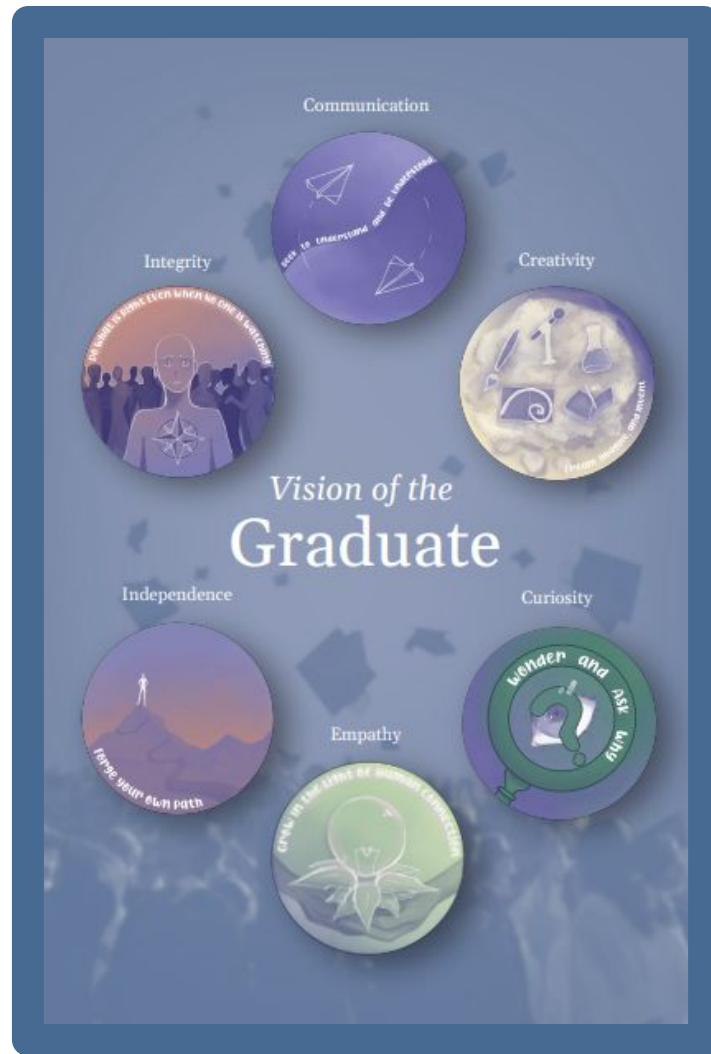




FY27 Budget Presentation

Operations & Capital

Darien Board of Education
January 27, 2026



Provide excellence
in teaching and
learning

Implement
research-based
professional
development that is
aligned with the
Strategic Plan

Ensure continual
instructional
program
improvement

Ensure breadth and
depth of academic
and extracurricular
programming

Maintain BOE class
size guidelines

Provide safe,
healthy, energy
efficient learning
environments and
explore the
innovative use of
space

Ensure efficient
deployment of
resources and
personnel

Provide the
programmatic and
financial support
necessary to
achieve District
goals

Ensure a fiscally
responsible budget
that provides long
term financial
stability

Provide timely,
relevant
communication



FY27 Budget Summary

RC	RC Name	FY26 Budget	FY27 Budget	Proposed Staff	% Increase
12	Facilities	\$2,880,035	\$2,897,207	0.00	0.60%
15	Technology	\$2,868,526	\$3,247,814	0.00	13.22%
16	Central Administration	\$2,949,972	\$3,149,265	1.00	6.76%
23	Darien Summer School	\$(253,579)	\$(253,941)	0.00	0.14%
25	Fixed	\$28,511,669	\$29,803,541	0.00	4.53%
27	Safety & Security	\$980,835	\$999,027	-1.00	1.85%
	Total	\$37,937,458	\$39,842,913	0.00	5.02%

FY27 Budget Drivers

Budget Driver	\$ Increase	% of Operating Increase
Insurance	\$968,015	53%
Technology	\$363,458	20%
Student Transportation	\$287,998	16%
Utilities	\$244,709	13%
Degree Level Changes	\$123,000	7%
Public Information Officer	\$100,000	5%
Attendance Incentive	\$78,000	4%
Fica/Pension/Opeb	\$(346,487)	-19%
Total	\$1,818,693	100%

⇒ \$215,000 less of an increase than last fiscal year and \$400k less of an increase than FY25. Lower increase is due to plan design changes and a move to self-insurance. Without new positions this would be almost \$400k less.

⇒ Replace aging devices and deferred purchases.

⇒ Contractual Increase with First Student of 7% plus a transition to propane buses due to state mandates (10 of 25 vehicles).

⇒ Increased Supplier Rates, changes in regulation (DASI) are resulting in significantly higher electric rates across Connecticut.

⇒ New position to support district communications

⇒ Attendance Incentive in the DEA contract. (Cost is offset in school RC's with substitute reductions).

⇒ Pension Fund is 106% funded resulting in lower pension contributions.

FY27 Health Insurance

INTERNAL SERVICES FUND		
Revenue:		
		FY27
Contribution from Operating Budget	\$	18,046,574
Premium Share from Employees	\$	5,006,643
COBRA	\$	150,758
Retiree	\$	321,024
Total Revenue	\$	23,525,000
Expenditures		
Medical & RX Claims	\$	18,894,079
Rebate	\$	(610,413)
Position Addition	\$	385,306
Individual Stop Loss	\$	2,053,590
Aggregate Stop Loss	\$	76,200
Administrative Fees	\$	439,979
Dental Claims	\$	779,181
Vision Claims	\$	105,477
H.S.A Deposit	\$	1,381,750
Retiree	\$	19,850
Total Expenditures	\$	23,525,000
Net Balance	\$	(0.00)

What is Self-Insurance:

Self-Insurance is an insurance plan that the employer pays for its employees' healthcare claims directly out of its own funds, rather than paying a fixed premium to an insurance company.

Instead of paying fixed premiums to an insurance company, the employer allocates funds in an internal healthcare services fund to cover the anticipated healthcare costs for their employees. This fund can be used to pay for medical claims, administrative costs, and other related expenses including stop loss premiums that will protect the employer from excess risk.

The operations administration of self-insured plans are handled in-house or by a third-party administrator (TPA). In our case we would have a third-party administrator (Anthem). TPAs handle tasks such as processing claims, providing customer service to employees, and ensuring compliance with relevant regulations.

With a self-insured plan, the employer sponsor assumes the financial risk for large claims. To mitigate this financial risk, the employer can purchase stop-loss insurance coverage for when individual claims or total claims exceed a certain predetermined threshold. The two types of stop-loss insurance are individual and aggregate.

This change in funding model will save the district \$1,076,000. Without this change our budget would have been 4.74%

Plan Design Changes:

Most employees moving to a \$3,000/\$6,000 deductible starting July 1st.

Prior Authorization for RX for some employees.

FY27 Health Insurance-Reserves

When moving from a fully insured to a self-insured model claims in the first year will be immature, meaning we will not see typical medical claims for the first 4-6 weeks of the plan year as claims for people prior to 7/1 would still fall under the fully insured plan. This creates a reserve build up in year 1 of approximately \$1.6 million or 8% of expected claims. Any revenue in excess of expenditures at the end of the year would carry-forward to the following year as a fund balance.

In order to appropriately mitigate risk and account for IBNR (Incurred but not reported) the district will want to see the fund balance be approximately 10-12.5% of claims over time. This transition typically takes districts 3-5 years.

Technology

Darien Public Schools
Technology Equipment Budget 25-26

Equipment	Quantity	Unit Cost	Replacement	New	Justification
Grade 4 Chromebooks	356	\$400	\$142,400		Replace 5 year old student devices
5th Grade Chromebooks	354	\$400	\$141,600		Continue 1:1 Initiative
High School Teacher Laptops	145	\$1,300	\$188,500		Replace 4 year old teacher laptops
High School ViewSonics	40	\$4,300	\$172,000		Replace 20 Year old Devices
Totals			\$644,500	\$0	
Grand Total				\$644,500	

New Software: School AI and Brisk Teaching \$22,500

SchoolAI - SchoolAI is an education-first artificial intelligence platform designed to help teachers and students integrate AI experiences into teaching and learning. The plan is to provide SchoolAI as a resource for teaching staff in grades 3-8. Data privacy protections and teacher control are top features.

BriskTeaching - Brisk Teaching is a teacher tool that integrates seamlessly within our Google Suite of learning tools and importantly, also with PDFs. The intended deployment is for our high school staff. Like SchoolAI, it includes differentiation tools, but the library of options on the paid product is far greater and features loads of time-saving options. For example, a high school teacher can take a Google Doc and with a few clicks create multiple versions of the same document at different reading levels and in different languages. The 'Inspect Writing' tool is a popular support to academic integrity. That feature doesn't directly determine if AI was used, but it does provide significant insights into the editing and revision history of a student's work.

5th grade chromebooks – supports the 1:1 device initiative. Device will last the student until the end of middle school.

4th grade chromebooks – this expenditure starts the replacement of the elementary classroom based chromebook carts. Grades K-4 have one cart per classroom that were implemented in 2021. Future evaluation of K-2 device use is planned.

High school teacher laptops – the equipment replacement schedule calls for the high school teacher laptops to be replaced. The current macbook and ipad will be replaced by a single macbook.

High School ViewSonics – the last of the projectors in the district will be replaced in the next two years. The remaining projectors at the high school are 20 years old. They will be replaced by the district standard Viewsonic interactive flat panel (IFP). These flat panels are brighter, easier to support, mobile, and are fully interactive.

Student Transportation

Due to a lack of competition for services our student transportation contract will rise 7% annually.

The Connecticut Clean Air Act mandates all school buses move to clean energy by 2035. As a result, we have been transitioning our diesel buses to propane by moving 5 buses of our 25 bus fleet each year to propane.

Number of Buses	Daily Rate	# of Days	Total Cost
10-Propane	\$790.46	180	\$1,422,833
15-Diesel	\$714.77	180	\$1,929,866
Total			\$3,352,699



Additional cost of \$262,000 for the MMS Late Bus, Fuel for Buses, Maintenance for district Fleet, and Routing.

Utilities

		REV.	YTD	ESTIMATED	CURR	BOE RECOMM	PROP	REV. V REC	% INCR
		BUD.	12/11/2025	12/11/2025	STF	2026-2027	STAFF	\$ INC	2026-2027
64002	ELECTRICITY-RC25	52,156	16,302	57,656		60,879		8,723	16.72%
64002	ELECTRICITY-GEN. & SOLAR DHS	576,765	189,452	620,560		665,841		89,076	15.44%
64002	ELECTRICITY-MIDDLESEX	238,760	86,166	254,525		275,187		36,427	15.26%
64002	ELECTRICITY-HINDLEY	70,165	22,737	75,164		80,758		10,593	15.10%
64002	ELECTRICITY-HOLMES	77,444	32,664	86,640		90,236		12,792	16.52%
64002	ELECTRICITY-GEN & SOLAR OX RIDGE	176,145	37,460	187,144		203,209		27,064	15.36%
64002	ELECTRICITY-ROYLE	76,924	33,721	85,424		89,671		12,747	16.57%
64002	ELECTRICITY-TOKENEKE	163,589	74,763	177,089		189,238		25,649	15.68%
	TOTAL ELECTRICITY	1,431,948	493,265	1,544,202		1,655,019		223,071	15.58%

Supplier Rate has risen by 30% since last year.
The change in supplier rate has resulted in an additional \$143,000 in cost.

Public Information Officer

Goal: To provide accurate, timely information to the Darien Public Schools community, fostering frequent and transparent communication, while also celebrating our schools' achievements and openly navigating challenges together.

Required skills and core responsibilities:

- Crisis communications
- Internal and External communications
- Social media management
- Strategic development
- Website content management
- Informational video content creation
- Family/community engagement events and programs
- Media spokesperson
- Press release and key message development, distribution, etc.

Other local Districts with a PIO: Greenwich, New Canaan, Ridgefield, Fairfield, Norwalk, Stamford

Attendance Incentive

Any Teacher who is absent from work for any reason other than bereavement days and district approved professional development days, for not more than two (2) days between the first workday of the school year and January 30 shall receive a one-time lump sum payment of \$500. Any Teacher who is absent from work for any reason other than bereavement days and district approved professional development days, for not more than two (2) days between January 31 and June 30 shall receive a one-time lump sum payment of \$500. The first payment will be made in the second payroll in February and the second payment in the last payroll of the school year. This attendance incentive program may be terminated unilaterally at the end of a school year if in the Board's judgment it is not effective.

RC	RC Name	Cost/Savings
1	Darien High School	\$(25,000)
3	Middlesex Middle School	\$(25,000)
5	Hindley Elementary School	\$(1,000)
7	Holmes Elementary School	\$(1,000)
8	Ox Ridge Elementary School	\$(1,000)
9	Royle Elementary School	\$(1,000)
10	Tokeneke Elementary School	\$(1,000)
16	Central Administration	\$78,000
24	Special Education	\$(23,000)
Total		\$0

Safety & Security

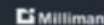
Contract with Altaris Consulting Group **\$147,500**

- Safety & Security Assessments
 - Designed to validate the school's current strengths and best practices, uncover critical infrastructure hazards and vulnerabilities, assess the current viability of emergency plans and Identify "improvement opportunities" in several categories.
- Emergency Management Program
 - Emergency Management Program helps to create rock-solid emergency plans, confident and capable personnel, and a high level of emergency preparedness.
- On-Site Safety and Security Coordinator
 - Dedicated on-site Coordinator to serve as their Director of Safety and Security. They work seamlessly with our consulting team to implement planning projects on behalf of the district

Eliminate Director of Security: **\$ (129,058)**

Pension/OPEB

Milliman Actuarial Valuation | January 6, 2026



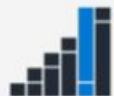
Town of Darien Employee Retirement Plan: Highlights of the July 1, 2025 Valuation

AGENDA



The factors that determine the plan's liability

- The plan's membership
- The benefits provided by the plan
- Actuarial assumptions about what will happen in the future



The plan's assets

- Investment performance
- Changes in asset balances
- How the portfolio is invested



Setting the contribution level

- Systematic plan for setting aside funds so benefits are secure
- Balancing the costs borne by different generations of taxpayers
- Minimizing year-over-year volatility



Opening up the actuarial 'black box'

- Answering your questions
- Giving you a full appreciation of the financial dynamics of your plan
- Helping you to make sound decisions



Key Takeaways

- ✓ Assets earned 10.79%
- ✓ Funded ratio moved from 101.0% to 106.4%
- ✓ Accrued liability is about 2% lower than expected; primary drivers were more terminations and fewer retirements than expected as well as lower salary increases than expected

Assets earned 10.79% vs. Expected Rate of Return of 6.25%

Funded ratio moved from 101% to 106%

Accrued Liability was 2% lower than expected due to fewer retirements than expected.

Covers 273 Active Members

District Contribution fell from \$1,577,232 to \$1,322,946 or \$254,286 less than FY 26.

Additionally, 401A Contributions of \$114,537 for 32 employees.

This work product was prepared solely for the Town for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to provide any financial or actuarial advice or

Capital Improvement Projects

- **Darien High School** **\$500,000**
 - Resurface blacktop at oval & stadium parking
- **Hindley Elementary School** **\$345,600**
 - School radio replacement
 - Bollards for picnic area
 - Resurface blacktop for entrance & parking lot
 - Replace gymnasium floor
- **Holmes Elementary School** **\$278,000**
 - School radio replacement
 - Bollards for main entrance
 - Resurface blacktop for entrance & parking lot
- **Royle Elementary School** **\$383,400**
 - School radio replacement
 - Bollards for picnic area
 - Resurface blacktop for entrance & parking lot
 - Replace gymnasium floor
- **Central Office** **\$48,900**
 - Generator automatic transfer switch replacement
- **District** **\$359,650**
 - Replacement cycle - custodial floor scrubbers
 - Vehicle replacement (2007 Truck)
 - Security cameras, server & licensing, hardware replacement cycle
 - Two suburbans for outplacement locations
- Total:** **\$1,915,550**

FY27 Budget: Next Steps

January 13, 2026		Regular Board of Education January Meeting: Presentation/Discussion of Schools and Curriculum & Instruction Public Comment
January 20, 2026 (Special Meeting)		Special Board of Education Meeting: Presentation/Discussion of Special Education and Athletics Public Comment
January 27, 2026		Regular Board of Education Meeting: Presentation/Discussion of Operations Public Comment Discussion on Questions/Comments/Feedback from Boards
February 3, 2026 (Special Meeting)		Special Board of Education Meeting: BOE Public Hearing on Superintendent's Budget Recommendation
February 5, 2026 (Special Meeting)		Special Board of Education Meeting: BOE Vote on Proposed Budget

FY27 Budget Comments

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QUESTIONS?

