

Budget questions
February 8, 2016
Responses to Salary and Benefit Lines

Question:
Could we have a copy of the budget like the one in the 15/16 book under budget summary

See summary attached.

Question:
More detail certified and classified salaries

See attached.

Opportunities for realignment and/or efficiencies through attrition are continuously reviewed, recognizing a near 5% reduction in positions over the past five years has occurred. Superintendent Smith and Interim Superintendent Winzler met with each building principal in December to conduct a comprehensive review of each district position. Additionally all staff positions were evaluated in relation to relevant bench marks (depending on role) such as students, IEP hours, square feet of occupied building, etc. Based on these evaluations building assignments were revised. Shared service opportunities scrutinized, twelve certified teachers are assigned to classroom or support services in two buildings.

Elementary teaching assignments for the 2016-17 school year will not be finalized until kindergarten registration is completed. Possible class sizes vary widely see below:

Review of Elementary Regular Education Staffing 2016-17								
	Pre-K	K	1	2	3	4	5	Total elementary regular ed certified
February enrollment in building	51	156	122	144	161	158	134	
# regular ed certified teachers		7	6	7	7	7	6	40
average class size		22.29	20.33	20.57	23.00	22.57	22.33	
NESDEC 16-17 projected	48	146	162	125	145	164	160	
IF regular ed teachers remain same		7	6	7	7	7	6	40
average class size		20.86	27.00	17.86	20.71	23.43	26.67	
possible grade reassignment		7	7	6	7	7	6	40
average class size		20.86	23.14	20.83	20.71	23.43	26.67	
possible grade and building reassignment		7	7	6	6	7	7	40
average class size		20.86	23.14	20.83	24.17	23.43	22.86	
possible grade reassignment within building		7	7	6	7	6	7	40
average class size		20.86	23.14	20.83	20.71	27.33	22.86	

5210 - Medical Insurance

More detail

Answer: Insurance benefits are in accordance to collective bargaining agreements for most covered employees. The actual annual cost will be determined by a lengthy marketing process with Cigna (current carrier) and potentially other insurance companies due to recent claims experience. The health insurance coverage is combined with the Town of East Hampton and is a fully insured program. The budget assumed a 7.5% increase but was reduced by the savings assumed due to new plan designs and employee cost share. At the time the budget was developed enrollment in health insurance was as follows:

	Single	Two	Family
Teacher	30	22	77
Paraeducator	6	10	5
Custodian	6	5	2
Secretary	0	7	8
Administrator	0	1	9
Autism	4	0	3
Nurses	2	0	1
Other non-union	2	1	2

5213, 5220, 5221, 5230 Life Insurance, Social Security, Medicare, Pension

How many employees take part in these benefits?

Who are we paying these benefits to (again, not specific individuals, detail by job) how many people

Answer: Social Security and Medicare are mandatory employee deductions based on employee gross wages reduced primarily by employee contributions to medical insurance; the employer then must match equally (6.2%). Teacher salaries subject to Connecticut Teacher Retirement are not subject to Social Security taxes. The salaries of certified teachers employed consistently by East Hampton with an original hire date prior to 1986 are not subject to Medicare taxes, all other salaries are subject to Medicare tax (1.45%).

The pension plans are offered to full-time employees not covered by Connecticut Teacher Retirement. The Town of East Hampton operates these plans. The defined benefit plan “Town of East Hampton Retirement Income Plan” has existed since 1971 and is included in the collectively bargained contracts for non-certified staff. Also covered by this plan are full-time staff hired prior to January 2013. The Town and Board of Education contributions are maintained in a portfolio of investments to meet the obligations of current and future retirees. The annual contributions are actuarially determined based on the earned benefits. Currently 88 active employees are contributing 5.5% of gross salaries and wages to this plan. Ten Board of Education employees (full time staff hired since January 2013) are covered by the “East Hampton Money Purchase Plan” a defined contribution plan. The Board of Education matches employee contributions of 5% of gross pay.

Life Insurance is provided in accordance with employee contracts and agreements, 271 employees are covered as of February 2016.

5260- Workers Comp

What part is the actual Insurance cost and how much goes for “unreimbursed share of salary...”

In the most recently completed fiscal year, 97.1% of the cost reported in this line was the insurance cost paid to CIRMA or “Connecticut Interlocal Risk Management Agency”. We do not have the actual cost of this insurance for 2016-17, the estimate was provided by the consultant shared with the Town.

Budget questions

February 8, 2016

Related to accounts OTHER THAN salaries and benefits

5316 – Computer Consulting

Breakdown some of the major items included here....especially since we are getting the new student management system

Answer: Software items annually costing over \$6,000 are below. The annual cost for the new student management system is less than the annual cost for the current student management system.

Renaissance STAR Assessments	26,069
DATTO Cloud Backup	21,000
PowerSchool	20,000
Microsoft Software Assurance	15,000
Tyler Technologies "Munis"	12,750
Randa teacher evaluation "TOWER"	11,800
IEP Management software	9,506
Meraki (Wireless)	9,000
Webroot	7,000
Impero	6,600
Website re-design and hosting	6,446

5330 – Prof/ Tech Services – \$814,750

Breakdown of major costs needed, it says 81% is for special ed, Legal costs , auditors etc...separate out costs.

Answer: Special education services include services provided to students in a variety of settings including in-district, The Learning Center, and at out-of-district placements. The budget for out-of-district services was planned at exactly the known spending (as of January 2016) at \$235,000. Other costs include Kuhn (school to work transitions for students receiving special education services or enrolled in alternative programs) or \$172,875 less \$14,000 (East Haddam's contribution through Learning Center). Other special education costs include Autism program manager (Board Certified Behavior Manager services at \$101,500, psychological testing at \$20,000, speech/language consultants from CREC at \$30,000, occupational therapy consultant at \$89,000, and physical therapy consultant at \$48,000. Special Education consulting fees were then reduced by \$75,000 an estimate for Medicaid reimbursement.

The primary non-special education consulting services are legal fees at \$90,000, anticipating negotiations for Administrator, Custodian/Cafeteria, Para educators, and Administrative Assistants all will occur in the 2016-17 fiscal year, contracts end June 2017. Audit services are budgeted at \$13,000 and the insurance consultant shared with the Town at \$12,500. A variety of other consultants provide service to the Board of Education including a District Medical Advisor, erate, 403(b), and engineering for bidding purposes.

5511- Other Transportation

Indicate how much the athletic fees from parents are offsetting this cost.

Answer: See attached summary of the athletic program expenses and fees received from parents. In the most recent completed fiscal year 33.5% of the total cost of the Middle School athletics was paid by fees and 19.7% of the High School's program cost.

5560, 5561, 5563, 5566 - Tuitions More details needed about where kids are going (general) , how many , from what grades

VOAG ...separate

Adult Ed...separate

Answer: Special education tuition was budgeted for students outplaced as of January 2016 (13 students) based on the current year tuition cost with an increase of 3%. This totaled \$977,251. Voag tuition is \$76,618, based on current year students. The adult education budget is \$55,000. When tuition is looked at in the shared "Munis" budget system, the excess cost reimbursement is an expense offset of \$508,000.

5590 Other Purchased Services

Says " services supporting pd activities"? Why aren't all P D costs together?

Why isn't "building inspection services" with the Repairs and Maintenance accounts?

Answer: We record expenses as close as possible to external standards and in accordance with historical patterns, please keep in mind all accounts are thoroughly audited annually and subject to extensive external state reporting. The largest expense areas in "other purchased services" include the portion of athletic services for officials not covered by student fees (see the attached fee report), services for building research related to asbestos, mold, and other environmental factors, and the East Hampton Food Services for the Board of Education annual holiday event and the High School Honors Breakfast.

5611 – Supplies can breakdown teacher supplies vs custodial supplies and other supplies to maintain facilities

Answer: Attached is the detail printout of all individual supplies accounts districtwide. Building detail was input at each individual building and reviewed centrally.

5641 Textbooks Breakdown of recurring textbook expenses (are there any?) what are the planned textbook purchases for the year.

Answer: Building level requests are as needed replacements for current program materials; \$12,000 only remains districtwide placeholder dollars for potential program improvements. Our focus for the current and upcoming year is the new math program.

5690 Other supplies

Little more detail...

Answer: Historically we have utilized this account for technology based supplies and materials, ranging from printer cartridges to replacement computers (not large districtwide expenditures).

Object	Description	2014 Actual	2015 Actual	2016 Revised Budget	2017 Requested	Variance	% Change
51 - SALARIES & WAGES							
5111	Certified Salaries	13,713,642.40	14,263,278.12	14,775,480.00	14,992,373.00	216,893.00	1.5 %
5112	Classified Salaries	3,612,859.81	3,694,195.09	3,876,014.00	3,944,215.00	68,201.00	1.8 %
TOTAL 51 - SALARIES & WAGES		17,326,502.21	17,957,473.21	18,651,494.00	18,936,588.00	285,094.00	1.5 %
52 - EMPLOYEE BENEFITS							
5210	Medical Insurance	3,382,730.04	3,651,064.53	3,779,650.00	3,989,680.00	210,030.00	5.6 %
5213	Life Insurance	39,484.05	40,829.06	44,100.00	44,400.00	300.00	0.7 %
5220	Social Security	231,464.85	239,360.91	246,281.00	253,154.00	6,873.00	2.8 %
5221	Medicare	225,128.80	234,739.52	248,471.00	252,330.00	3,859.00	1.6 %
5230	Pension	382,000.00	387,232.00	432,505.00	412,162.00	(20,343.00)	(4.7%)
5235	DC Plan Contribution	3,747.13	15,689.98	27,500.00	22,000.00	(5,500.00)	(20.0%)
5250	Unemployment Compensation	4,456.00	15,242.00	21,343.00	8,000.00	(13,343.00)	(62.5%)
5260	Worker's Compensation	116,867.76	160,101.52	162,800.00	174,150.00	11,350.00	7.0 %
5290	Other Employee Benefits	115.00	4,227.89	1,980.00	1,980.00	-	- %
TOTAL 52 - EMPLOYEE BENEFITS		4,385,993.63	4,748,487.41	4,964,630.00	5,157,856.00	193,226.00	3.9 %
53 - PROFESSIONAL SVS.							
5316	Computer Consulting Services	125,144.71	207,962.72	198,681.80	219,922.80	21,241.00	10.7 %
5319	Meetings/Conferences/Training	48,603.64	69,264.22	33,800.00	44,700.00	10,900.00	32.2 %
5330	Professional/Tech. Services	684,586.66	844,091.76	875,241.00	814,750.00	(60,491.00)	(6.9%)
TOTAL 53 - PROFESSIONAL SVS.		858,335.01	1,121,318.70	1,107,722.80	1,079,372.80	(28,350.00)	(2.6%)
54 - PURCH. PROP. SVS.							
5410	Public Utilities	31,077.87	33,720.61	46,476.00	50,425.00	3,949.00	8.5 %
5430	Bldg & Equip Maint/Repair	260,477.02	268,702.86	247,045.00	241,115.00	(5,930.00)	(2.4%)
5432	Heating & Ventilation Repair	57,132.88	11,705.86	45,000.00	40,000.00	(5,000.00)	(11.1%)
5433	Security System Repair	1,900.00	1,535.00	2,500.00	2,500.00	-	- %
5434	Fire/Alarm Protection	24,801.58	24,602.06	24,500.00	24,500.00	-	- %
5435	Refuse Removal	23,895.59	23,919.01	25,000.00	25,000.00	-	- %
5436	Water & Underground Tank Test.	2,801.25	300.00	5,000.00	5,000.00	-	- %

Object	Description	2014 Actual	2015 Actual	2016 Revised Budget	2017 Requested	Variance	% Change
5437	Pest Control	6,660.00	9,770.00	6,000.00	6,000.00	-	- %
5438	Vehicle Repair/Maintenance	77.17	1,136.05	500.00	500.00	-	- %
5439	Tile & Carpet Replacement	-	4,465.00	5,000.00	5,000.00	-	- %
5440	Rental	97,039.28	89,891.17	96,684.00	102,001.00	5,317.00	5.5 %
TOTAL 54 - PURCH. PROP. SVS.		505,862.64	469,747.62	503,705.00	502,041.00	(1,664.00)	(0.3%)
55 - OTHER PURCH. SVS.							
5510	Pupil Transportation	1,311,070.62	1,176,951.57	1,133,760.00	1,219,498.00	85,738.00	7.6 %
5511	Other Transportation	51,039.78	35,533.04	35,504.00	33,004.00	(2,500.00)	(7.0%)
5520	Property/Liability Insurance	138,768.00	112,761.42	155,226.00	129,150.00	(26,076.00)	(16.8%)
5530	Communications	49,378.07	69,727.78	90,725.00	91,225.00	500.00	0.6 %
5540	Newspaper Advertising	5,714.03	9,250.00	2,500.00	2,500.00	-	- %
5550	Printing/Binding	17,143.99	18,459.12	22,807.00	22,900.00	93.00	0.4 %
5560	Tuition-RESC	392,845.93	467,613.37	421,217.00	552,797.00	131,580.00	31.2 %
5561	Tuition to Agencies W/In State	102,845.20	90,677.46	19,804.00	131,618.00	111,814.00	564.6 %
5563	Tuition to Private Schools	591,169.32	311,700.36	(151,680.00)	(83,546.00)	68,134.00	(44.9%)
5566	Magnet School Tuition	176,925.60	212,292.79	210,000.00	192,500.00	(17,500.00)	(8.3%)
5580	Staff Travel	11,682.15	11,181.73	13,965.00	13,965.00	-	- %
5590	Other Purchased Services	74,072.90	52,365.68	54,429.00	50,584.00	(3,845.00)	(7.1%)
TOTAL 55 - OTHER PURCH. SVS.		2,922,655.59	2,568,514.32	2,008,257.00	2,356,195.00	347,938.00	17.3 %
56 - SUPPLIES							
5611	Supplies/Materials/Minor Equip	465,366.64	429,136.77	434,996.70	436,411.00	1,414.30	0.3 %
5620	Heating Oil	482,602.54	343,259.46	294,626.00	2,380.00	(292,246.00)	(99.2%)
5621	Natural Gas	-	-	-	137,800.00	137,800.00	- %
5622	Electricity	375,823.97	350,380.78	379,500.00	334,400.00	(45,100.00)	(11.9%)
5623	Bottled/Compressed Gas	3,388.84	1,910.62	3,000.00	3,000.00	-	- %
5627	Motor Fuel	172,628.45	154,069.80	122,315.00	120,907.00	(1,408.00)	(1.2%)
5641	Textbooks/Workbooks	108,628.92	81,577.27	75,000.00	43,160.00	(31,840.00)	(42.5%)
5642	Books/Periodicals	24,487.41	30,743.77	31,440.01	30,052.00	(1,388.01)	(4.4%)
5690	Other Supplies/Materials	47,026.55	51,956.06	53,510.00	54,410.00	900.00	1.7 %

Object	Description	2014 Actual	2015 Actual	2016 Revised Budget	2017 Requested	Variance	% Change
TOTAL 56 - SUPPLIES		1,679,953.32	1,443,034.53	1,394,387.71	1,162,520.00	(231,867.71)	(16.6%)
57 - PROPERTY & EQUIPMENT							
5743	Furniture & fixtures	54,988.26	31,328.82	20,000.00	15,000.00	(5,000.00)	(25.0%)
5744	Computer Equipment	227,333.47	246,363.53	75,000.00	75,000.00	-	- %
TOTAL 57 - PROPERTY & EQUIPMENT		282,321.73	277,692.35	95,000.00	90,000.00	(5,000.00)	(5.3%)
58 - OTHER							
5810	Dues and Fees	47,616.22	46,426.15	51,588.00	51,608.00	20.00	- %
5890	Other	39.00	21.00	-	-	-	- %
TOTAL 58 - OTHER		47,655.22	46,447.15	51,588.00	51,608.00	20.00	- %
GRAND TOTAL		28,009,279.35	28,632,715.29	28,776,784.51	29,336,180.80	559,396.29	1.9 %