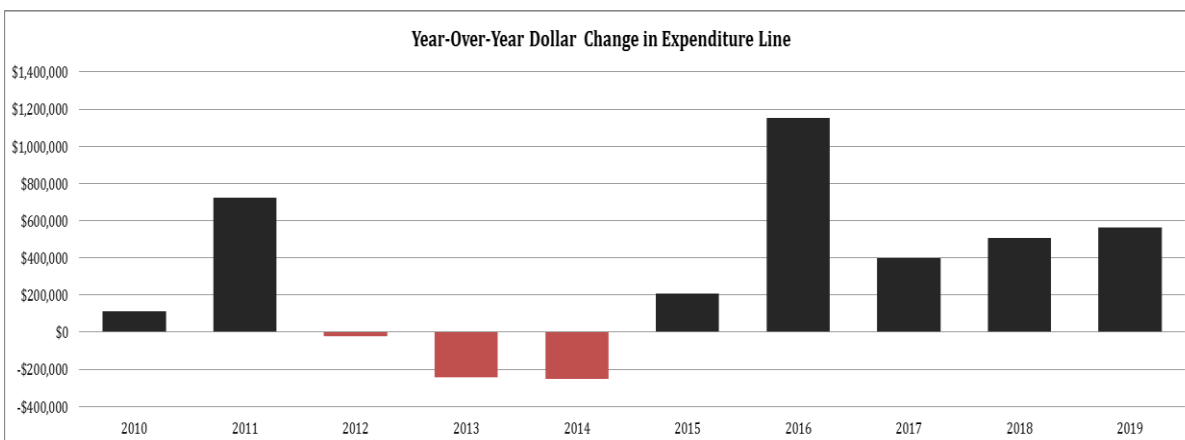
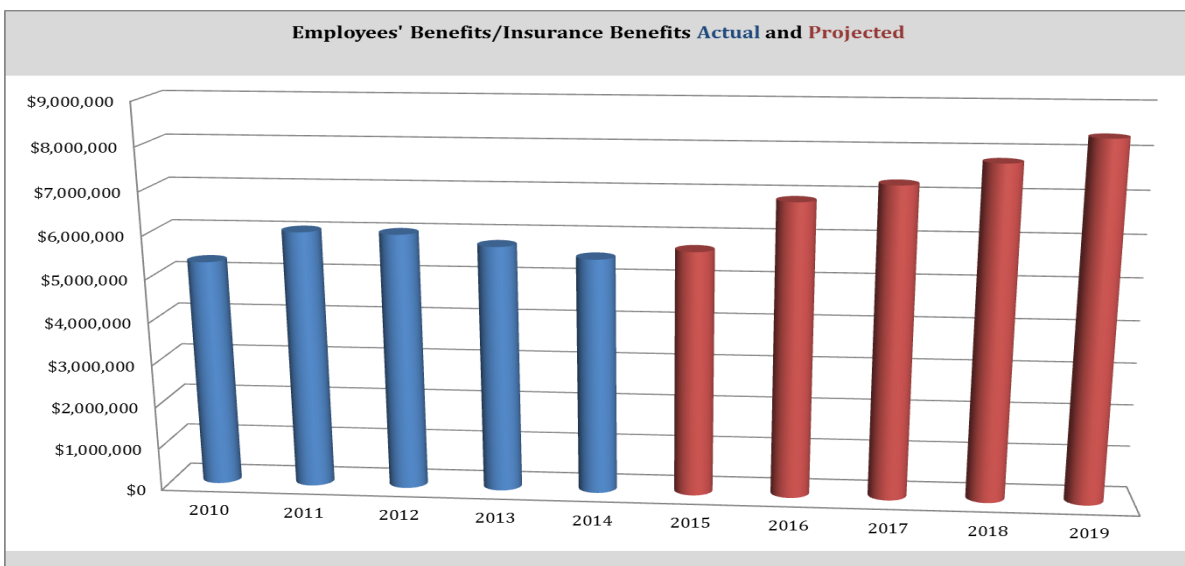
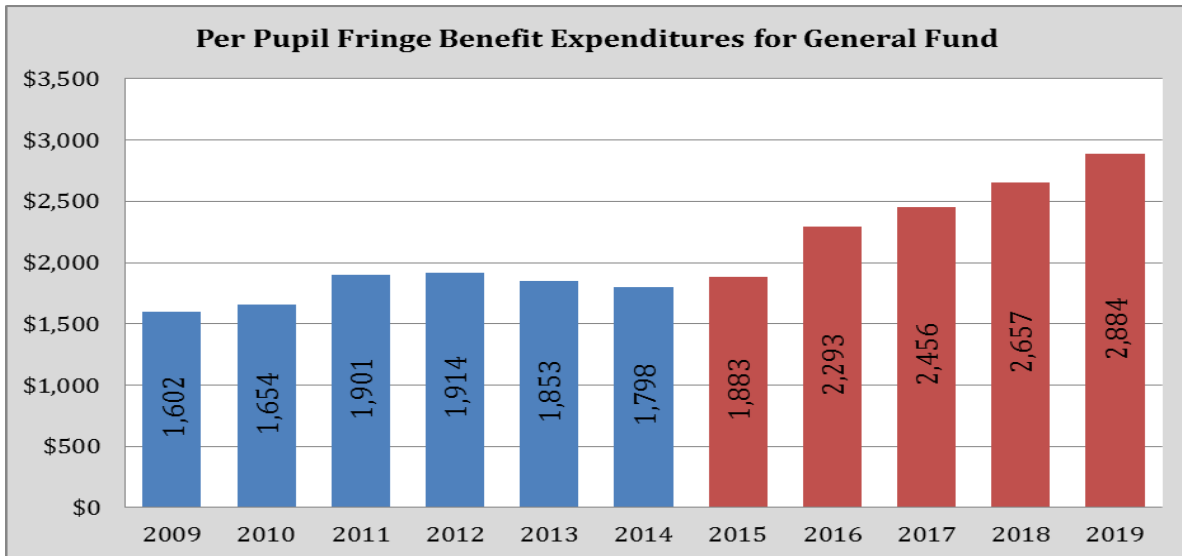


Employee Benefits

Actual FY 2009 to FY 2014

Projected FY 2015 to FY 2019



BENEFIT ASSUMPTION

	Assumed *								
	Yearly	Act	Act	Est	Est	Est	Est	Est	Est
	Incr/Decr	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Benefit Breakdown									
Pension Cost		2,153,758	2,175,009	2,084,841	2,051,285	2,141,550	2,129,226	2,152,071	2,182,631
ERI Payments		348,861	-	-	-	-	-	-	-
Credentialing		3,720	8,722	7,299	6,580	6,580	6,580	6,580	6,580
Health Insurance	10.00%	3,012,088	3,069,508	3,122,149 #	3,336,611	4,392,321	4,800,711	5,280,782	5,808,860
Medicare	1.42%	207,593	198,891	194,903	200,691	203,541	206,431	209,362	212,335
Tuition Reimbursement		13,719	18,290	13,337	15,000	15,000	15,000	15,000	15,000
BWC	1.42%	48,892	167,140	78,717	105,000	106,491	108,003	109,537	111,092
Certified Annuities		213,808	118,342	-	-	-	-	-	-
Unemployment		4,323	7,836	10,532	5,000	5,005	5,010	5,015	5,020
Total		6,006,762	5,763,738	5,511,778	5,720,167	6,870,488	7,270,961	7,778,347	8,341,519

*=The yearly increase factor is used starting with 2015 for Medicare and BWC.

#=For 2015, 2 premium holidays awarded in the previous year were carried forward and will be used in Nov and Dec and there was a 5% rate increase. In 2016, it has been announced there will be no additional holidays and 10% growth again.

Louisville City Schools
Benefit Breakdown from Five Year Forecast
Fiscal Years 2012-2014
Estimate for Fiscal Year 2015

By Function	EST			
	FY 2015	FY 2014	FY 2013	FY 2012
<i>1100 Regular Instruction</i>				
State Teacher Retirement	1,045,211	1,066,454	1,134,314	1,131,391
Tuition Reimbursement	18,580	18,177	17,441	13,210
Hospitalization	1,659,366	1,596,295	1,607,895	1,606,065
Medicare Contribution	103,573	101,760	106,481	109,182
Annuity Severance	-	-	106,553	157,870
Early Retirement Incentive	-	-	-	348,861
Workers Compensation Premium	64,000	43,585	90,205	26,411
<i>Total Regular Instruction</i>	<i>2,890,730</i>	<i>2,826,271</i>	<i>3,062,889</i>	<i>3,392,990</i>
<i>1200 Special Education</i>				
State Teacher Retirement	180,060	171,234	177,532	181,949
School Employee Retirement	66,745	51,523	51,760	54,593
Hospitalization	484,509	417,976	375,496	383,029
Medicare Contribution	26,343	20,449	20,819	22,659
Annuity Severance	-	-	11,789	55,938
Workers Compensation Premium	7,000	6,974	15,630	5,253
Unemployment Compensation	5,000	10,532	7,836	4,323
<i>Total Special Education</i>	<i>769,657</i>	<i>678,688</i>	<i>660,862</i>	<i>707,744</i>
<i>1300 Vocation Instruction</i>				
State Teacher Retirement	40,468	40,797	41,166	36,890
Hospitalization	79,584	74,498	64,569	57,044
Medicare Contribution	3,800	3,864	3,328	3,865
Workers Compensation Premium	1,650	1,592	2,986	997
<i>Total Vocation Instruction</i>	<i>125,502</i>	<i>120,751</i>	<i>112,049</i>	<i>98,796</i>
<i>2100 Support Services-Pupil</i>				
State Teacher Retirement	113,213	109,751	121,604	110,650
School Employee Retirement	13,118	11,242	14,768	9,070
Social Security	-	-	-	686
Hospitalization	234,324	206,186	209,054	186,268
Medicare Contribution	12,000	11,998	12,889	12,451
Workers Compensation Premium	5,275	5,019	9,357	2,881
<i>Total 2100 Support Services-Pupil</i>	<i>377,930</i>	<i>344,196</i>	<i>367,672</i>	<i>322,006</i>
<i>2200 Support Services-Inst Staff</i>				
State Teacher Retirement	24,249	41,816	43,787	51,066
School Employee Retirement	57,816	42,356	38,327	32,990
Hospitalization	140,076	121,918	123,493	128,038
Medicare Contribution	7,000	6,451	6,312	6,040
Workers Compensation Premium	4,000	2,912	13,400	1,858
<i>Total Support Services-Inst Staff</i>	<i>233,141</i>	<i>215,453</i>	<i>225,319</i>	<i>219,992</i>

	EST			
	FY 2015	FY 2014	FY 2013	FY 2012
<i>2300 Support Services-Brd of Ed</i>				
School Employee Retirement	1,700	1,349	1,520	1,238
Medicare Contribution	275	295	304	156
Workers Compensation Premium	50	41	79	25
<i>Total Support Services-Brd of Ed</i>	<u>2,025</u>	<u>1,685</u>	<u>1,903</u>	<u>1,419</u>
<i>2400 Support Services-Admin</i>				
State Teacher Retirement	123,219	130,455	122,876	126,121
School Employee Retirement	55,423	55,587	54,117	53,117
Tuition Reimbursement	2,500	1,900	5,820	3,245
Hospitalization	265,936	243,960	252,770	218,537
Medicare Contribution	19,000	19,745	16,985	21,008
Workers Compensation Premium	7,500	6,906	12,474	4,079
<i>Total Support Services-Admin</i>	<u>473,578</u>	<u>458,553</u>	<u>465,042</u>	<u>426,107</u>
<i>2500 Fiscal Services</i>				
School Employee Retirement	28,137	31,926	34,893	33,850
Tuition Reimbursement	-	-	2,457	480
Hospitalization	33,695	32,826	38,611	42,192
Medicare Contribution	3,500	4,008	4,797	4,425
Workers Compensation Premium	1,500	984	2,232	661
<i>Total Fiscal Services</i>	<u>66,832</u>	<u>69,744</u>	<u>82,990</u>	<u>81,608</u>
<i>2700 Operations & Maintenance</i>				
School Employee Retirement	127,246	152,979	153,154	150,203
Hospitalization	291,247	292,278	278,158	268,497
Medicare Contribution	11,000	11,379	12,539	13,070
Workers Compensation Premium	6,000	4,890	9,736	3,076
<i>Total Operations & Maintenance</i>	<u>435,493</u>	<u>461,526</u>	<u>453,587</u>	<u>434,846</u>
<i>2800 Support Services-Pupil Trans</i>				
School Employee Retirement	95,830	103,528	108,351	104,592
Tuition Reimbursement	500	559	1,294	504
Hospitalization	116,051	106,488	113,320	114,388
Medicare Contribution	7,000	7,931	7,889	8,009
Workers Compensation Premium	5,000	3,266	6,293	2,094
<i>Total Support Services-Pupil Tran</i>	<u>224,381</u>	<u>221,772</u>	<u>237,147</u>	<u>229,587</u>
<i>4100 Academic Oriented Activities</i>				
State Teacher Retirement	11,000	11,511	10,119	12,507
School Employee Retirement	850	715	-	240
Medicare Contribution	1,000	1,192	1,023	992
Workers Compensation Premium	450	433	865	289
<i>Total Academic Oriented Activitie:</i>	<u>13,300</u>	<u>13,851</u>	<u>12,007</u>	<u>14,028</u>
<i>4500 Sports Oriented Activities</i>				
State Teacher Retirement	45,000	41,230	50,759	46,749
School Employee Retirement	20,000	18,925	13,534	13,257
Hospitalization	31,823	29,724	6,142	8,030

	EST			
	FY 2015	FY 2014	FY 2013	FY 2012
Medicare Contribution	6,000	5,690	5,336	5,556
Workers Compensation Premium	2,475	2,041	3,708	1,213
<i>Total Sports Oriented Activities</i>	<i>105,298</i>	<i>97,610</i>	<i>79,479</i>	<i>74,805</i>
 <i>4600 Co-Curricular Activities</i>				
State Teacher Retirement	2,000	1,458	2,432	2,599
Medicare Contribution	200	142	189	180
Workers Compensation Premium	100	77	170	55
<i>Total Co-Curricular Activities</i>	<i>2,300</i>	<i>1,677</i>	<i>2,791</i>	<i>2,834</i>
 Grand Total by Function	 5,720,167	 5,511,777	 5,763,737	 6,006,762

By Object

State Teacher Retirement	1,584,420	1,614,706	1,704,589	1,699,922
School Employee Retirement	466,865	470,130	470,424	453,150
Social Security	-	-	-	686
Tuition Reimbursement	21,580	20,636	27,012	17,439
Hospitalization	3,336,611	3,122,149	3,069,508	3,012,088
Medicare Contribution	200,691	194,904	198,891	207,593
Annuity Severance	-	-	118,342	213,808
Early Retirement Incentive	-	-	-	348,861
Workers Compensation Premium	105,000	78,720	167,135	48,892
Unemployment Compensation	5,000	10,532	7,836	4,323
Total By Object	5,720,167	5,511,777	5,763,737	6,006,762