



Superintendent's Proposed Budget 2022-2023

Dr. Scott V. Nicol, Superintendent

January 22, 2022

Schedule Highlights

Introduction & Budget Numbers

Notable Accounts

BOE & Guests Comments / Questions

Future Meetings

January 25, 2022	TBD	Finance Committee
January 26, 2022	6:00 PM	Regular BOE Meeting
February 2, 2022	If Necessary	Continued Budget

Vision

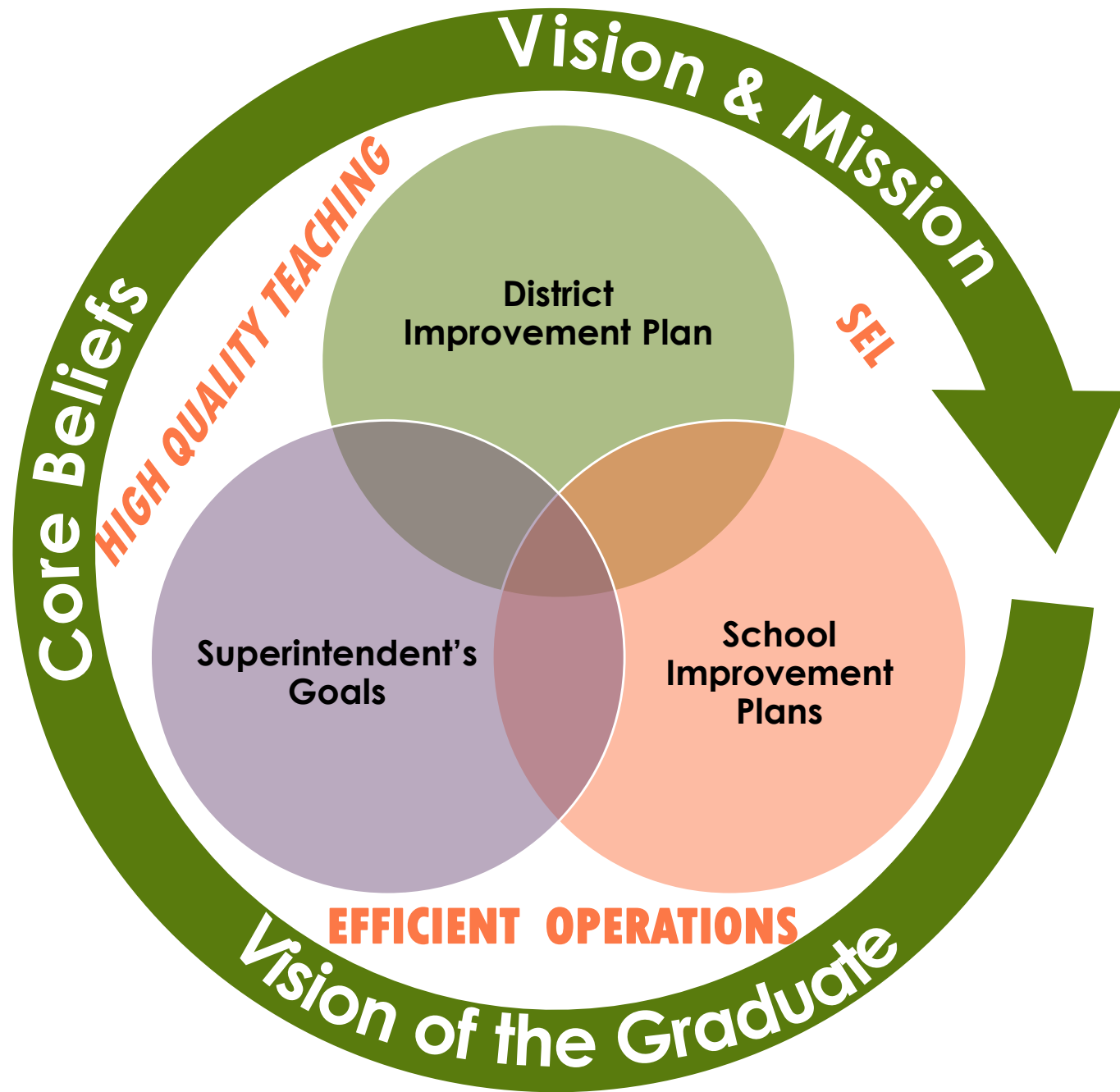


...grows exceptional *learners & leaders* who are *courageous*, *reflective*, and *contributing* citizens of the world.

Mission



...creates a ***culture of learning*** that
challenges & inspires all students on
their ***personalized journey***.



2022-2023 Proposed Budget

\$43,352,626

\$1,763,876

4.42%

Word association

Exercise/Running

Pain

Hard Work



Wellness

Clothes hanger

Making progress?

Before COVID



During COVID



Now



40% incline



This budget is about being well,
while staying in place.



January 5th Budget Workshop

Athletics and Wellness



Proposed Director of Athletics and Wellness

Academic Supports



Shifted Literacy Support to Elementary

Behavioral Needs and Special Education



Added EHS Special Education Teacher (0.5 FTE Net)

By the Numbers

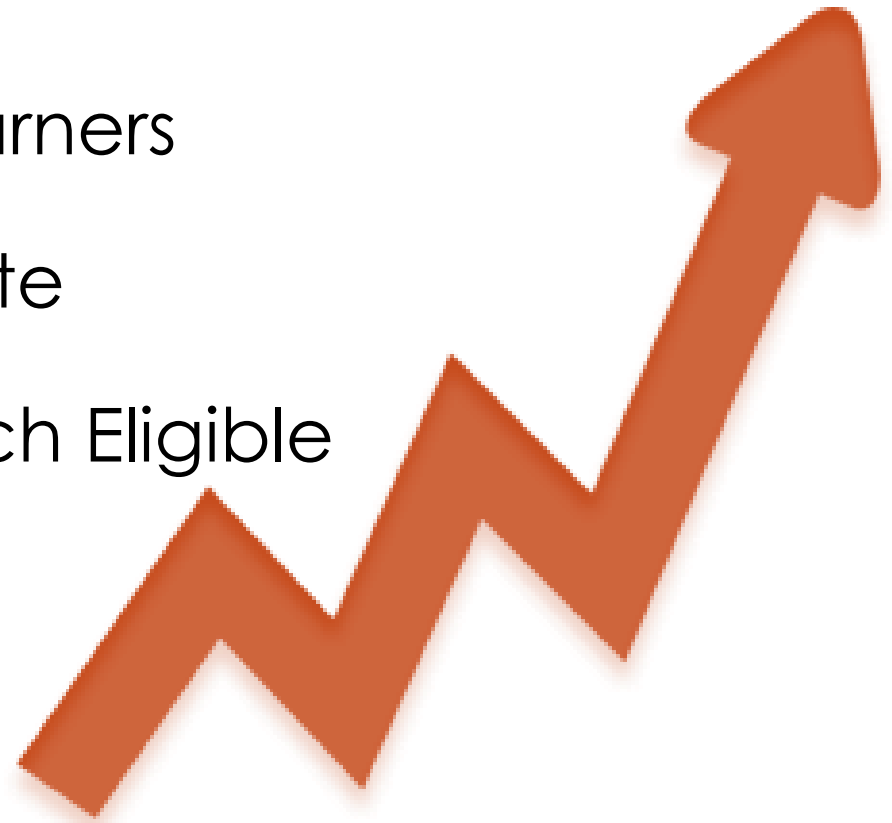
2623 Number of Students

25.7% Students of Color

1.5% English Language Learners

13.7% Special Education Rate

18.6% Free or Reduced Lunch Eligible



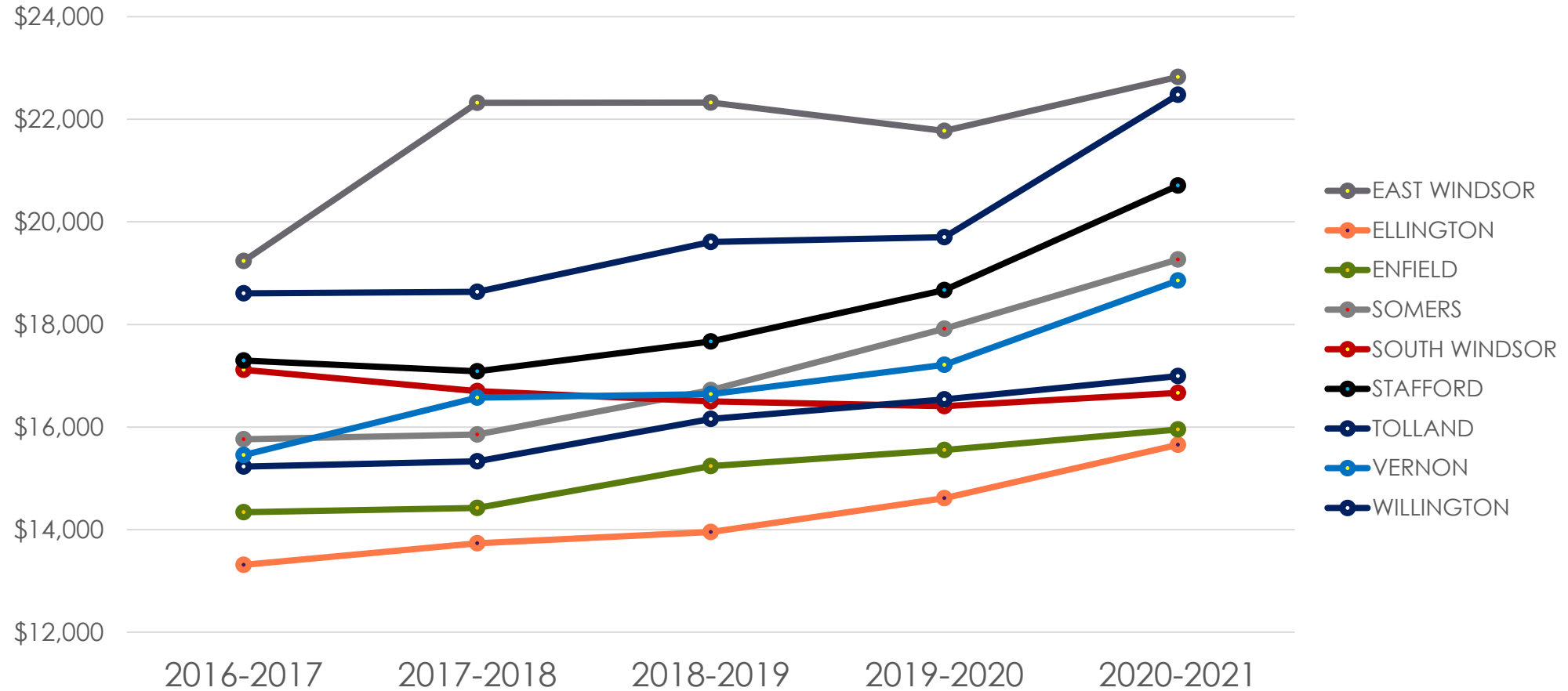
In 2020-2021 Ellington would have needed to spend

\$10,905,788

more to equal the median statewide per pupil costs.

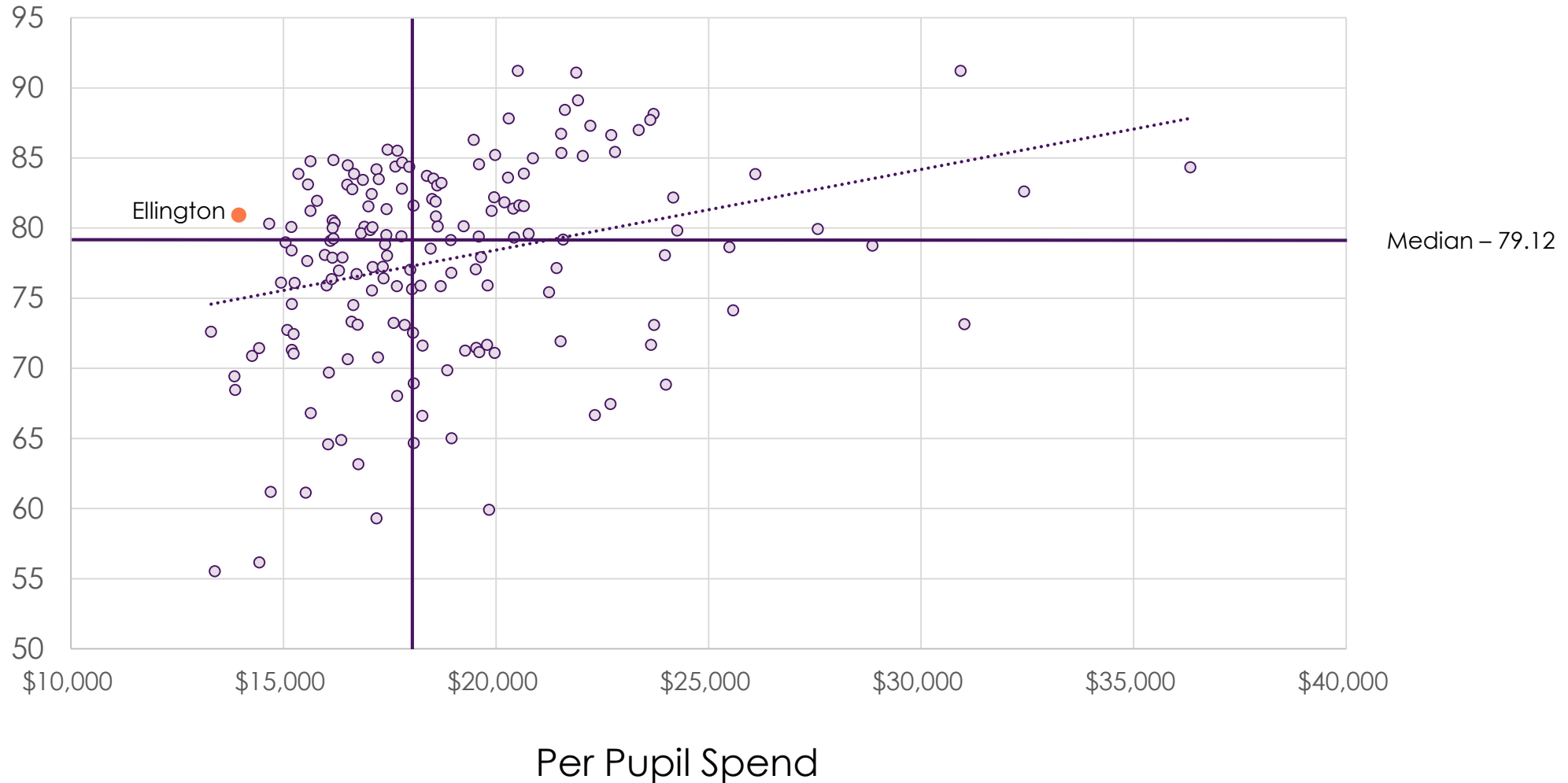
Per Pupil Spending

FY 2017-2021



Per Pupil Spend vs Test Scores

2018-2019
Acct.
Index



Return on Investment

“If Connecticut has a school district that is a benchmark for high education outcomes at a relatively low cost, it would be Ellington.”

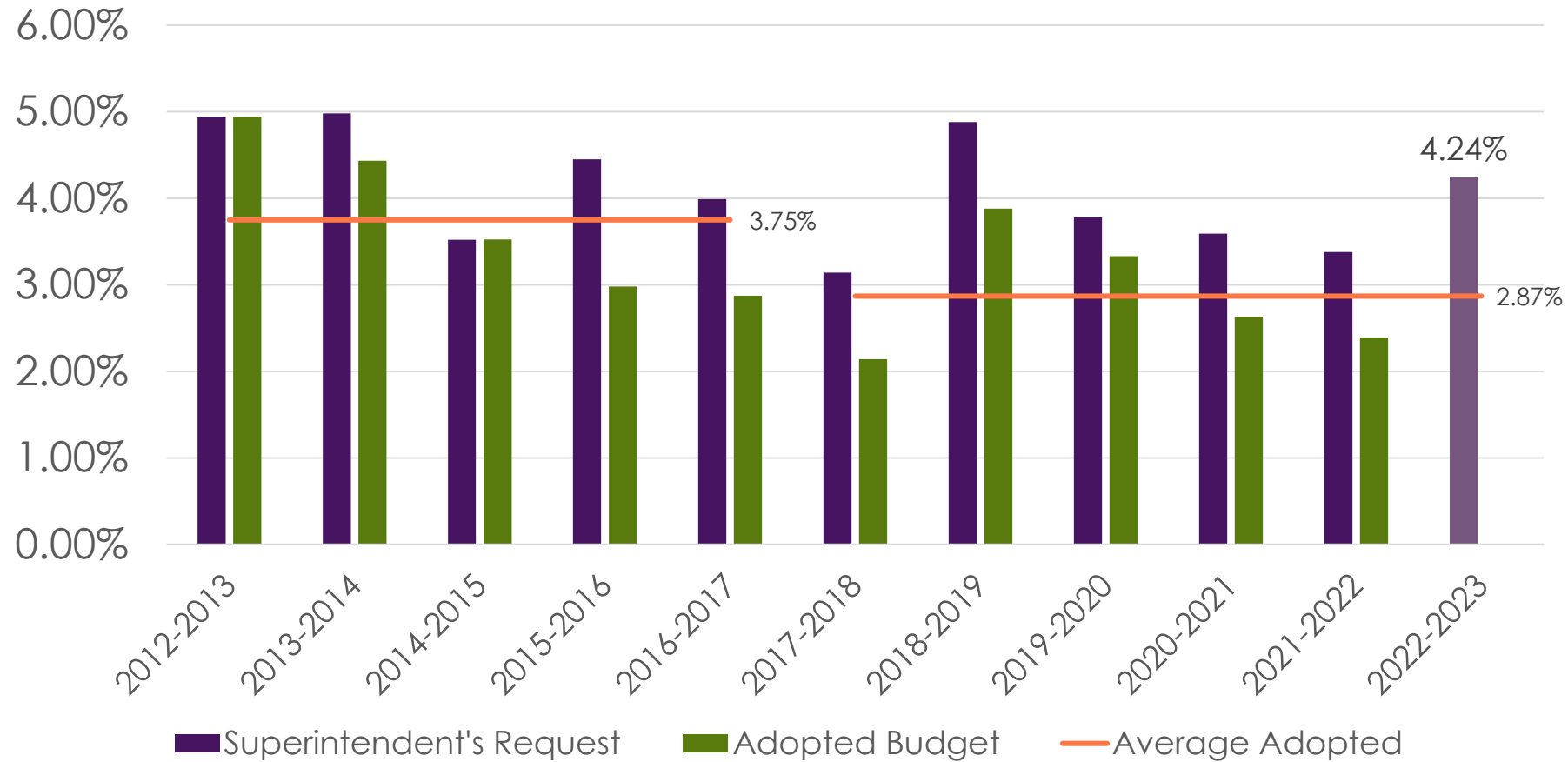
- Orlando J. Rodriguez, Hartford Foundation for Public Giving

District	Accountability Index	Per Pupil (\$)	ROI Index	ROI Rank
Ellington	80.93	\$13,950	172.38	1
Wolcott	80.31	\$14,664	182.59	2
Cromwell	83.87	\$15,351	183.04	3
Danbury	72.61	\$13,297	183.12	4
Brookfield	84.76	\$15,635	184.46	5

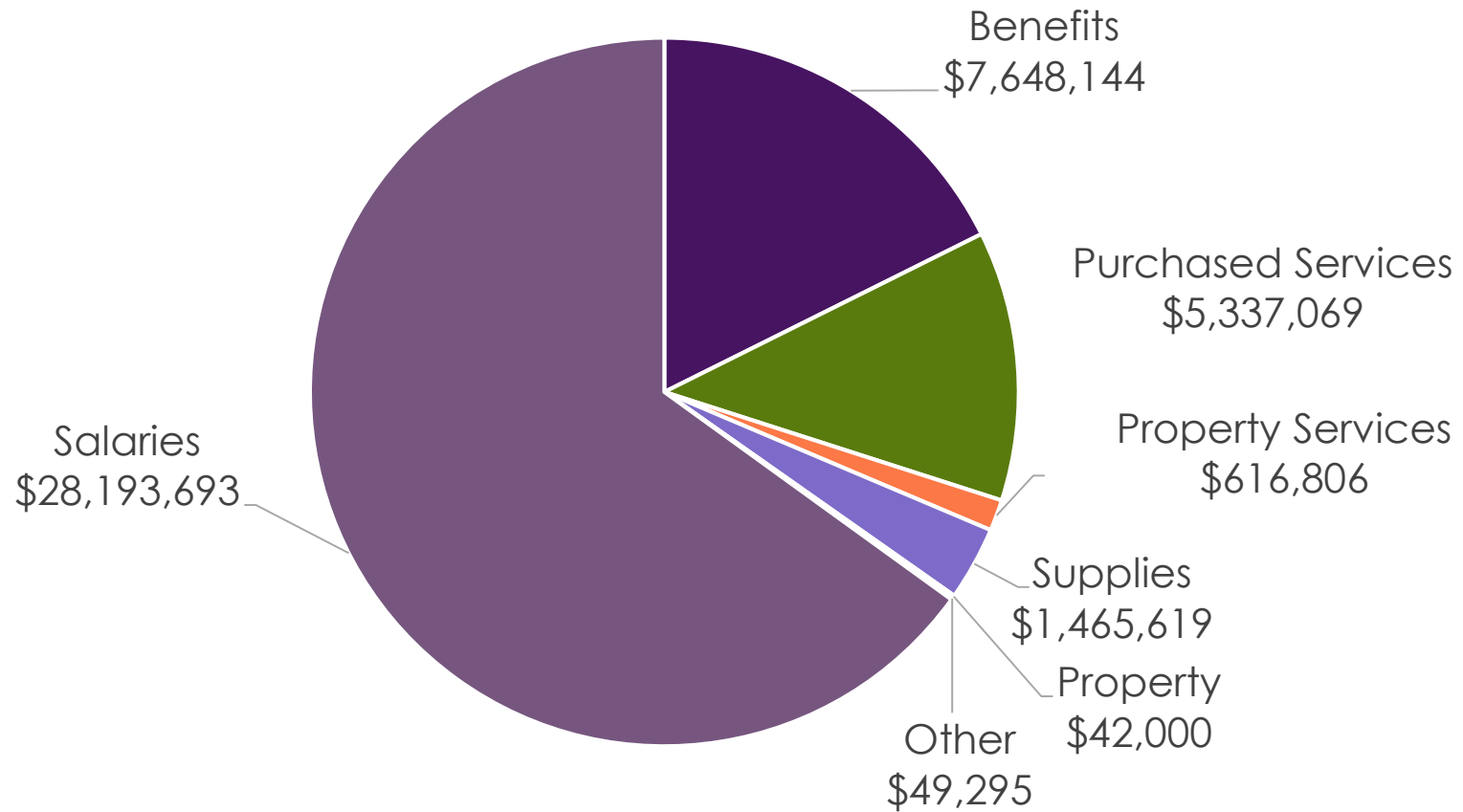
ROI Index = Per Pupil divided by Accountability Index
(represents dollars per point, lower is better)

2018-2019 Data (No Accountability Index for past two years)

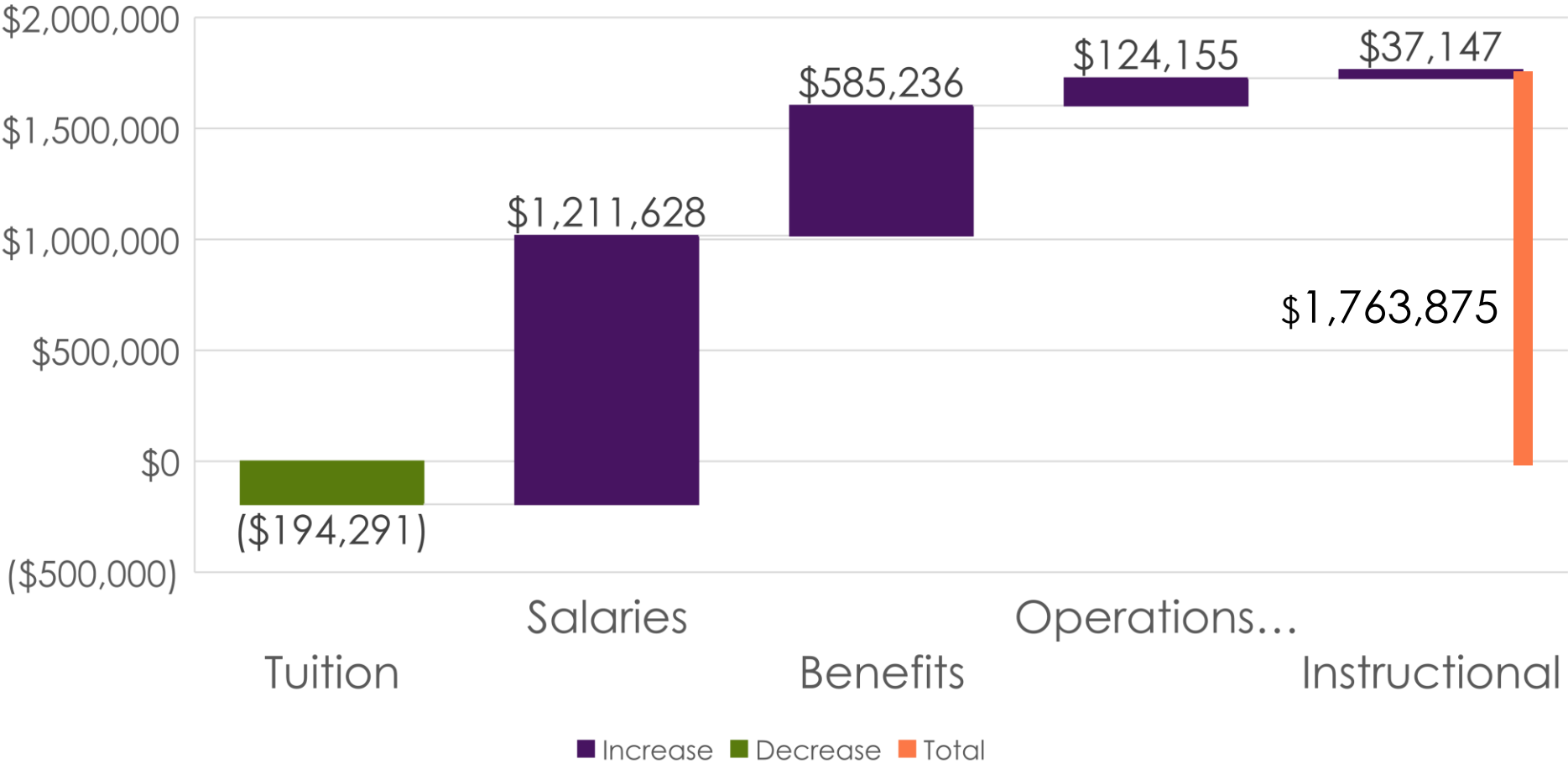
Budget Increases (%)



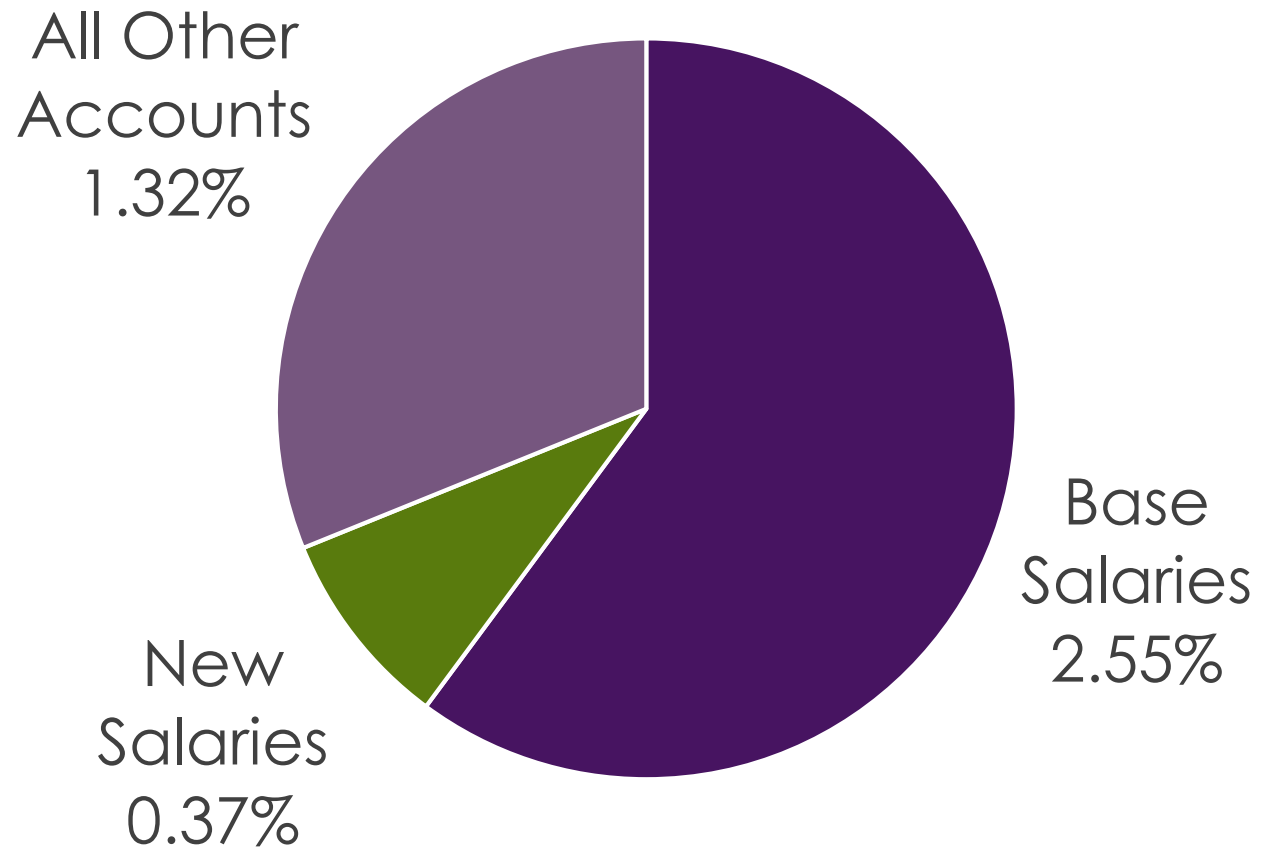
Budget by Category



Major Drivers



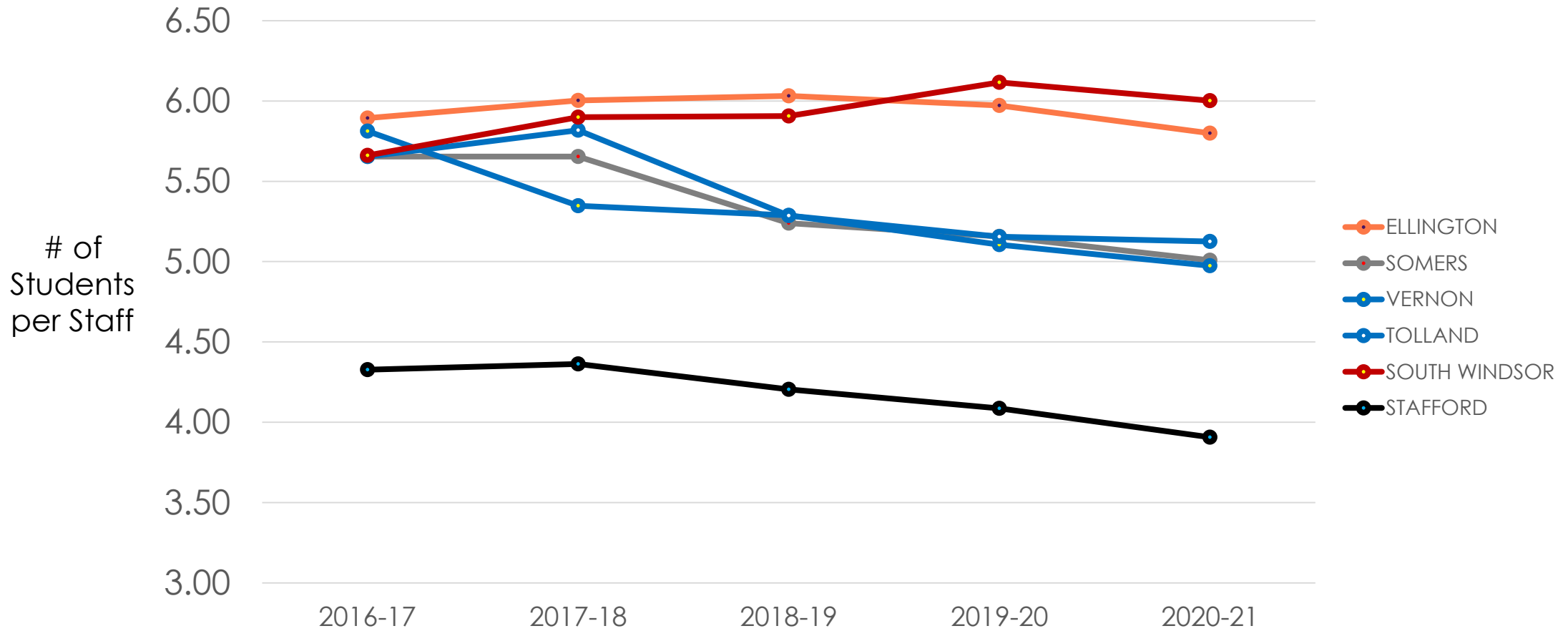
Salaries Impact



Salaries Breakdown

	Proposed Budget	Notes
Base Increase	\$959,371	Maintenance of Effort
New Positions 21-22	\$99,389	Offset with Tuition Savings & Revenue
New Positions 22-23	\$117,604	Athletic Director
	\$35,264	0.5 FTE Teacher
Total	\$1,211,628	

Student : Staff Ratio



To meet other district's ratio

	5 Year Avg.*	# of Additional Staff (5 Year Average for 20-21 student pop)
Ellington	5.94	-
South Windsor	5.92	1.74
Tolland	5.41	43.49
Somers	5.34	49.47
Vernon	5.31	52.90
Stafford	4.18	186.55

*5-Year Average Number of Students Per Staff Member FY 2017-2021

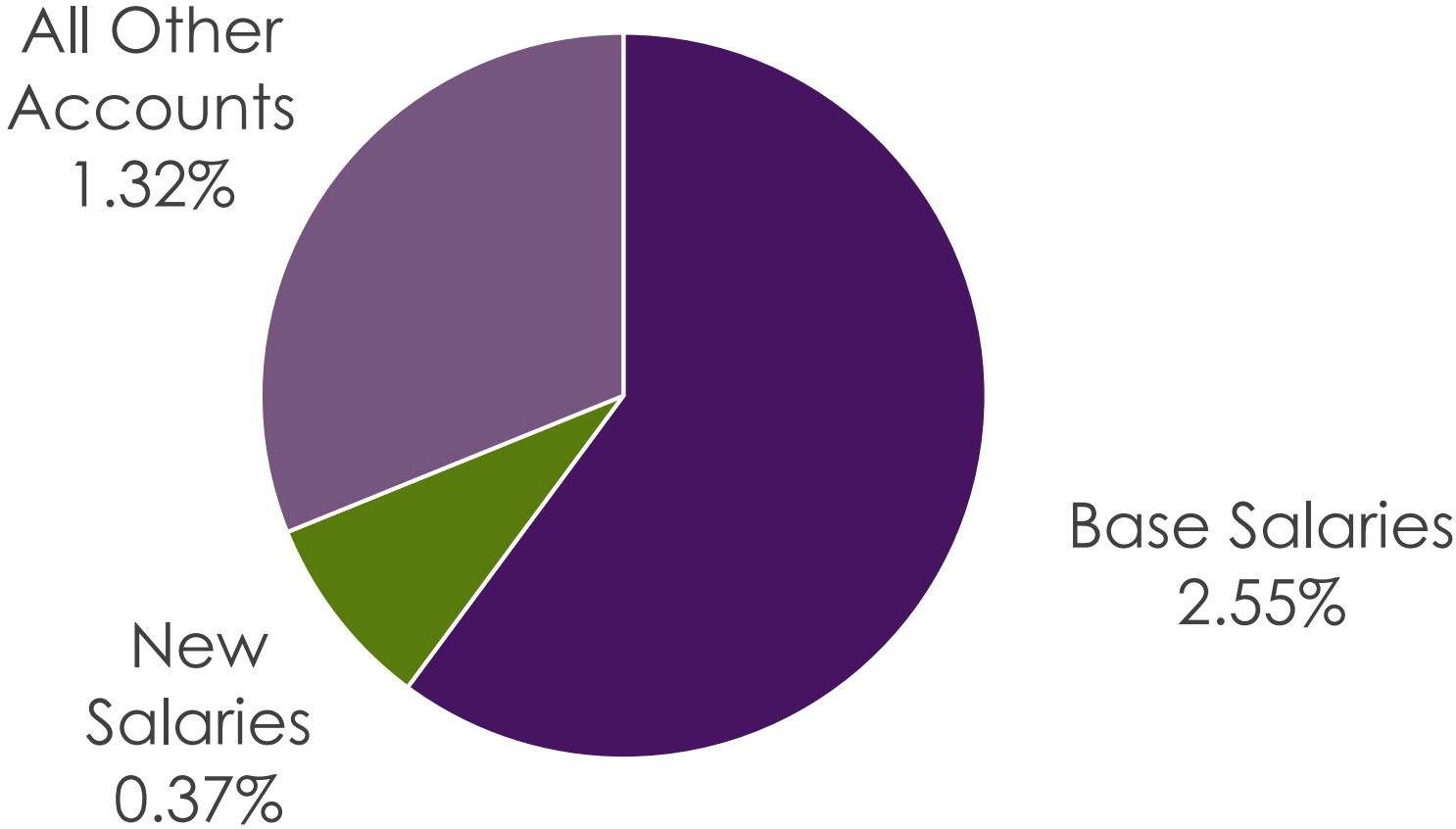
Source: EdSight

Staffing Requests Not Included

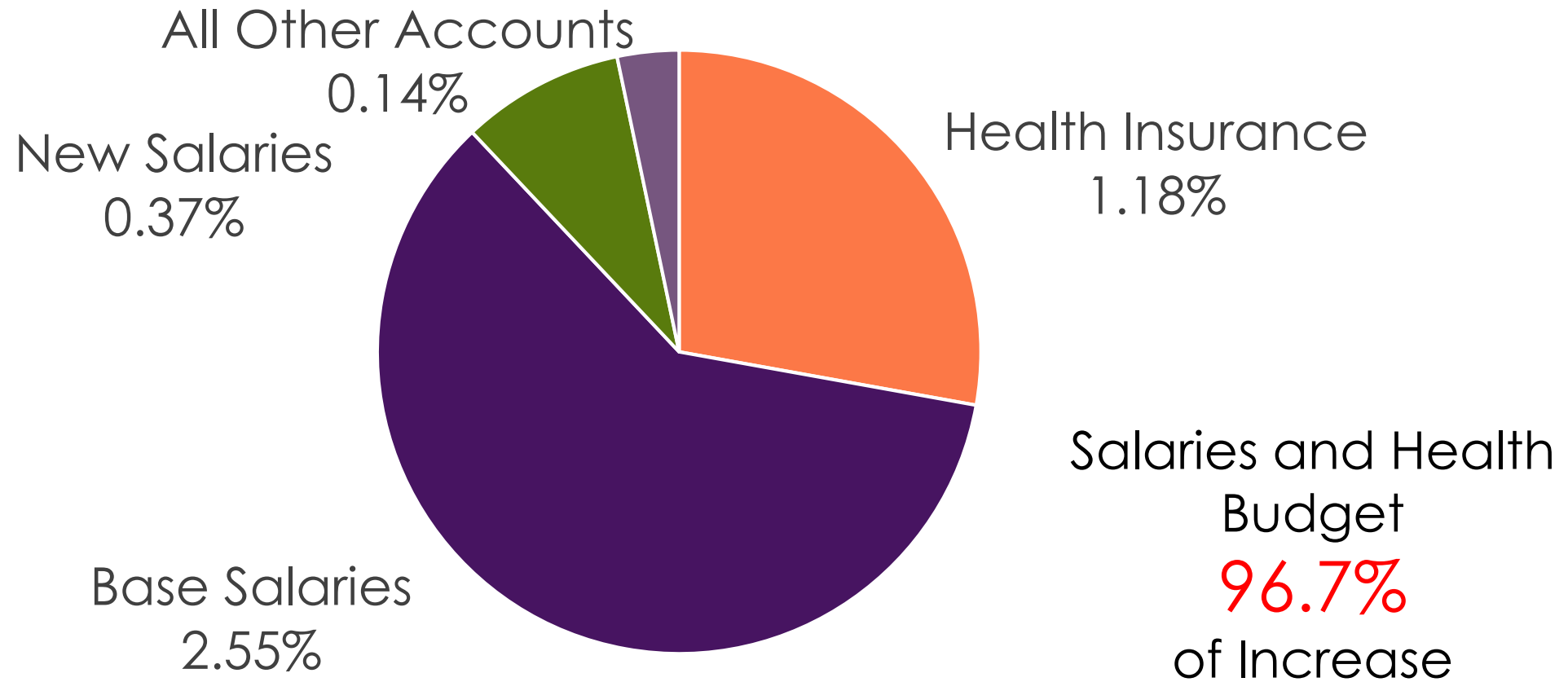


Location	Position	FTE	Estimated Salary	Estimated Benefits
Ellington Middle School	Special Education Techer	1.0 FTE	\$70,528	\$15,000
Windermere/Center School	Math Interventionist/Consultant	1.0 FTE	\$70,528	\$15,000
Windermere	Social Emotional Specialist	1.0 FTE	\$70,528	\$15,000
Windermere	Academic Tutor	18.75 hour	\$15,000	\$1,120
Center School	Academic Tutor	18.75 hour	\$15,000	\$1,120
Center School	Administrative Assistant	1.0 FTE (10 Month)	\$12,000 *	\$18,000
Crystal Lake School	Academic Tutor	18.75 hour	\$15,000	\$1,120
Special Education	EHS Special Education Administrative Assistant	1.0 FTE (10 Month)	\$30,000	\$18,000
Elementary	Unassigned Elementary Teacher	1.0 FTE	\$70,528	\$15,000
Systemwide	Communication Specialist	1.0 FTE	\$55,000	\$18,000
Total			\$443,015	\$117,360

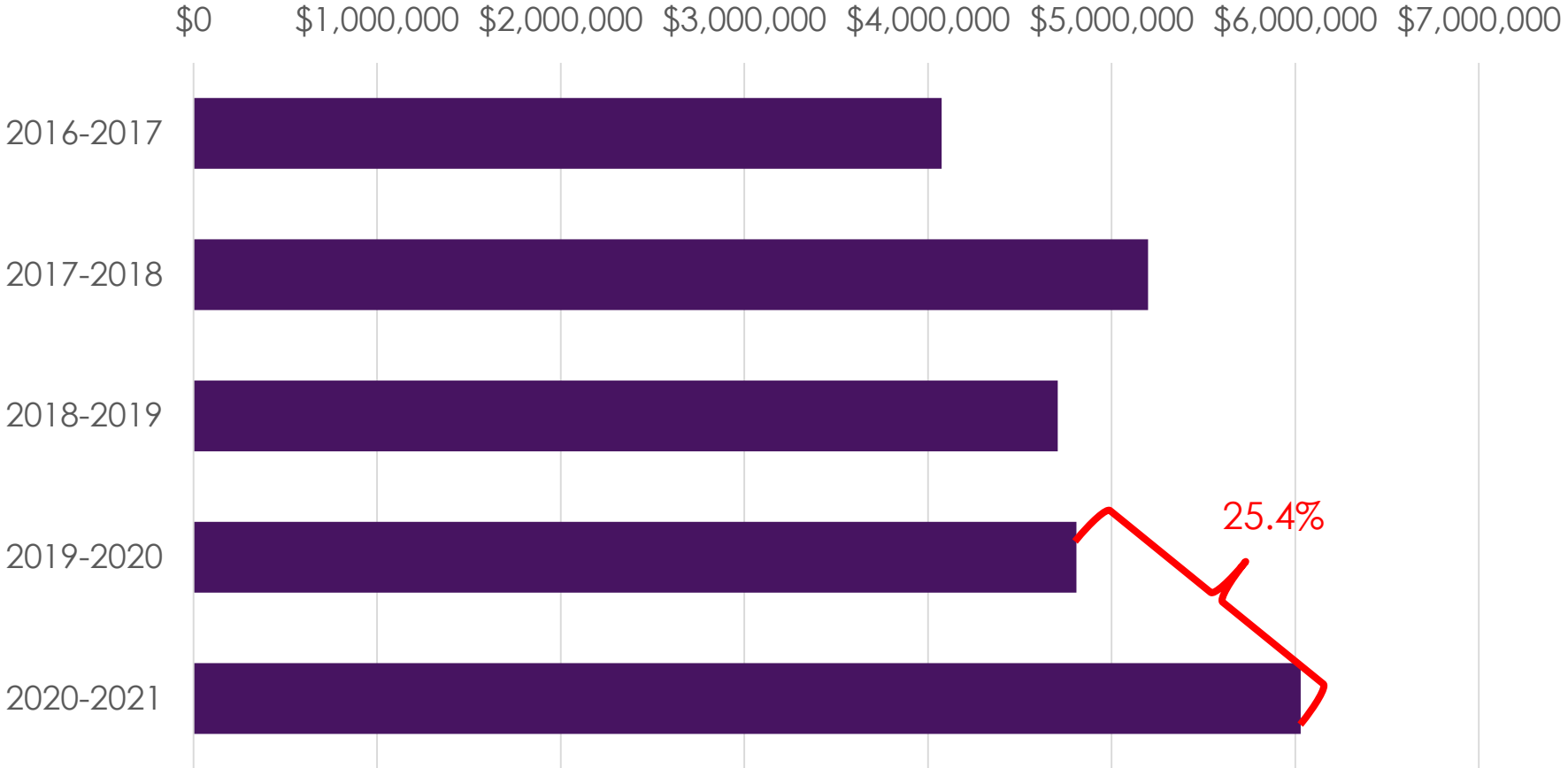
Salaries Impact



Health Insurance Impact

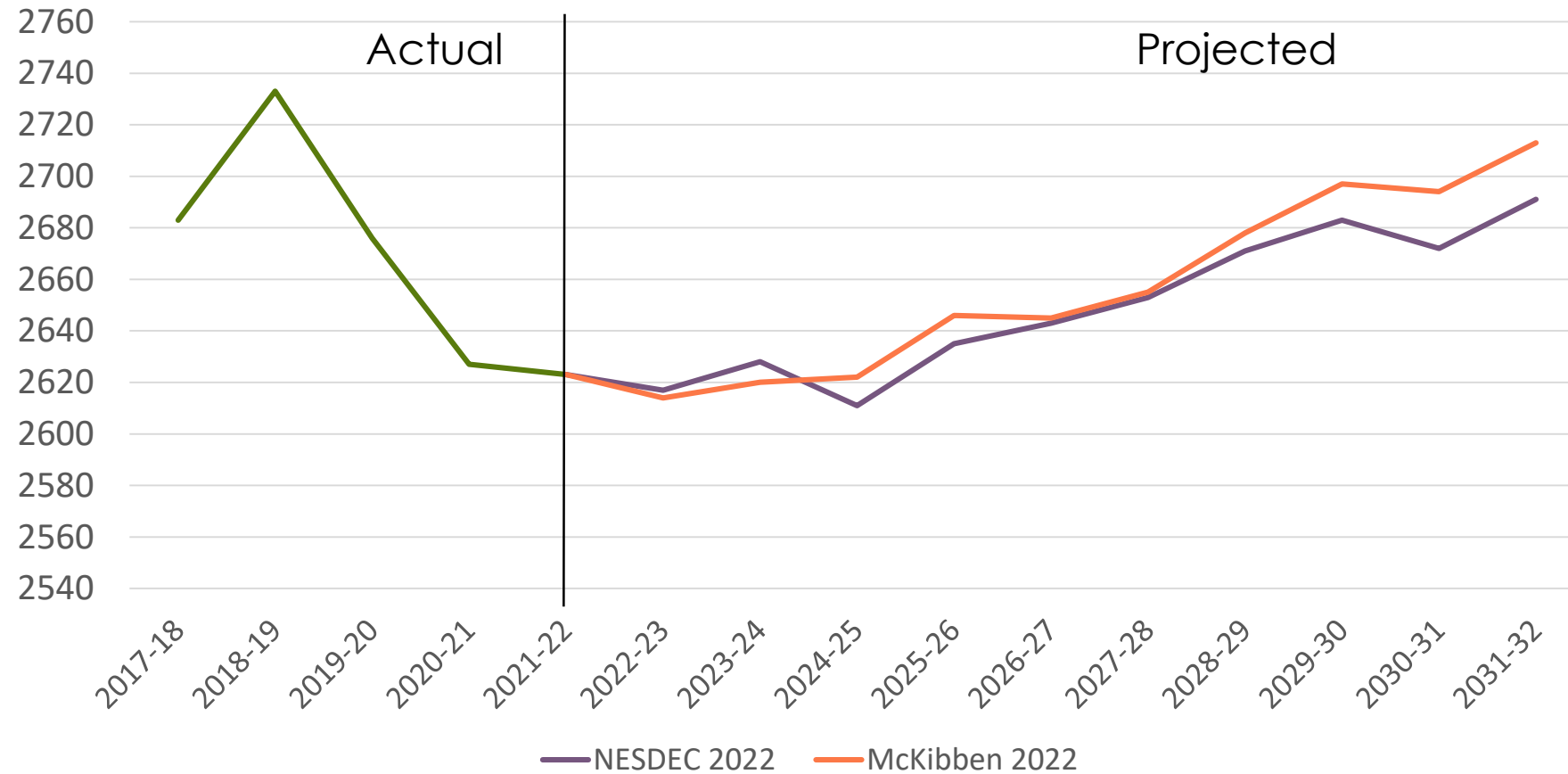


Total Claims By Year



Enrollment

Projected PK-12 Enrollment



Projected Enrollment

Crystal Lake School

Grade	Students	Teachers	Size
Kindergarten	41	2	20.50
Grade 1	46	2	23.00
Grade 2	43	2	21.50
Grade 3	47	2	23.50
Grade 4	45	2	22.50
Grade 5	44	2	22.00
Grade 6	38	2	19.00
Total	304	14	21.71

Projected Enrollment

Windermere Elementary School

Grade	Students	Teachers	Size
Kindergarten	89	4	22.25
Grade 1	94	5	18.80
Grade 2	64	3	21.33
Grade 3	90	4	22.50
Grade 4	74	4	18.50
Grade 5	111	5	22.20
Grade 6	91	4	22.75
Total	613	29	21.14

Projected Enrollment

Center School

Grade	Students	Teachers	Size
Kindergarten	66	3	22.00
Grade 1	72	3	24.00
Grade 2	69	3	23.00
Grade 3	71	3	23.67
Grade 4	74	3	24.67
Grade 5	72	3	24.00
Grade 6	70	3	23.33
Total	494	21	23.52

Projected Enrollment

Ellington Middle School

Grade	2021-2022	2022-2023
Grade 7	210	197
Grade 8	219	212
Total	429	409

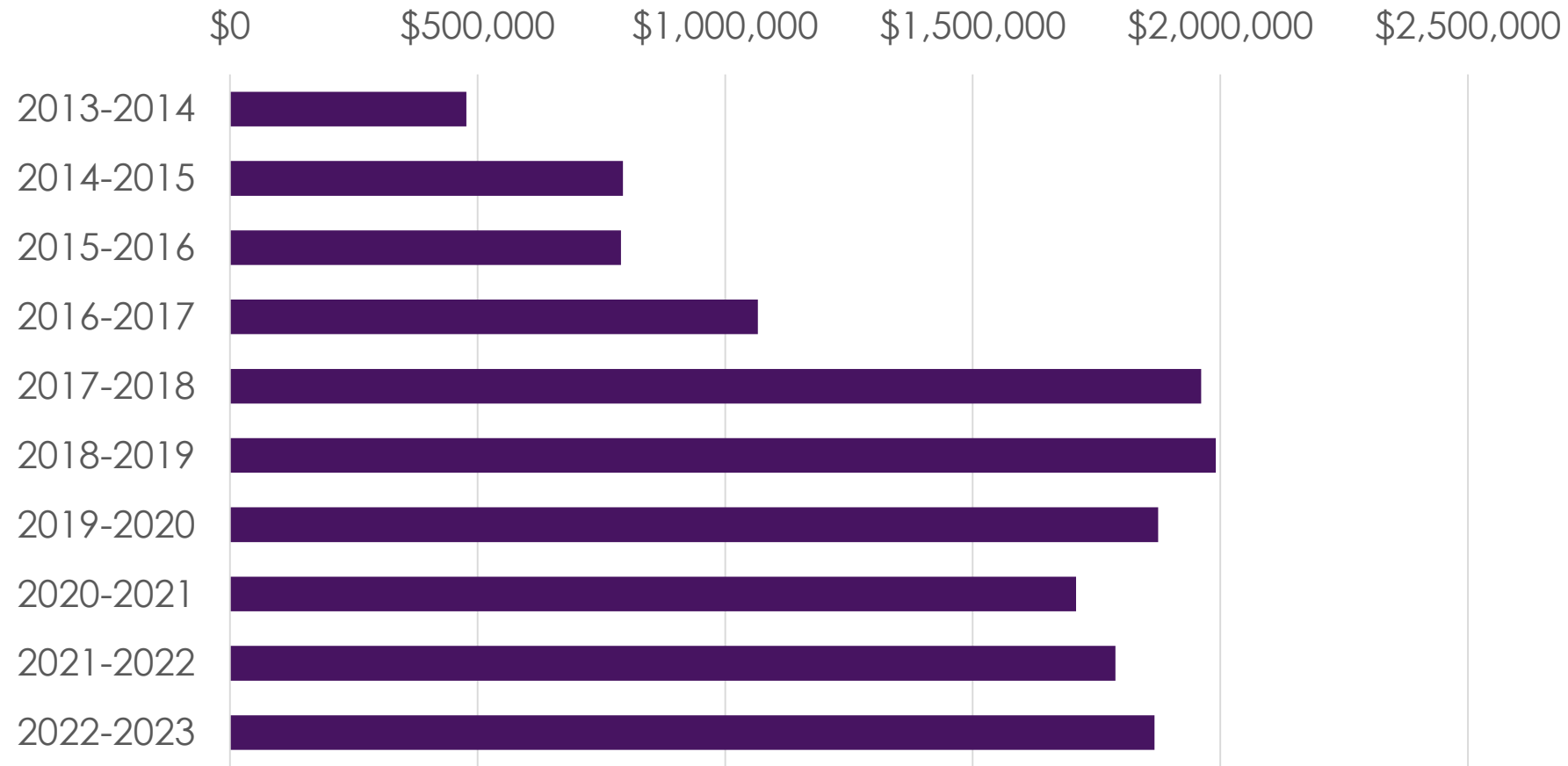
Projected Enrollment

Ellington High School

Grade	2021-2022	2022-2023
Grade 9	192	206
Grade 10	204	189
Grade 11	200	204
Grade 12	203	195
Total	799	794

Revenue Funding

Revenue Generation



Projected Revenues

Revenue Source	2022-2023 Proposed
EDUCATION EQUALIZATION (E.C.S.) GRANT	\$10,114,893
ADULT ED & VO AG	\$22,879
MISCELLANEOUS	\$500
<hr/> SUBTOTAL – TOWN REVENUE	<hr/> \$10,138,272
PRE-KINDERGARTEN	\$280,000
SPECIAL EDUCATION REVENUE ACCOUNT	\$900,000
OPEN CHOICE ATTENDANCE FUNDS	\$652,000
RESTRICTED DONATIONS	\$20,000
MEDICAID	\$15,000
<hr/> SUBTOTAL – BOARD OF EDUCATION REVENUE	<hr/> \$1,867,000
	<hr/> \$12,005,272

State Funding (Town Revenue)

	2019-2020	2020-2021	2021-2022	2021-2022
Educational Cost Sharing	\$9,826,217	\$9,961,214	\$10,030,891	\$10,114,893

Projected increase in revenue

\$84,002

Effective Net Education Increase

4.04%

Increases Net of ECS Revenue

	2019-2020	2020-2021	2021-2022
Adopted Increase (%)	3.33%	2.63%	2.39%
ECS Change (\$)	\$126,437	\$134,997	\$69,677
ECS Change (% impact)	(0.33%)	(0.34%)	(0.17%)
Effective Increase	3.00%	2.29%	2.22%

Being a Good Partner

Fiscal Year	BOE Operating % of Total Budget*	BOE Op., CIP, Debt % of Total Budget*
2013-2014	65.6%	69.0%
2014-2015	66.1%	68.7%
2015-2016	64.0%	68.6%
2016-2017	65.2%	69.1%
2017-2018	62.4%	69.9%
2018-2019	65.6%	68.8%
2019-2020	64.4%	67.4%
2020-2021	Data not available	
2021-2022	65.5%	68.2%

*Figures come from Budget Hearing Packets on Town website

Notable Accounts

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Accounts

- 70% of all accounts held steady or decreased
- Next 120 accounts only equate to 16.1% of total budget increase



Salaries & Benefits

	20-21	21-22	22-23
Salaries	\$26,226,691	\$26,982,065	\$28,193,693
Benefits	\$6,960,134	\$7,062,908	\$7,648,144
Total	\$33,186,825	\$34,044,973	\$35,841,837
Difference		\$858,148	\$1,796,864
% Difference		2.59%	5.28%

Total Increase: \$1,763,875
102% of total increase

Total Salaries

	Difference	% Impact
Certified	\$999,558	2.40%
Non-Certified	\$220,480	0.53%
Substitutes	\$4,500	0.01%
Other Compensation	(\$12,910)	-0.03%
Total	\$1,211,628	2.91%

Salary

- Increase offset by retirements (low)
 - Currently 2 known retirements
 - Est.1 more in current budget
- Longer Term Challenges
 - Staffing of non-certified positions
 - Wage inflation

Benefits

	Difference	% Impact
Health & Life	\$517,778	1.24%
Dental	\$0	0.00%
Retirement	\$42,196	0.10%
Unemployment	\$29,927	0.07%
Total	\$589,901	1.42%

Group Insurance

	20-21	21-22	22-23
Health Insurance*	\$4,757,641	\$4,887,399	\$5,400,177
Dental Insurance	\$326,984	\$300,000	\$300,000
Life Insurance	\$40,000	\$40,000	\$45,000
Total	\$5,124,625	\$5,227,399	\$5,745,177
Difference	\$200,769	\$102,774	\$517,778
% Difference	4.08%	2.01%	9.91%

*Total account offset by funding from grants & revenue

Health Insurance

- Not a great start to self-insured model
- Holding 10% increase in allocation rates (premiums)
- Outlook for high cost claimants
 - 6 cases above \$100K in first six months

Why did we go self insured?



Bid Comparison

Aetna (fully insured)

Total budget: \$5,101,543

Grants: (\$325,000)

Premium Holiday: (\$225,000)

BOE Budget: \$4,551,543

Anthem (self insured)

Total budget: \$5,212,287

Grants: (\$325,000)

Premium Holiday: \$0

BOE Budget: \$4,887,287

5%
increase

Reserve: \$0

Reserve Total: \$0

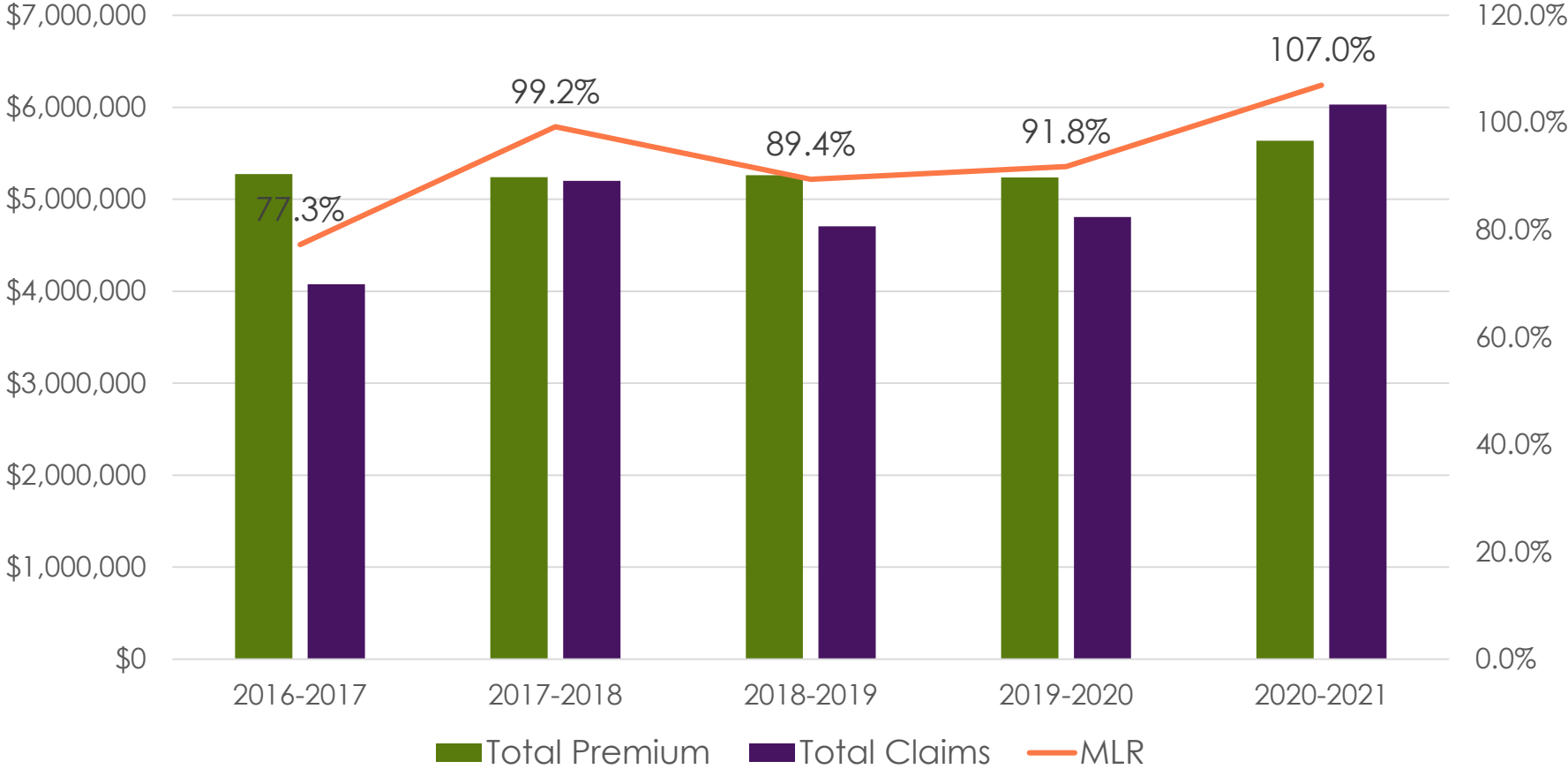
Reserve: \$75,000 (ACES)
\$225,000+ (Claims)

Reserve Total: \$300,000+

Total cost: \$4,551,543

Total cost: \$4,587,287

Trends in Claims



Claims Experience

	Total Claims & Fixed Costs	Total Premium	MLR
2017-2018	\$5,199,161	\$5,239,376	99.2%
2018-2019	\$4,706,197	\$5,262,477	89.4%
2019-2020	\$4,807,880	\$5,236,577	91.8%
2020-2021	\$6,029,604	\$5,635,320	107.0%
Current	\$6,176,063	\$5,785,204	106.8%

Medical Self-Insurance Fund

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Category	Budget
FY22 Opening Fund Balance	\$400,699
FY22 Estimated Revenues	\$6,221,147
FY22 Estimated Claims & Administrative Costs	(\$6,101,357)
FY22 Est. Ending Balance	\$520,489
FY23 Estimated Revenues	\$6,582,820
FY23 Estimated Claims & Administrative Costs	(\$6,684,629)
FY23 Est. Ending Balance	\$418,680

What is there to do?

- Don't panic
- Cannot cut right now: already aggressive pitch (95% of projected)
- Monitor claims throughout spring
- Continue to work on underwriting estimates with more experience

Dental Self Insurance

- Three years of experience – all positive
- Last year decreased rates by 12%
- Currently holding allocation rates flat

Dental Self-Insurance Fund

Category	Budget
FY22 Opening Fund Balance	\$64,690
FY22 Estimated Revenues	\$330,461
FY22 Estimated Claims & Administrative Costs	\$315,154
FY22 Est. Ending Balance	\$79,997
FY23 Estimated Revenues	\$338,891
FY23 Estimated Claims & Administrative Costs	\$335,884
FY23 Est. Ending Balance	\$83,004

Social Security & Retirement

	20-21	21-22	22-23
Retirement	\$843,481	\$843,481	\$873,408
FICA	\$722,439	\$722,439	\$764,635
Total	\$1,565,920	\$1,565,920	\$1,638,043
Difference	\$127,840	\$0	\$72,123
% Difference	8.89%	0.00%	4.61%

CMERS

- Increasing Rates over time

	2020 Valuation Rates for FYE 2022	Expected Rates for FYE 2023	Expected Rates for FYE 2024	Expected Rates for FYE 2025
General Employees with Social Security	16.44%	17.44%	18.02%	17.53%

- Exclusion for *Professional* Employees
 - Based on membership application (1968)
 - 6 of 8 positions have turned over
 - Replaced with defined contribution (5% TSA – no add'l match)
 - **\$63K** savings for FY22-23

LAP and Workers' Compensation

	20-21	21-22	22-23
LAP	\$143,459	\$147,456	\$144,017
W/C	\$229,589	\$229,198	\$234,924
Athletic	\$15,000	\$12,500	\$11,000
USI	\$10,000	\$10,000	\$10,000
Total	\$398,048	\$399,154	\$399,941
Difference	(\$15,000)	\$1,106	\$787
% Difference	-3.63%	0.28%	0.20%

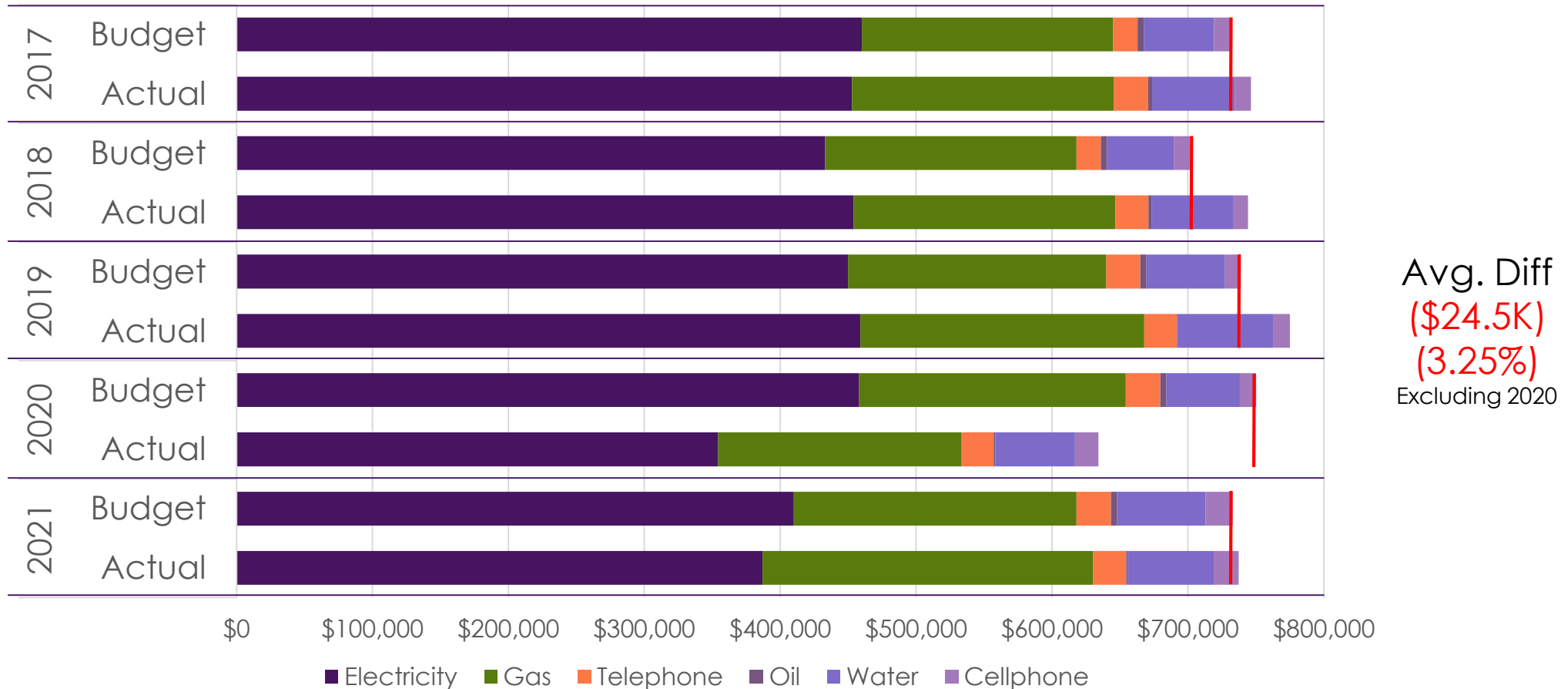
LAP and Workers' Compensation

- Shared risk pool with the Town
- Current increase came in below expected budget

Utilities

	19-20 Actual	20-21 Budget	20-21 Actual	21-22 Budget	22-23 Budget
Electricity	\$354,366	\$410,000	\$386,957	\$389,000	\$401,000
Natural Gas	\$179,225	\$208,000	\$243,343	\$208,000	\$233,000
Telephone	\$23,502	\$25,500	\$24,431	\$26,000	\$26,000
Oil	\$1,297	\$4,500	\$1,228	\$3,500	\$3,500
Water	\$58,585	\$65,000	\$63,104	\$63,000	\$63,000
Cellphone	\$17,126	\$20,000	\$18,338	\$20,000	\$20,000
Total	\$634,101	\$733,000	\$737,401	\$709,500	\$746,500
Difference		(\$17,250)		(\$23,500)	\$37,000
% Difference		-2.23%		-3.13%	5.05%

Budget vs Actual Over Time



Utilities

- Hoping to keep all accounts on pace with costs
- Inflationary pressures
 - Natural Gas
 - Electricity
- Saw one time savings due to reduced usage in 2019-2020

Transportation

	20-21	21-22	22-23
Regular Ed.	\$1,835,600	\$1,910,744	\$1,957,563
Gasoline	\$151,500	\$151,500	\$151,500
Stud. Services	\$354,471	\$389,314	\$412,786
Repairs	\$26,000	\$26,000	\$26,000
Tech & VoAg	\$83,077	\$87,272	\$117,616
Total	\$2,450,648	\$2,564,830	\$2,665,464
Difference	\$467	\$114,182	\$165,153
% Difference	0.02%	4.66%	6.77%

Transportation

- Budget of 2% contractual increase
- Increased monthly overages
- Increase in individualized student transportation

Outside Tuition – Regular Ed

	20-21	21-22	22-23
VoAg Tuition	\$42,400	\$35,000	\$109,000
Adult Ed.	\$65,833	\$65,069	\$65,069
Magnet	\$225,000	\$225,000	\$225,000
Total	\$333,233	\$325,069	\$399,069
Difference	\$16,023	(\$8,164)	\$74,000
% Difference	5.05%	-2.45%	22.76%

Outside Tuition – Regular Ed

- Increase in VOAG Tuition account to offset increases
- Partially offset by larger grant for adult ed (Town Revenue)

Special Services Outside Tuition

	20-21	21-22	22-23
Private*	\$308,155	\$297,320	\$73,545
Public*	\$363,065	\$344,335	\$325,319
DCF Placement	\$50,000	\$50,000	\$25,000
Magnet	\$55,000	\$80,000	\$78,000
VOAG	\$20,000	\$20,000	\$26,500
Outside Tuition	\$796,220	\$791,655	\$528,364
Difference	\$66,499	(\$4,565)	(\$263,291)
% Difference	9.11%	-0.57%	-33.26%

*Net of Excess Cost Grant

Tuition & Transportation

- Unpredictable out-of-district placements
 - Each outplacement is big \$\$\$\$
- New programs save money, keep students in here
- Budget does not represent total expenditures
 - Offset by Excess Cost grant

Outside Tuition & Transportation

	2020-2021 Budget	2020-2021 Projected	2021-2022 Superintendent's Budget
Anticipated High Cost Placements			
LEA Placed	8	5	5
Agency Placement	0	0	0
Unassigned Placement	1	0	0.5
Total Anticipated Tuition Cost	\$1,185,500	\$1,077,957	\$896,557
Magnet Schools Special Education Costs	\$20,000	\$12,954	\$26,500
Unanticipated DCF & Court Placement	\$80,000	\$91,819	\$78,000
	\$50,000	\$0	\$25,000
Total Tuition Cost	\$1,335,500	\$1,182,730	\$1,026,057
Excess Cost			
Fully Funded Grant	-\$776,921	-\$860,899	-\$746,704
Unfunded Liability (30%)	\$233,076	-\$258,270	-\$224,011
Total Anticipated Excess Cost (70%)	-\$543,845	-\$602,629	-\$522,693
Outside Tuition Account	\$791,655	\$580,101	\$503,364
Transportation	\$149,799	\$250,893	\$202,317
Total Cost	\$941,454	\$830,994	\$705,681

Strong Programs = Lower Costs

- Program for Alternative Learning Programs (PAL)
- Multiple Ability Programs (MAP)
- Applied Behavior Analysis Programs (ABA)
- Students Achieving For Excellence (SAFE)
- Ellington Continuing Life Independence Post Secondary Education (ECLIPSE)
- The Ellington Public School Expulsion Program (TEPSEP)
- Behavioral, Academic, Social & Emotional Support Program (BASES)
- Individualized Programming for School Avoidance Students

District Strategies

- Regional centers to tuition students into district
- Expand current programming at BASES
- Current limitation: facilities usage

Technology

- Inflationary increases in technology subscriptions
- Print management – reduction of individual printers
- Introduction of color workstations in each building
 - Lower per copy cost

How do we make progress without going far?



Questions

