

Joint Meeting BOE and BOF

March 27th 2019

Welcome

BOE	BOF Middlebury	BOF Southbury
Jennifer Connelly, Chairperson Marion Manzo, Treasurer John Cookson, Secretary Francis Brennan Brenda Carter Heather Dwyer Richard Spierto Steve Suriani Brian Watson Heather Rogers	Bill Stowell, Chairman Dawn Calabrese Vincent F. Cipriano Joseph J. Drauss Stephen Ruccio Rita H. Smith Ralph Barra, Alternate Kelly A. Bollard Alternate Vacancy, Alternate	John Michaels, Chairman Thomas Connor, Vice Chairman Joan Gillespie Richard R. Hill Arthur Mulligan John L. Reilly Catherine P. De Carli Brian P. Emerick William Tolley

MISSION/ VISION

“The mission of Region 15, a collaborative community committed to excellence, is to educate every student to be productive, ethical, and engaged in a global society through proven and innovative learning experiences supported by its strong community whose decision-making is based on the best interest of all students.”

Theories of Action

- *If we foster schools that are welcoming and inclusive to all students then students will feel valued and they will be better able to access their learning.*
- *If we improve our ability to align assessments to curriculum, improve our data culture, and increase our analysis of student learning, then we will be more equipped to provide meaningful student engagement and increased achievement.*
- *If we embrace communication, transparency, and collaborative relationships within ourselves and the community then we will improve trust and participation in supporting our students.*
- *If we increase and promote access to career pathways, curriculum, and shared instructional experiences then our district will prepare students for the world they will enter after their time with us.*

Review of the budget schedule

Wednesday, March 6th Budget Workshop beginning at 6:30 at PHS AP Room

- Elementary Schools K-5
- Middle Schools 6-8
- Curriculum and Development

Wednesday, March 20th Budget Workshop beginning at 6:30 pm at PHS AP Room

- High School
- Athletics
- SPED
- Technology

Wednesday, March 27th Public Hearing & Budget Workshop beginning at 6:30 pm at PHS AP Room

- Southbury & Middlebury Board of Finance Discussions

Monday, April 1st Board of Education Meeting, 7:30 pm at PHS AP Room

- Board adopts 2019-20 Budget

•All Budget Presentations, materials, recorded video of each meeting and a list of questions and answers are available on the district website: www.region15.org/budget

District Quality Results

Math team advances to state competition	Students winning Cyber Robotics Coding Competition
National Merit Semifinalist and National Merit Commended Students (2019)	Many teachers recognized and presenting at state conferences
The number of AP Scholars/AP Honors, AP District Honor Roll	Physical Education course recognized as an outstanding program by the CT Association for Health, Physical Education, Recreation and Dance
Global Citizenship Teacher Training sessions	Debate Team at PHS to participate in the State Finals Tournament on 3/2 (Invite Only)
A significant amount of individual student achievements at the state, national, and international level.	Students recognized at State and National levels for their Art, Music, and Athletics Accomplishments
Internet Safety Night	Restorative Practices Informational Session: JoAnn Freiburg

It is for achievements like these that, in Southbury's recent community survey, more than 50% of residents as the primary reason they moved to our district.

Proposed BUDGET SUMMARY

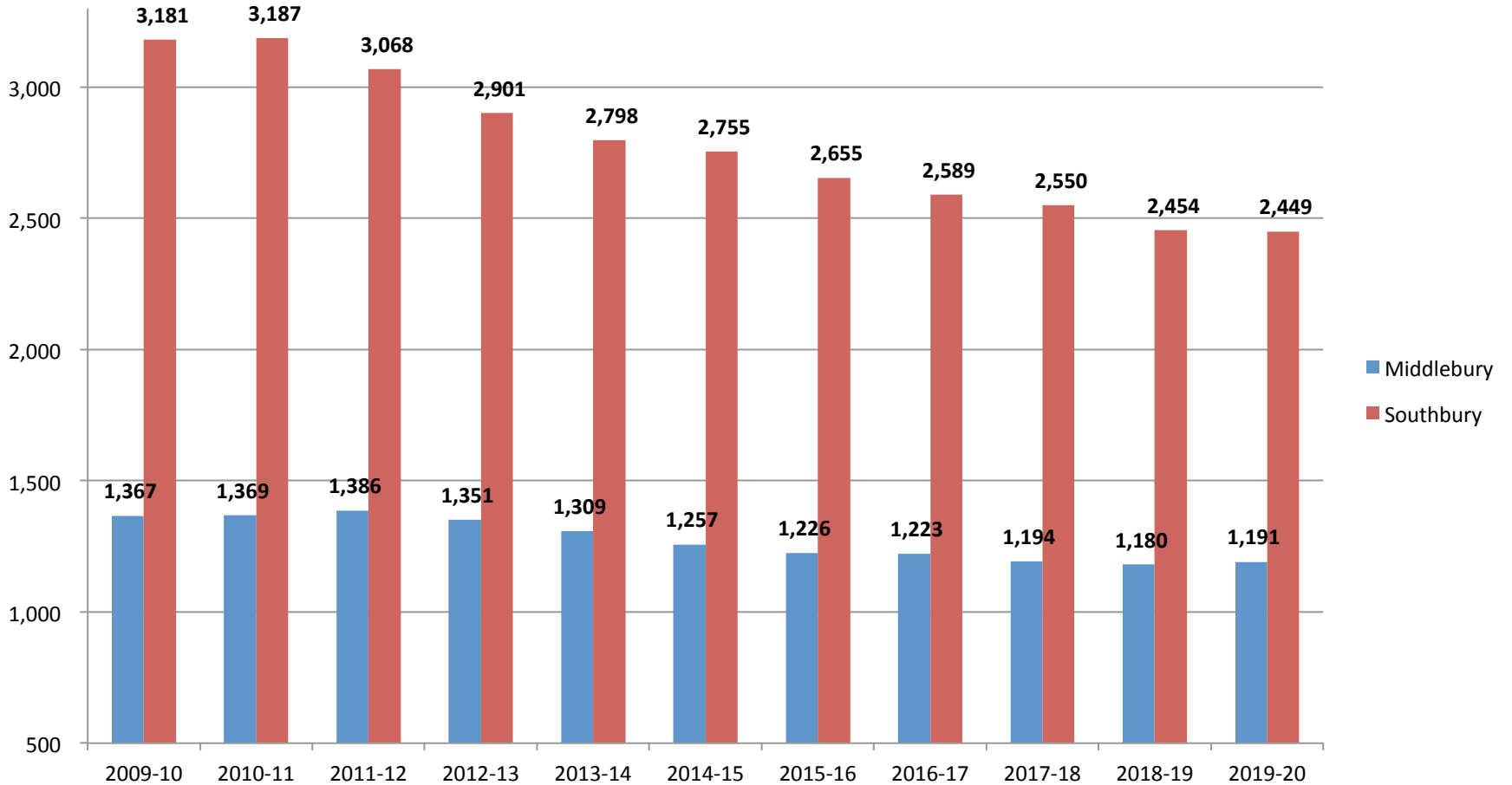
Budget object	2018-2019 Budget	2019-2020 Budget	Yr to yr Change	% Change by Object	% of Total 2019-20 Budget	% of Total Increase
Salaries	\$42,981,482.00	\$43,625,254	\$643,772	1.50	61.60	0.93
Benefits/ Insurances	\$10,960,398.00	\$11,049,342.00	\$88,944	0.81	15.60	0.13
Transportation	\$4,193,248.00	\$4,612,525.07	\$419,277	10.00	6.51	0.61
Tuition	\$2,610,557.00	\$3,013,082.00	\$402,525	15.42	4.25	0.58
Rentals/ Lease	\$2,320,600.00	\$2,409,905.13	\$89,305	3.85	3.40	0.13
Supplies	\$1,476,926.00	\$1,579,719.81	\$102,793	6.96	2.23	0.15
Facilities	\$2,689,905.00	\$2,709,194.84	\$19,289	0.72	3.83	0.03
Debt	\$1,870,713.00	\$1,815,843.75	-\$54,870	-2.93	2.56	-0.08
Supt Proposed Total	\$69,103,829	\$70,814,867	\$1,711,038	-----	100.00	2.48

The increase to the Transportation and Tuition Line equal 1.19% of the increase, leave a 1.29% for everything else.

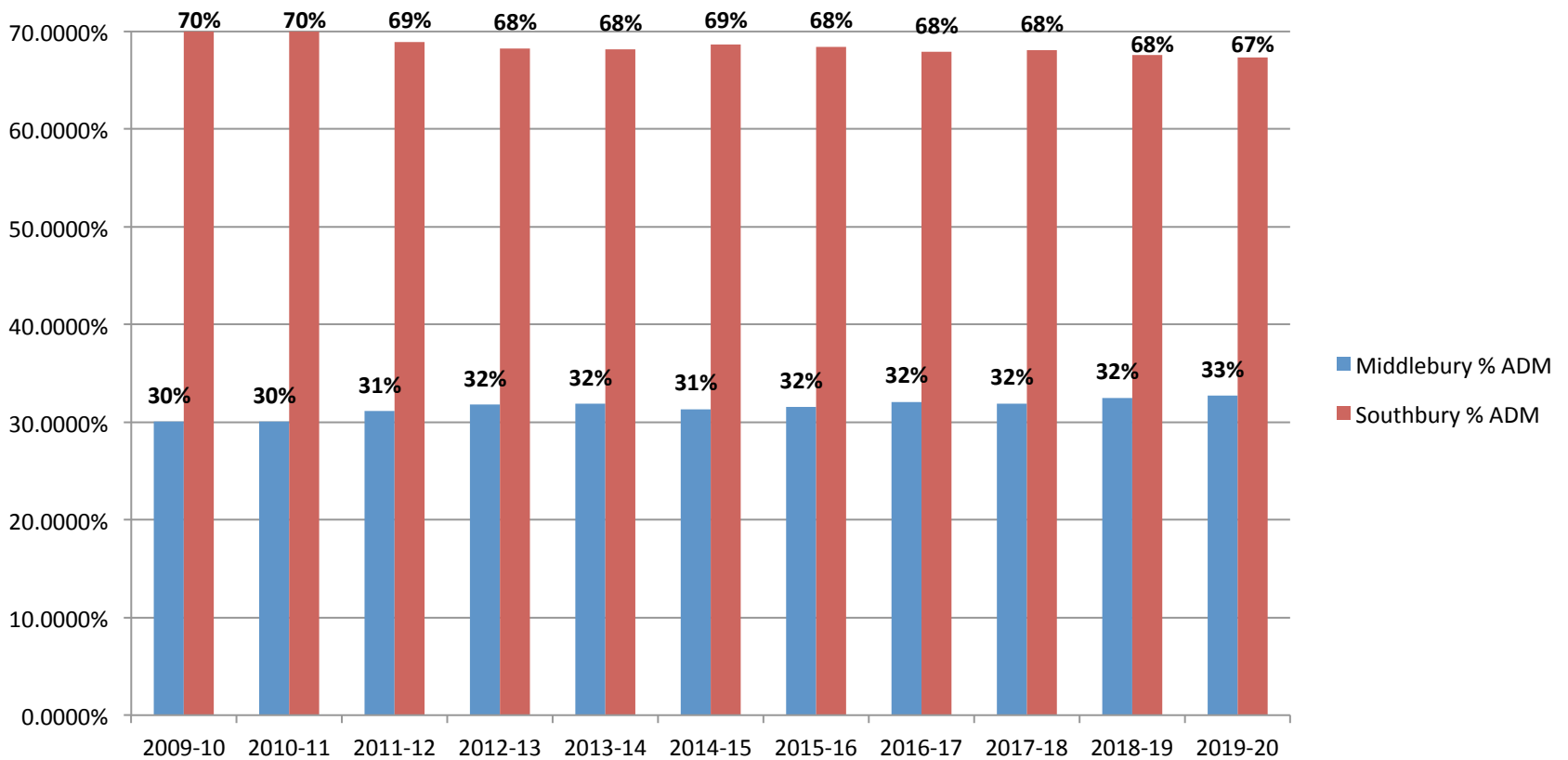
Cost to Towns

	2015-2016	2016-17	2017-18	2018-19	2019-20		10/1/2018
	<u>ADOPTED</u>	<u>ADOPTED</u>	<u>ADOPTED</u>	<u>ADOPTED</u>	<u>PROPOSED</u>	<u>DELTA</u>	<u>ADM</u>
TOWN OF MIDDLEBURY	\$20,616,453	\$21,479,288	\$21,518,877	\$22,438,773	\$23,170,483	\$731,710	32.7198%
TOWN OF SOUTHURY	\$44,646,554	\$45,470,047	\$45,957,456	\$46,665,056	\$47,644,384	\$979,328	67.2802%
TOTAL FROM TOWNS	\$65,263,007	\$66,949,335	\$67,476,333	\$69,103,829	\$70,814,867	\$1,627,496	

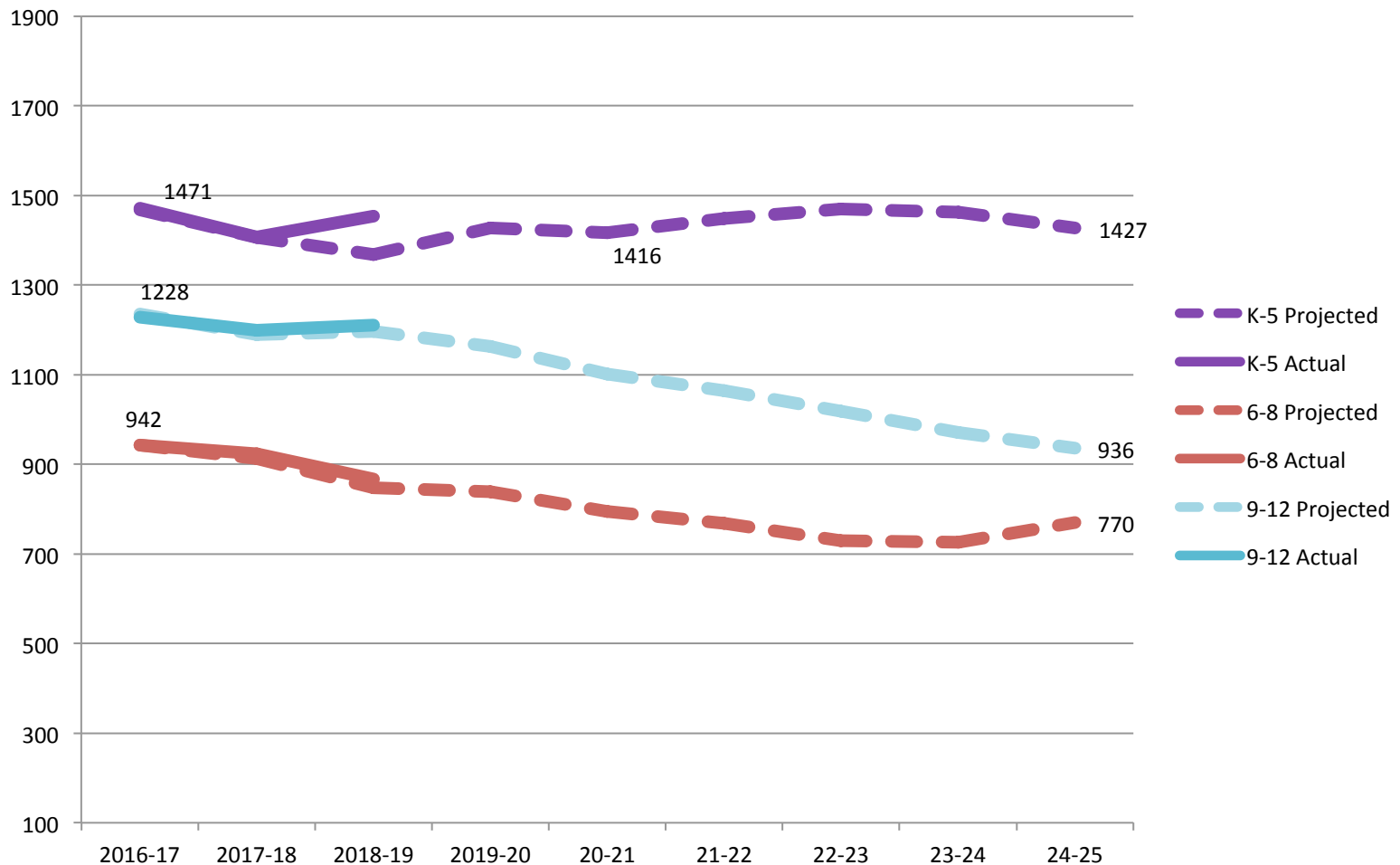
Enrollment and ADM



Enrollment and ADM



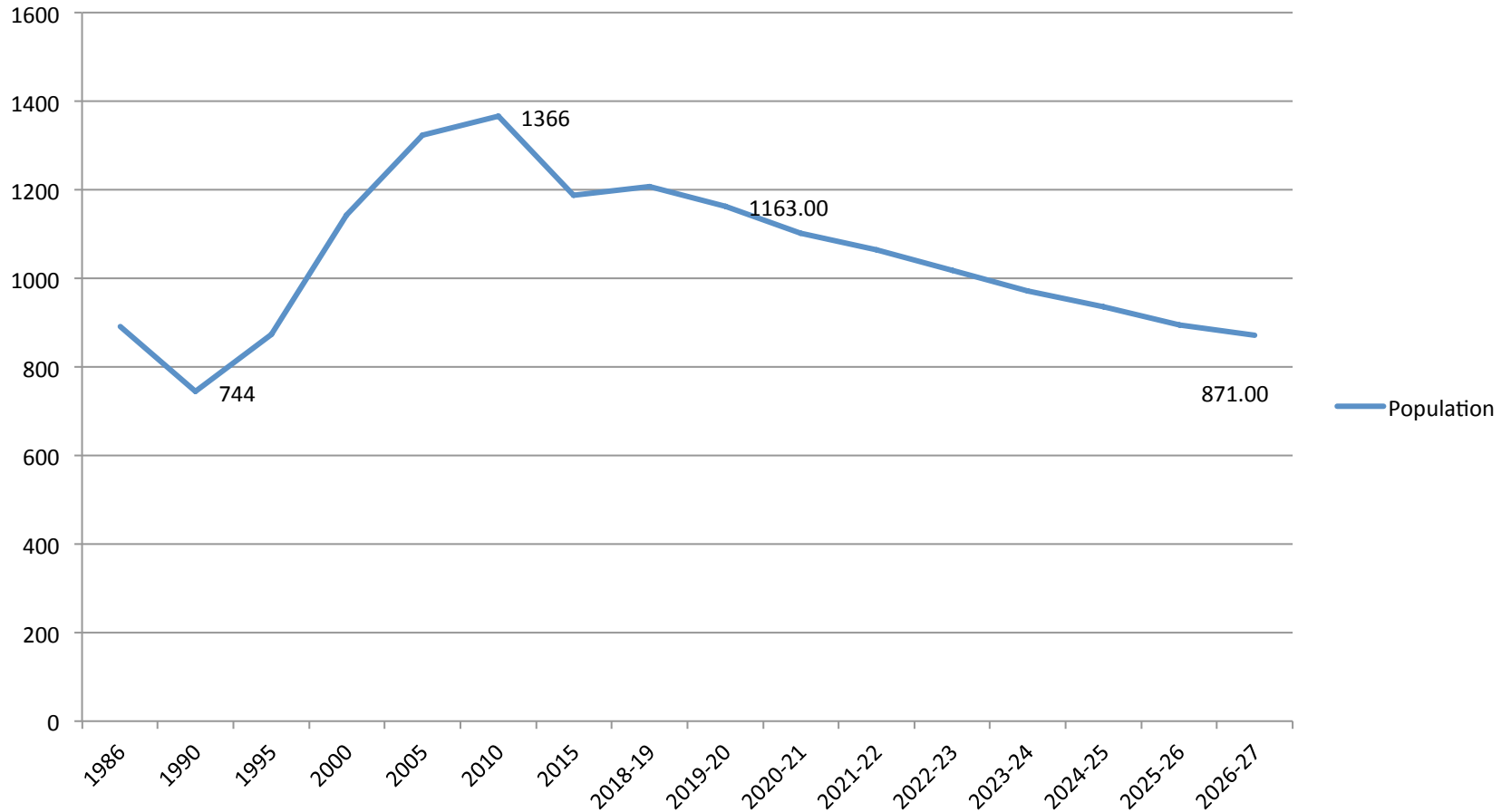
Milone & MacBroom Projections (presented November 26, 2018) vs. October 1st Actuals



Presented to Region 15 Board of Education
11/26/2018

Pomperaug High School Projections

Population



Class Size

- For almost 15 years the Board of Education's Resolution that defines optimal class size goals as follows:

Grade	Size or Range
Kindergarten – First Grade	18
Second and Third Grade	21
Fourth –Sixth Grade	23
Seventh and Eighth Grade	24
High School Courses	15-25

While this is not a mandate, it is a guide that the Board works to maintain.

Class Size:

Pomperaug Elementary School										
Enrolmnt	<u>2018-2019 Actual</u>			Program	Enrolmnt	<u>2019-2020 Projected</u>			Staff	Change
	#Classes	AvgClas Sz	Staff			#Classes	Avg Cl Size			
				Pre-K						
76	4	19.0	4	Kindergarten	55	3	18.3	3	-1.000	
52	3	17.3	3	Grade 1	78	4	19.5	4	1.000	
51	3	17.0	3	Grade 2	53	3	17.7	3	0.000	
51	3	17.0	3	Grade 3	54	3	18.0	3	0.000	
59	3	19.7	3	Grade 4	54	3	18.0	3	0.000	
69	3	23.0	3	Grade 5	59	3	19.7	3	0.000	
358	19	18.8	19		353	19	18.5	19	0.000	
Gainfield Elementary School										
61	4	15.3	4	Kindergarten	53	3	17.7	3	-1.000	
52	3	17.3	3	Grade 1	59	3	19.7	3	0.000	
56	3	18.7	3	Grade 2	52	3	17.3	3	0.000	
63	3	21.0	3	Grade 3	56	3	18.7	3	0.000	
54	3	18.0	3	Grade 4	64	3	21.3	3	0.000	
53	3	17.7	3	Grade 5	53	3	17.7	3	0.000	
339	19	18.1	19		337	18	18.7	18	-1.000	

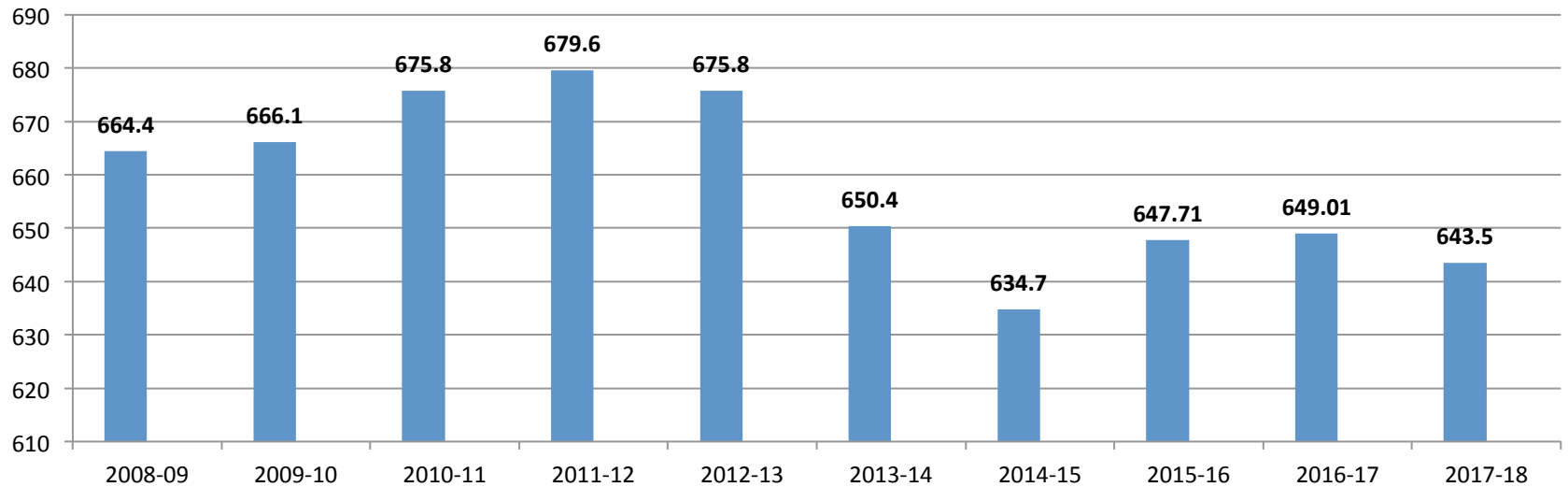
Actual class size numbers are based on October 1, 2018 State report.

Class Size

SUPERINTENDENT'S PROPOSED BUDGET										WHAT IF	
Long Meadow Elementary School											
	2018-2019 Actual					2018-2019 Actual			Change	sections	Class size
Enrolmnt	#Classes	AvgClas Sz	Staff	Program	Enrolmnt	#Classes	Avg Cl Size	Staff			
73	4	18.3	4	Pre-K	60	4	15.0	4	0.000	3	20
70	4	17.5	4	Kindergarten	81	4	20.3	4	0.000	3	27
69	4	17.3	4	Grade 1	73	4	18.3	4	0.000	3	24
76	4	19.0	4	Grade 2	71	4	17.8	4	0.000	3	23.6
81	4	20.3	4	Grade 3	76	4	19.0	4	0.000	3	25.3
86	4	21.5	4	Grade 4	82	4	20.5	4	0.000	3	27
455	24	19.0	24	Grade 5	443	24	18.5	24	0.000		
Middlebury Elementary School											
54	3	18.0	3	Kindergarten	51	3	17.0	3	0.000	2	25.5
49	3	16.3	3	Grade 1	53	3	17.7	3	0.000	2	26.5
40	2	20.0	2	Grade 2	51	3	17.0	3	1.000	2	25.5
51	3	17.0	3	Grade 3	41	2	20.5	2	-1.000	1	41
48	2	24.0	2	Grade 4	51	3	17.0	3	1.000	2	25.5
59	3	19.7	3	Grade 5	49	3	16.3	3	0.000	2	24.4
301	16	19.2	16		296	17	17.6	17	1.000		

Actual classrooms may not handle space. The “What If” Columns are for conversation purposes only and are not being considered by the BOE.

Region 15 Staff



2013-14 = -25 staff

- - 8 Gen Ed
- - 2 SPED teachers
- -2 SPED paras
- - 13 other non-cert

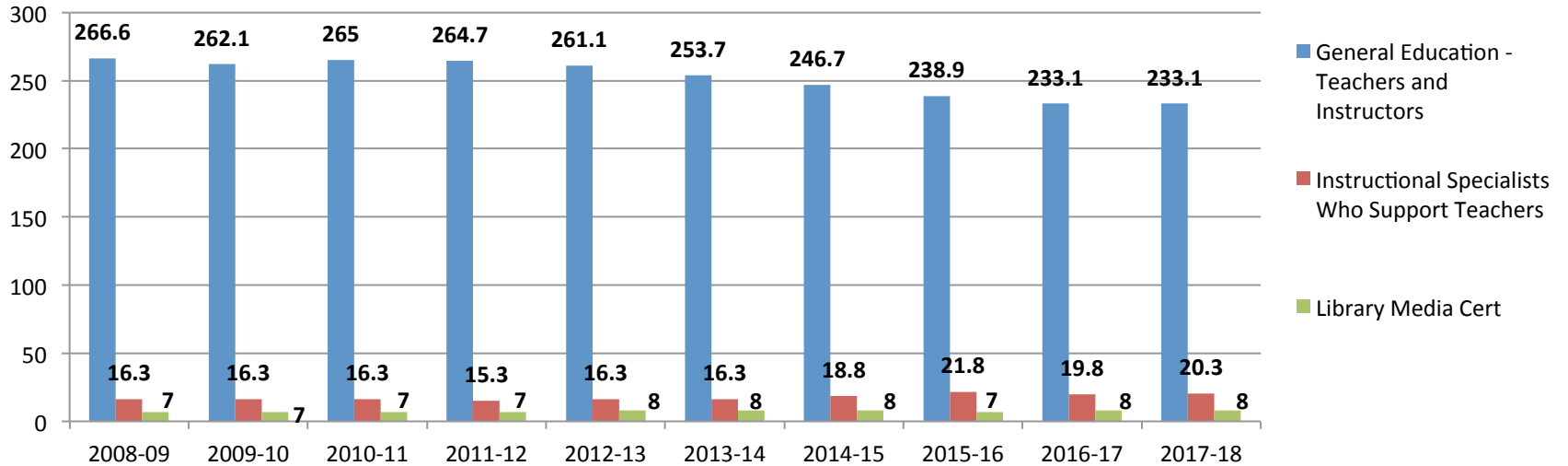
2014-15 = -20 staff

- -7 Gen Ed
- - 1.5 Nurse
- -8 Sped paras
- + .8 Counselor
- -5 other non –cert
- + 1.6 Gen. Ed Para

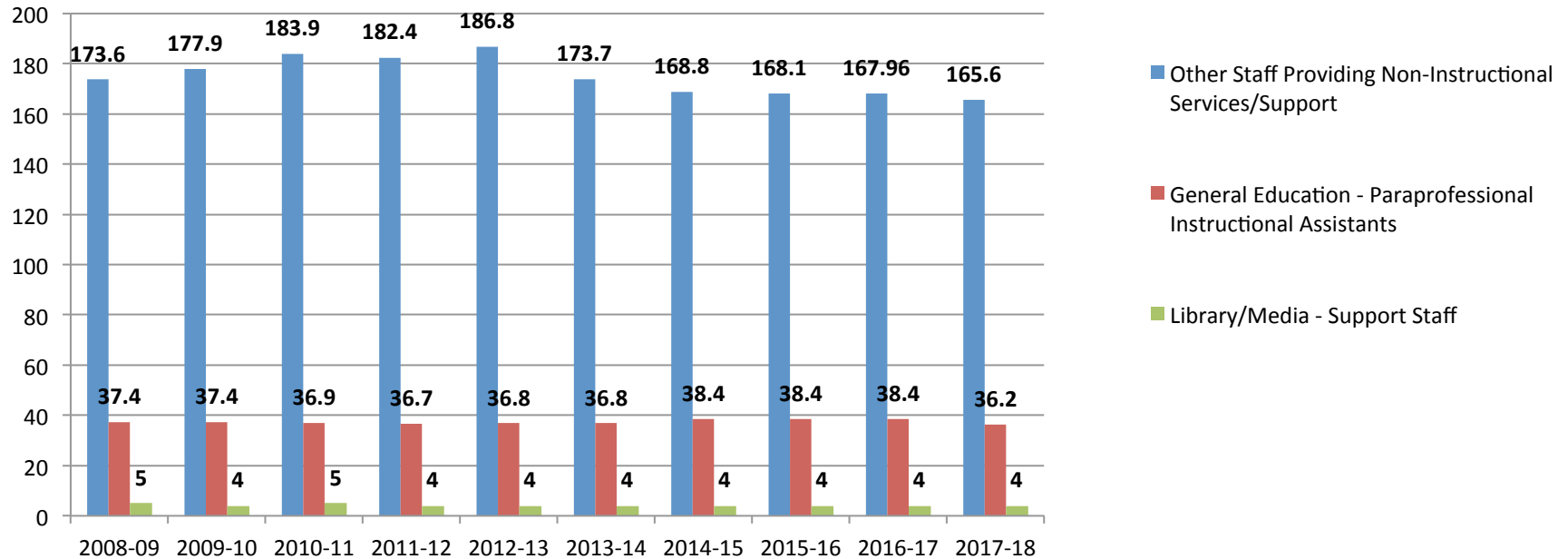
2015-16 = +13 staff

- -9 Gen Ed
- +2 SPED teachers
- + 19 SPED paras
- -2 Counselors
- -1 LMS

Certified Staff

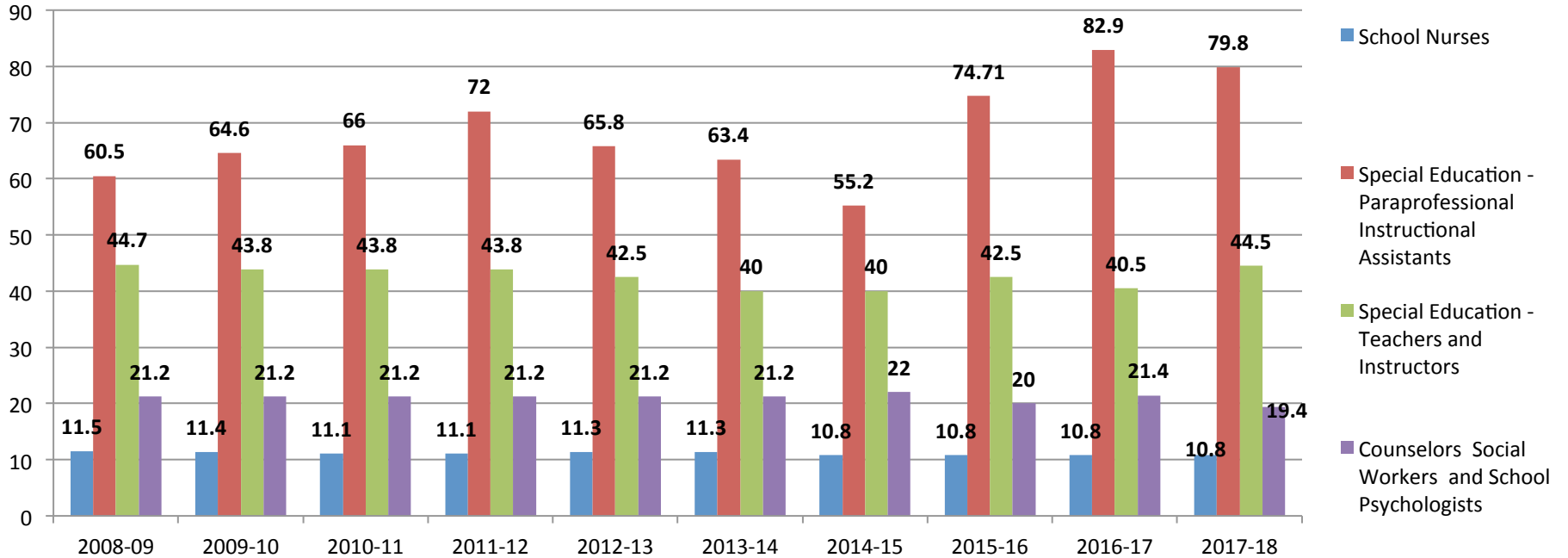


Other Non-Certified Support Staff



Other non-instructional staff: Para Professionals, Custodians, Secretaries, Food Service Employees,

Student Services



How is State Education funding and Town Wealth Calculated

- The determination of Town Wealth is computed as follows:

$$\text{Income Adjuster} = \frac{\text{PCI}}{\text{HPCI}} + \frac{\text{PCI}}{\text{HMHI}}$$

$$\text{Town Wealth} = \frac{\text{ENGL}}{\text{Need}} + \frac{\text{ENGL}}{\text{POP}} \quad \times \quad \text{Income Adjuster}$$

- ENGL** = Equalized Net Grand List (3-year average) (CT Office of Policy and Management)
PCI = Per Capita Income (U.S. Bureau of the Census)
HPCI = Highest Town PCI
MHI = Median Household Income (U.S. Bureau of the Census)
HMHI = Highest Town MHI
POP = Total Population (U.S. Bureau of the Census)
Need = Need Students (CT Department of Education)

ANGEC

2018-19 Adjusted Equalized Net Grand List per Capita (AENGLC)

<https://portal.ct.gov/SDE/Fiscal-Services/ECS-Wealth>

144	TRUMBULL	6,760,747,989	36,628	46,037	80,281.25	41
201	District No. 1					41
074	LITCHFIELD	1,467,022,228	8,212	45,766	77,242.49	42
097	NEWTOWN	4,558,435,297	28,022	48,744	74,914.07	43
081	MIDDLEBURY	1,365,404,875	7,634	44,074	74,476.17	44
128	SIMSBURY	3,586,049,744	24,348	53,329	74,206.51	45
014	BRANFORD	4,981,495,540	28,145	44,043	73,648.00	46
070	KILLINGWORTH	1,031,946,948	6,455	48,537	73,309.39	47
085	MONROE	3,066,526,011	19,833	48,998	71,575.13	48
168	WOODBURY	1,548,752,497	9,636	46,853	71,145.62	49
204	District No. 4					49
155	WEST HARTFORD	9,323,512,094	63,053	49,600	69,291.67	50
217	District No. 17					50
023	CANTON	1,537,052,180	10,330	47,497	66,769.79	51
061	HADDAM	1,270,545,275	8,292	46,119	66,763.07	52
091	NEW FAIRFIELD	2,255,766,433	14,126	43,622	65,812.15	53
214	District No. 14					53
038	DURHAM	1,046,399,211	7,301	48,570	65,767.10	54
215	District No. 15					54
084	MILFORD	9,096,188,398	53,592	40,616	65,130.17	55
126	SHELTON	6,691,388,869	41,296	42,417	64,934.24	56
130	SOUTHBURY	3,186,299,045	19,675	42,350	64,796.38	57
243	CES					57
036	DEEP RIVER	706,233,946	4,516	43,294	63,965.81	58

Educational Cost Sharing Grant

- The Educational Cost Sharing Grants go directly to the towns.
- This is a complex formula:

<https://www.cga.ct.gov/2017/rpt/pdf/2017-R-0001.pdf>

	FY 2019 ECS Estimate	Governor's FY 2020 Proposed Budget	Governor's FY 2021 Proposed Budget
Middlebury	\$823,854	\$848,732	\$845,554
Southbury	\$3,501,461	\$3,628,482	\$3,755,503

<http://ctschoolfinance.org/assets/uploads/files/Town-Education-Funding-Comparisons-Lamont-Budget.pdf>

Why Does all this matter?

Some state funding is currently tied to these ratings and there are proposals to tie additional funding in the future.

This is also a major component of the Arbitration Process during contract negotiations. In negotiating the most recent contract the Board of Education and the Pomperaug Education Association was able to reach agreement and avoid arbitration while staying under the state average for contract settlements.

The Teacher salary account will have a three year sum of 8.45% over three years (current average three year sum for all school districts is 8.54%).

2019–2020: Total Cost 2.85%

Step movement for all eligible teachers, .45% increase for all teachers below maximum step, 1.09% increase for all teachers at maximum step

2020–2021: Total Cost 2.80%

No step movement, 3.45% increase for all teachers below maximum step
2.39% increase for all teachers at maximum step

2021–2022: Total Cost 2.80%

Step movement for all eligible teachers, .76% increase for all teachers below maximum step, 1.19% increase for all teachers at maximum step

Excess Cost

- State Reimbursement Grant that is paid directly to the school district to address the federal commitment as outlined in the 1990 IDEA (Individuals with Disabilities Education Act)
- Currently this funding is not tied to any community wealth related formula, however some of the current legislative proposals suggest that it could be a component in the future.
- The initial threshold for which a student is eligible for the Excess Cost grant is referred to as the "Basic Contribution or per pupil expenditure". For LEA placements or students educated within the district the threshold is equal to the prior year's Net Current Expenditures per Pupil (NCEP) x 4.5. For placements initiated by a state agency, e.g., the Department of Children and Families, the threshold is equal to the prior year's NCEP x 1.
- From this formula for eligible costs, the state reimburses district a percent of that cost based on the total available funds. This rate is usually between 65% and 75% of the district's costs.

Teacher Pension vs. Social Security

- Connecticut teachers do not contribute to Social Security, however, they do contribute 7 percent of their annual income to the Teachers Retirement Fund and 1.25 percent to their Health Insurance Fund with the belief that these funds will be sustained in their retirement years. In addition, they contribute 1.45 percent for Medicare. Retired teachers who do not have Medicare coverage pay approximately \$400 up to \$1,200 per person, per month. For health care, retirees monthly premium costs coupled with monies paid from their HIPA fund result in retired teachers paying the bulk of their own insurance coverage.
- *Vesting period:* **Connecticut** has a 10-year vesting period, meaning new teachers must stay 10 years to qualify for at least a minimum pension. Based on current estimates, only 54.8 percent of **Connecticut** teachers will qualify for retirement benefits. Teachers who leave the plan before then must forfeit contributions their school or state made on their behalf.
- *Social Security:* States alone can't match the national portability or progressivity of Social Security. Unfortunately, **Connecticut** does not ensure all of its teachers have access to Social Security benefits.
- **Connecticut** enrolls all teachers in a back-loaded defined benefit pension plan and does not offer its teachers a portable option.
- **Connecticut** contributes 3.7 percent of teacher salaries toward retirement benefits, which is below the national average and could leave teachers vulnerable to insufficient retirement savings.
- The majority of contributions into teacher pension plans today are not going toward retirement benefits for today's teachers; they're mainly going toward unfunded pension liabilities. Those liabilities are the result of years of poor financial decisions by state leaders, and they leave today's teachers (and students) paying for past mistakes. Today, 84.2 percent of Connecticut's pension contributions are going toward pension debt. If it had been more responsible in years past, the state would not be facing such large financial penalties and could be directing more money toward teachers or other budget priorities.
- 55 percent of teachers will qualify for a pension
- 40 percent of teachers will "break even" on their pension
- 84 percent of teacher pension contributions go toward debt
- Employers contribute 4 percent of teacher salary toward actual retirement benefit
- Teachers do not have a portable retirement option
- For the reasons listed above, the legal obligation and regulations under binding arbitration, and the disproportionate penalties proposed to districts based on state wealth and funding calculations, we do not believe that the state has a legally defensible ability at this time to pass pension costs to towns and districts so we are not budgeting for it. Should things change, we will work with the towns to adjust.

Unfunded Mandates

- 2016 Handout from CCM (Connecticut Conference of Municipalities)

Budget Over Time

Board Approved Budget Increases by Percent:

