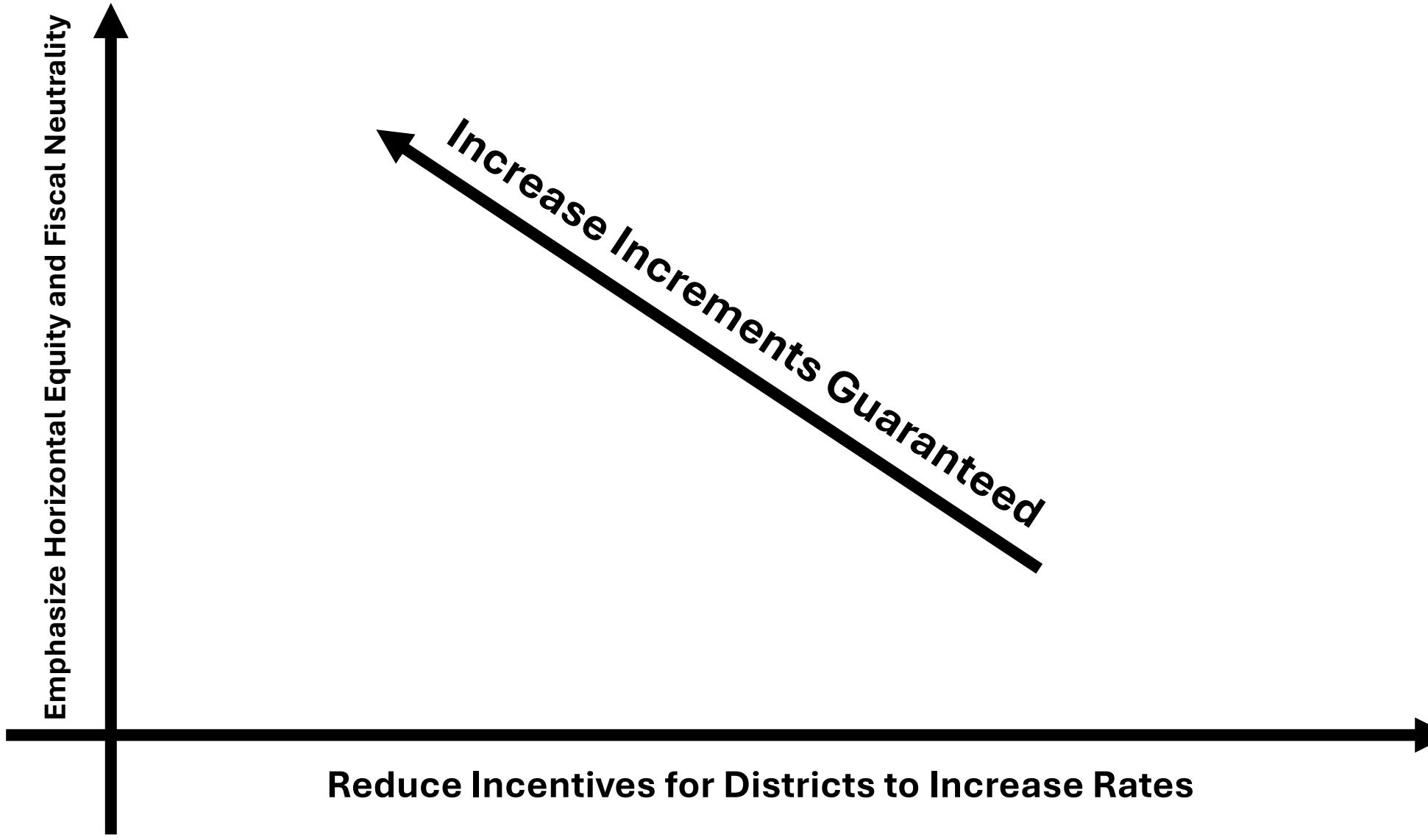
Possible Recommendations



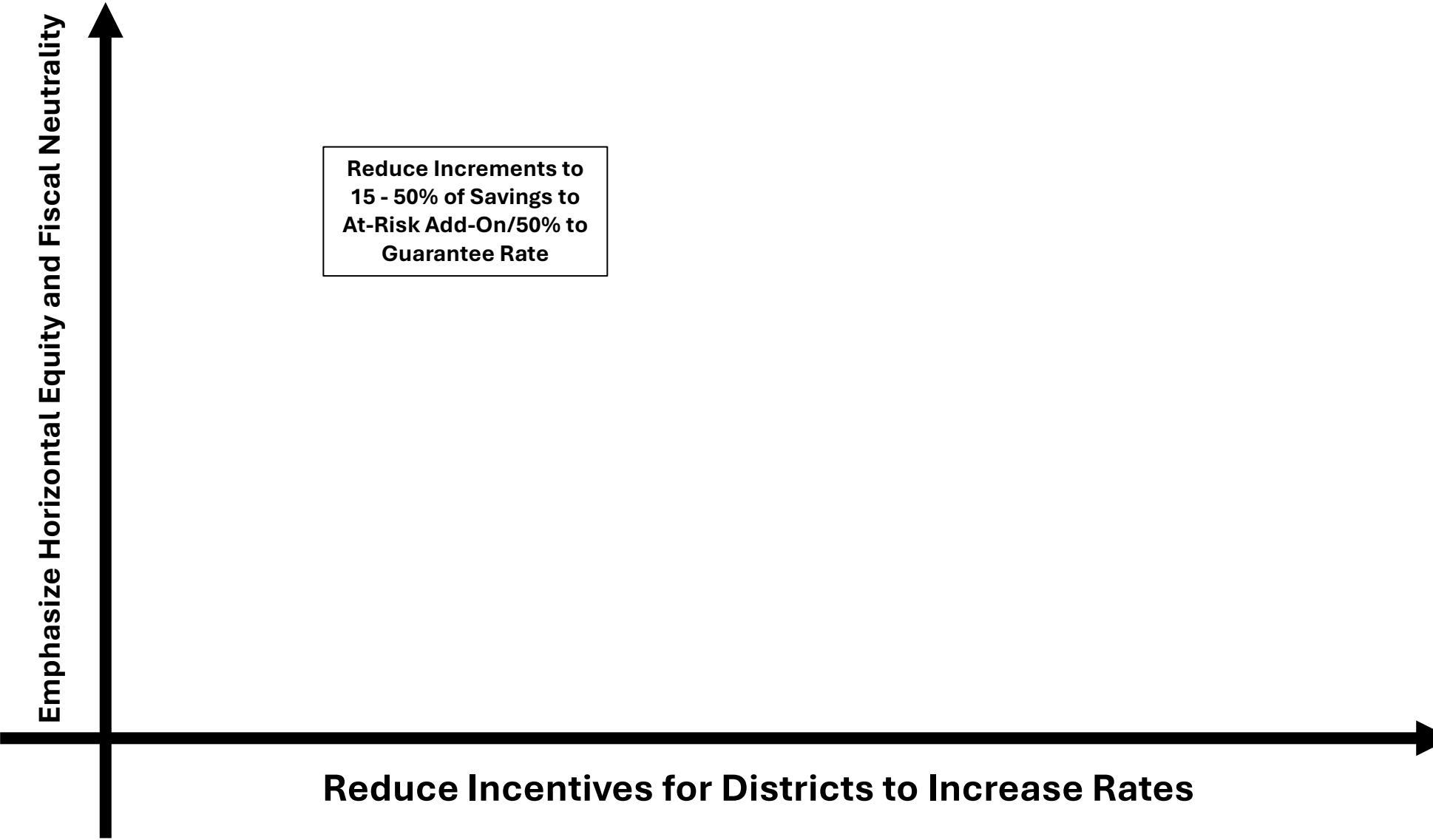
Possible Recommendations



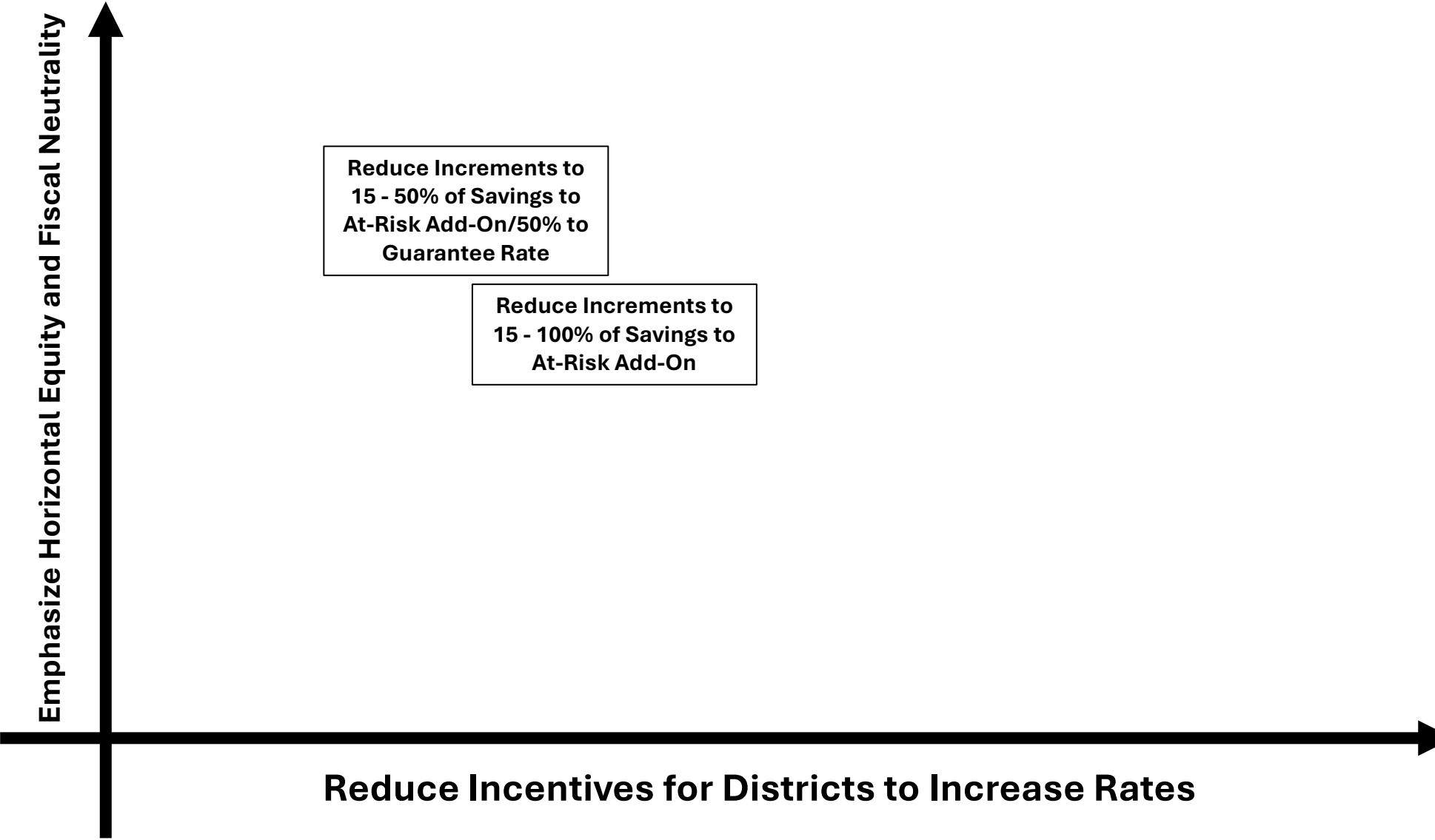
Possible Recommendations



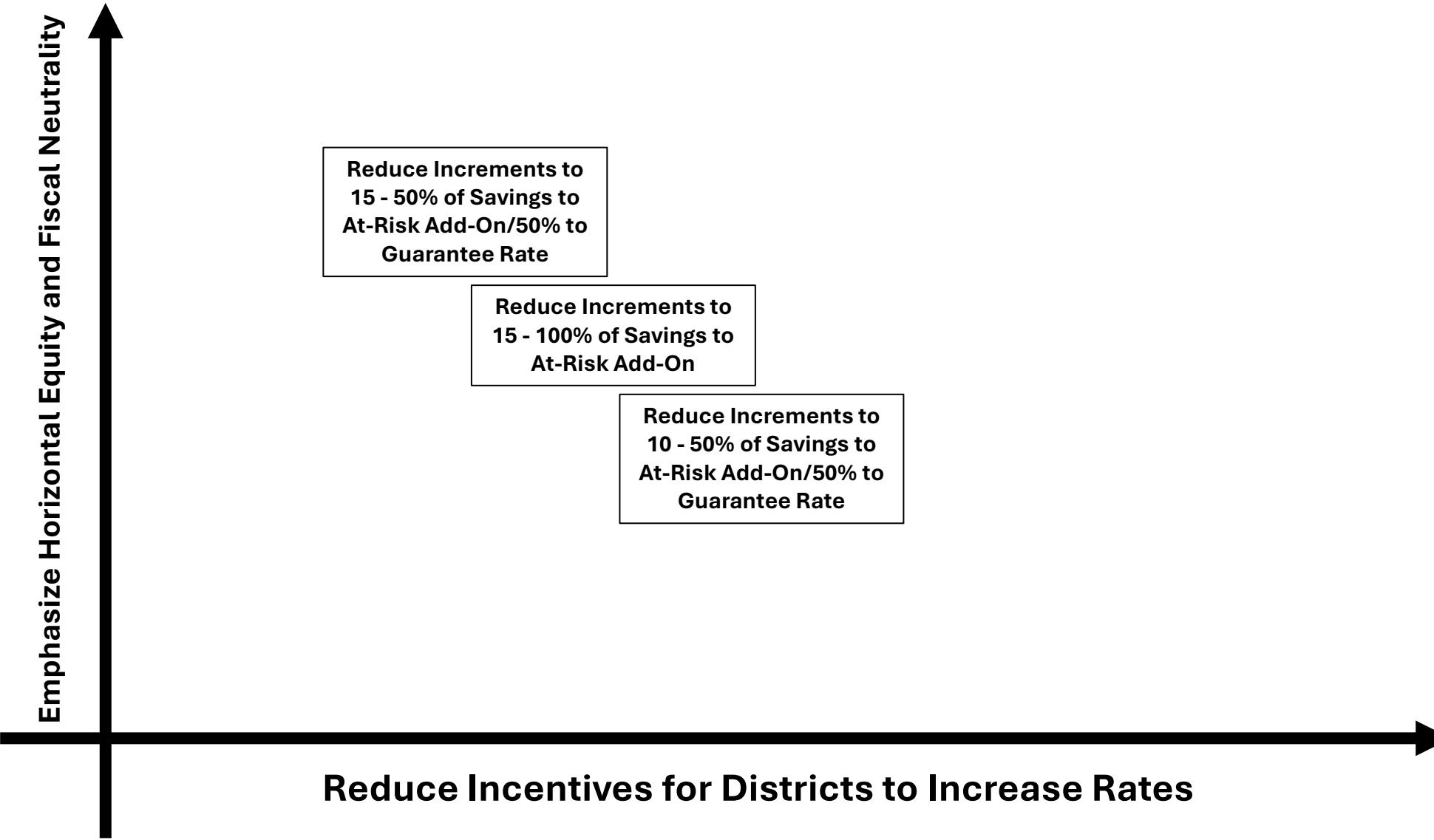
Possible Recommendations



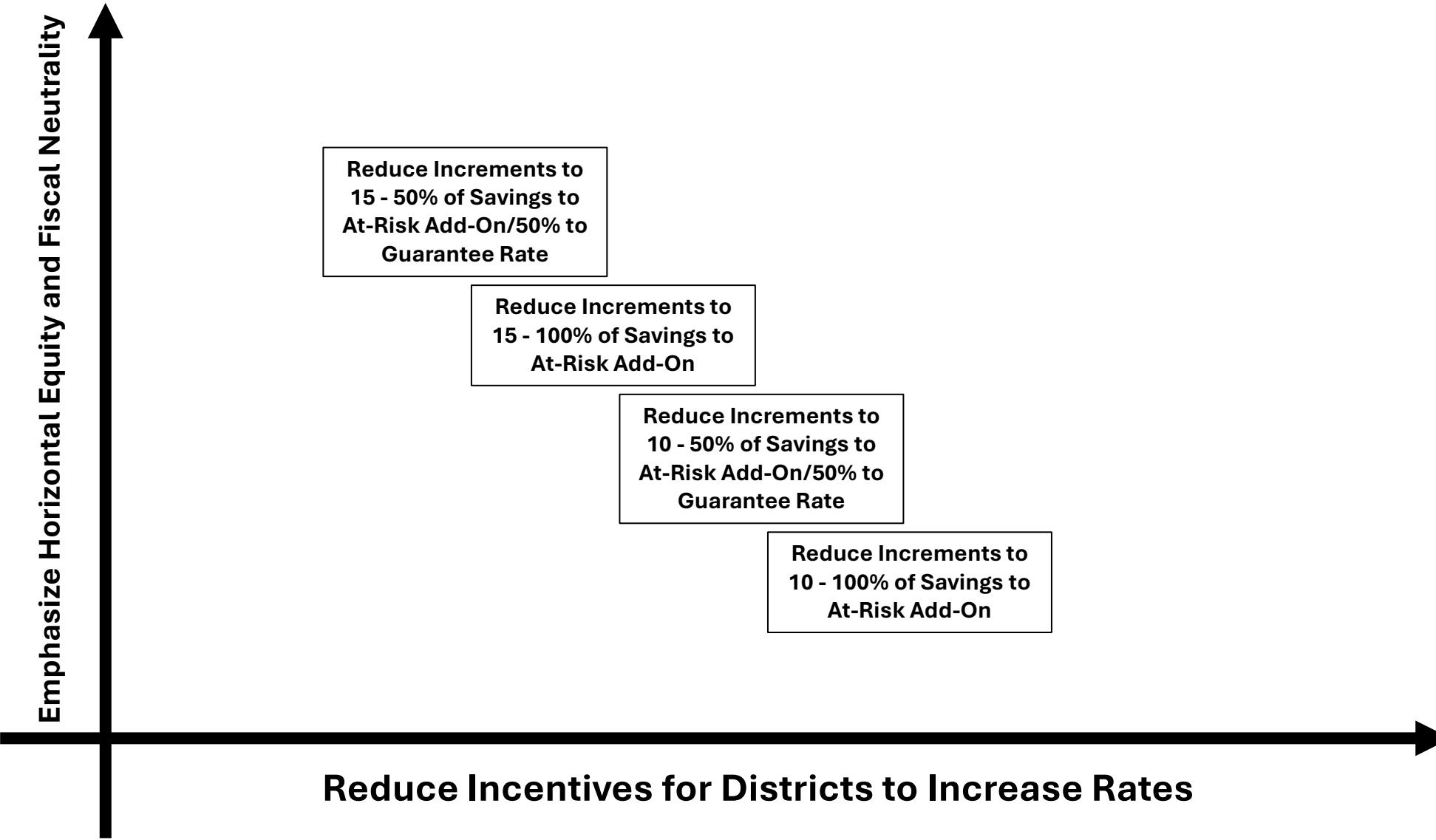
Possible Recommendations



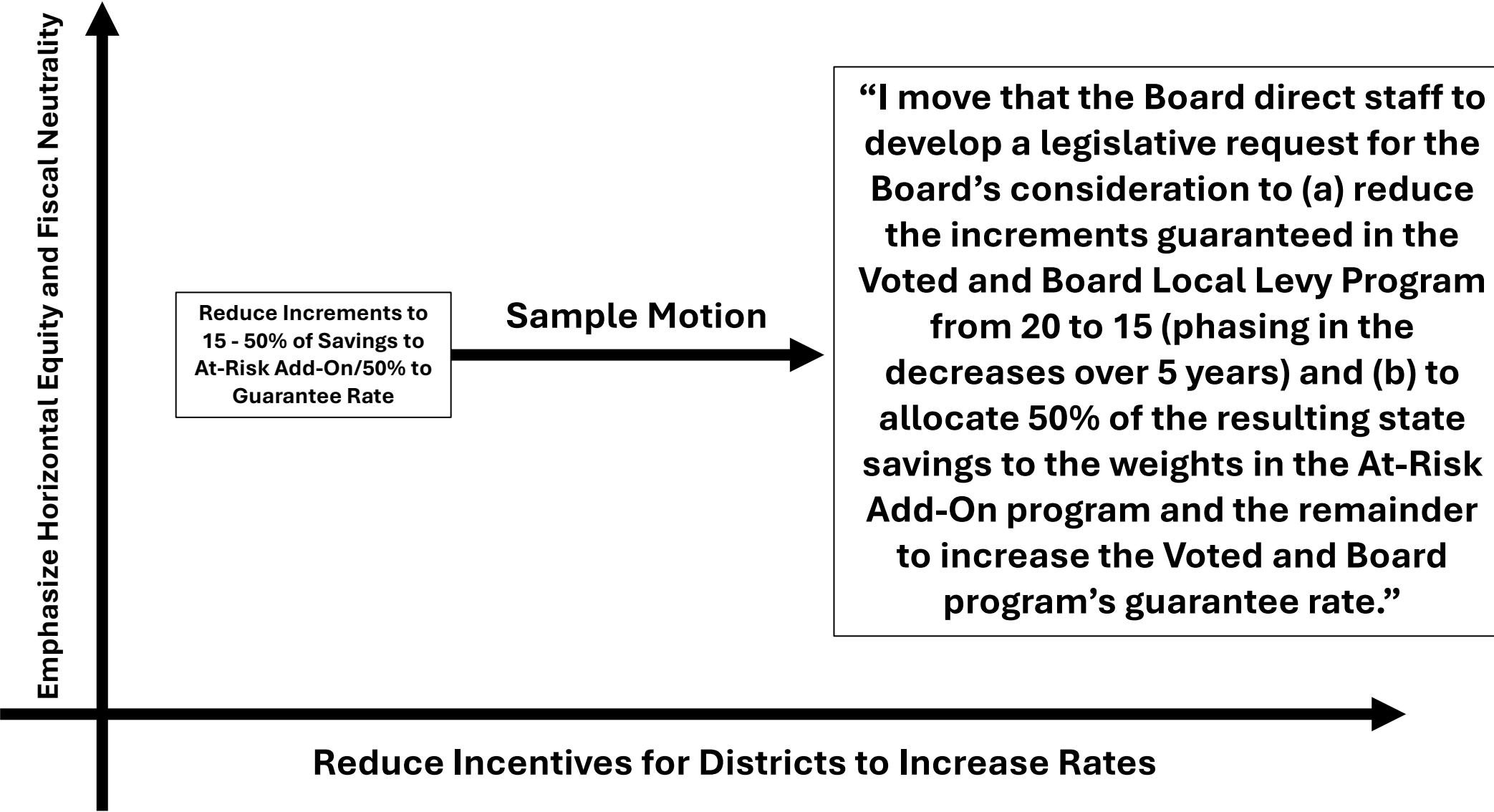
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