

REGION 15 PUBLIC SCHOOLS

2019-2020 REGION 15 BOARD OF EDUCATION ADOPTED BUDGET

Presented by
Joshua Smith, Superintendent of Schools
April, 2019

BOARD OF EDUCATION

Jennifer Connelly, *Board Chair*

John Cookson, *Board Secretary*

Marion Manzo, *Board Treasurer*

Francis Brennan

Brenda Carter

Heather Dwyer

Heather Rodgers

Richard Spierto

Steve Suriani

Brian Watson



REGION 15 SCHOOLS
Serving the towns of Middlebury and Southbury

THANK YOU

**District Office Administrators & Staff
Building Administrators
Department Leaders, Teachers
Building and Support Staff
Board of Education Members**



THE MISSION OF REGION 15

“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.”

As we enter the process of budget development with an eye towards fiscal responsibility, it is crucial to keep sight of our mission. *We must preserve the communities' expectation of a quality education and the trust they provide in us.*



BUDGET PRESENTATION OUTLINE

Budget Development Goal: Provide a fiscally responsible budget that improves the quality of our programs

- District Quality Results and Return on Investments
- Budget Challenges
- Budget Framework: District priorities for 2019-2020 and budget assumptions
- Budget Totals for 2019-2020
- Summary and Next Steps
- Budget Timeline and School/ Department Based Presentations



BUDGET PRIORITIES

1. Provide the community with a school system that empowers students for whatever they decide to pursue when they leave us.
2. Provide Educators with the resources, supports, and the training necessary to deliver quality instruction.
3. Deliver a clear, accurate, and transparent budget to inform decisions and create confidence in the process.
4. Respect the fiscal impact to all residents and the investment our towns make to our success.



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.*



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.”



District 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.

Strategic Objectives

Build capacity of Teachers through curriculum writing and professional development.

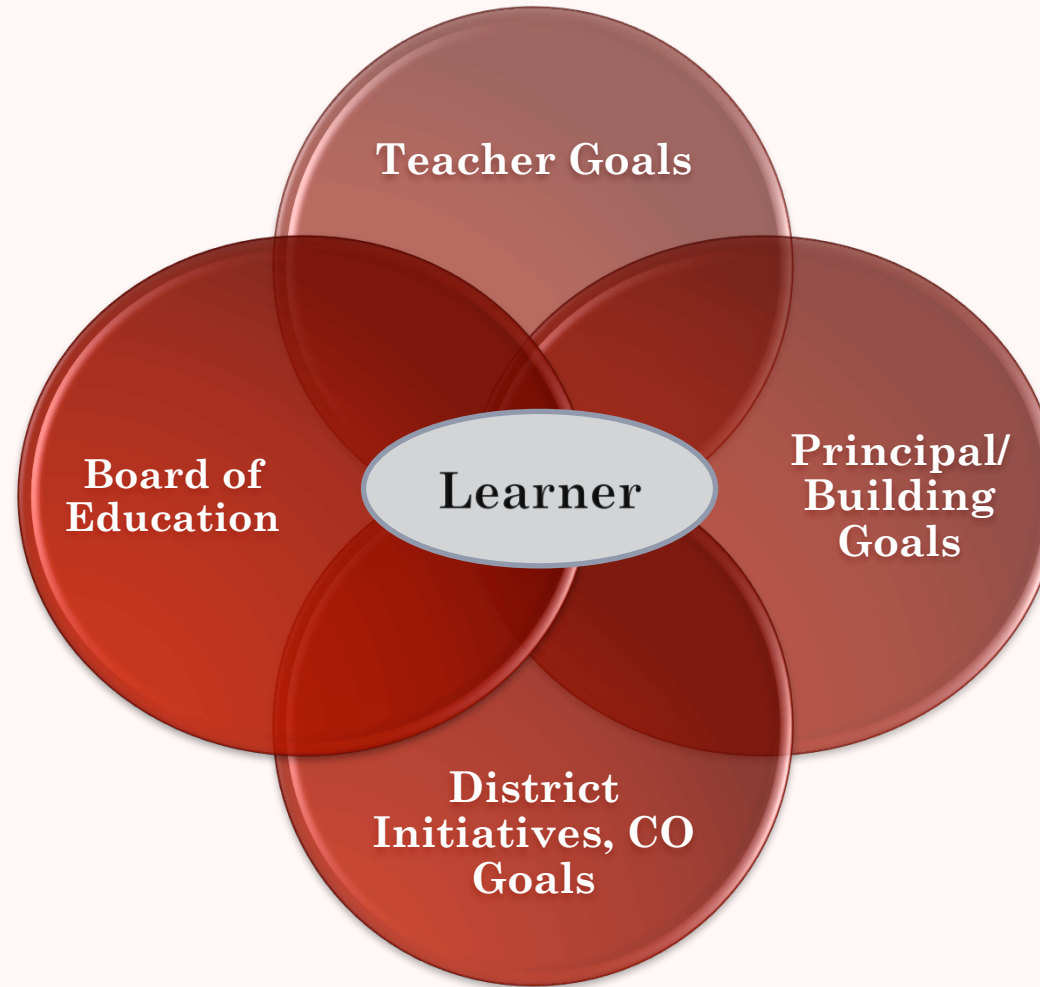
Develop and promote a culture of data collection and analysis to better meet the individual needs of students.

Develop, manage and maintain the technology, infrastructure, and resources needed to maintain a safe and effective learning environment.

Identify and capitalize on our ability to work together towards common goals, discuss efficiencies and shared resources.

Provide opportunities and instructional paths that allow students to pursue areas of interest and prepare them for options after high school.

BUDGET CYCLE



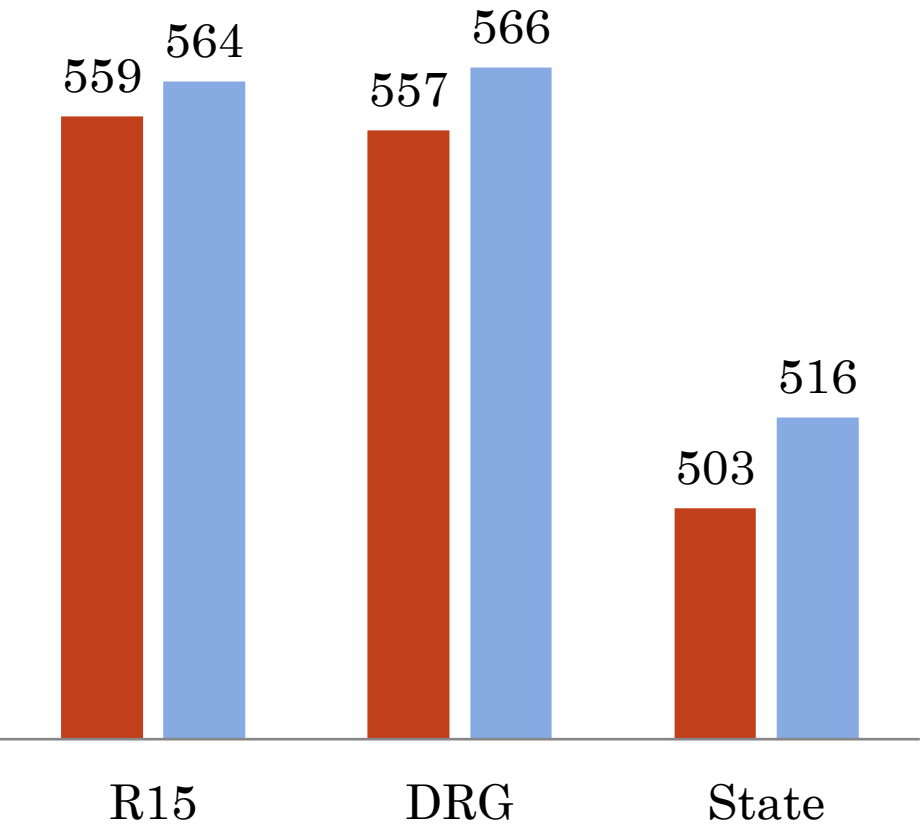
DISTRICT QUALITY RESULTS

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

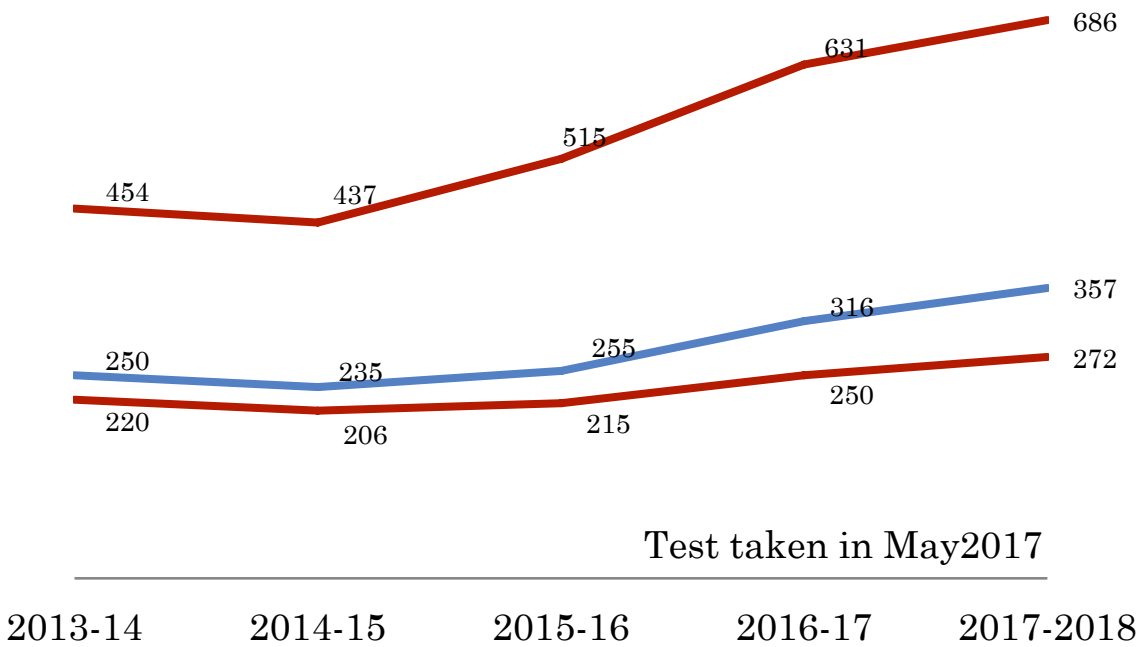
ROI: RETURN ON INVESTMENTS

SAT Performance

■ Math ■ ELA



Advanced Placement Exams



REDUCTIONS AND COST EFFICIENCIES

- Collegial and cooperative teacher negotiation process that respects the talented staff we have, the work they do, but balances it with fiscal responsibility and shared ownership of rising medical costs.
(Salaries and Benefits account for 77.2% of the total budget, but only 1.06% or less than half of the total budget increase)
- Reduction of a school bus
- Invested in energy efficiencies
- Renegotiated contracts and worked with vendors to find efficient pricing
- Continue to manage health care costs and mitigate market increases
- Regionalized Technology Purchasing
- Working on shared and consistent scheduling practices to improve student access to learning without added costs.



THIS PROPOSED BUDGET DOES NOT:

- Fulfill all recommendations made as part of NEASC accreditation
- Address the potential impact of changing graduation requirements (Capstone Experience)
- Add a contingency to fully mitigate all risk for unexpected Special Education costs
- Add an elementary administrator
- Increase fees to families
- Add staffing to support curriculum and instruction
- Add ITL to Music
- Complete the furniture Upgrade for HS Library (Partial)
- Fully replace teacher furniture
- Additional Chromebook Carts for Elementary Schools



BUDGET CHALLENGES

Short Term:

- Rising Costs of Special Education (Staff and Services)
 - Capturing salaries for 10 Special Education para professionals added during the 2018-19 school year.
 - This budget includes more than \$400,000 in legally binding and obligated Special Education costs added during this budget year.
- Adjusting to historical actuals for food services and liability insurance
- Meeting State and Federal Mandates
- Favorable medical
- Conclusion of 2013 ERI *(5yrs)

Long Term:

- Medical Costs
- Fixed costs (Transportation, Energy, Workers comp)
- Shifting Financial Burden from State to Local Government
- Enrollment and Space Study



BUDGET FRAMEWORK: RECURRING ASSUMPTIONS:

- Examine and implement cost efficiencies
- Review, revise, and assess curriculum and instruction
- Address health, safety and facility concerns
- Adhere to class size practices
- Comply with federal and state mandates
- Honor all collective bargaining agreements
- Fund Maintenance and Technology plans

PROGRAM IMPROVEMENTS:

- Increased student choice
- Extensive redesign of Alternative Education Program
- More comprehensive access to mental health services
- Structural changes to make more efficient use of staffing resources, expertise and instructional supports
- Improved access to technology
- Expand Grade 6 World Language and Health instruction
- Adds Instructional Teacher Leader for Art

“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.”



STUDENT CHOICE:

- More instructional options for middle and high school students
- Fewer Study Halls
- Development of Career Pathways K-12
 - Technology course grade 5
 - .4 Art in Elementary Art Tech/ Digital Design



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.

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.



ALTERNATIVE EDUCATION:

- Provides a true alternative setting
- Creates new model for students that can better meet their needs
- A new dedicated space would create future options for the district to meet state mandates around suspension and expulsion.



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 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.



SOCIAL AND EMOTIONAL HEALTH:

- Explore a shift from contracted services to district staffing model
 - Possible shift from a contracted outside service to hiring 2 Full Time R15 Social Workers
- Increase communication between different support providers
- Increase connection between schools and home
- Increase access of services to students
- Increase Health instruction for Middle School students
 - New schedule will provide Health instruction to Grade 6 students (cost neutral)

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.



WORLD LANGUAGE:

- Adds Italian to the High School Course offerings
- Expands Grade 6 Access to French and Spanish Language
 - Grade 6 students will have daily language classes
 - Eventually will allow grade 6 students to enter high school with the equivalent of 2 years of language instruction. (currently 1 year)



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 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.



BUDGET FRAMEWORK: DISTRICT PRIORITIES 2019-2020

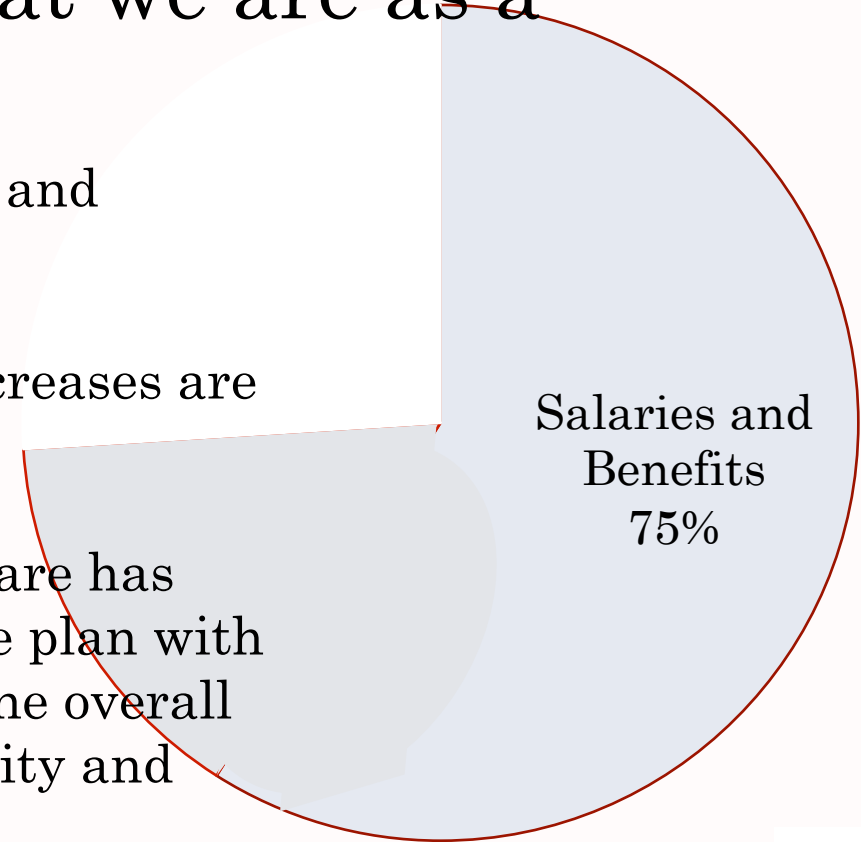


1. **Communication , Collaboration, Trust, Transparent**
 - Coherent schedules across district
 - Centralized Registration
2. **Engagement and Achievement**
 - Curriculum, Choice, Pathways, Alternative Education
 - Fully funds needed instructional materials
3. **Welcoming and Inclusive**
 - Social Emotional Learning, Alternative Education
 - Professional Development in RULER/ Responsive Classroom
 - Structural Upgrades (Furniture, Carpet Replacement at PES)
4. **Post High School Preparation**
 - Increase in World Language
 - Alternative Education

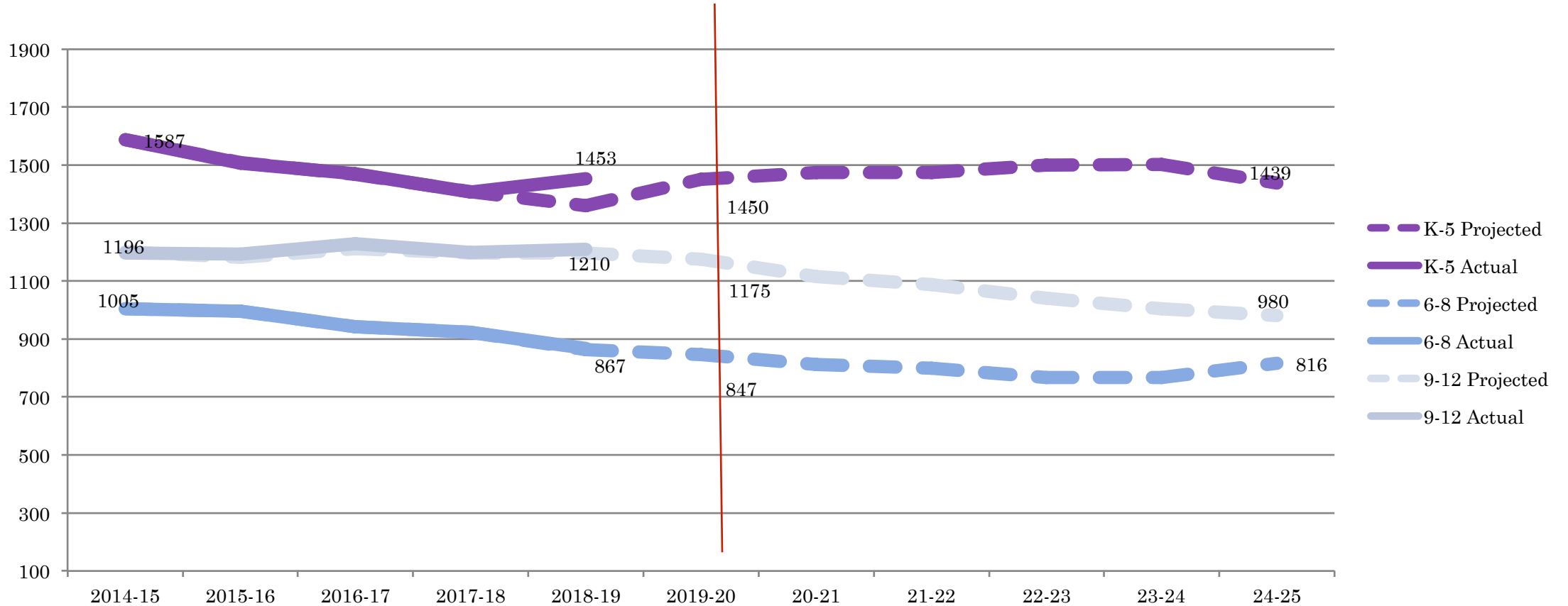
COLLECTIVE BARGAINING CONTRACTS:

It is our staffing that make us what we are as a district.

- About 75% of our operational costs go to staff salaries and benefits.
- Due to efficiencies and contractual changes, salary increases are projected to have an overall impact of about 1%
- For the 2019-20 Budget cycle, the increase to health care has been offset by negotiating a more balanced health care plan with employees playing an increased role. The insurance line overall has increased less than 1% driven mostly by our liability and property claims.



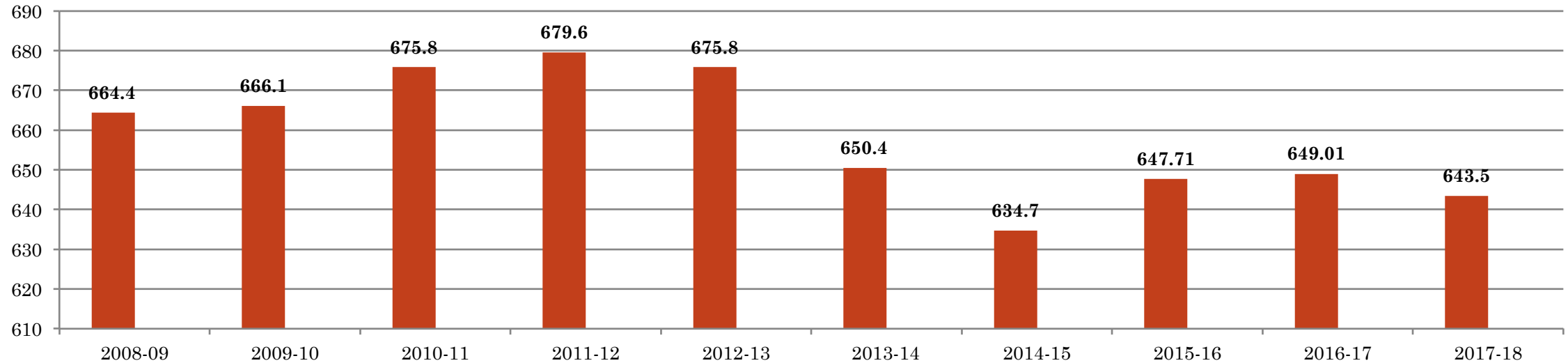
ENROLLMENT:



K-5 Populations have begun to stabilize and next year's projections are flat from 2018-19, a staffing shift between elementary schools.



REGION 15 STAFF



2013-14 = -25 staff

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

2014-15 = -20 staff

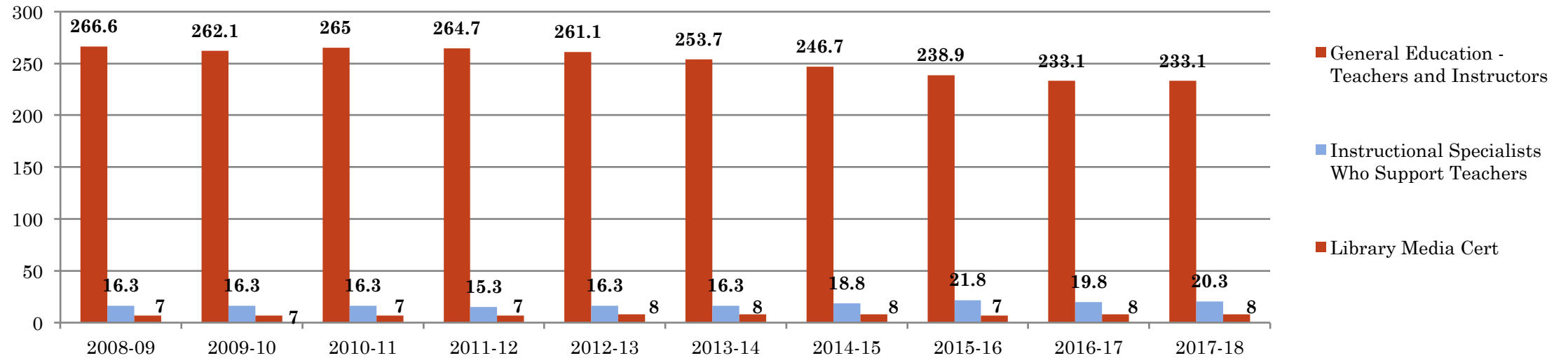
- -7 Gen Ed
- - 1.5 Nurse
- -8 Sped paras
- + .8 Counselor
- -5 other non -cert
- + 1.6 Gen. Ed Para

2015-16 = +13 staff

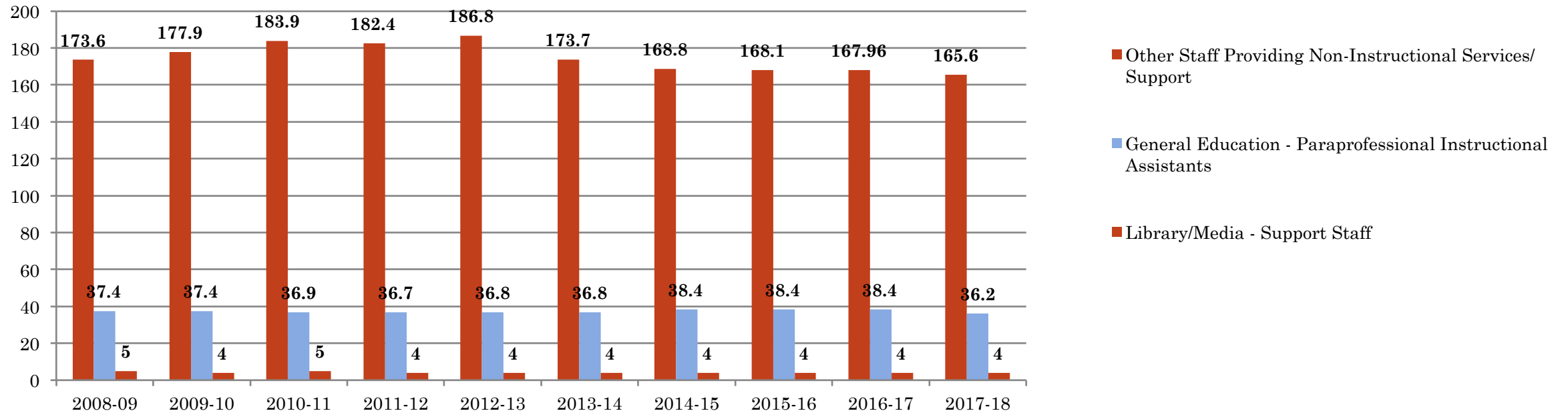
- -9 Gen Ed
- +2 SPED teachers
- + 19 SPED paras
- -2 Counselors
- -1 LMS



CERTIFIED STAFF



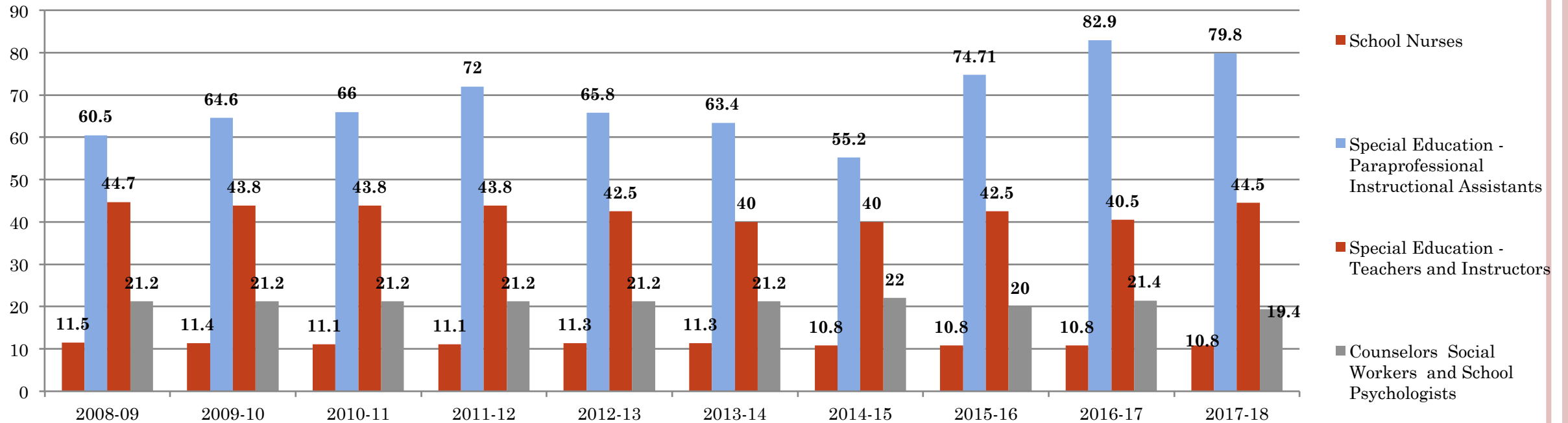
OTHER NON-CERTIFIED SUPPORT STAFF



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



STUDENT SERVICES



CLASS SIZE:

Pomperaug Elementary School

<u>2018-2019 Actual</u>					<u>2019-2020 Projected</u>				
Enrolmnt	#Classes	AvgClas Sz	Staff	Program	Enrolmnt	#Classes	Avg Cl Size	Staff	Change
				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
286	16	18.1	16		337	18	18.7	18	-1.000

Long Meadow Elementary School

<u>2018-2019 Actual</u>					<u>2018-2019 Actual</u>				
Enrolmnt	#Classes	AvgClas Sz	Staff	Program	Enrolmnt	#Classes	Avg Cl Size	Staff	Change
				Pre-K					
73	4	18.3	4	Kindergarten	60	4	15.0	4	0.000
70	4	17.5	4	Grade 1	81	4	20.3	4	0.000
69	4	17.3	4	Grade 2	73	4	18.3	4	0.000
76	4	19.0	4	Grade 3	71	4	17.8	4	0.000
81	4	20.3	4	Grade 4	76	4	19.0	4	0.000
86	4	21.5	4	Grade 5	82	4	20.5	4	0.000
455	24	19.0	24		443	24	18.5	24	0.000

Middlebury Elementary School

54	3	18.0	3	Kindergarten	51	3	17.0	3	0.000
49	3	16.3	3	Grade 1	53	3	17.7	3	0.000
40	2	20.0	2	Grade 2	51	3	17.0	3	1.000
51	3	17.0	3	Grade 3	41	2	20.5	2	-1.000
48	2	24.0	2	Grade 4	51	3	17.0	3	1.000
59	3	19.7	3	Grade 5	49	3	16.3	3	0.000
301	16	19.2	16		296	17	17.6	17	1.000

Actual class size numbers are based on October 1, 2017 State report.



K-5 DISTRICT CLASS AVERAGES:

Current 2018-2019 Class Size Averages					
Grade	PES	GES	LMES	MES	District Avg
K	19.0	15.3	18.3	18.0	17.7
1	17.3	17.3	17.5	16.3	17.1
2	17.0	18.7	17.3	20.0	18.3
3	17.0	21.0	19.0	17.0	18.5
4	19.7	18.0	20.3	24.0	20.5
5	23.0	17.7	21.5	19.7	20.5
District Avg	18.8	18.0	19.0	19.2	18.8

Projected 2019-2020 Class Size Averages					
Grade	PES	GES	LMES	MES	District Avg
K	18.3	17.7	15.0	17.0	17.0
1	19.5	19.7	20.3	17.7	19.3
2	17.7	17.3	18.3	17.0	17.6
3	18.0	18.7	17.8	20.5	18.7
4	18.0	21.3	19.0	17.0	18.8
5	19.7	17.7	20.5	16.3	18.5
District Avg	18.5	18.7	18.5	17.6	18.3



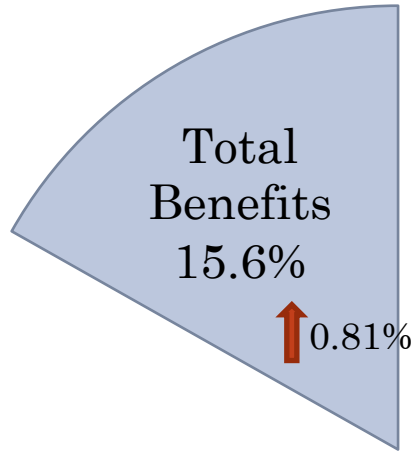
STAFFING SUMMARY:

Certified	PK-5	6-8	PHS	District	Total Change
Additions	0.4		1.4*	+1.0*	+2.8
Reductions	0	-2.0			-2.0
Net change to budget	+0.4	-2.0	1.4	1.0	+0.8*
Non-Certified	PK-5	6-8	PHS	District	Total Change
Additions				+1.0	+1
Reductions			-1.0		-1
Net change to budget					0

- Reallocation of 1.0 FTE Secretarial from PHS Scheduling to District Wide Student Data Coordinator and Registration
- Addition of 0.4 Art Teacher at the High School to address course enrollment and high school graduation requirement
- Addition of 0.4 Art teacher shared at K-5 Level (provide Digital Media Programming to students)
- Enrollment Driven Reduction of 1.0 FTE from each middle school (-2.0 total)
- Addition of 2.0 Social Workers offset by a reduction in purchased services

**The addition of 2.0 Social Workers were previously contracted services. The net dollar cost is projected to be a reduction of \$78,000 which will be used to renovate the proposed location*

INSURANCE AND BENEFITS:



DISABILITY

- 6.88% increase
 - Based on claims

HEALTH INSURANCE

- -1.19%
- Due to recent plan design changes via CBA, stabilized claims, and appropriate reserves, health insurance has a slight decrease
- Custodial and Maintenance employees are on health plan through their union we make a contribution towards

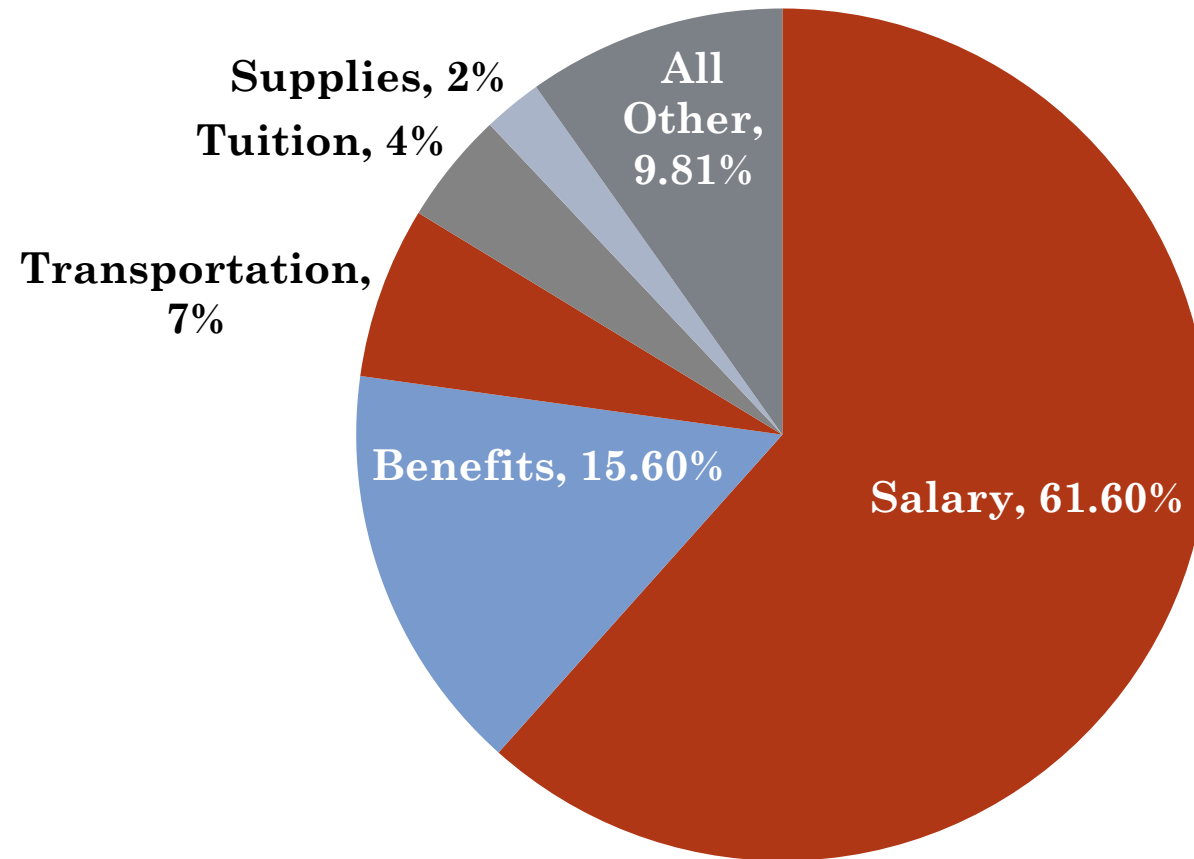
OTHER

- Life Insurance – Increasing due to new rates & salary adjustments
- Unemployment – flat
- Non-Certified Pension – increase of \$150,000 – per actuary recommendation



BUDGET SUMMARY

PERCENT OF TOTAL BUDGET OF SELECTED OBJECTS:



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

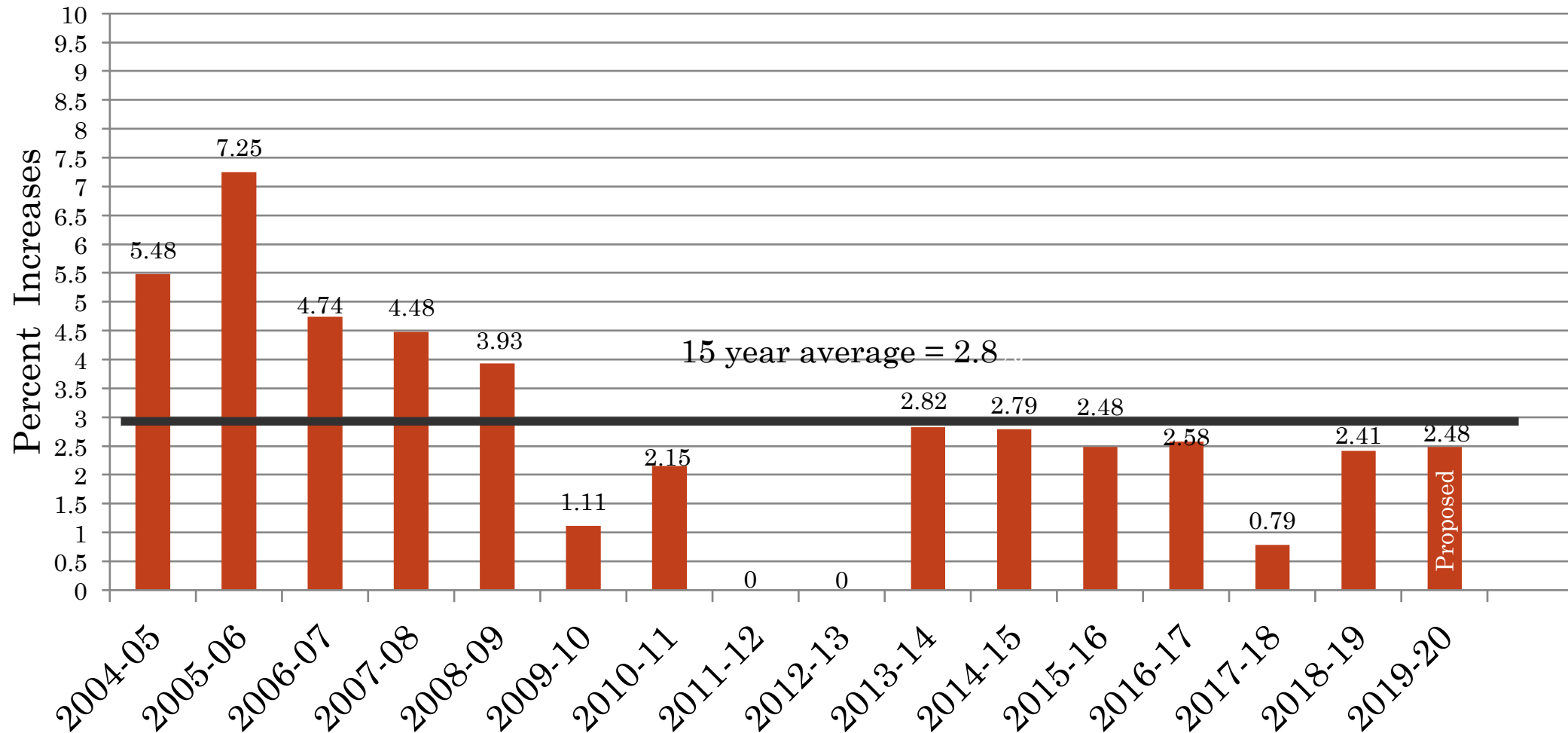


WHAT THIS BUDGET DOES:

- Acknowledges financial pressures the State has placed on the community
- Expands educational opportunities for students
- Provides the necessary materials, equipment, and supplies to implement curriculum
- Ensures curriculum and professional development will continue to keep instruction current and competitive
- Provides opportunity to create a new Alternative Education Program
- Creates district coherence in school schedules and allows for more efficient use in the delivery of student services.
- No Program Reduction
- Maintains music program and staffing



BOARD APPROVED BUDGET INCREASES BY PERCENT:



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

Wednesday May 8th School Budget Referendum

Presented April 24th 2019



NEXT STEPS:

- Questions from Board members can be submitted to my office over the next few weeks
- All budget presentations will be posted on the district website:
<http://www.region15.org/budget>
- Along with presentation a list of questions and answers will also be developed and available on the website.
- Any questions?