

SUPERINTENDENT'S PROPOSED BUDGET 2025-2026

Dr. Scott V. Nicol, Superintendent

January 18, 2025



Today's Schedule

- Intro & Recap (8:00am)
- Notable Accounts
- Q/A and Discussion

2025-2026 SUPERINTENDENT'S PROPOSED INCREASE

\$48,200,266

\$1,485,106 or **3.18%**

RECAP

- Maintenance of Effort (no new positions)
- Right-sizing Accounts—Impact
- Special Education—Special Revenue

BALANCES RETURNED TO TOWN

| Year | Budget | Expenditures | Balance | % Balance |
|-----------|--------------|--------------|--------------------|--------------|
| 2015-2016 | \$35,090,900 | \$35,040,242 | \$50,658 | 0.14% |
| 2016-2017 | \$36,099,749 | \$35,909,024 | \$190,725 | 0.53% |
| 2017-2018 | \$36,871,969 | \$36,596,260 | \$275,709 | 0.75% |
| 2018-2019 | \$38,301,361 | \$38,287,301 | \$14,060 | 0.04% |
| 2019-2020 | \$39,576,214 | \$38,443,744 | \$1,132,470 | 2.86% |
| 2020-2021 | \$40,616,036 | \$40,123,935 | \$492,101 | 1.21% |
| 2021-2022 | \$41,588,751 | \$41,553,096 | \$35,655 | 0.09% |
| 2022-2023 | \$43,006,229 | \$43,006,229 | \$0 | 0.00% |
| 2023-2024 | \$45,083,347 | \$45,083,347 | \$0 | 0.00% |
| | | | \$2,191,378 | 0.62% |

w/o COVID years

\$566,807

0.24%

MEASURED DECISION MAKING

- January 18th – Budget Workshop
- Feb 10th – BOE and Town Department Submission
- **Governor's Budget**
- **Town's Grand List**
- **Town's General Fund Projection**
- March 12th – BOE Presents to BOF
- **Better info on health insurance, magnet school, ECS, excess cost**
- **Town Department Requests**
- April 8th – Public Hearing
- April 10th & 15th – BOF Deliberations

FOR YOUR CONSIDERATION

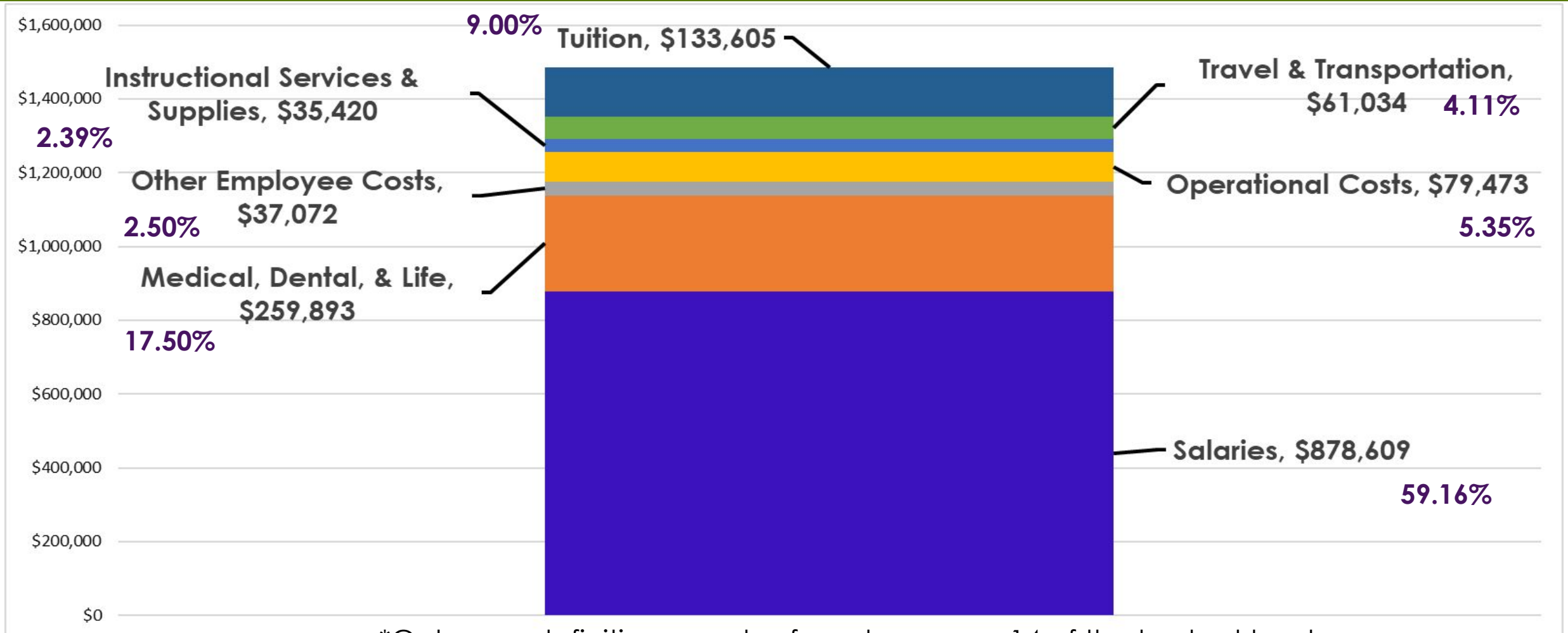
Do your due diligence, ask tough questions

Weigh difficult decisions, but understand short & long term implications

Some decisions may wait for more info

NOTABLE ACCOUNTS

MAJOR DRIVERS



*Category definitions can be found on page 14 of the budget book.

SALARIES & BENEFITS

| | 22-23 Budget | 23-24 Budget | 24-25 Budget | 25-26 Proposed |
|-----------------|---------------------|---------------------|---------------------|---------------------|
| Salaries | \$28,133,277 | \$29,314,257 | \$30,219,617 | \$31,100,219 |
| Benefits | \$5,597,996 | \$5,702,696 | \$6,329,249 | \$6,589,143 |
| Total | \$33,731,273 | \$35,016,953 | \$36,548,866 | \$37,689,362 |
| Difference (\$) | \$1,521,809 | \$1,285,680 | \$1,531,913 | \$1,140,496 |
| Difference (%) | 4.72% | 3.81% | 4.37% | 3.12% |

SALARIES BY CATEGORY

| | Difference | Impact (%) |
|--------------------------|------------------|---------------|
| Certified (111) | \$731,072 | 1.517% |
| Non-Certified (112) | \$144,470 | 0.300% |
| Substitutes (122) | (\$930) | (0.002)% |
| Other Compensation (130) | \$3,997 | 0.008% |
| Total | \$878,609 | 1.823% |

Impact to Fully Proposed 2025-2026 Budget Amount

SALARY

- Increase offset by retirements
 - Two teacher retirements
 - Reduced—additional three anticipated (\$120,000)
- Includes Adjustment—Minimum Wage Increase
- All contracts ratified, wages reflected

RETIREMENTS & TURNOVER

| Obj. | Last Five | Page | Description | 2023-2024 Budget | 2023-2024 Actual | 2024-2025 Budget | 2025-2026 Proposed | Increase (\$) | Increase (%) | Reduction Taken |
|--------------|-----------|------|----------------|---------------------|---------------------|---------------------|---------------------|------------------|--------------|--------------------|
| 111 | 10208 | 41 | Teachers- CLS | \$1,175,617 | \$1,134,710 | \$1,163,592 | \$1,189,089 | \$25,497 | 2.17% | (\$13,324) |
| 111 | 10608 | 41 | Teachers- WIND | \$3,055,707 | \$3,006,386 | \$3,105,541 | \$3,158,988 | \$53,447 | 1.75% | (\$29,926) |
| 111 | 15108 | 41 | Teachers- EMS | \$2,593,224 | \$2,550,163 | \$2,693,312 | \$2,789,093 | \$95,781 | 3.69% | (10,086) |
| 111 | 16108 | 41 | Teachers- EHS | \$5,078,843 | \$5,024,365 | \$5,239,274 | \$5,327,758 | \$88,484 | 1.74% | (47,297) |
| 111 | 19920 | 41 | Teachers- SEP | \$1,985,405 | \$1,977,596 | \$2,080,155 | \$2,172,337 | \$92,182 | 4.64% | (19,367) |
| | | | | | | | | | | |
| Total | | | | \$13,888,796 | \$13,693,220 | \$14,281,874 | \$14,637,265 | \$355,391 | 2.56% | (\$120,000) |

BENEFITS

| | Difference | Impact (%) |
|---------------|------------------|---------------|
| Health & Life | \$223,022 | 0.463% |
| Dental | \$36,871 | 0.076% |
| Retirement | \$81,514 | 0.169% |
| Unemployment | (\$1,948) | -0.004% |
| Total | \$339,459 | 0.704% |

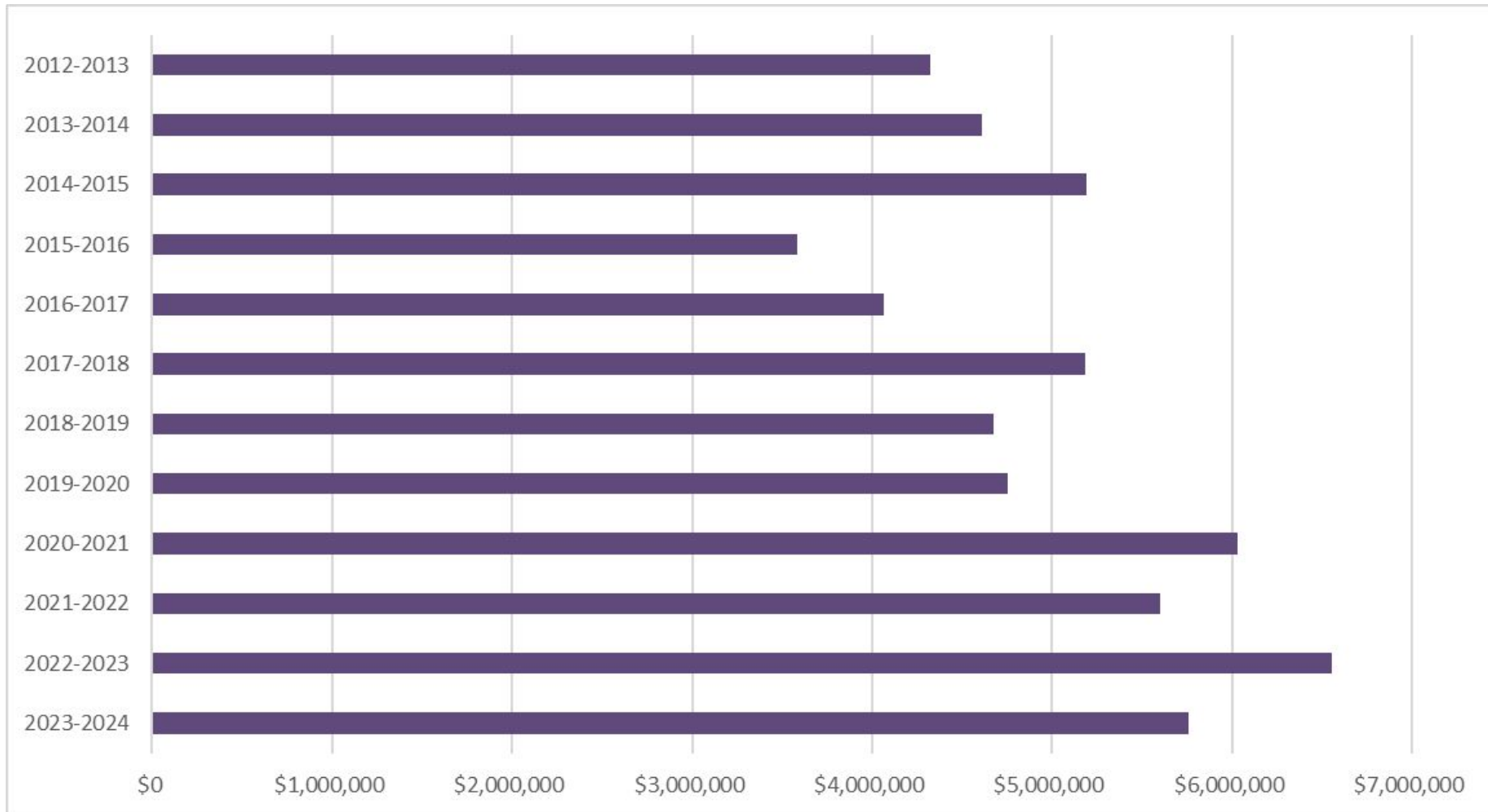
Impact to Fully Proposed 2025-2026 Budget Amount

GROUP INSURANCE

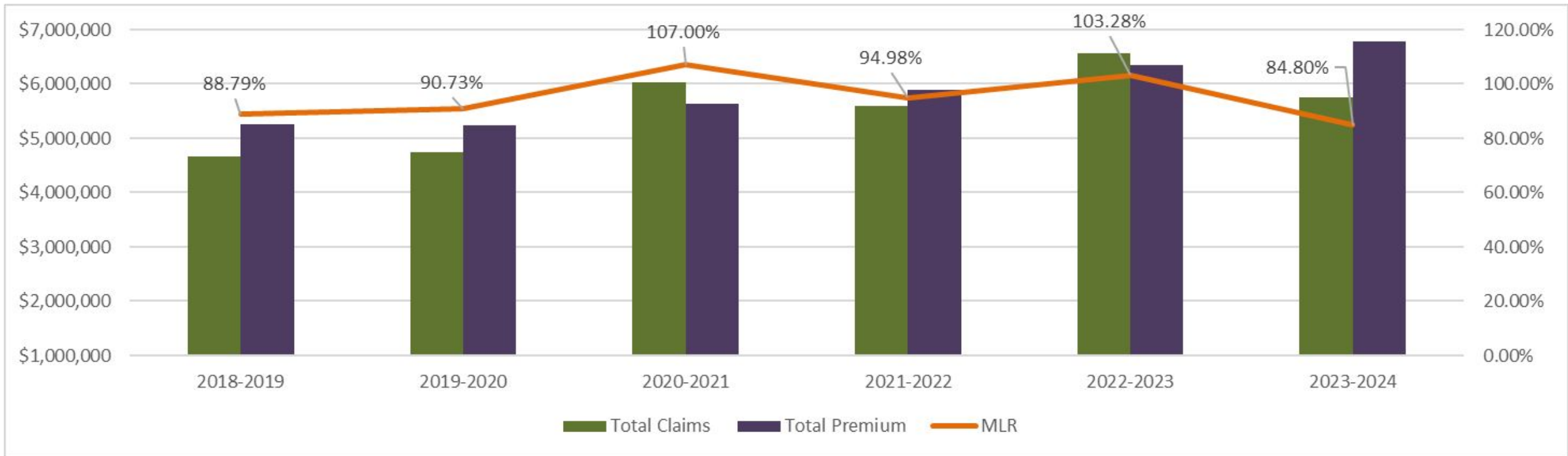
| | 2022-2023 Budget | 2023-2024 Budget | 2024-2025 Budget | 2025-2026 Proposed |
|------------------|---------------------|---------------------|---------------------|-----------------------|
| Health Insurance | \$5,252,996 | \$5,397,196 | \$5,990,888 | \$6,212,451 |
| Dental Insurance | \$300,000 | \$259,500 | \$288,045 | \$324,916 |
| Life Insurance | \$45,000 | \$46,000 | \$50,317 | \$51,776 |
| Total | \$5,597,996 | \$5,702,696 | \$6,329,249 | \$6,589,143 |
| Difference | \$370,597 | \$104,700 | \$626,553 | \$259,894 |
| Difference (%) | 7.09% | 1.87% | 10.99% | 4.11% |

Total Accounts Offset by Funding from Grants & Revenue

TOTAL CLAIMS BY YEAR



TRENDS IN CLAIMS



The medical loss ratio (MLR) is the share of total health care premiums spent on medical claims

MEDICAL SELF-INSURANCE FUND

| Category | Budget | Source |
|---|--------------------|----------------------------|
| 2024-2025 Opening Fund Balance | \$1,497,931 | Audit |
| 2024-2025 Estimated Revenues | \$7,619,410 | EPS Estimate |
| 2024-2025 Estimated Claims & Administrative Costs | \$7,490,187 | Brown & Brown Est. (12/24) |
| 2024-2025 Est. Ending Balance | \$1,627,154 | |
| | | |
| 2025-2026 Estimated Revenues | \$7,595,604 | EPS Estimate |
| 2025-2026 Estimated Claims & Administrative Costs | \$7,618,346 | Brown & Brown Est. (12/24) |
| 2025-2026 Est. Ending Balance | \$1,604,412 | |

DENTAL SELF-INSURANCE FUND

| Category | Budget | Source |
|---|-----------------|----------------------------|
| 2024-2025 Opening Fund Balance & IBNR | \$85,421 | Audit |
| 2024-2025 Estimated Revenues | \$345,436 | EPS Estimate |
| 2024-2025 Estimated Claims & Administrative Costs | \$389,433 | Brown & Brown Est. (12/24) |
| 2024-2025 Est. Ending Balance plus IBNR | \$41,424 | |
| | | |
| 2025-2026 Estimated Revenues | \$397,251 | EPS Estimate |
| 2025-2026 Estimated Claims & Administrative Costs | \$396,301 | Brown & Brown Est. (12/24) |
| 2025-2026 Est. Ending Balance plus IBNR | \$42,374 | |

HEALTH INSURANCE

- Lower than anticipated claims—second half of FY24
- Budget—sustainability approach
- Proposing—3.7% increase 2025-2026
- Audit during 2024-2025 open enrollment
- Updated procedures—required documentation when adding additional members to plan

SOCIAL SECURITY & RETIREMENT

| | 2022-2023 Budget | 2023-2024 Budget | 2024-2025 Budget | 2025-2026 Proposed |
|-------------------|---------------------|---------------------|---------------------|-----------------------|
| Retirement | \$873,408 | \$1,020,059 | \$945,649 | \$1,027,163 |
| FICA | \$764,635 | \$796,150 | \$881,709 | \$837,502 |
| Total | \$1,638,043 | \$1,816,209 | \$1,827,359 | \$1,864,665 |
| Difference | \$72,123 | \$178,166 | \$11,150 | \$37,306 |
| % Difference | 4.61% | 10.88% | 0.61% | 2.04% |

LAP & WORKERS COMPENSATION

| | 2022-2023 Budget | 2023-2024 Budget | 2024-2025 Budget | 2025-2026 Proposed |
|---------------------------------|---------------------|---------------------|---------------------|-----------------------|
| LAP (Liability, Auto, Property) | \$144,017 | \$155,516 | \$155,700 | \$155,700 |
| W/C | \$234,924 | \$234,921 | \$226,505 | \$223,218 |
| Athletic | \$11,000 | \$9,250 | \$9,528 | \$9,527 |
| USI | \$10,000 | \$12,500 | \$12,500 | \$12,500 |
| Total | \$399,941 | \$412,187 | \$404,233 | \$400,945 |
| Difference | \$787 | \$12,246 | (\$7,954) | (\$3,288) |
| Difference (%) | 0.20% | 3.06% | -1.93% | -0.81% |

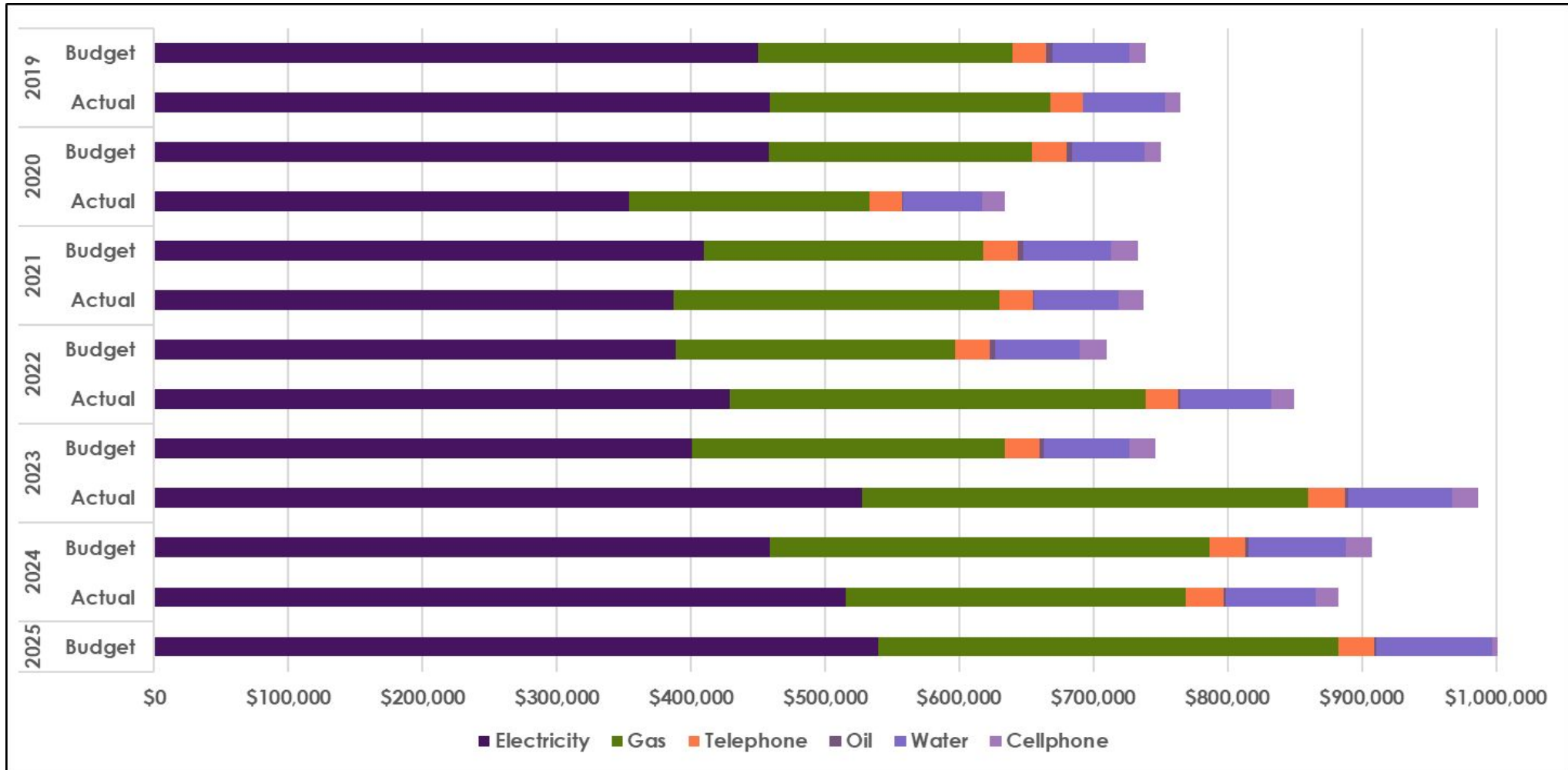
LAP AND WORKERS' COMPENSATION

- Shared risk pool w/ Town
- Projection 25-26—Little increase per CIRMA
- Workers Comp.—below budget

Utilities

| | 2023 Budget | 2023 Actual | 2024 Budget | 2024 Actual | 2025 Budget | 2026 Budget |
|---------------|------------------|------------------|------------------|------------------|--------------------|--------------------|
| Electricity | \$401,000 | \$527,640 | \$459,100 | \$515,177 | \$539,696 | \$600,763 |
| Natural Gas | \$233,000 | \$332,294 | \$327,500 | \$253,306 | \$343,182 | \$343,182 |
| Telephone | \$26,000 | \$27,664 | \$26,650 | \$28,172 | \$25,910 | \$60,033 |
| Oil | \$3,500 | \$2,029 | \$2,350 | \$1,753 | \$2,350 | \$1,850 |
| Water & Sewer | \$63,000 | \$77,365 | \$72,575 | \$66,886 | \$85,639 | \$81,019 |
| Cellphone | \$20,000 | \$19,456 | \$19,100 | \$17,423 | \$16,320 | \$18,600 |
| Total | \$746,500 | \$986,447 | \$907,275 | \$882,717 | \$1,013,096 | \$1,105,447 |
| Difference | \$37,000 | | \$160,775 | | \$105,821 | \$92,351 |
| % Difference | 5.21% | | 21.54% | | 11.66% | 9.12% |

Utility Budget VS Actual Over Time



TRANSPORTATION

| | 2022-2023 Budget | 2023-2024 Budget | 2024-2025 Budget | 2025-2026 Proposed |
|----------------|-----------------------------|-----------------------------|-----------------------------|-------------------------------|
| Regular Ed. | \$1,957,563 | \$2,006,448 | \$2,066,644 | \$2,060,568 |
| Gasoline | \$151,500 | \$175,000 | \$180,250 | \$180,250 |
| Stud. Services | \$382,786 | \$410,422 | \$422,738 | \$479,956 |
| Repairs | \$26,000 | \$26,000 | \$26,780 | \$26,780 |
| Tech & VoAg | \$117,616 | \$120,849 | \$124,474 | \$128,209 |
| Total | \$2,635,465 | \$2,738,719 | \$2,820,886 | \$2,875,762 |
| Difference | \$70,635 | \$103,254 | \$82,167 | \$54,876 |
| % Difference | 2.75% | 3.92% | 3.00% | 1.95% |

OUTSIDE TUITION - REGULAR ED

| | 2022-2023 Budget | 2023-2024 Budget | 2024-2025 Budget | 2025-2026 Proposed |
|--------------|---------------------|---------------------|---------------------|-----------------------|
| VoAg Tuition | \$109,000 | \$140,000 | \$125,000 | \$125,000 |
| Adult Ed. | \$65,069 | \$64,417 | \$63,166 | \$63,166 |
| Magnet | \$225,000 | \$225,000 | \$104,000 | \$225,000 |
| Total | \$399,069 | \$429,417 | \$292,166 | \$413,166 |
| Difference | \$74,000 | \$30,348 | -\$16,251 | \$121,000 |
| % Difference | 22.76% | 7.60% | -3.78% | 41.41% |

OUTSIDE TUITION - VO-AG REGULAR ED

| | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 | 2025-2026 |
|--------------|-----------|-----------|-----------|-----------|-----------|
| 9th | 10 | 5 | 1 | 3 | ? |
| 10th | 4 | 10 | 3 | 1 | 3 |
| 11th | 0 | 2 | 9 | 3 | 1 |
| 12th | 2 | 1 | 4 | 9 | 3 |
| Total | 16 | 18 | 17 | 16 | 7 |

Incoming currently unknown. May be able to reduce as new information is received

SPECIAL SERVICES OUTSIDE TUITION

| | 2022-2023 Budget | 2023-2024 Budget | 2024-2025 Budget | 2025-2026 Proposed |
|------------------------------|---------------------|---------------------|---------------------|-----------------------|
| Private* | \$73,545 | \$151,704 | \$143,950 | \$215,463 |
| Public* | \$325,319 | \$431,602 | \$307,212 | \$252,787 |
| DCF Placement | \$20,000 | \$0 | \$0 | \$0 |
| Magnet | \$78,000 | \$94,000 | \$67,000 | \$67,000 |
| VOAG | \$20,000 | \$9,000 | \$12,000 | \$7,516 |
| Outside Tuition Total | \$516,864 | \$686,306 | \$530,162 | \$542,766 |
| Difference | -\$274,791 | \$169,442 | -\$156,144 | \$12,604 |
| % Difference | -34.71% | 32.78% | -22.75% | 2.38% |

*Net of Excess Cost Grant

OUTSIDE TUITION & TRANSPORTATION

| | 2024-2025 Budget | 2024-2025 Projected | 2025-2026 Superintendent's Budget |
|---|---------------------|------------------------|--------------------------------------|
| Anticipated High Cost Placements | | | |
| LEA Placed | 3 | 4 | 3 |
| Agency Placement | 3 | 4 | 1 |
| Unassigned Placement | 0 | 0 | 1 |
| Total Anticipated Tuition Cost | \$1,089,000 | \$1,227,835 | \$953,247 |
| VOAG Placement (SE portion only) | \$12,000 | \$7,516 | \$7,516 |
| Magnet Schools Special Education Costs | \$67,000 | \$67,000 | \$67,000 |
| Unanticipated DCF & Court Placement | \$0 | \$0 | \$0 |
| Total Tuition Cost Prior to Excess Cost Reimbursement | \$1,168,000 | \$1,302,351 | \$1,027,764 |
| Total Anticipated Excess Cost for Tuition (estimated 70% reimbursement) | -\$637,839 | -\$571,526 | -\$484,997 |
| Outside Tuition Net of Excess Cost Reimbursement | \$530,161 | \$730,826 | \$542,767 |
| Total Transportation Costs | \$306,675 | \$398,455 | \$332,420 |
| Total Anticipated Excess Cost for Transportation (estimate 70% reimbursement)* | | -\$190,509 | -\$173,961 |
| Transportation Net of Excess Cost | \$306,675 | \$207,947 | \$158,460 |
| Total Tuition and Transportation Costs | \$1,474,675 | \$1,700,806 | \$1,360,184 |
| Total Excess cost reimbursement | -\$637,839 | -\$762,034 | -\$658,958 |
| Total Net Tuition and Transportation Cost | \$836,836 | \$938,772 | \$701,226 |

ACCOUNTS OF NOTE (Decreases)

| Obj. | Last Five | Page | Description | 2024-2025 Budget | 2025-2026 Proposed | Change (\$) | Change (%) |
|---|-----------|------|-----------------------------|------------------|--------------------|-------------|------------|
| 320 | 02309 | 45 | Services - Library - CLS | \$12,075 | \$7,776 | (\$4,299) | (35.60)% |
| Analysis of per pupil spend across the three elementary schools | | | | | | | |
| 340 | 61350 | 47 | Srvs- NEASC Accred- EHS | \$13,698 | \$500 | (\$13,198) | (96.35)% |
| Full accreditation was completed in 2024-2025 | | | | | | | |
| 430 | 45703 | 49 | Repairs- Roof- MAINT | \$20,000 | \$15,000 | (\$5,000) | (25.00)% |
| Reduced based on analysis of historical spend | | | | | | | |
| 430 | 45961 | 49 | Maintenance Projects- EHS | \$53,000 | \$34,850 | (\$18,150) | (34.25)% |
| One time spend needed for this year | | | | | | | |
| 510 | 99531 | 51 | Transportation- REG | \$2,066,644 | \$2,060,568 | (\$6,076) | (0.29)% |
| History shows this line regularly comes in under budget | | | | | | | |
| 610 | 45608 | 55 | Supplies- Custodial- BASES | \$2,500 | \$0 | (\$2,500) | (100.00)% |
| Budgeted expense moved to the special revenue account | | | | | | | |
| 610 | 45609 | 55 | Custodial Supplies- ECLIPSE | \$3,500 | \$0 | (\$3,500) | (100.00)% |
| Budgeted expense moved to the special revenue account | | | | | | | |
| 610 | 53608 | 56 | Supplies- BASES Program | \$9,141 | \$0 | (\$9,141) | (100.00)% |
| Budgeted expense moved to the special revenue account | | | | | | | |

ACCOUNTS OF NOTE (Increases)

| Obj. | Last Five | Page | Description | 2024-2025 Budget | 2025-2026 Proposed | Change (\$) | Change (%) |
|--|-----------|------|----------------------------|------------------|--------------------|-------------|------------|
| 310 | 99563 | 45 | Services- Business Office | \$76,000 | \$85,000 | \$9,000 | 11.84% |
| Over budget for 2024-2025 due to increase in cost to Infinite Campus and Infinite Visions | | | | | | | |
| 320 | 61330 | 46 | Services- Graduation- EHS | \$10,000 | \$15,000 | \$5,000 | 50.00% |
| Historically overspent. Right sizing of the account for 2025-2026 | | | | | | | |
| 320 | 61319 | 46 | Services- Special Programs | \$2,100 | \$9,465 | \$7,365 | 350.71% |
| Right sized to account for previously grant funded program (Knight's Academy) | | | | | | | |
| 320 | 54041 | 46 | Transition- Work- SEP | \$21,240 | \$28,180 | \$6,940 | 32.67% |
| Increase in sub-minimum wage for employment training with students | | | | | | | |
| 340 | 54605 | 47 | Services- PH COTA/PT- SEP | \$175,932 | \$188,277 | \$12,345 | 7.02% |
| Projected increase in need for 2025-2026 | | | | | | | |
| 530 | 51531 | 52 | Srvs- Tech Subscrip- EMS | \$8,140 | \$21,425 | \$13,285 | 163.21% |
| Addition of paid I-Ready subscription for 2025-2026. Free trial utilized for 2024-2025 and has been very useful to help students | | | | | | | |
| 610 | 1609 | 54 | Supplies- Lib./Media- CEN | \$7,575 | \$11,000 | \$3,425 | 45.21% |
| Analysis of per pupil spend across the three elementary schools | | | | | | | |

OTHER ACCOUNTS OF NOTE

- **Textbooks - English - Elementary Schools**

- Consumables for New CKLA Curriculum
- Proposed Increase—all three schools \$6,434

- **Textbooks – Math - Elementary Schools**

- Consumables for new Illustrative Math Curriculum
- Proposed Increase—all three schools \$30,110

- **All Stipend Lines**

- Increase accommodate for new contracted stipend rates and added stipends
- Proposed Increase—\$34,479

OTHER ACCOUNTS OF NOTE

- **High School - All Accounts**

- Over increase of 1.11%. Increases / reductions—right size accounts 25-26
- Proposed increase—all high school accounts \$9,484

- **Educational Services & Academic Enhancements**

- Reductions—five accounts
- Curriculum related expenses moved to school level accounts (CKLA, Illustrative Math)
- Reductions—other lines to account for predicted need 2025-2026

QUESTIONS

