



# Superintendent's Proposed Budget 2021-2022

Dr. Scott V. Nicol, Superintendent

January 23, 2021

# Schedule Highlights

Introduction & Budget Numbers

Notable Accounts

BOE & Guests Comments / Questions

# Future Meetings

January 26, 2021	6:00 PM	Finance Committee
January 27, 2021	5:00 PM	Regular BOE Meeting
February 3, 2021	TBD	Continued Budget

# Vision

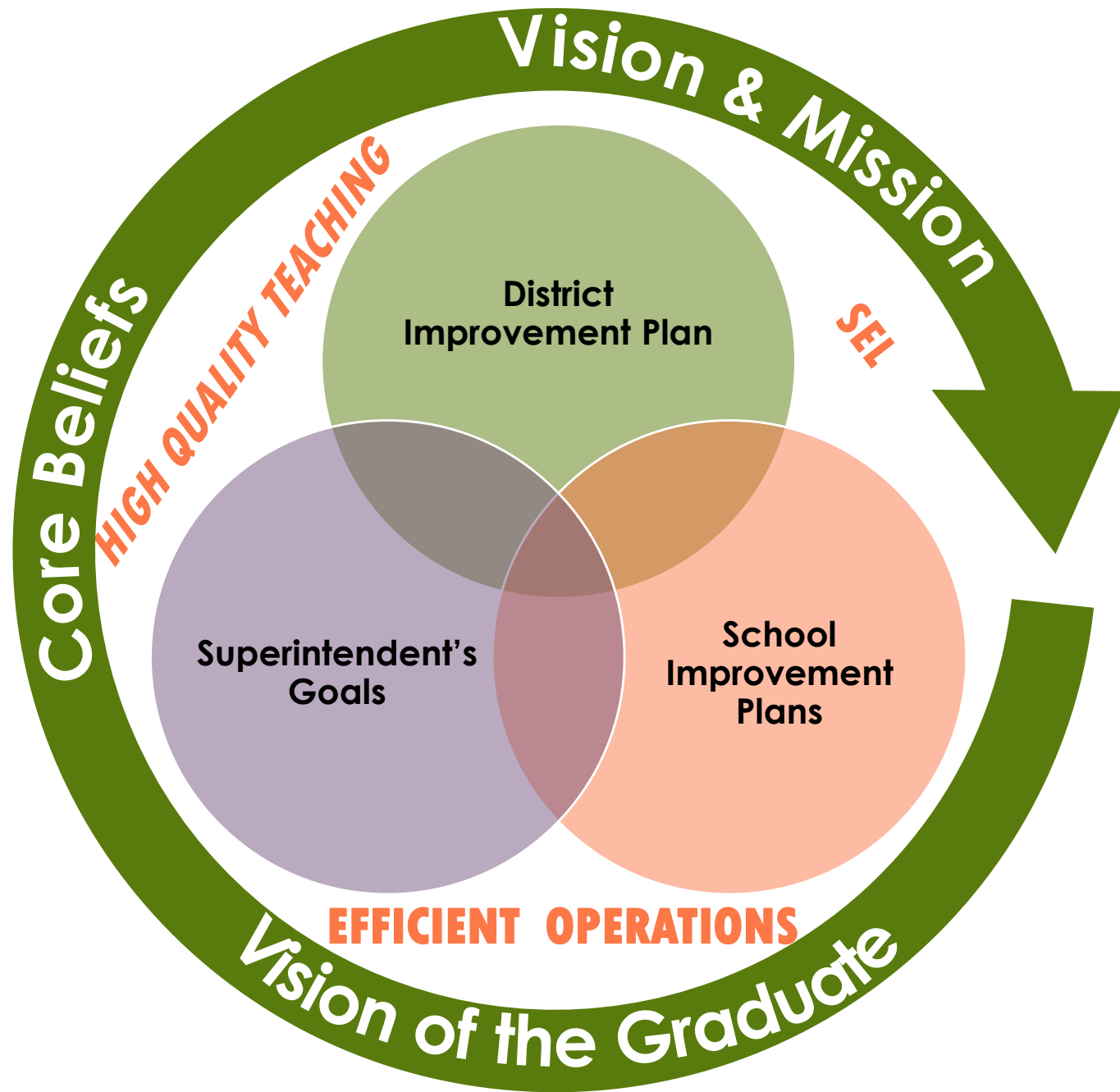


...grows exceptional **learners & leaders** who are **courageous**, **reflective**, and **contributing** citizens of the world.

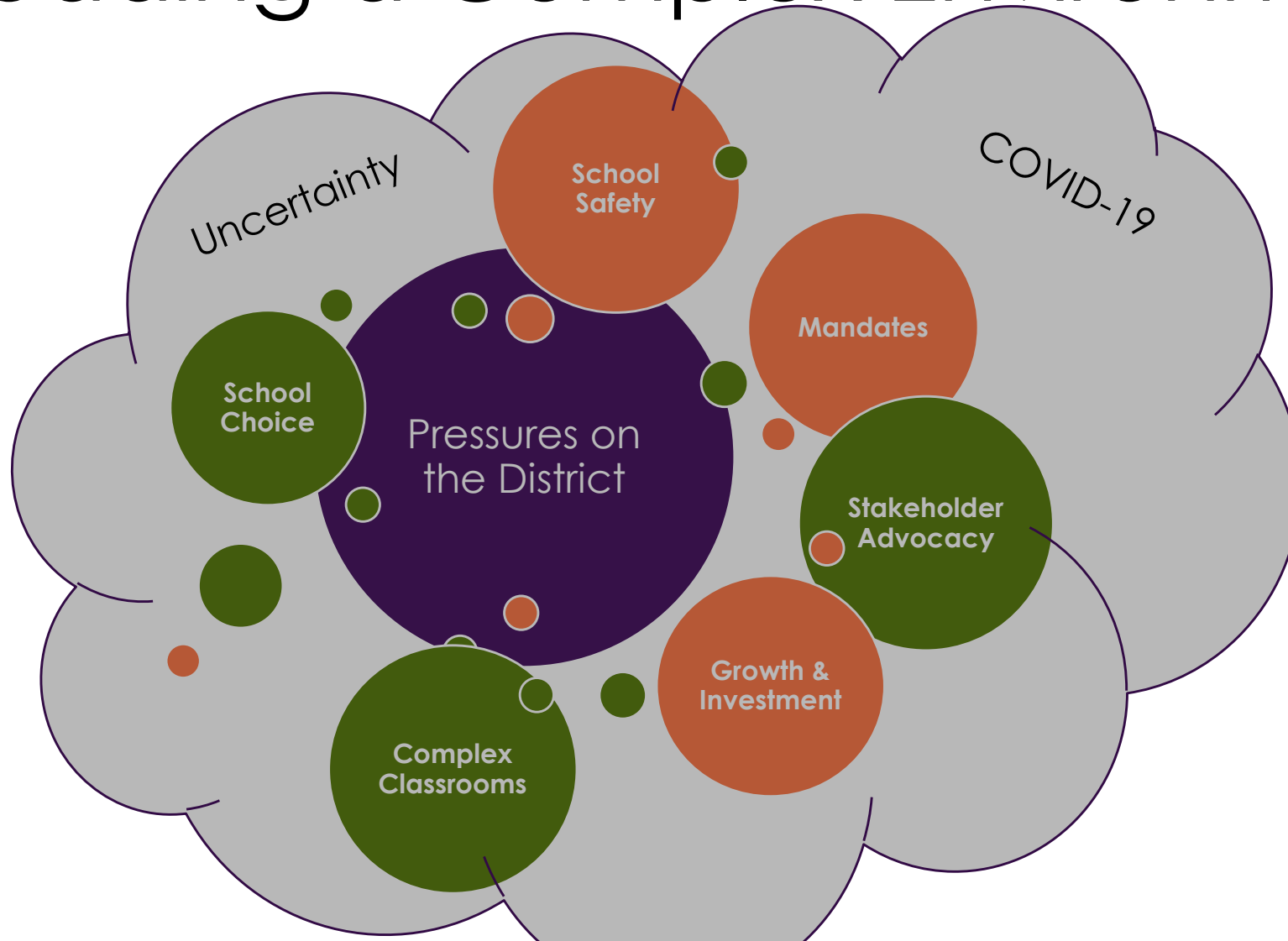
# Mission



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



# Leading a Complex Environment



# By the Numbers

2627      Number of Students

24.1%      Diversity

1.7%      English Language Learners

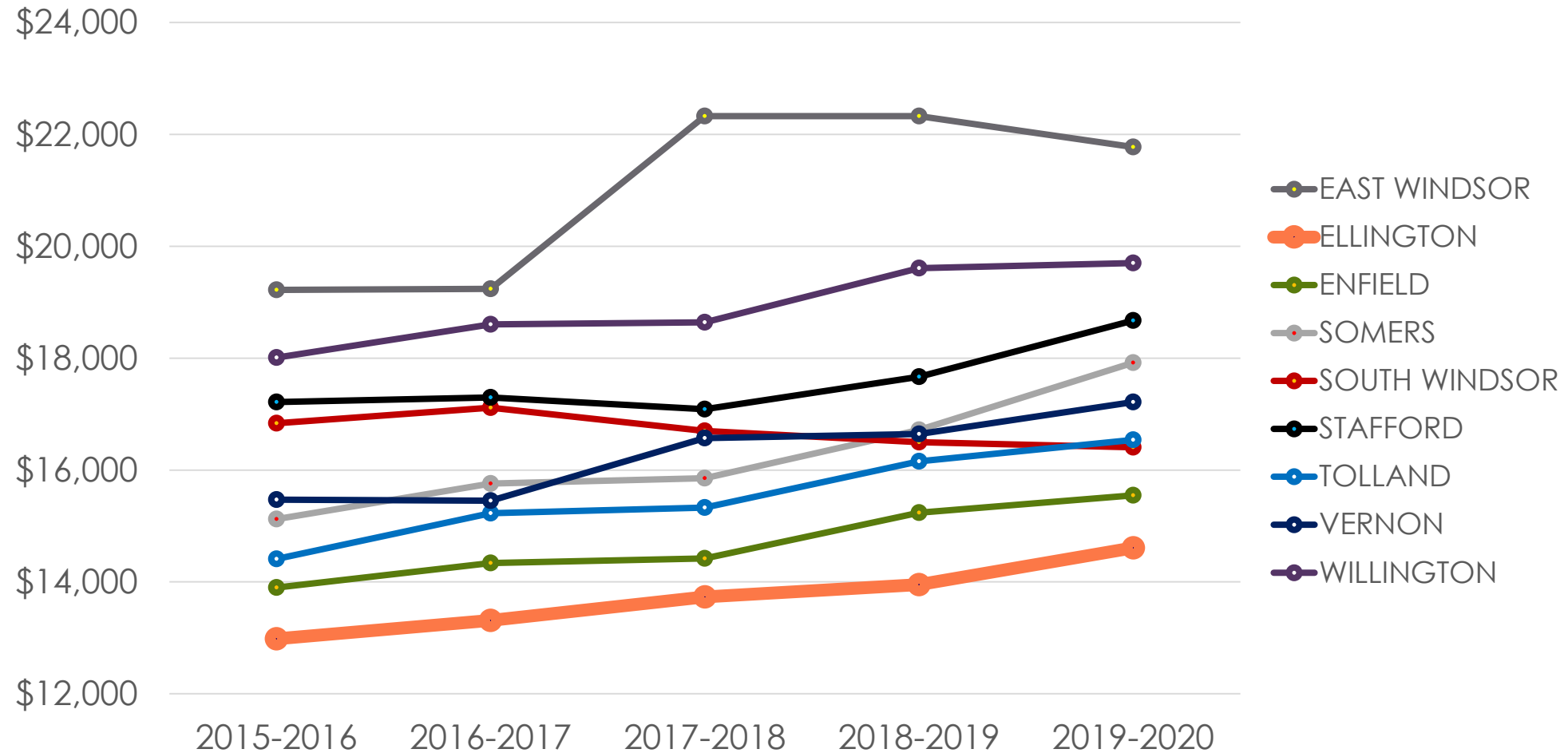
13.7%      Special Education Rate

17.6%      Free or Reduced Lunch Eligible



# Per Pupil Spending

FY 2016-2020



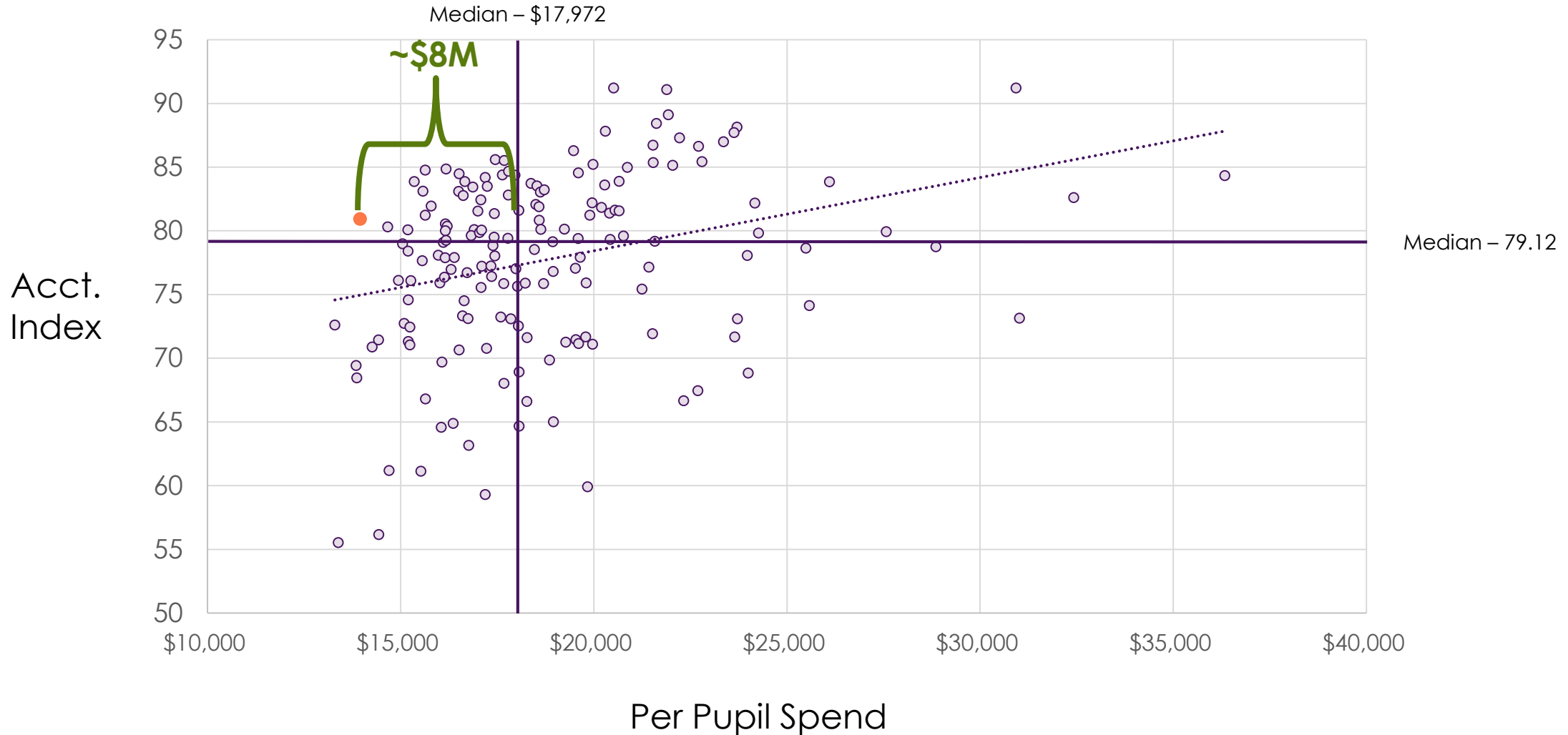
# Surrounding Towns

<b>Town</b>	<b>Median Income</b>	<b>Per Pupil Spending</b>
Tolland	\$115,718	\$16,539
South Windsor	\$107,088	\$16,408
Somers	\$105,164	\$17,919
Ellington	\$85,572	\$14,610
East Windsor	\$74,974	\$21,773
Willington	\$74,940	\$19,700
Enfield	\$76,423	\$15,549
Stafford	\$72,806	\$18,672
Vernon	\$62,566	\$17,215

# < \$15K per pupil

Town	Median Income	Per Pupil Spending
West Haven	\$58,112	\$14,892
<b>Ellington</b>	<b>\$85,572</b>	<b>\$14,610</b>
New Britain	\$45,258	\$13,872
East Hartford	\$55,468	\$13,852
Meriden	\$57,886	\$13,744
Danbury	\$71,672	\$12,781

# Per Pupil Spend vs Test Scores



# 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 2019-2020)

# 2021-2022 Proposed Budget

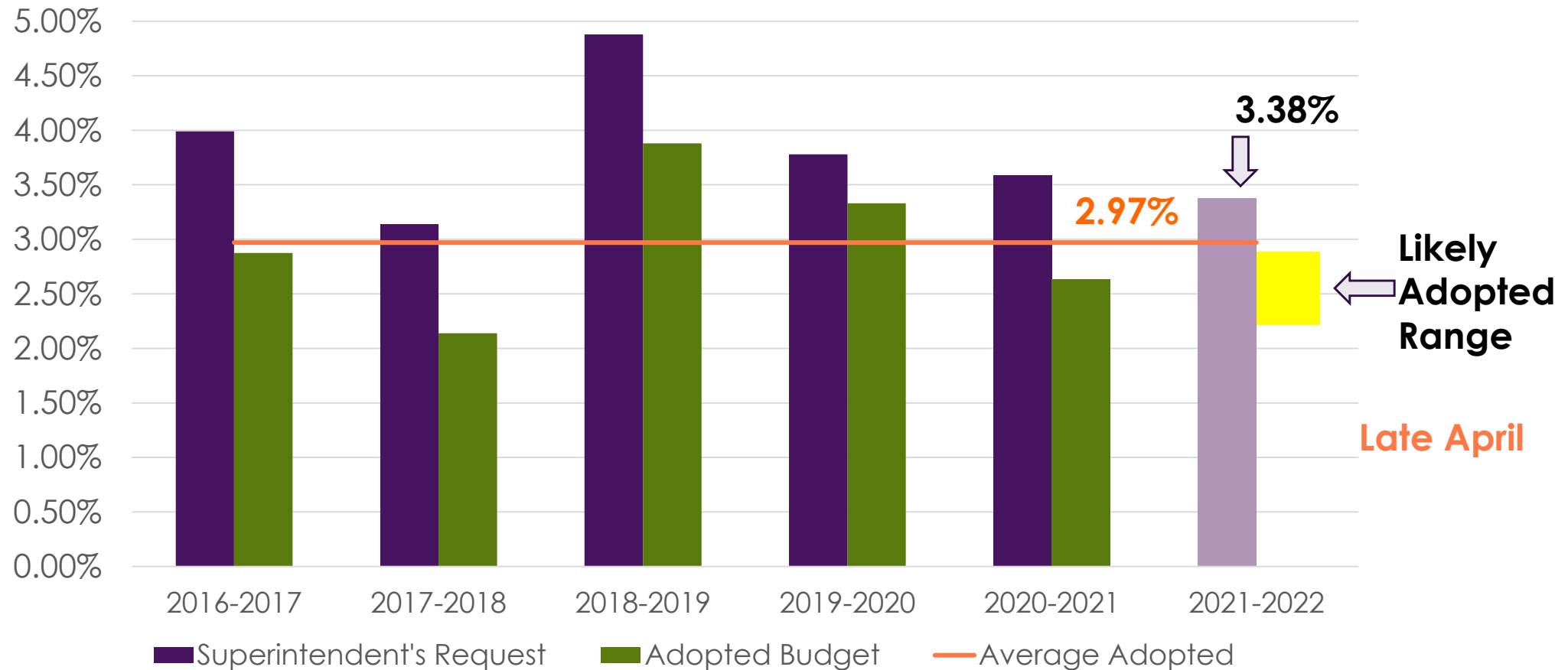
**\$41,987,223**

**\$1,371,187**

**3.38%**

# Budget Increases (%)

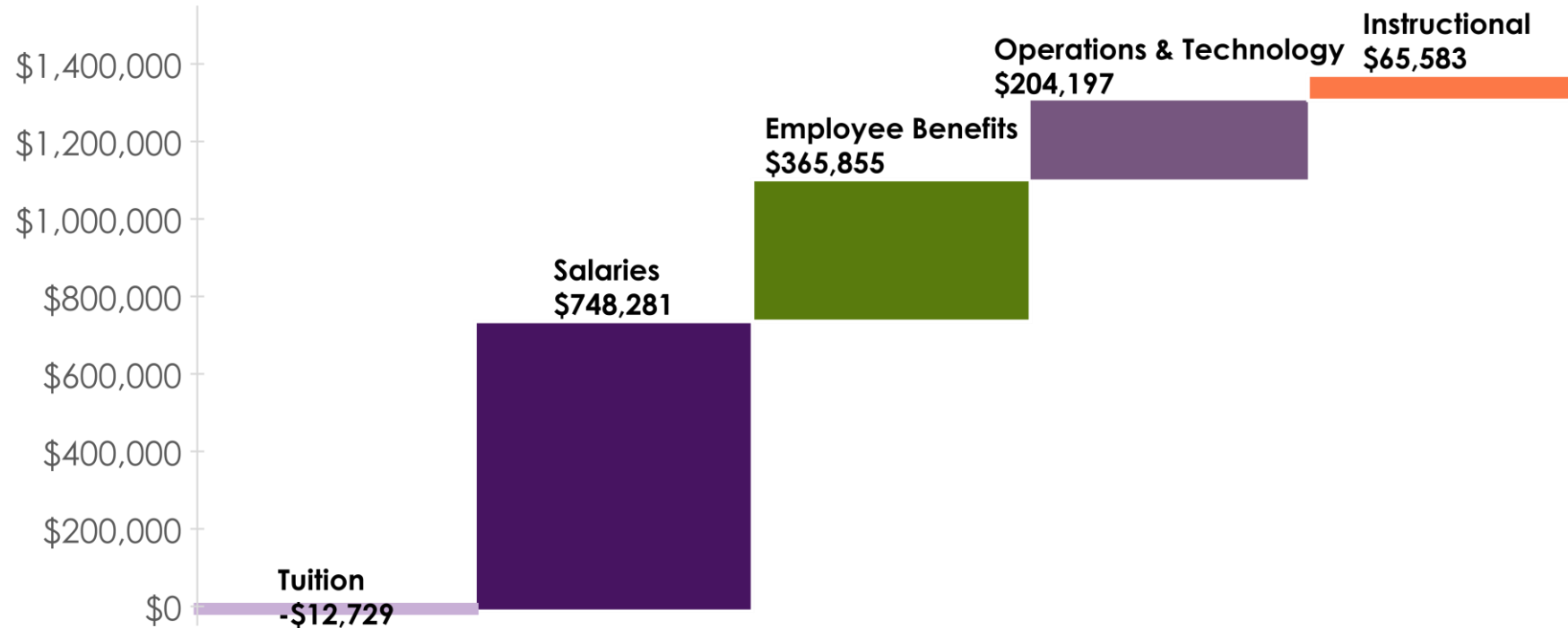
Avg. Decrease  
Proposed to Adopted  
0.91%



# Major Drivers

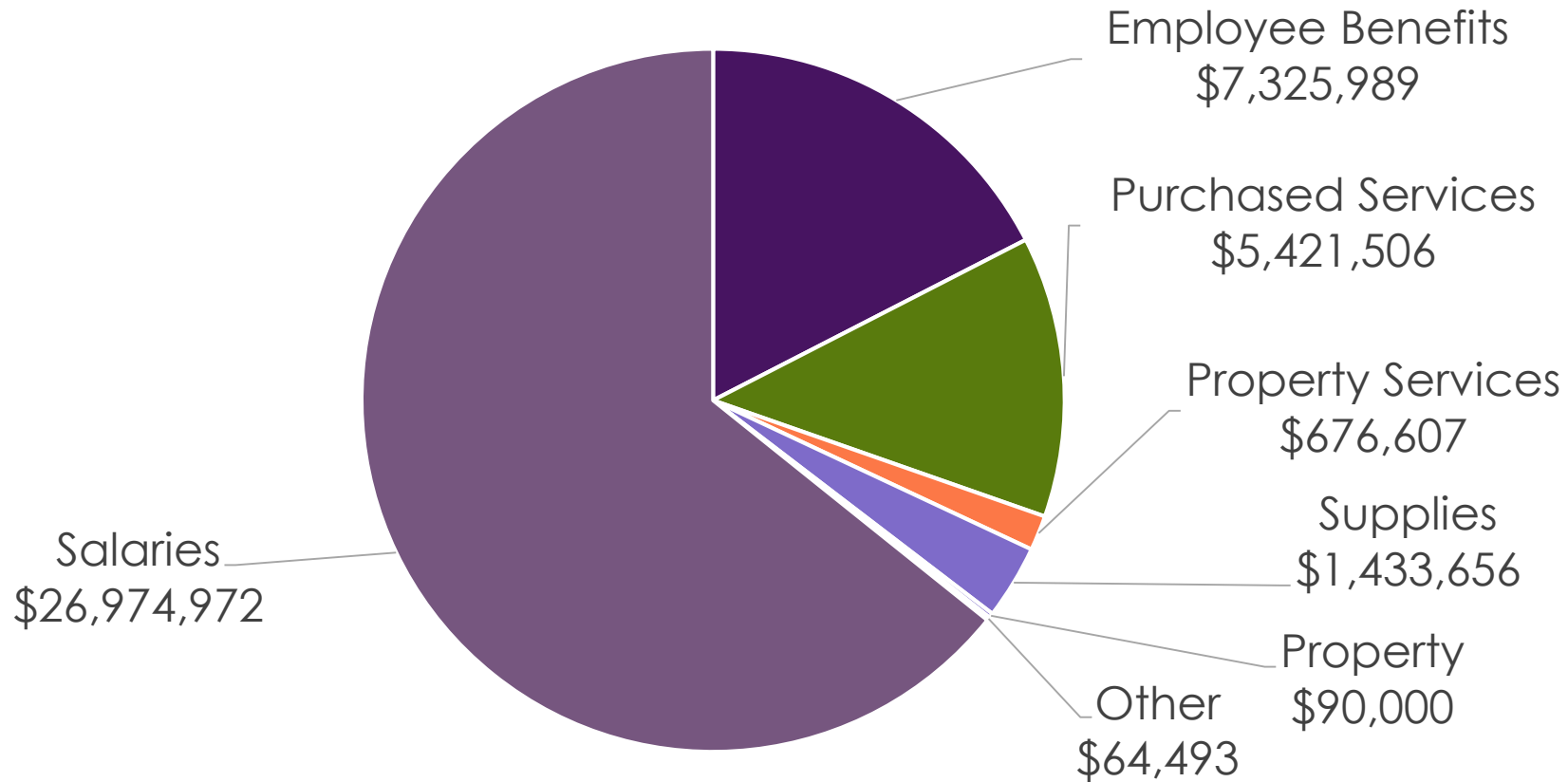
- ▶ Salaries
- ▶ Benefits

- ▶ Transportation
- ▶ Instructional





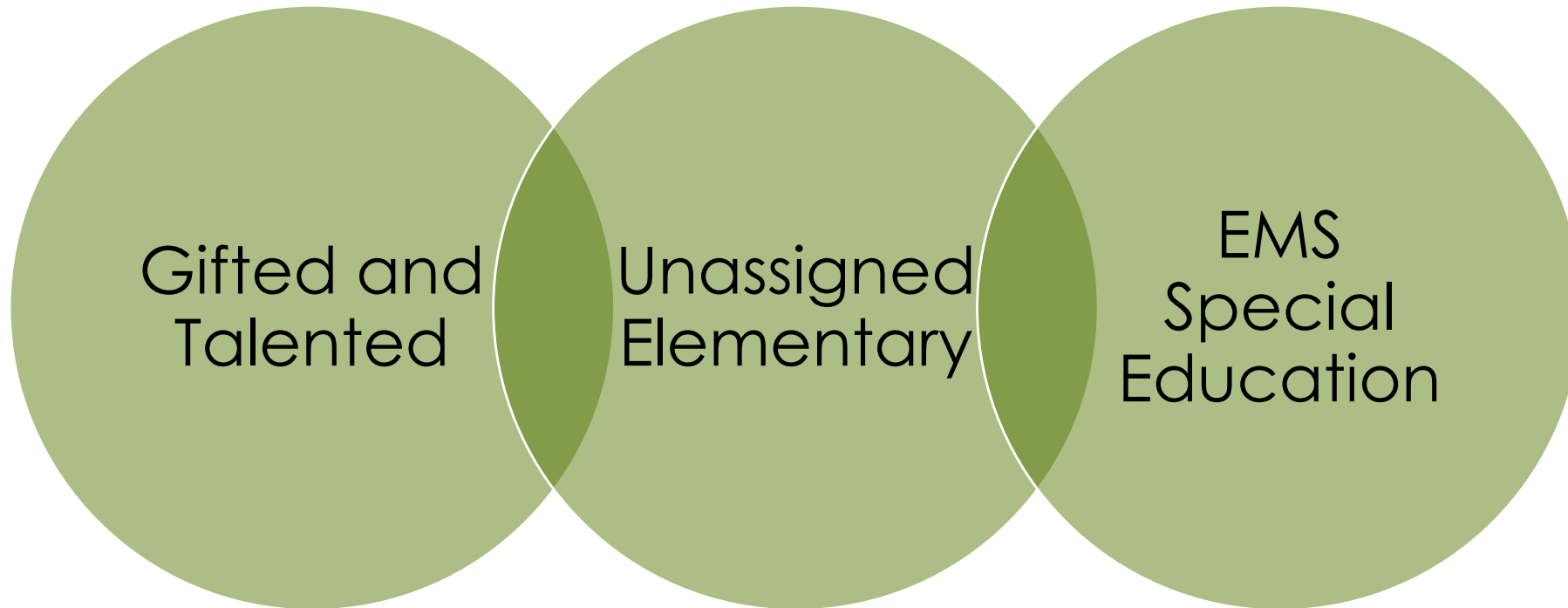
# Spending by Category



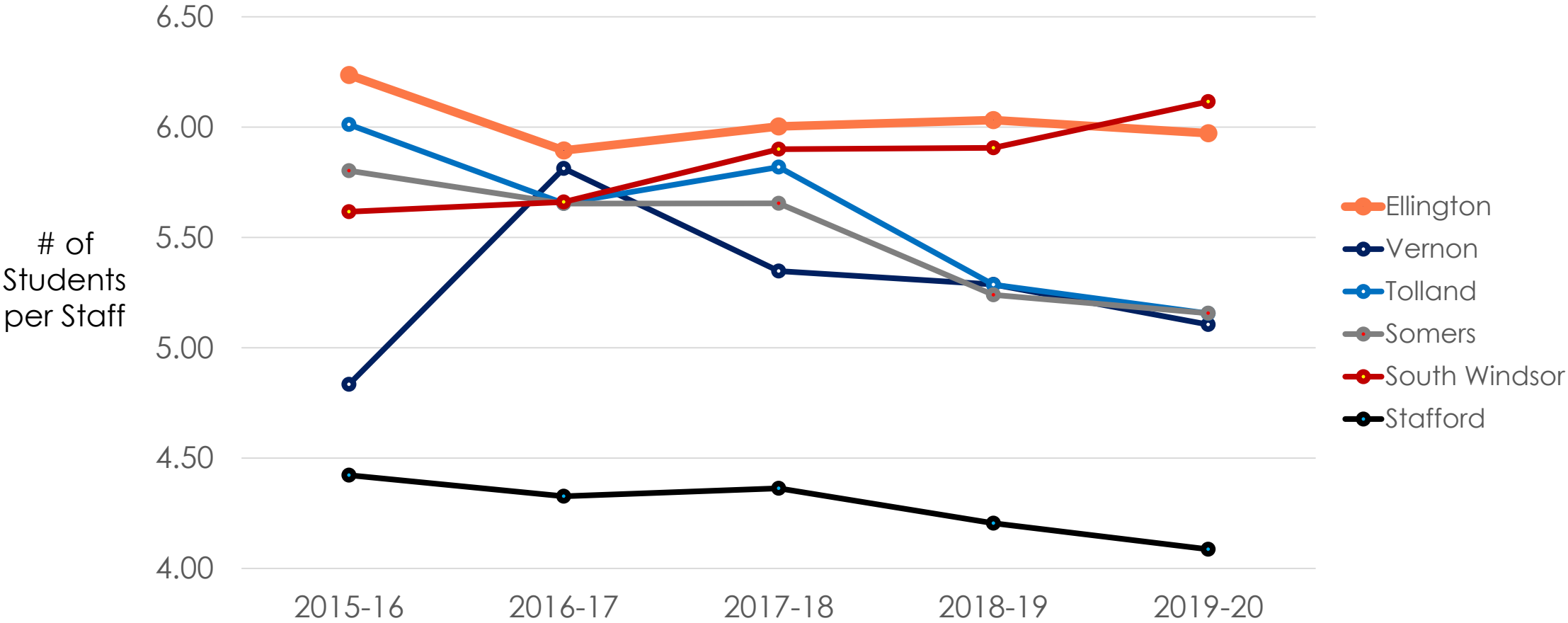
# Staffing Overview

Change	Position	Source	Cost
<b>Proposed</b>	1.0 FTE Gifted and Talented	General Fund	\$68K
<b>Proposed</b>	12 Month Admin Asst. – CLS (Currently 10 Month)	General Fund	\$9K
<b>Proposed</b>	Resident Teacher	Choice	\$65K
<b>Approved</b>	Human Resources Coordinator	General Fund	\$80K

# Priorities – Board Choice



# Student : Staff Ratio



Source: EdSight

# To meet other district's ratio

	<b>5 Year Avg.*</b>	<b># of Additional Staff (5 Year Average)</b>
Ellington	6.03	-
South Windsor	5.80	17.24
Tolland	5.59	34.58
Somers	5.50	42.41
Vernon	5.28	62.69
Stafford	4.30	178.23

\*5-Year Average Number of Students Per Staff Member FY 2016-2020

Source: EdSight



Make measurable progress  
in reasonable time.

Jim Rohn

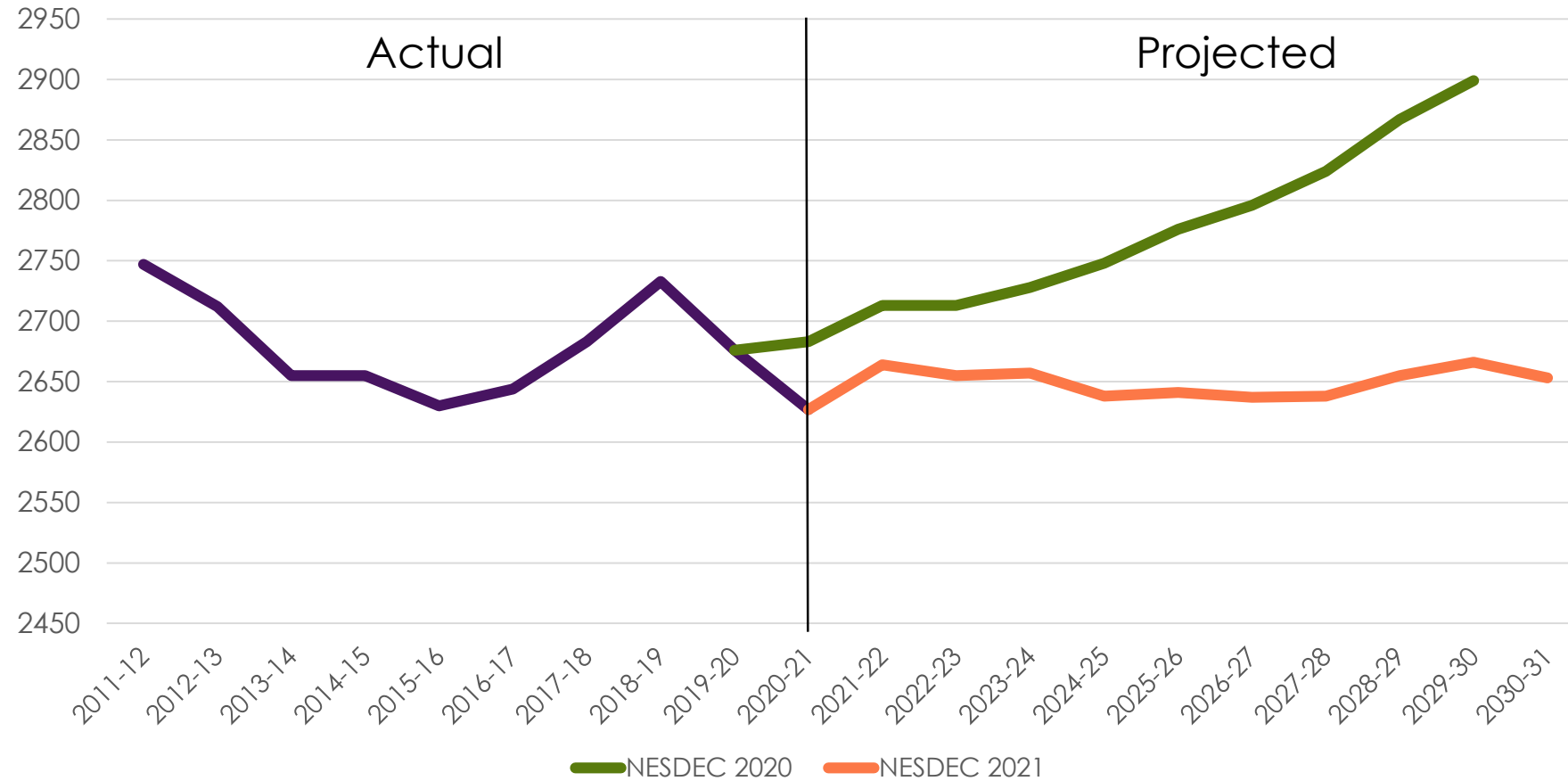
# Staffing Requests Not Included

Location	Position	FTE	Est. Salary	Est. Benefits
EMS	Special Education Techer	1.0	\$67,500	\$15,000
Elementary	Unassigned Elementary Teacher	1.0	\$67,500	\$15,000
Systemwide	Athletic Director/Director of Health	1.0	\$130,000	\$15,000
Systemwide	Communication Specialist	1.0	\$55,000	\$18,000
Systemwide	Transportation & Safety Coordinator	1.0	\$55,000	\$18,000
<b>Total</b>			<b>\$375,000</b>	<b>\$81,000</b>

# Enrollment



# Projected PK-12 Enrollment



# Projected Enrollment

Crystal Lake School

Grade	Students	Teachers	Size
Kindergarten	38	2	19.00
Grade 1	41	2	20.50
Grade 2	44	2	22.00
Grade 3	38	2	19.00
Grade 4	46	2	23.00
Grade 5	39	2	19.50
Grade 6	50	2	25.00
<b>Total</b>	<b>296</b>	<b>14</b>	<b>21.14</b>

# Projected Enrollment

## Windermere Elementary School

Grade	Students	Teachers	Size
Kindergarten	89	4	22.25
Grade 1	80	4	20.00
Grade 2	90	4	22.50
Grade 3	71	4	17.75
Grade 4	110	5	22.00
Grade 5	90	4	22.50
Grade 6	89	4	22.25
<b>Total</b>	<b>619</b>	<b>29</b>	<b>21.34</b>

# Projected Enrollment

## Center School

Grade	Students	Teachers	Size
Kindergarten	66	3	22.00
Grade 1	63	3	21.00
Grade 2	65	3	21.67
Grade 3	65	4	16.25
Grade 4	68	3	22.67
Grade 5	64	3	21.33
Grade 6	49	2	24.50
<b>Total</b>	<b>440</b>	<b>21</b>	<b>20.95</b>

# Projected Enrollment

Ellington Middle School

<b>Grade</b>	<b>2020-2021</b>	<b>2021-2022</b>
Grade 7	214	208
Grade 8	206	215
<b>Total</b>	<b>420</b>	<b>423</b>

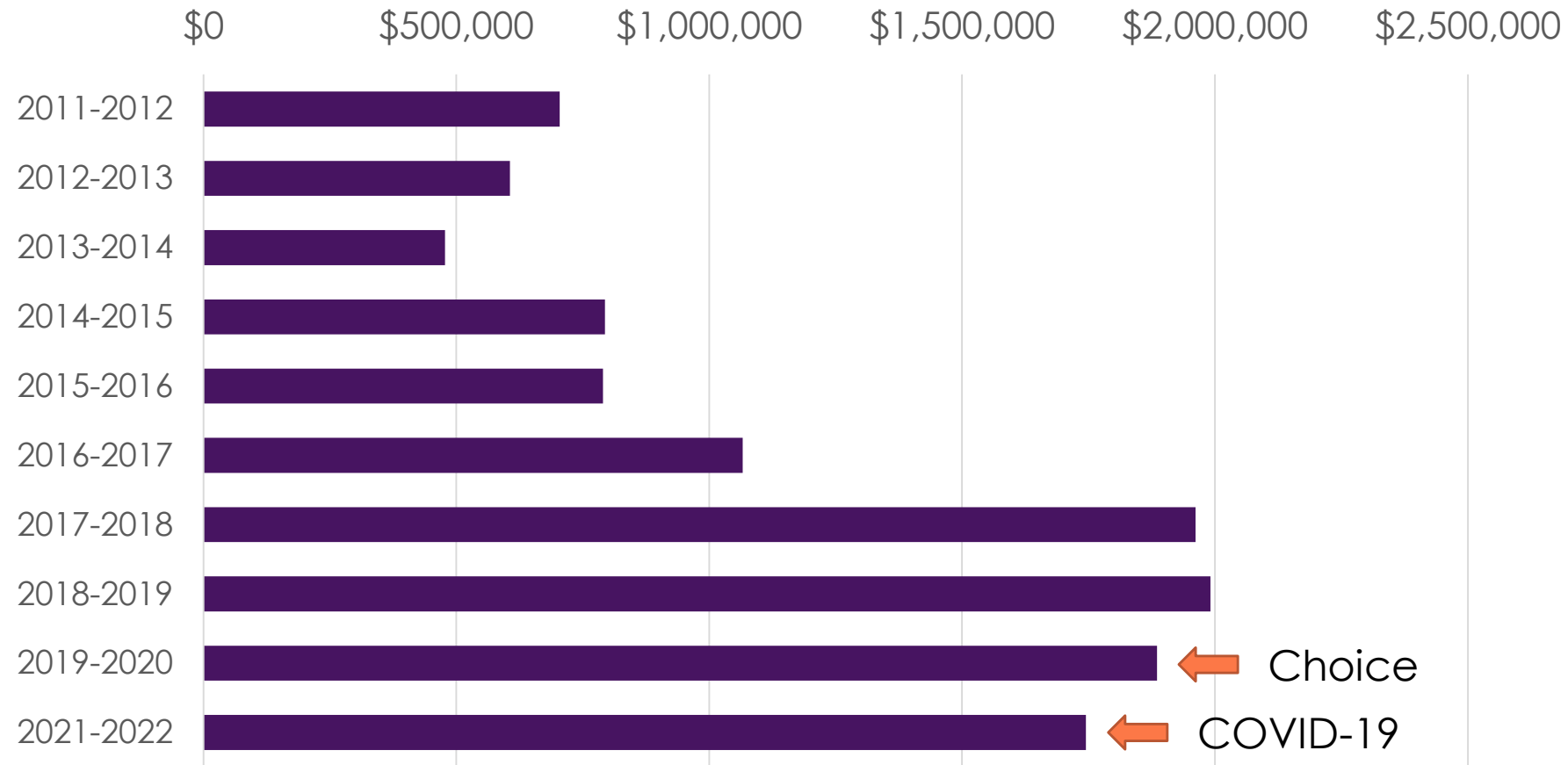
# Projected Enrollment

Ellington High School

<b>Grade</b>	<b>2020-2021</b>	<b>2021-2022</b>
Grade 9	205	192
Grade 10	205	203
Grade 11	206	204
Grade 12	194	199
<b>Total</b>	<b>810</b>	<b>798</b>

# Revenue Funding

# Revenue Generation





# Projected Revenues

<b>Revenue Source</b>	<b>2021-2022 Proposed</b>
EDUCATION EQUALIZATION (E.C.S.) GRANT	\$9,961,214
ADULT ED & VO AG	\$22,879
MISCELLANEOUS	\$500
<b>SUBTOTAL – TOWN REVENUE</b>	<b>\$9,984,593</b>
PRE-KINDERGARTEN	\$271,000
SCHOOL READINESS (DIRECT PAYMENT)	\$61,500
SPECIAL EDUCATION REVENUE ACCOUNT	\$900,000
OPEN CHOICE ATTENDANCE FUNDS	\$595,000
RESTRICTED DONATIONS	\$20,000
MEDICAID	\$20,000
<b>SUBTOTAL – BOARD OF EDUCATION REVENUE</b>	<b>\$1,867,500</b>
<b>TOTALS</b>	<b>\$11,852,093</b>

# State Funding (Town Revenue)

	2018-2019	2019-2020	2020-2021	2021-2022
Educational Cost Sharing	\$9,699,780	\$9,826,217	\$9,961,214	\$9,961,214 (TBD)

Board of Finance *decides* how to use ECS revenue



JANUARY 15, 2021

Spiking tax revenue will wipe out state budget deficit, analysts say

by Keith M. Phaneuf

The new report from the Office of Policy and Management and the Office of Fiscal Analysis now projects an extra \$925 million in revenues for the current fiscal year. That's more than enough to wipe out the \$640 million deficit Lamont's office had projected as late as Dec. 21.

More importantly, the spike in tax receipts is expected to continue into the next two-year state budget, whittling down a huge projected deficit into a far-more-manageable financial challenge.

# Choice Enrollment

	Oct 2019	Feb 2020	Feb 2020 Declared	Oct 2020	Jan 2021
Enrollment	89	86	28+	90	86

## Revenue

	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>
Attendance Grant	\$564,000	\$534,000	\$540,000	\$540,000
Early Beginnings Grant (PK-K)	\$63,000	\$44,000	\$55,000	\$55,000
<b>Total</b>	<b>\$627,000</b>	<b>\$578,000</b>	<b>\$595,000</b>	<b>\$595,000</b>

# Notable Accounts

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# Accounts of Note

- ▶ Salaries (**Brian Greenleaf**)
- ▶ Health Insurance (**Brian Greenleaf**)
- ▶ Operations (**Brian Greenleaf**)
- ▶ Special Services (**Kristy LaPorte**)
- ▶ Technology (**John Collins**)

# Accounts

- 449 Accounts
- 2/3<sup>rd</sup> of all accounts held steady or decreased
- Next 113 accounts only equate to 12.81% of total budget increase



# Summary of Items Not Included

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<b>Category</b>	<b>Amount</b>
Staff	\$456,000
Equipment & Furniture	\$115,524
Programs & Supplies	\$20,415

# Salaries & Benefits

	<b>20-21</b>	<b>21-22</b>
Salaries	\$26,226,691	\$26,974,972
Benefits	\$6,960,134	\$7,325,989
<b>Total</b>	<b>\$33,186,825</b>	<b>\$34,300,961</b>
Difference		\$1,114,136
% Difference		3.36%



# Total Salaries

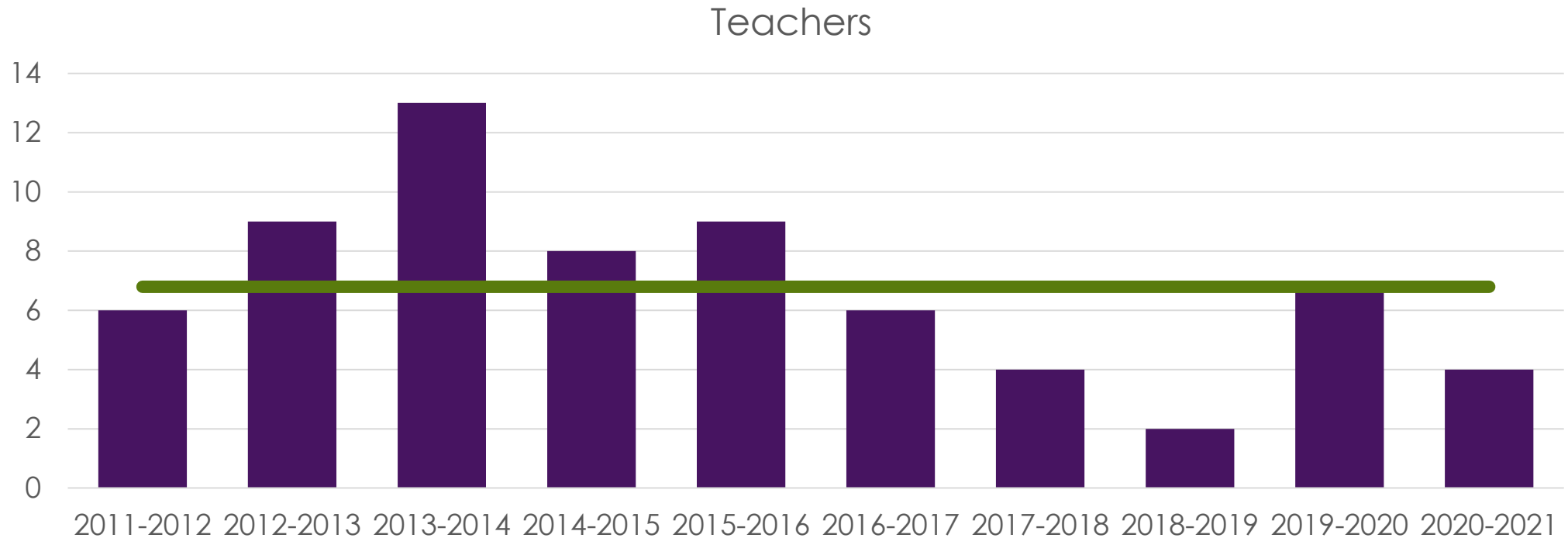
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	<b>Difference</b>	<b>% Impact</b>
Certified	\$385,979	0.95%
Non-Certified	\$280,084	0.69%
Substitutes	\$15,500	0.04%
Other Compensation	\$66,718	0.16%
<b>Total</b>	<b>\$748,281</b>	<b>1.84%</b>

# Salary

- Increase offset by retirements (low)
- Large number of lane changes for Teachers
  - 12 for 2020-2021
  - Prior 3 years avg. = 6.33
- Non-Certified includes new position

# Retirements per Budget Cycle



\*each retirement saves roughly \$30K on salary

# Benefits

	<b>Difference</b>	<b>% Impact</b>
Health @ 9%	\$392,839	0.97%
Dental @ -12%	-\$26,984	-0.07%
Retirement	\$0	0.0%
Unemployment	\$0	0.00%
<b>Total</b>	<b>\$365,855</b>	<b>0.90%</b>

# Health Insurance

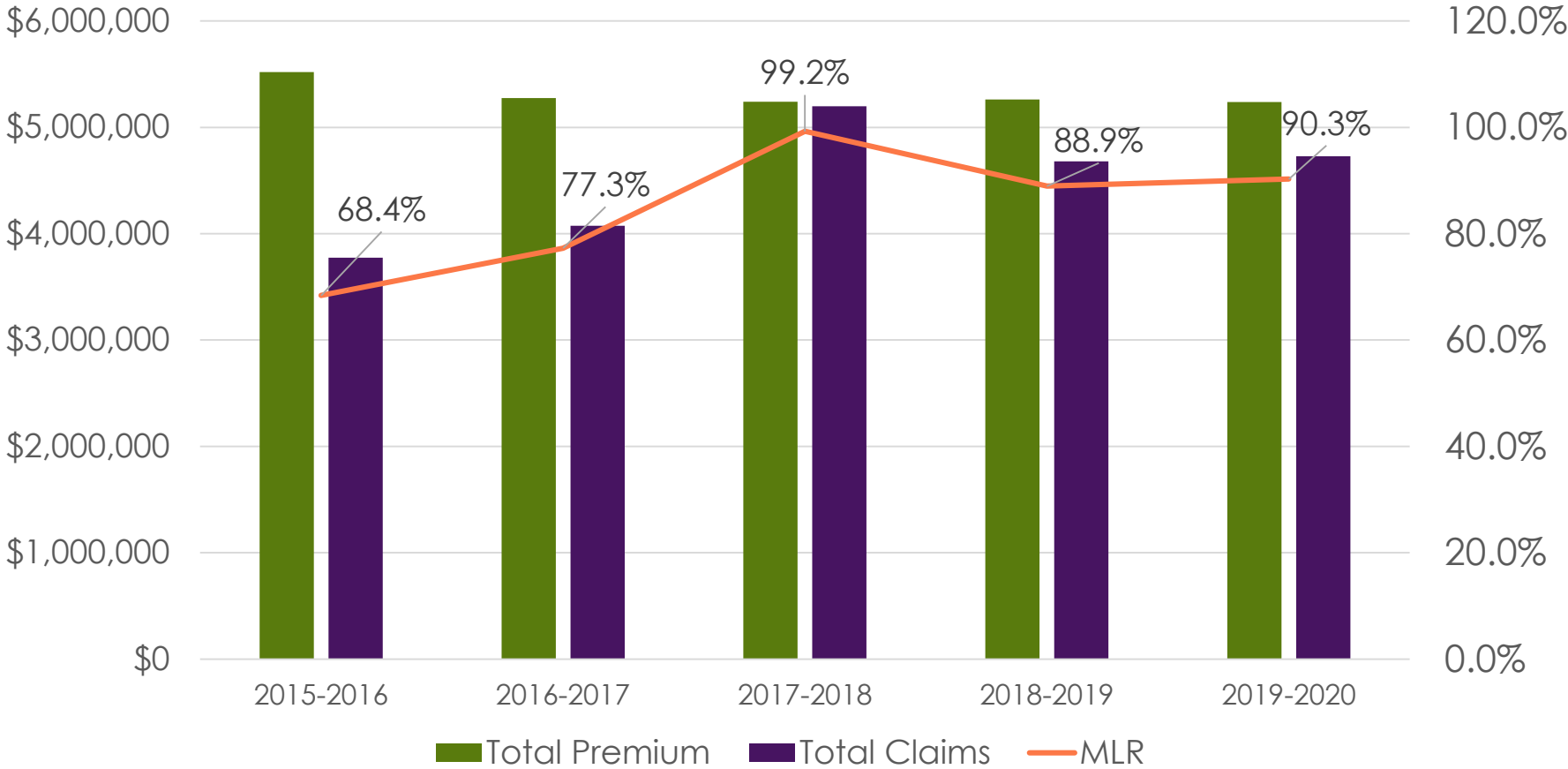
	19-20	20-21	21-22
Health Insurance*		\$4,757,641	\$5,150,480
Dental Insurance		\$326,984	\$300,000
Life Insurance		\$40,000	\$40,000
<b>Total</b>	<b>\$4,923,856</b>	<b>\$5,124,625</b>	<b>\$5,490,480</b>
Difference	-\$683	\$200,769	\$365,855
% Difference	-0.01%	4.08%	7.14%

\*Total account offset by \$175K Open Choice funding

# Health Insurance

- Holding 9.0% premiums increase (19% offer from current provider)
- Negotiated Contractual Agreements
- Outlook for high cost claimants
  - Less costs above pooling point
  - 19 cases above \$50K in current (13 prior)

# Trends in Claims



# Claims Experience

	<b>Total Claims</b>	<b>Total Premium</b>	<b>MLR</b>
2016-2017	\$4,074,906	\$5,273,769	77.3%
2017-2018	\$5,199,161	\$5,239,376	99.2%
2018-2019	\$4,679,590	\$5,262,477	88.9%
2019-2020	\$4,754,960	\$5,236,577	90.8%
Rolling 12	\$4,760,263	\$5,348,389	89.0%

Incurred through September 2020, paid through November 2020



# Health Insurance & Budgets

<b>Budget</b>	<b>MLR Prior Year</b>	<b>Premium Increase</b>	<b>Adopted Budget</b>
2017-2018	77.3%	0%	2.14%
2018-2019	99.2%	5.2%	3.88%
2019-2020	89.4%	2%	3.33%
2020-2021	90.8%	6%	2.66%
2021-2022*	89.0%**	9%***	TBD

\*Proposed \*\*Rolling 12 MLR \*\*\*Held in the budget

# Short Term Action

- Currently out to RFP for both Fully Insured and Self Insured
- Initial fully insured responses in line with current budget
- Likely to be an update at Finance Committee

# Dental Self Insurance

- Two years of experience
- Roughly \$212K set aside (~60%)
- Currently holding minus 12% in allocation rates
- Plus additional ~\$10K reduction
- Examining move portion of Dental to Medical

# Social Security & Retirement

	19-20	20-21	21-22
Retirement	\$732,435	\$843,481	\$843,481
FICA	\$705,645	\$722,439	\$722,439
<b>Total</b>	<b>\$1,438,080</b>	<b>\$1,565,920</b>	<b>\$1,565,920</b>
Difference	\$204,401	\$127,840	\$0
% Difference	16.57%	8.89%	0%

# Social Security & Retirement

▶ Direct tie to salaries

▶ Changing rate for CMERS

Assuming P.A. 19-124 Becomes Law	Expected Rates for FYE 2020	Expected Rates for FYE 2021	Expected Rates for FYE 2022	Expected Rates for FYE 2023	Expected Rates for FYE 2024	Expected Rates for FYE 2025
General with SS	13.73%	15.24%	16.75%	18.26%	19.34%	18.85%

▶ FICA alternative in place

# LAP and Workers' Compensation

	19-20	20-21	21-22
LAP	\$153,459	\$143,459	\$147,456
W/C	\$234,589	\$229,589	\$229,589
Athletic	\$15,000	\$15,000	\$12,500
USI	\$10,000	\$10,000	\$10,000
Total	\$413,048	\$398,048	\$399,545
Difference	\$12,543	-\$15,000	\$1,497
% Difference	3.13%	-3.63%	0.38%

# LAP and Workers' Compensation

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

# Utilities

	<b>18-19 Actual</b>	<b>19-20 Budget</b>	<b>19-20 Actual</b>	<b>20-21 Budget</b>	<b>21-22 Budget</b>
Electricity	\$459,006	\$458,000	\$354,368	\$410,000	\$389,000
Natural Gas	\$208,946	\$196,250	\$179,228	\$208,000	\$208,000
Telephone	\$23,838	\$25,500	\$23,502	\$25,500	\$26,000
Oil	\$279	\$4,500	\$1,298	\$4,500	\$3,500
Water	\$61,060	\$54,000	\$58,585	\$62,900	\$63,000
Cellphone	\$11,939	\$12,000	\$17,126	\$20,000	\$20,000
<b>Total</b>	<b>\$765,068</b>	<b>\$750,250</b>	<b>\$634,107</b>	<b>\$730,900</b>	<b>\$709,500</b>
Difference		\$25,750		-\$19,350	-\$21,400
% Difference		3.48%		-2.58%	-2.93%



# Utilities

- Keeping all accounts on pace with costs
- Saw one time savings due to reduced usage in 2019-2020

# Transportation

	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
Regular Ed.	\$1,754,588	\$1,835,600	\$1,930,744
Gasoline	\$149,500	\$139,500	\$139,500
Stud. Services	\$441,018	\$354,471	\$404,314
Repairs	\$26,000	\$26,000	\$26,000
Tech & VoAg	\$79,084	\$83,077	\$87,272
<b>Total</b>	<b>\$2,450,190</b>	<b>\$2,438,648</b>	<b>\$2,603,801</b>
Difference		-\$11,542	\$165,153
% Difference		-0.47%	6.77%

# Transportation

- ▶ Budgeting for Year 5/5 on current contract
- ▶ Increased monthly overages
- ▶ Increase in individualized student transportation

# Outside Tuition – Regular Ed

	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
VoAg Tuition	\$57,400	\$42,400	\$35,000
Adult Ed.	\$59,810	\$65,833	\$65,069
Magnet	\$200,000	\$225,000	\$225,000
Total	\$317,210	\$333,233	\$325,069
Difference	\$27,095	\$16,023	-\$8,164
% Difference	9.34%	5.05%	-2.45%

# Outside Tuition – Regular Ed

- Increase in Magnet Tuition account to offset increases
- V.R.A.B.E. re-assessed Adult Education fee
- Partially offset by larger grant for adult ed (Town Revenue)

# Special Education Program Budget

- Increase of \$37K
- Changes in Magnet Special Education costs
- Implementation of RULER

# Special Services Outside Tuition

	19-20	20-21	21-22
Private*		\$308,155	\$297,320
Public*		\$363,065	\$344,335
DCF Placement		\$50,000	\$50,000
Magnet		\$55,000	\$80,000
VOAG		\$20,000	\$20,000
Outside Tuition	\$729,721	\$796,220	\$791,655
Difference	\$21,725	\$66,499	-\$4,565
% Difference	3.07%	9.11%	-0.57%

\*Net of Excess Cost Grant

# Tuition & Transportation

- Unpredictable out-of-district placements
  - Each outplacement is big \$\$\$\$
- Several students potentially moving outplacement
- Increase in Magnet School Special Education
- 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
<b>Anticipated High Cost Placements</b>			
LEA Placed	10	8	8
Agency Placement	0	0	0
Unassigned Placement	1	0	1
<b>Total Anticipated Tuition Cost</b>	<b>\$1,366,000</b>	<b>\$944,348</b>	<b>\$1,185,500</b>
<b>Magnet Schools Special Education Costs</b>	\$55,000	\$84,109	\$80,000
<b>Unanticipated DCF &amp; Court Placement</b>	\$50,000	\$0	\$50,000
<b>Total Tuition Cost</b>	<b>\$1,471,000</b>	<b>\$1,236,268</b>	<b>\$1,315,500</b>
<b>Excess Cost</b>			
Fully Funded Grant	-\$949,686	-\$672,249	-\$776,921
Unfunded Liability (30%)	\$284,906	\$201,675	\$233,076
<b>Total Anticipated Excess Cost (70%)</b>	<b>-\$664,780</b>	<b>-\$470,574</b>	<b>-\$543,845</b>
<b>Outside Tuition Account</b>	<b>\$806,220</b>	<b>\$765,694</b>	<b>\$771,655</b>
<b>Transportation</b>	<b>\$110,956</b>	<b>\$158,052</b>	<b>\$149,799</b>
<b>Total Cost</b>	<b>\$917,176</b>	<b>\$923,746</b>	<b>\$921,454</b>

# 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)
- Individualized Programming for School Avoidance Students

# Long-Term Strategies

- Maintain current programming
- Expand programming for high value areas
  - S.E.D.
  - Autism
- Establish regional centers to tuition students into district
- Current limitation: facilities usage

# Technology Equipment

- Small increase in Equipment account to cover additional Chromebooks (Kindergarten) based on COVID-19
- Plateaued replacement of Chromebooks

# Other Technology

- Continuing resources & best practices used during distance learning
  - Instructional
  - Backend



# Questions

