

FY 2021 Budget

Brookline Town Meeting

June 24, 2020



District Mission and Core Values

- ▶ Our mission is to ensure that every student develops the skills and knowledge to pursue a productive and fulfilling life, to participate thoughtfully in a democracy, and succeed in a diverse and evolving global society.
- ▶ Core Values:
 - ▷ High achievement for all
 - ▷ Excellence in teaching
 - ▷ Collaboration
 - ▷ Respect for human differences
 - ▷ Educational Equity

Our Public Schools Provide for Our Children's and Our Community's Basic Needs

The Public Schools support 5 basic needs for Brookline

- ▶ Education
- ▶ Mental Health
- ▶ Physical Health
- ▶ Food
- ▶ Economic Stability - by enabling families to work outside the home during and after the school day

FY21 Budget Planning Priorities for a COVID-19 School Year

1. Preserve and maintain special education staff including special education paraprofessionals
2. Preserve social emotional and health support including guidance counselors, social workers, psychologists, and nurses
3. Preserve core academics, wide range of offerings in art, music, world language and wellness, as well as Brookline's small class sizes
4. Prioritize and preserve spending on educational technology support, software and hardware, and professional development in technology and K-8 math
5. Preserve programs that support equity including English Language Education, METCO, and Steps to Success
6. Preserve and maintain Brookline Early Education Program (BEEP) given the reduction in tuition and revenue because of mandated smaller classes
7. Preserve staff positions and make minimal staff reductions with the anticipation that all staff will be needed in the hybrid/remote learning environment of SY 2020-2021

FY 2021 - Building a Budget with Unprecedented Uncertainty

Budget & Planning Assumptions

- ▶ **Building a budget with maximum flexibility** - For now as we plan for the new school year and for during the school year so we can adjust as necessary
- ▶ Expect part of the year to be in a remote learning environment, and part in a hybrid learning environment that combines in-person school and remote learning
- ▶ Governor is announcing Initial Draft Guidance from Department of Education TOMORROW. Final requirements not released until late July
- ▶ Information and knowledge about health, safety, and learning approach is likely to change throughout the summer and the school year
- ▶ Learning model is likely to change as the year progresses based on health and safety outlook
- ▶ BEEP enrollment will be reduced based on state requirements on class size thereby reducing revenue from tuition

FY 2021 - Building a Budget with Unprecedented Uncertainty

Budget & Planning Assumptions

- ▶ Remote learning environment will need to be strengthened to provide more coherent instruction and support for all students across the district
- ▶ Development of K-8 teaching opportunities and instruction materials could happen on more of a district-wide approach in subject areas, grades, and specials. Department-level approach at BHS.
- ▶ Want to prioritize small group support and instruction by sharing responsibilities for creating remote learning opportunities, content, curriculum, and instruction
- ▶ Will need to use all staff flexibly to provide learning opportunities in a school environment that will be changing throughout the year
- ▶ Much clearer scheduling for all students during any remote learning periods

FY 21 Budget: Ongoing and Continuous Evolution

1. **November - March:** Extensive planning across the district to address expected FY 2021 budget gap with more than 20 presentations to the School Committee and public
 - a. Including [reports](#) on special education costs, programs, central office staffing and comparisons, school and central office staff additions since 2016, personnel costs and comparisons with other districts, etc.
2. **January** - Reduced Planned and Projected Spending by \$2.6 million
3. **February** - Superintendent's Preliminary Budget - Identified \$1.1 million gap
4. **April** - Superintendent recommends balanced budget with \$1.0 million of actual cuts
5. **May** - Town starts planning for fiscal consequences of COVID pandemic; PSB starts planning for reduction of \$2 - \$4 million from April balanced budget recommendation

FY 21 Budget: Ongoing and Continuous Evolution

7. **May 15** - Town-School Partnership agrees on need for PSB to cut \$6.3 million from April balanced budget recommendation
8. **May 29** - Town-School Partnership revises PSB revenue by reallocating \$1.9 million from CIP. PSB still must cut \$4.4 million from April balanced budget recommendation
9. **June 1** - Interim Superintendent recommends reductions in central office, district wide, and PK-12 that include \$4,970,369 in expenses and staff (44.5 FTE cuts)
10. **June 4** - School Committee approves moving forward with cuts to central office staff and districtwide expenses and to reduce annual salary increases across the board, prioritizing full staffing at FY 20 level
11. **June 11** - School Committee approves modification of BEEP program to reduce enrollment based on smaller class size challenges and approves balanced budget

Budget Picture is Fluid and Changing Weekly

Program	FY20 STM Approved Budget	FY21 Balanced Budget Recommendation on April 2020	FY 21 Town/School Partnership 5/15/20	Change from April 2020 FY21 Balanced Budget Recommendation	FY 21 Town/School Partnership 5/29/20	Change from April 2020 FY21 Balanced Budget Recommendation
Revenue						
General Fund Approp.	\$117,385,106	\$123,361,138	\$117,080,589	\$(6,280,549)	\$ 118,998,990	\$ (4,362,148)
Tuition & Fees	\$ 717,523	\$ 505,000	\$ 505,000	--	\$ 505,000	--
Circuit Breaker	\$ 1,769,814	\$ 2,071,547	\$ 1,971,547	\$100,000	\$ 1,971,547	\$100,000
Total Revenue	\$ 119,872,443	\$125,937,685	\$119,557,136	\$(6,380,549) -5.10%	\$121,475,537	\$(4,462,148) -3.5%

Actual Staff Reductions Have Been Minimal

- ▶ **April - Reduced 12.5 FTE of school-based positions**
 - ▷ Consolidated small classes (4 total FTE positions)
 - ▷ 8.5 FTE in targeted program adjustments that reduced partial positions based on recommendations by principals and directors (for example: .5 FTE in art, .7 FTE in math support, .4 FTE in World language)
- ▶ **June**
 - ▷ Operating Budget - 6 FTE central office staff reductions; 3 BEEP teachers reduced from 1.0 FTE to .85 FTE because of low enrollment in after-school skills program
 - ▷ BEEP Revolving Fund - 16 BEEP paraprofessional positions eliminated due to state mandated smaller classes; 20 BEEP paras work 1.5 hour less per week.
 - ▷ No other positions eliminated. Some have been changed due to programming changes

Update on Staffing and Reduction in Force Notices

- ▶ All but 10 teacher and administrator RIF notices have been **rescinded** as a result of the School Committee decision to reduce annual salary increases across the board in favor of full staffing
- ▶ 3 BEEP teachers whose positions were reduced from 1.0 to .85 “bumped” 3 kindergarten teachers. These three kindergarten teachers have all been offered positions in our schools because of attrition (departures, retirements)
- ▶ **Of more than 350 paraprofessionals across the district, only 20 paraprofessionals received RIF notices** on Monday. These were the result of the mandated lower enrollment in BEEP

Recommendations Proposed by Interim Superintendent - June 1

	Savings
Central Office, District-wide Leaders, and Expenditures (6.0 FTE)	\$1,695,500
Proposed Reductions for K-8 (26.5 FTE)	\$2,016,502
Proposed Reductions for BHS (12.0 FTE)	\$1,258,367
<i>Recommended cut of 44.5 FTE positions</i> <i>Total</i>	<i>\$4,970,369</i>
Planned Contingency to address likely additional costs for health, safety, program, and revolving fund deficits	\$508,221

School Committee Decision on June 4, 2020

	Identified Savings
Central Office, District-wide Leaders, and Expenditures	\$1,695,500
Proposed Reductions for K-8	\$2,016,502
Proposed Reductions for BHS	\$1,258,367
Eliminated planned annual increases for all staff except those that are contractually obligated (AFSCME, BEU steps and lanes)	\$2,221,500
3 planned K-8 positions, Instructional Leadership Teams, reduce stipends for extracurricular intramurals, athletics, and performing arts that will be impacted by COVID-19 modifications	\$ (455,000)
Total	\$4,462,000

Interim Superintendent's Initial Recommended Allocations - June 1

Program	FY20 STM Approved Budget	FY21 Balanced Budget Recommendation April 2020	FY 21 PSB Revised Budget Recommendation 6/1/20	Change from FY21 Balanced Budget Recommendation (%)
Revenue				
Total Revenue	\$ 119,872,443	\$ 125,937,685	\$ 121,475,537	\$ (4,462,148)
Expenses				
Personnel	\$ 104,045,184	\$ 108,101,256	\$104,703,918	\$(3,397,338)
Services	\$ 11,502,584	\$ 12,755,650	\$12,105,650	\$(650,000)
Supplies	\$ 1,799,606	\$ 2,019,884	\$2,019,884	\$0
Other	\$ 1,280,371	\$ 1,147,837	\$ 847,837	\$(300,000)
Utilities	\$ 10,350	\$ 10,350	\$ 10,350	\$0
Capital	\$ 1,234,348	\$ 1,203,048	\$ 1,178,048	\$(25,000)
Transfers to Municipal Depts, SOA, Title 1 revision	\$ 0	\$ 609,850	\$ 609,850	\$0
Expense Total	\$ 119,872,443	\$ 125,847,875	\$ 121,475,537	\$(4,372,338)
Surplus/(Deficit)	\$ 0	\$ 89,810	\$ 0	\$(89,810)

The Work From Here

PSB Planning Teams continue to plan for upcoming school year based on:

- ▶ Department of Elementary & Secondary Education initial guidance and requirements to be released on June 25 and revised in late July
- ▶ Input from School Committee Advisory Panels

Superintendent's Team identifies:

- ▶ Budget for resources necessary due to pandemic that are over and above the PSB operating budget (*e.g. PPE, learning resources, remote platforms to support students with identified disabilities, training on remote learning platforms, additional learning resources/materials related to remote learning*)
- ▶ Funding sources for these expenditures (FEMA, MEMA, state and federal funding, private resources, and possibly Town resources)

Areas where we Anticipate Additional Costs

▶ Health & Safety

- ▶ Signs to ensure safe traffic patterns in buildings
- ▶ PPE
- ▶ Cleaning supplies and cleaning services
- ▶ Additional nursing room space for students who show symptoms (separate from standing nurses office)
 - ▶ Additional nurse FTE's
- ▶ Furniture in classrooms to align with social distance guidelines
- ▶ Transportation

▶ Education

- ▶ Technology for staff and students (subscriptions, devices, platforms, etc.)
- ▶ Social emotional support
 - ▶ Social workers
 - ▶ Curriculum and materials
- ▶ Additional academic supports for students and any necessary materials



1. Proposed Reductions for Central Office, District-wide Leaders and Expenditures

- ▶ Reduction in support of Curriculum Coordinators in rollout of any work they are doing (Ex: Math Program Review)
- ▶ Less support for principals (coverage; urgent matters)
- ▶ Less support for OELE and METCO programs
- ▶ Decreased support and Coordination of Child Study Teams
- ▶ Decreased compliance in Home School plans
- ▶ Decreased supervision and evaluation for Curriculum Coordinators
- ▶ Less coordination and coherence in Academics across schools and departments
- ▶ Slowing down the development of essential curriculum

1. Proposed Reductions for Central Office, District-wide Leaders and Expenditures

- ▶ Less oversight on grants (spending of funds and writing of grants)
- ▶ Ending of:
 - ▷ Restorative Justice partnership
 - ▷ Teachers as Scholars partnership
- ▶ Increase workload and school assignments for Special Education Directors and administrative staff
 - ▷ Fewer people to handle compliance complaints
 - ▷ Increased involvement by Deputy Superintendent in matters typically handled by Directors

1. Proposed Reductions for Central Office, District-wide Leaders and Expenditures

- ▶ Decreased ability to respond to data analysis requests from teachers, school leaders, coordinators, deans, and across all programs and departments
- ▶ Reduction in number and consistency in communications for families, staff and the broader community
- ▶ Insufficient management for building and construction projects
- ▶ Lack of consistency and coherence in initiatives across the district, departments, and schools (strategic vision)
- ▶ Diminished focus on necessary and important community engagement activities across the district