



HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

SCHOOL COMMITTEE MEETING

Buker Elementary School
Multipurpose Room

Thursday, January 16, 2014

7:00 PM

AGENDA - AMENDED

1. Call to Order 7:00
2. Pledge of Allegiance
3. Citizens' Concerns 7:05
4. Chair's Report 7:30
 - a. Briefing on meeting with town officials
 - b. Review policy on Reserve Funds
5. Consent Agenda 7:45
 - a. Minutes of January 9, 2014 Exhibit A
6. Superintendent's Report 7:50
 - a. School Choice Hearing will be held on January 23, 2014
 - b. School Committee Budget Hearing will be on January 23, 2014
7. Committee Reports 8:00
 - a. Audit
 - b. Facilities
 - c. Negotiations
 - d. Policy
 - e. Warrant
 - f. Student Rep.
 - g. Other
8. New Business 8:15
 - A. 1st Reading of Policies
 - i. Education of Pregnant and or Parenting Students Exhibit B
 - ii. Developing Educational Specification Exhibit D
 - iii. Facilities Planning Exhibit E
 - iv. Consultants Exhibit F
 - v. Naming Facilities Exhibit G
 - vi. Building & Grounds Management Exhibit H
 - vii. Safety Program Exhibit I
 - viii. Staff Accident Reports Exhibit J
 - B. FY15 Budget Discussion
 - i. Peer analysis Exhibit K
 - ii. Historical Trends Exhibit K
 - iii. Review of per pupil expenditures Exhibit K
 - iv. Targets for FY15 Budget Exhibit L
 - C. FY14 Budget Surplus and FY15 Budget Discussion with town officials
 - D. Future Budget Communications with Towns
9. Vote to Adjourn 9:30

Knowledge • Responsibility • Respect • Excellence

The District does not discriminate in its programs, activities or employment practices based on race, color, national origin, religion, gender, sexual orientation, age or disability.

Hamilton-Wenham Regional School District Committee

Jan. 9, 2014

Minutes

**CALL TO ORDER AND
PLEDGE OF ALLEGIANCE:**

Bill Wilson opened the meeting at 7:05 p.m. in the Buker Multipurpose Room. The Committee and others present rose for the Pledge of Allegiance.

PRESENT:

Jeanise Bertrand, Sean Condon, Bill Dery, Deb Evans (7:25), Barbara Lawrence, Sheila MacDonald, Larry Swartz, Bill Wilson (vice-chair)

ALSO PRESENT:

Dr. Michael Harvey, Superintendent; Dr. Celeste Bowler, Assistant Superintendent for Learning; Jeff Sands, Assistant Superintendent for Finance & Administration; Eric Tracy, Principal, HWRHS (through 8:05 p.m.)

ABSENT:

Roger Kuebel

CITIZENS' CONCERNS:

None

CONSENT AGENDA:

Minutes of January 6, 2014
Powers & Sullivan Agreement

BILL DERY MADE A MOTION THAT THE HW REGIONAL SCHOOL COMMITTEE VOTE TO ACCEPT THE CONSENT AGENDA AS STATED. SHEILA MACDONALD SECONDED THE MOTION. THE MOTION PASSED 7-0-0-2.

SUPERINTENDENT'S REPORT:

Dr. Harvey updated the Committee about upcoming capital projects at Buker and Winthrop; the Buker budget has been revised down, and design work has begun so that work can begin as soon as the school year ends. B. Dery said energy rebates are expected for some components of the work.

COMMITTEE REPORTS:

Audit

A letter of agreement has been executed with the district's auditors Powers & Sullivan.

Facilities

None

Negotiations

This group met in executive session the night prior to this meeting to discuss bargaining strategy.

Policy

None

Warrant

None

Student Rep.

Chase Schaub reported the high school student government is doing public service announcements as part of its initiative about digital

citizenship, and has instituted a committee focused on murals at the high school.

Building

B. Dery said new windows and insulation at Buker have noticeably improved heat retention; thermostats are to be reset.

NEW BUSINESS:

High School Class Size Update

E. Tracy briefed the Committee about class sizes at the high school in fall 2013. (The data is appended to these minutes.) Across all departments, the average class size is 20. Discussion that followed touch on topics including these: why a small number of classes have 10 or fewer students, and whether it is possible to combine some sections to avoid this; the move underway to have students register online this spring for fall 2014 classes; the Policy Subcommittee's upcoming review of the district's existing class size policy; efforts underway to coordinate middle and high school class periods so faculty members who teach at both schools could more easily move between classes at both on a given day; how this district's class sizes and teaching loads compare to other districts'; reevaluation underway of the senior portfolio program; and online "virtual high school" (VHS) courses.

Review Tier 1 Overlays

Review Overlays - Tiers 2 & 3

J. Sands detailed the changes to the budget overlay priorities list (which is appended to these minutes) in the updated version discussed at this meeting. The proposed purchase of Apple apps, was mistakenly omitted from the original but now appears in the Tier 1 list. Other technology proposals previously grouped together are now split out as separate line items, but with the same total projected cost. His and Dr. Harvey's comments on the proposed projects, positions and other expenses on the list, and extensive discussion with the Committee, touched on topics including these: whether to include a budgeted amount for salary increases in the tentative budget before contract negotiations are completed; planned restoration of the team teaching structure at the middle school, which Dr. Harvey said he expects to be budget neutral, or even reduce expenses a bit; the new staff evaluation system recently mandated by the state, the challenges it poses, and how some recommended staffing changes might address those challenges; whether to restore a second language to the middle and/or high school curriculum, add online language courses, or a combination of the two; upcoming review of budget line items at the meetings of Jan. 23 and 30, and Feb. 6; the two budget votes that must take place per state regulations, the first at this meeting to approve a non-binding tentative budget, and the second on Feb. 13 to approve a budget proposal for consideration by the Towns; and the process by which the Committee might decide what to include in the budget it is to approve Feb. 13, beyond existing programs, maintenance and capital expenses, and staffing.

Adopt Tentative FY15 Budget

DEB EVANS MADE A MOTION THAT THE HW REGIONAL SCHOOL COMMITTEE VOTE TO ADOPT THE TENTATIVE

FY15 BUDGET (EXHIBIT D) AS PRESENTED AT THIS MEETING. SHEILA MACDONALD SECONDED THE MOTION.

(The tentative FY15 budget is appended to these minutes.)

Discussion that followed touched on the proposed transfer of \$1.5 million from the Excess & Deficiency Account (E&D) to help fund the FY15 budget, and the resulting E&D balance going forward; and whether the Committee should approve the tentative FY15 budget that Dr. Harvey presented, or amend it before voting. L. Swartz said the FY14 approved budget proved \$900,000 higher than actually needed, and suggested that FY14 actual spending (as projected at this time), not the total approved budget, should be used to calculate a budget comparison. Committee members discussed the potential for voters and Town officials to misunderstand the nature of the tentative budget, which the Committee characterized as a "placeholder" being acted on only to satisfy state requirements, and debated whether to vote on the tentative budget as Dr. Harvey proposed it, or reduce it, so as not to send the wrong message to a bargaining unit with which the district has not yet begun negotiating. Discussion touched on the faculty's unusual concentration of teachers with extensive experience, at the upper end of the salary scale; options for making it clear on the district website and in communication with Town governments that the budget to be approved at this meeting is a tentative placeholder; and whether it is better to approve a high tentative budget that might be revised down later, or the opposite.

LARRY SWARTZ MADE A MOTION TO AMEND THE TENTATIVE BUDGET AMOUNT TO A TOTAL OF \$28,038,951. BILL WILSON SECONDED THE MOTION. THE MOTION FAILED 2-5-1-1. (L. Swartz and B. Wilson voted yes; J. Bertrand abstained.)

BILL DERY MADE A MOTION TO TAKE THE RECOMMENDED TIER 1 PRIORITIES NUMBER TO \$2.5 MILLION. THE MOTION FAILED 1-7-0-1. (B. Dery voted yes.)

The Committee voted on the original motion.
THE MOTION PASSED 7-1-0-1. (L. Swartz voted no.)

Members noted that a subcommittee's report on the school choice program, which is posted on the district website (search for "school choice"), is to be discussed at the next Committee meeting on Jan. 13, during which citizens will be able to comment. After discussion, the Committee is to vote on whether to participate in the program in 2014-15 by accepting new choice students; the vote will have no impact on choice students already enrolled the district. Dr. Harvey said he would consult the district's counsel about whether as non-residents, choice

students and members of their families can address the Committee at the meeting.

VOTE TO ADJOURN:

BILL DERY MADE A MOTION THAT THE HW REGIONAL SCHOOL COMMITTEE VOTE TO ADJOURN. LARRY SWARTZ SECONDED THE MOTION. THE MOTION PASSED 8-0-0-1.

The meeting adjourned at 9:37 p.m.

**DOCUMENTS AND EXHIBITS
USED AT THIS MEETING:**

Letter of Agreement with Powers and Sullivan, signatures dated 12/5 and 12/13/2013 (6 pages)
HWRHS Class size 1st Semester 2013-2014 (data spreadsheet, 4 pages)
Histogram, Class Size (1 slide)
HWRSD FY15 Budget Summary: Tier 1, 2 & 3 Priority Overlays, dated 1/9/14 (1 page)
HWRSD Tentative FY15 Budget Book as of January 9, 2014 (5 pages)

Respectfully submitted,
Ann Sierks Smith, School Committee recording secretary

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT B

Education of Pregnant and/or Parenting Students Policy

I. Policy

The Hamilton-Wenham Regional School District does not discriminate against students who are pregnant and/or parenting they shall have access to the same education, co-curricular, and extracurricular opportunities as all other Hamilton-Wenham students. After giving birth, students are permitted to return to the same academic and extracurricular programs in which they participated before they took the leave.

Pregnant and/or parenting students of compulsory age are required to attend school unless medical reasons indicate the contrary. If the student's physician certifies that the student's medical condition requires that the student receives tutoring at home or in the hospital, the District will provide those services.

II. Policy Review and Revision

This policy and its procedures will be reviewed every two years for compliance with state and federal law. Review and revision of these policies and procedures shall occur as needed, but at least every two years.

III. Legal References

Title IX

M.G.L.c. 76 §5

603 CMR 28.03(3)(c)

Originally Adopted: February 27, 2003

Policy Review: December 1, 2011

Approved: December 1, 2011

Vote: 9-0-0

Policy Review: 1st Reading:

2nd Reading:

Policy Adopted: Originally February 27, 2003 /

Vote: 9-0-0 /

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT D

DEVELOPING EDUCATIONAL SPECIFICATIONS

The Superintendent will direct the preparation of educational specifications to apply when planning, renovating, outfitting, and building school facilities.

The Superintendent shall recommend the educational specifications to the School Committee for its approval before transmission to the Facilities Working Group. Such educational specifications will include at least the following:

Description of the students to be housed

1. The kinds of educational activities that will be in operation.
2. The description and amount of furniture and equipment needed.
3. The relationships among areas of plant and site (e.g. band room and library; playing fields and locker rooms; front office and general school control *[word?]*).
4. Special site considerations of aesthetics, traffic patterns, cooperative community use, and the like.
5. Any other information that will guide to architects and other relevant professionals in arriving at a solution.
 - a. Special characteristics
 - b. Movable equipment
 - c. Fixed equipment
 - d. Semi-expendable equipment e.g. Grounds
 - e. Location and interrelationships e.g. Area function

Policy Review: 1st Reading
2nd Reading

Policy Adopted:

Vote:

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT E

FACILITIES PLANNING

The Facilities Working Group has the following responsibilities:

1. To study and make recommendations to the District with respect to school building needs including systematic and preventative maintenance.
2. To review thoroughly with the Superintendent and the School Committee the educational requirements in relation to school buildings.
3. To review previous studies and recommend to the Superintendent needed studies with or without consultative assistance.
4. To recommend to the Superintendent the employment of architects, cost estimators and such other professional assistants as it may deem necessary.

The Superintendent will arrange for stakeholders including students, teachers, school administrators and staff, and parents and community members to contribute to the planning of new school buildings, additions and renovations.

All meetings of any building or capital project committee shall conform to the Open Meeting Law (Chapter 30A, Sections 18-25) and the guidelines pertaining thereto. Except when specific legal exemptions apply, the meetings are to be open to the public. Notification of the meetings shall be posted 48 hours in advance (excluding Saturdays and Sundays and legal holidays) and minutes of the meeting shall be maintained as required.

LEGAL REFS:

M.G.L. 71:16; and 16A; 71:68; 71:70

Chapter 208 of the acts of 2004, "An Act Relative to School Building Assistance" (July 26, 2004)

Chapter 30A

Board of Education 603 CMR, 38:00 and 603 CMR 26:07

MASC

Policy Review: 1st Reading
2nd Reading

Policy Adopted:

Vote:

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT F

CONSULTANTS

Consultants and other appropriate resource personnel may be used to augment the District's personnel when needed and recommended by the Superintendent of Schools, the School Committee, or a Working Group of the School Committee, and approved by the School Committee.

Policy Review: 1st Reading
2nd Reading

Policy Adopted:

Vote:

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT G

NAMING FACILITIES

Naming a school or designated areas is an important matter that deserves thoughtful attention. Personal prejudice or favoritism, political pressure, or temporary popularity should not be an influence in choosing a school name. The School Committee believes that it is appropriate to name schools for physical locations, geographical areas, distinguished local, state, and national leaders whose names will lend dignity and stature to the school, or significant or pertinent events.

The School Committee also thinks that in appropriate circumstances, naming rights to school buildings or portion thereof might be licensed to a corporation or other entity in return for a fee. In these cases, the Committee recognizes that the nature and reputation of any such entity seeking to license these naming rights must be consistent with the educational mission of the District.

The Superintendent will prepare for the approval of the Committee a procedure to follow in recommending names for school buildings. Whenever possible, the wishes of the community, including parents and students, should be considered in naming new facilities.

Policy Review: 1st Reading
2nd Reading

Policy Adopted:

Vote:

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT H

BUILDINGS AND GROUNDS MANAGEMENT

The School District is committed to the provision of a physical environment that is safe and well-maintained. The Superintendent will ensure that District facilities are operated in an effective and efficient manner in order to comply with applicable federal, state and local laws, regulations and codes, and in accordance with the needs of the people served by the School District and the community.

Pursuant to state law, each building principal is responsible for ensuring proper care, maintenance and cleanliness of his/her building equipment and grounds.

Legal references:

MGL 71:59B; 71:68; 132:6C-6I

Policy Review: 1st Reading
2nd Reading

Policy Adopted:

Vote:

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT I

SAFETY PROGRAM

The District is entrusted with providing a safe and healthy learning environment and will take into account a wide range of possible threats and hazards that may impact the school community.

The District will comply with safety requirements established by governmental authorities and expect that its staff will adhere to recommended safety practices.

The Superintendent will have overall responsibility for the safety program of the District. The Superintendent to see that appropriate staff members are kept informed of current state and local requirements relating to fire prevention, civil defense, sanitation, public health, and occupational safety.

The practice of safety will also be considered a facet of the instructional program of the schools. Instruction will be provided in accident prevention as well as fire prevention; emergency procedures; and bus safety for students and staff.

LEGAL REF.: M.G.L. 71:55C

Policy Review: 1st Reading
2nd Reading

Policy Adopted:

Vote:

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT
WENHAM, MA

EXHIBIT J

STAFF ACCIDENT REPORTS

The School Committee expects the Superintendent to have a procedure in place that informs staff members of their rights and obligations should an accident or injury occur during working hours.

PLEASE NOTE:

All school personnel who receive any kind of injury on the school premises are required to file a written report of aid accident within 24 hours. Forms for this purpose are available at the office of each Principal. If this procedure is not followed and the required forms are not submitted, Workmen's Compensation may not be given. Specific instructions for documenting and filing a workman's compensation claim are located in the Nursing Department Policy and Procedure Manual found in each nursing office and front office of a school.

Policy Review: 1st Reading
2nd Reading

Policy Adopted:

Vote:

Chairperson, HWRSD School Committee: Roger Kuebel
(Original Signature on file in the Superintendent's Office)

EXHIBIT K

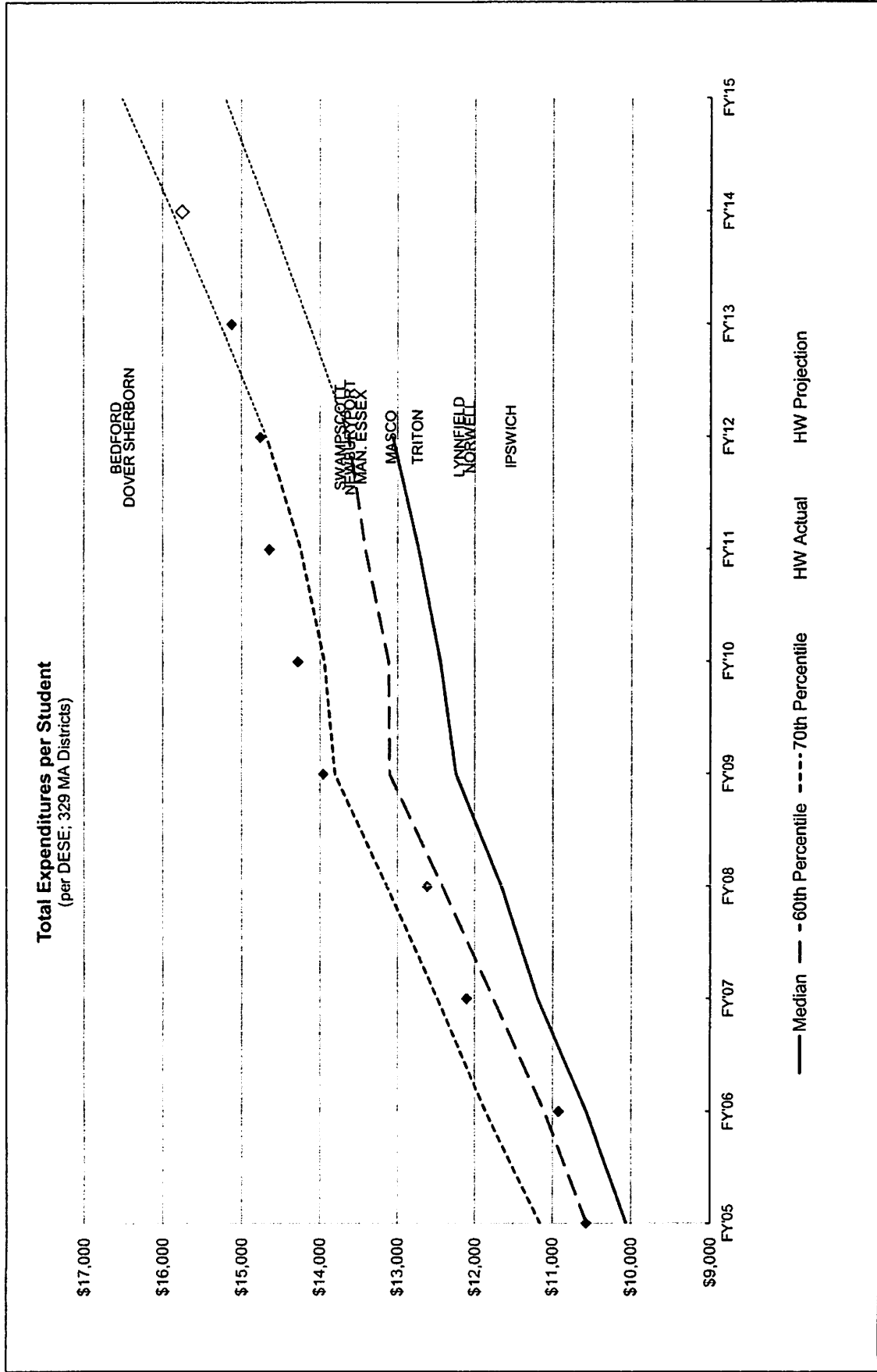


EXHIBIT K

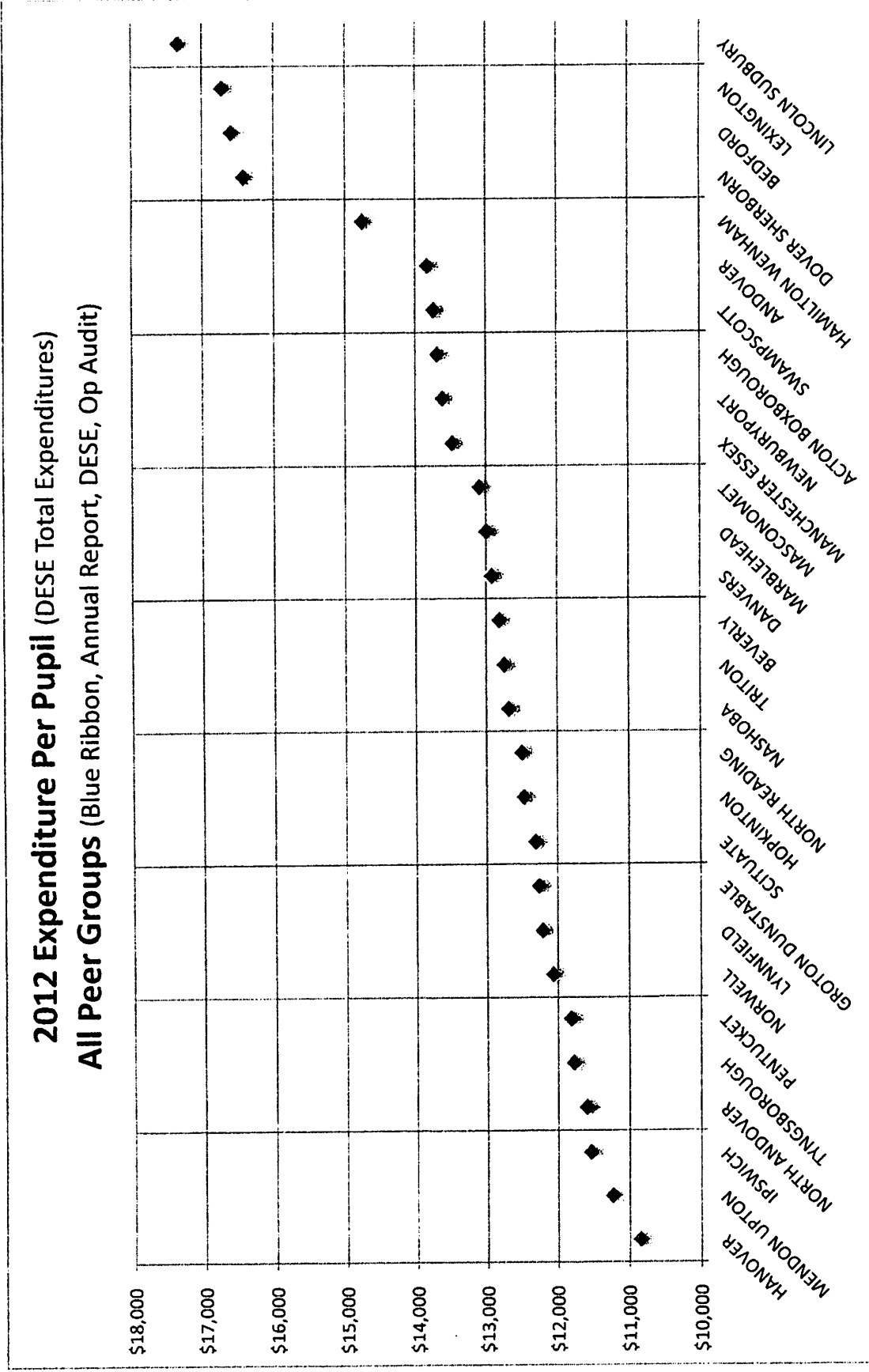


EXHIBIT K

Total Expenditures per Student

HWRSD per DESE

	<u>2005</u>	<u>2009</u>	<u>2014</u>	<u>Annualized Change From:</u>	
				<u>'05-'14</u>	<u>'09-'14</u>
Total Expenditures	\$23,745,715	\$29,519,288	\$30,223,574	2.7%	0.5%
# Students	2,247	2,115	1,919	-1.7%	-1.9%
Exp. Per Student	\$ 10,568	\$ 13,957	\$ 15,750	4.5%	2.4%

EXHIBIT L

SC Tentative Budget

Assumptions:

\$1.5M in New Programs in FY15

\$1.5M from E&D in FY15

\$1,000,000 recurring expenses carry over from FY15 to FY16

\$410,000 step and lane increases carry over from FY15 to FY16

FY15 Requested Level Service Budget (incl. Step and Lane)

Operating Expenses FY15 1.0 (Tentative Budget)					
	FY13	FY14 ADJ	FY15 BUD	Difference	
Operating Expense - Gross, before offsets	\$ 28,884,086	\$ 28,293,786	\$ 28,229,759	\$ (64,027)	-0.2%
Expense Offsets	\$ 1,594,898	\$ 1,171,200	\$ 1,171,200	\$ -	0.0%
General Operating Expenses (after Offsets)	\$ 27,289,188	\$ 27,122,586	\$ 27,058,559	\$ (64,027)	-0.2%
PLUS Recommended Tier 1 Priority Overlay	\$ -	\$ -	\$ 1,500,000	\$ 1,500,000	
TOTAL EXPENDITURES	\$ 27,289,188	\$ 27,122,586	\$ 28,558,559	\$ 1,435,973	5.3%

Operating Funding Sources FY15 1.0					
	FY13	FY 14 ADJ	FY15 BUD	Difference	
<i>Revenues</i>					
Chapter 70-Base Aid	\$ 3,253,000	\$ 3,370,416	\$ 3,370,416	\$ -	0.0%
State Transportation Reimbursement	\$ 251,000	\$ 251,000	\$ 290,000	\$ 39,000	15.5%
Medicaid Reimbursement	\$ 85,000	\$ 85,000	\$ 85,000	\$ -	0.0%
Interest Income	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	0.0%
Total Revenues	\$ 3,593,000	\$ 3,710,416	\$ 3,749,416	\$ 39,000	1.1%
<i>Transfers In From Other Funds</i>					
Excess and Deficiency	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ 904,000	151.7%
Total Transfers	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ 904,000	151.7%
Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 943,000	21.9%
Total Expenditures	\$ 27,289,188	\$ 27,122,586	\$ 28,558,559	\$ 1,435,973	5.3%
Less Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 943,000	21.9%
NET TARGET/ASSESSMENT	\$ 22,205,188	\$ 22,816,170	\$ 23,309,143	\$ 492,973	2.2%

Operating Expenses FY16 (Tentative Budget)						
	FY13	FY14 ADJ	FY15 BUD	FY16 BUD	Difference	
Operating Expense - Gross, before offsets	\$ 28,884,086	\$ 28,293,786	\$ 28,229,759	\$ 29,639,759	\$ 1,410,000	5.0%
Expense Offsets	\$ -	\$ -	\$ 1,171,200	\$ 987,000	\$ (184,200)	-15.7%
General Operating Expenses (after Offsets)	\$ 28,884,086	\$ 28,293,786	\$ 27,058,559	\$ 28,652,759	\$ 1,594,200	5.9%
			\$ 1,500,000			
TOTAL EXPENDITURES	\$ 28,884,086	\$ 28,293,786	\$ 28,558,559	\$ 28,652,759	\$ 94,200	0.3%

Total Funding Sources FY16 Tentative						
	FY13	FY 14 ADJ	FY15 BUD	FY16 Projected	Difference	
<i>Revenues</i>						
Chapter 70-Base Aid	\$ 3,253,000	\$ 3,370,416	\$ 3,370,416	\$ 3,370,416	\$ -	0.0%
State Transportation Reimbursement	\$ 251,000	\$ 251,000	\$ 290,000	\$ 290,000	\$ -	0.0%
Medicaid Reimbursement	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	\$ -	0.0%
Interest Income	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	0.0%
Total Revenues	\$ 3,593,000	\$ 3,710,416	\$ 3,749,416	\$ 3,749,416	\$ -	0.0%
<i>Transfers In From Other Funds</i>						
Excess and Deficiency	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ -	\$ (1,500,000)	-100.0%
Total Transfers	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ -	\$ (1,500,000)	-100.0%
Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 3,749,416	\$ (1,500,000)	-28.6%
Total Expenditures	\$ 28,884,086	\$ 28,293,786	\$ 28,558,559	\$ 28,652,759	\$ 94,200	0.3%
Less Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 3,749,416	\$ (1,500,000)	-28.6%
NET TARGET/ASSESSMENT	\$ 23,800,086	\$ 23,987,370	\$ 23,309,143	\$ 24,903,343	\$ 1,594,200	6.8%

FY16 Budget includes \$1M recurring from FY15 and \$410 Step and Lane

Level Service in FY15 with \$1.5M from E&D

\$410,000 step and lane increases + COLA for FY16

No other expense or revenue changes

FY15 Budget does not include any funds for COLA

Operating Expenses FY15-Level Service					
	FY13	FY14 ADJ	FY15 BUD	Difference	
Operating Expense - Gross, before offsets	\$ 28,884,086	\$ 28,293,786	\$ 28,229,759	\$ (64,027)	-0.2%
Expense Offsets	\$ 1,594,898	\$ 1,171,200	\$ 1,171,200	\$ -	0.0%
General Operating Expenses (after Offsets)	\$ 27,289,188	\$ 27,122,586	\$ 27,058,559	\$ (64,027)	-0.2%
PLUS Recommended Tier 1 Priority Overlay	\$ -	\$ -	\$ -	\$ -	
TOTAL EXPENDITURES	\$ 27,289,188	\$ 27,122,586	\$ 27,058,559	\$ (64,027)	-0.2%

Total Funding Sources FY15 Level Service															
	FY13		FY 14 ADJ		FY15 BUD		Difference								
<i>Revenues</i>															
Chapter 70-Base Aid	\$	3,253,000	\$	3,370,416	\$	3,370,416	\$	-	0.0%						
State Transportation Reimbursement	\$	251,000	\$	251,000	\$	290,000	\$	39,000	15.5%						
Medicaid Reimbursement	\$	85,000	\$	85,000	\$	85,000	\$	-	0.0%						
Interest Income	\$	4,000	\$	4,000	\$	4,000	\$	-	0.0%						
Total Revenues	\$	3,593,000	\$	3,710,416	\$	3,749,416	\$	39,000	1.1%						
<i>Transfers In From Other Funds</i>															
Excess and Deficiency	\$	1,491,000	\$	596,000	\$	1,500,000	\$	904,000	151.7%						
Total Transfers	\$	1,491,000	\$	596,000	\$	1,500,000	\$	904,000	151.7%						
Total Funding Sources							\$	5,084,000	\$	4,306,416	\$	5,249,416	\$	943,000	21.9%
Total Expenditures	\$	27,289,188	\$	27,122,586	\$	27,058,559	\$	(64,027)	-0.2%						
Less Total Funding Sources	\$	5,084,000	\$	4,306,416	\$	5,249,416	\$	943,000	21.9%						
NET TARGET/ASSESSMENT	\$	22,205,188	\$	22,816,170	\$	21,809,143	\$	(1,007,027)	-4.4%						

Total Expenses FY16 Level Service						
	FY13	FY14 ADJ	FY15 BUD	FY16 BUD	Difference	
Operating Expense - Gross, before offsets	\$ 28,884,086	\$ 28,293,786	\$ 28,229,759	\$ 28,989,759	\$ 760,000	2.7%
Expense Offsets	\$ -	\$ -	\$ 1,171,200	\$ 1,171,200	\$ -	0.0%
General Operating Expenses (after Offsets)	\$ 28,884,086	\$ 28,293,786	\$ 27,058,559	\$ 27,818,559	\$ 760,000	2.8%
PLUS Recommended Tier 1 Priority Overlay	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
TOTAL EXPENDITURES	\$ 28,884,086	\$ 28,293,786	\$ 27,058,559	\$ 27,818,559	\$ 760,000	2.8%

Total Funding Sources FY16 3.0						
	FY13	FY 14 ADJ	FY15 BUD	FY16 Projected	Difference	
Revenues						
Chapter 70-Base Aid	\$ 3,253,000	\$ 3,370,416	\$ 3,370,416	\$ 3,370,416	\$ -	0.0%
State Transportation Reimbursement	\$ 251,000	\$ 251,000	\$ 290,000	\$ 290,000	\$ -	0.0%
Medicaid Reimbursement	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	\$ -	0.0%
Interest Income	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	0.0%
Total Revenues	\$ 3,593,000	\$ 3,710,416	\$ 3,749,416	\$ 3,749,416	\$ -	0.0%
Transfers In From Other Funds						
Excess and Deficiency	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ -	\$ (1,500,000)	-100.0%
Total Transfers	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ -	\$ (1,500,000)	-100.0%
Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 3,749,416	\$ (1,500,000)	-28.6%
Total Expenditures	\$ 28,884,086	\$ 28,293,786	\$ 27,058,559	\$ 27,818,559	\$ 760,000	2.8%
Less Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 3,749,416	\$ (1,500,000)	-28.6%
NET TARGET/ASSESSMENT	\$ 23,800,086	\$ 23,987,370	\$ 21,809,143	\$ 24,069,143	\$ 2,260,000	10.4%

FY 16 Budget includes estimated COLA and Step and Lane Changes

Reduce Tier 1 to \$600K

\$1.5M from E&D in FY15

COLA for FY15 and 16

\$410,000 step and lane increases annual carry over

Need to fund any COLA through restructuring

Includes Step & Lane and Tuition Increase in FY15 and FY16

Total Expenses FY15- Reduced Tier 1					
	FY13	FY14 ADJ	FY15 BUD	Difference	
Operating Expense - Gross, before offsets	\$ 28,884,086	\$ 28,293,786	\$ 28,229,759	\$ (64,027)	-0.2%
Expense Offsets	\$ 1,594,898	\$ 1,171,200	\$ 1,171,200	\$ -	0.0%
General Operating Expenses (after Offsets)	\$ 27,289,188	\$ 27,122,586	\$ 27,058,559	\$ (64,027)	-0.2%
PLUS Recommended Tier 1 Priority Overlay	\$ -	\$ -	\$ 600,000	\$ 600,000	
TOTAL EXPENDITURES	\$ 27,289,188	\$ 27,122,586	\$ 27,658,559	\$ 535,973	2.0%

Total Funding Sources FY15- Reduced Tier 1					
	FY13	FY 14 ADJ	FY15 BUD	Difference	
<i>Revenues</i>					
Chapter 70-Base Aid	\$ 3,253,000	\$ 3,370,416	\$ 3,370,416	\$ -	0.0%
State Transportation Reimbursement	\$ 251,000	\$ 251,000	\$ 290,000	\$ 39,000	15.5%
Medicaid Reimbursement	\$ 85,000	\$ 85,000	\$ 85,000	\$ -	0.0%
Interest Income	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	0.0%
Total Revenues	\$ 3,593,000	\$ 3,710,416	\$ 3,749,416	\$ 39,000	1.1%
<i>Transfers In From Other Funds</i>					
Excess and Deficiency	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ 904,000	151.7%
Total Transfers	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ 904,000	151.7%
Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 943,000	21.9%
Total Expenditures	\$ 27,289,188	\$ 27,122,586	\$ 27,658,559	\$ 535,973	2.0%
Less Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 943,000	21.9%
NET TARGET/ASSESSMENT	\$ 22,205,188	\$ 22,816,170	\$ 22,409,143	\$ (407,027)	-1.8%

Total Expenses FY16- Reduced Tier 1						
	FY13	FY14 ADJ	FY15 BUD	FY16 BUD	Difference	
Operating Expense - Gross, before offsets	\$ 28,884,086	\$ 28,293,786	\$ 28,229,759	\$ 29,589,759	\$ 1,360,000	4.8%
Expense Offsets	\$ -	\$ -	\$ 1,171,200	\$ 1,171,200	\$ -	0.0%
General Operating Expenses (after Offsets)	\$ 28,884,086	\$ 28,293,786	\$ 27,058,559	\$ 28,418,559	\$ 1,360,000	5.0%
PLUS Recommended Tier 1 Priority Overlay	\$ -	\$ -	\$ 600,000		\$ (600,000)	-100.0%
TOTAL EXPENDITURES	\$ 28,884,086	\$ 28,293,786	\$ 27,658,559	\$ 28,418,559	\$ 760,000	2.7%

Total Funding Sources FY16- Reduced Tier 1						
	FY13	FY 14 ADJ	FY15 BUD	FY16 Projected	Difference	
<i>Revenues</i>						
Chapter 70-Base Aid	\$ 3,253,000	\$ 3,370,416	\$ 3,370,416	\$ 3,370,416	\$ -	0.0%
State Transportation Reimbursement	\$ 251,000	\$ 251,000	\$ 290,000	\$ 290,000	\$ -	0.0%
Medicaid Reimbursement	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	\$ -	0.0%
Interest Income	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	0.0%
Total Revenues	\$ 3,593,000	\$ 3,710,416	\$ 3,749,416	\$ 3,749,416	\$ -	0.0%
<i>Transfers In From Other Funds</i>						
Excess and Deficiency	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ -	\$ (1,500,000)	-100.0%
Total Transfers	\$ 1,491,000	\$ 596,000	\$ 1,500,000	\$ -	\$ (1,500,000)	-100.0%
Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 3,749,416	\$ (1,500,000)	-28.6%
Total Expenditures	\$ 28,884,086	\$ 28,293,786	\$ 27,658,559	\$ 28,418,559	\$ 760,000	2.7%
Less Total Funding Sources	\$ 5,084,000	\$ 4,306,416	\$ 5,249,416	\$ 3,749,416	\$ (1,500,000)	-28.6%
NET TARGET/ASSESSMENT	\$ 23,800,086	\$ 23,987,370	\$ 22,409,143	\$ 24,669,143	\$ 2,260,000	10.1%

FY16 Budget includes Step, Lane and COLA