

FY2012 Superintendent's
Budget Message
Addendum # 1

Dr. William H. Lupini

The Public Schools of Brookline

March 10, 2011

FY2012 Proposal Overview

- 🍎 Balance between Strategic Plan Goals and Fiscal Realities
- 🍎 Continued Focus on Teaching - Increase of eleven (11) FTE (Net) Teaching Positions over FY2011
- 🍎 Commitment to Special Education and “Preventative” Models - Child Study Teams, Team Facilitator Model, System-wide Special Education Programs and supports for teachers/students in Kindergarten and Grade One
- 🍎 Fund “Research and Development” - continued focus on Program Review and Data Management/Analysis

FY2012 Challenges

- 🍎 Continued Enrollment Growth
- 🍎 Loss of Federal Stimulus Dollars
- 🍎 Salary Increases, Steps and Lanes
- 🍎 State Revenues and Local Receipts
- 🍎 Special Education Costs
- 🍎 Health Insurance

FY12 All Funds Budget Summary

	FY10	FY11	FY12	FY11 - FY12 % Change
<u>General Fund</u>				
Appropriation:	\$ 68,823,845	\$ 72,043,133	\$ 75,330,344	4.56 %
Tuitions and Fees:	\$ 341,251	\$ 386,251	\$ 467,251	20.97 %
Facility Rental:	\$ 30,000	\$ 30,000	\$ 30,000	0.00 %
ARRA Funding:	\$ 1,071,208	\$ 1,118,592	\$ -	(100.00)%
Circuit Breaker:	\$ 1,012,645	\$ 1,182,804	\$ 1,682,804	42.27 %
Federal Jobs Bill/Stabilization Funds	\$ -	\$ 586,149	\$ -	(100.00)%
One Time Revenues	\$ 250,000	\$ -	\$ 750,000	100.00 %
Total:	\$ 71,528,949	\$ 75,346,929	\$ 78,260,399	3.87 %
<u>Special Funds</u>				
Grant Funds:	\$ 5,908,294	\$ 5,331,444	\$ 5,194,701	(2.56)%
Revolving Funds:	\$ 5,180,275	\$ 5,447,066	\$ 5,843,480	7.28 %
Total:	\$ 11,088,569	\$ 10,778,510	\$ 11,038,181	2.41 %
Total All Funds:	\$ 82,617,518	\$ 86,125,439	\$ 89,298,580	3.68 %


The Public Schools of Brookline
FY12 Preliminary Budget - FY11 Forecast Variance Analysis

Program	Exp. Type	FY10 Actual		FY11 Forecast		FY12 Preliminary		FY12 Pre. - FY11 Fcst. Variance	
		FTE'S	Expend.	FTE'S	Expend.	FTE'S	Expend.	FTE'S	Budget
School Dept. Revenues									
			\$68,823,845		\$72,043,133		\$75,330,344	4.56%	\$3,287,211
			\$341,251		\$386,251		\$467,251		\$81,000
			\$30,000		\$30,000		\$30,000		\$0
			\$1,071,208		\$1,118,592		\$0		(\$1,118,592)
			\$1,012,645		\$1,182,804		\$1,682,804		\$500,000
			\$0		\$586,149		\$0		(\$586,149)
			\$250,000		\$0		\$750,000		\$750,000
Total Revenue:			\$71,528,949		\$75,346,929		\$78,260,399	3.87%	\$2,913,470
Surplus/Deficit:			(\$986,470)		\$11,080		\$0		

FY2012 Budget Development Summary

FY11 Appropriation


\$75,346,929

 Revenue Increase \$2,913,470

 Expenditure Increases \$2,279,185

 Program Improvements \$913,078

 Contingency Set Asides \$800,000

 Program and Staff Reductions (\$1,078,793)

FY12 Appropriation

\$78,260,399

Restoration and Supplemental Package

- 🍅 Special Education Contingency: Increase by \$200k (to \$600k)
- 🍅 General Education Contingency: Increase by \$155k (to \$200k)
- 🍅 Technology Foundations at Brookline High School; \$95k
- 🍅 Enrichment and Challenge Support (ECS) with enhancement of Virtual High School - 0.6 FTE ECS Coordinator plus \$15k Virtual High School; \$62k

Superintendent's Preliminary Restoration Budget

FY12 Restorations	FTE	Average Cost	Total Cost/Savings
Special Education Contingencies			\$ 200,000
Regular Education Contingencies			\$ 155,000
Enrichment and Challenge Support CC	0.60	\$ 70,338	\$ 42,203
ECS Virtual High School			\$ 15,000
Wireless Brookline High School			\$ 94,844
TOTAL			\$ 507,047

FY2012 Revenue Summary

🍎 Town Appropriation	\$3,278,211
🍎 ARRA - IDEA Special Education Funding	(\$1,118,592)
🍎 Federal Jobs Bill/Stabilization Funding	(\$586,149)
🍎 One-Time Funding	\$750,000
🍎 Materials Fee Increase	\$81,000
🍎 Special Education Circuit Breaker	<u>\$500,000</u>
🍎 Total	\$2,913,470

Town Resources in Support of Schools FY11/FY12

GIC Budgeted at 10%

SCHOOL				
	<u>FY11</u>	<u>FY12</u>	<u>\$ Change</u>	<u>% Change</u>
Appropriation	72,043,133	74,823,298 *	2,780,165	3.86%
Personnel Benefits	16,199,873	17,440,609	1,240,736	7.66%
Bldg Dept Exp's	4,606,456	4,491,063	(115,393)	-2.51%
TOTAL	92,849,462	96,754,970	3,905,508	4.21%

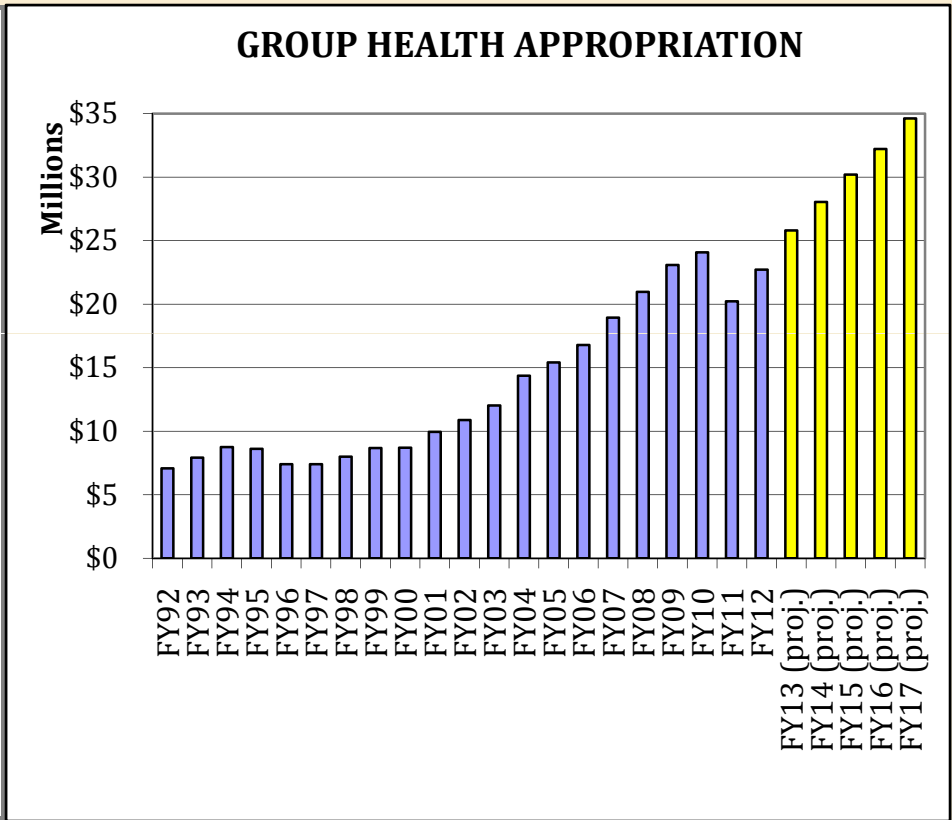
GIC Actual at 4.8%

SCHOOL				
	<u>FY11</u>	<u>FY12</u>	<u>\$ Change</u>	<u>% Change</u>
Appropriation	72,043,133	75,330,344 *	3,287,211	4.56%
Personnel Benefits	16,199,873	16,933,563	733,690	4.53%
Bldg Dept Exp's	4,606,456	4,491,063	(115,393)	-2.51%
TOTAL	92,849,462	96,754,970	3,905,508	4.21%

Town of Brookline Health Insurance Cost Trends FY01 - FY11 Actual, FY12 - FY17 Projected

<u>RATE CHANGE</u>				
FY	BC / BS	HARVARD PILGRIM	GIC	BUDGET CHANGE
2001	20%	13%	na	\$1,250,000
2002	5%	1%	na	\$925,000
2003	5%	14.79%	na	\$1,150,000
2004	20%	17.56%	na	\$2,400,000
(1) 2005	-2%	20%	na	\$1,050,000
2006	10.3%	na	na	\$1,360,000
2007	14.0%	na	na	\$2,150,000
(2) 2008	6.0%	na	na	\$2,000,000
2009	12.8%	na	na	\$2,100,000
2010	7.8%	na	na	\$1,000,000
(3) 2011	na	na	6%-16%	(\$3,850,000)
(4) 2012	na	na	4.4%	\$1,453,000
Total				\$12,988,000

- (1) While Hvd Pilgrim no longer offered as of 10/1/04, those employees who went from Hvd Pilgrim to BC/BS realized a 20% increase. Those enrolled in BC/BS realized a decrease of 2% for 8 months.
- (2) The quoted rate increase was 12%. After the Town and its unions agreed on a package of plan design changes, the rate increase was 6%.
- (3) Savings due to move to GIC plans. A range is necessary due to the number of plan options. The 6% shown was the low-end; the 16% was the high-end.
- (4) Average rate increase for plans based on enrollement allocation.



**The Public Schools of Brookline
FY12 Staff vs. Actual FY11 Staff**

	Central Admin	Teachers	School Based Supp't	Aides/ Techn.	School Admin.	Clerical	Custodians/ Food Svc.	Total
General Fund								
<u>FY11 Actual:</u>								
Instruction	-	270.57	27.30	11.79	-	-	-	309.66
Kindergarten/Elem.:	-	177.55	1.30	28.44	0.50	-	-	207.79
Admin. / Superv.	8.72	-	1.10	0.77	21.00	-	-	31.59
Support	1.00	-	50.74	8.23	-	34.60	37.90	132.47
Mandated	1.00	96.47	43.45	147.13	-	-	-	288.05
Total Staff FY11:	10.72	544.59	123.89	196.36	21.50	34.60	37.90	969.56
<u>FY12 Projected:</u>								
Instruction	-	269.37	27.30	10.79	-	-	-	307.46
Kindergarten/Elem.:	-	182.55	1.30	28.44	0.50	-	-	212.79
Admin. / Superv.	8.72	-	1.00	0.77	22.00	-	-	32.49
Support	1.00	-	50.34	8.23	-	35.60	37.90	133.07
Mandated	1.00	103.27	44.05	126.77	-	-	-	275.09
Total Staff FY12:	10.72	555.19	123.99	175.00	22.50	35.60	37.90	960.90
External Funds								
<u>FY11 Actual:</u>								
	6.00	35.75	13.81	49.97	0.50	11.01	25.68	142.72
<u>FY12 Projected:</u>								
	6.00	36.45	11.61	54.99	0.50	11.01	25.68	146.24
All Funds:								
<u>FY11 Actual:</u>								
	16.72	580.34	137.70	246.33	22.00	45.61	63.58	1,112.28
<u>FY12 Projected:</u>								
	16.72	591.64	135.60	229.99	23.00	46.61	63.58	1,107.14

**The Public Schools of Brookline
Staffing / Enrollment Variance FY96 - FY12**

	FTE'S FY96	FTE'S FY12	FY96-FY12 Variance
Instruction	239.88	307.46	67.58
Kindergarten/Elementary	169.79	212.79	43.00
Administration / Supervision	29.80	32.49	2.69
Support	133.74	133.07	(0.67)
Mandated *	147.19	275.09	127.90
Total Staff FTE's:	720.40	960.90	240.50
Total Enrollment:	6,042	6,378	336

* FY96 and FY12 reflect redefinition of paraprofessional group positions from hourly to full FTE's.
(FY96 = 38.6, FY12 = 138.59)

General Fund Staffing FY96 and FY12

Organization	FY96	FY12	Variance FY12 - FY96
<u>Instruction/Subject Area</u>	239.9	307.46	67.6
World Language			22.3
Mathematics			17.5
Performing Arts			7.1
Physical Education			5.1
Literacy			8.9
Science			2.0
Social Studies			3.8
BHS Program Support			7.6
Other (Visual Arts, Career Ed., Library Assistants, etc.)			6.7

General Fund Staffing FY96 and FY12

Organization	FY96	FY12	Variance FY12 - FY96
<u>Kindergarten</u>	18.20	38.1	19.9
<u>Elementary (1-6)</u>	151.60	174.7	23.1
<u>Administration</u>	6.00	6.72	.72
<u>Supervision</u>	23.80	25.8	2.0

General Fund Staffing FY96 and FY12

Organization	FY96	FY12	Variance FY12 - FY96
<u>Support</u>	133.74	133.07	(0.67)
Info. Technology Services			5.7
Transportation			(2.7)
Psychological Services			2.8
Medical Services			4.5
Guidance			1.5
Building Services (Custodians)			(4.6)
Clerical			(7.8)

General Fund Staffing FY96 and FY12

Organization	FY96	FY12	Variance FY12 - FY96
<u>Mandated</u>	147.19	275.0	127.9
English Language Learners/ESL	(6.4 Aides Reduction)		(9.1)
Special Education	100.0 Aides increase		137.0

37.0

Classroom Teachers

Speech and Lang.
Teachers

Occupational Therapists

Physical Therapists

Team Facilitators

Expenditure Increases

Staff Increases

🍎 Teachers	8.8 FTE	
🍎 Psychologist	0.6 FTE	
🍎 Physical Therapy Assistant	0.4 FTE	
🍎 Clerical	1.0 FTE	
🍎 Absorb Title I ARRA	1.4 FTE	
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	12.2 FTE	\$715,185

🍎 Collective Bargaining and Steps	\$2,040,000	
🍎 (Retirement Savings)	(\$550,000)	
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		\$1,490,000

🍎 New Classroom Supplies	\$50,000	
🍎 Technology Enhancement	\$24,000	
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		\$74,000

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Total		\$2,279,185

Expenditure Increases

- 🍎 Elementary Enrollment (Classroom Teachers): increase of 5.0 FTE teachers; based on assumption of 550 kindergarten students; cost of \$320k
- 🍎 New Elementary Classrooms (Supplies): fourteen (14) “new” classrooms; teacher and student materials; cost of \$50k
- 🍎 Elementary Enrollments (Specialists): increase of 2.0 FTE teachers; five additional sections; cost of \$128k
- 🍎 Special Education (Psychologists): increase of 0.6 FTE at elementary level; cost of \$38k

Expenditure Increases

- 🍅 Early Childhood (Special Education) Specialists: increase of 1.8 FTE (IEP implementation); cost of \$115k
- 🍅 Physical Therapy Assistant (PTA): increase of .40 FTE; direct service to students under supervision of PT; cost of \$19k
- 🍅 Special Education Clerical (Elementary): increase of 1.0 FTE; assistance to team facilitators at largest schools; cost of \$49k
- Title I ARRA Reduction: Absorb 1.4 FTE in Math Specialist in General Fund \$130,000

Expenditure Increases

- 🍎 Collective Bargaining Agreements: \$2.04m in FY2012; includes \$940k in salary increases; \$1.1m in steps and lanes (partially offset by \$550k in savings from retirements/turnover)
- 🍎 Educational Technology:
 - Library Management Software: library management system; cost of \$4k
 - Audio-Visual Equipment and Peripherals: purchases and replacement; cost of \$20k

Program Improvements

🍅 Teachers	5.2 FTE	
🍅 Vice Principal and College/Career Counselor	2.0 FTE	
🍅 Early Childhood Aides	2.0 FTE	
		\$560,398
🍅 Professional Development Consultant		\$50,000
🍅 Technology Software Upgrades/Acquisition		
		\$60,454
🍅 Curriculum, Program, Principal's and Literacy Materials		\$154,400
🍅 Bullying Prevention Program		\$50,000
🍅 Virtual High School		\$15,000
🍅 BHS Wireless Upgrade		\$94,844
	Total	<hr/> \$913,078

Program Improvements

- 🍅 Career and College Counselor: 1.0 FTE position; designed to facilitate the work of other counselors on career and college placement issues; Unit B position (cost of \$93k)
- 🍅 Vice Principals: 1.0 FTE position; results in 1.0 FTE position at every elementary school; cost of \$75k
- 🍅 Professional Development: consulting services to facilitate mentoring, professional learning connected to strategic plan, child study team, alternative evaluation projects and instructional rounds; cost of \$50k
- 🍅 Brookline High School (Special Education) Teachers and Specialists: 2.2 FTE; general/special education teacher (dual certified); reading certification/testing experience; team facilitator; cost of \$141k

Program Improvements

- 🍎 Elementary (K-8) Special Education Teachers and Specialists: 2.0 FTE; learning center teachers; system-wide program teacher; cost of \$128k

- 🍎 Early Childhood (Special Education) Teachers and Specialists: 1.0 FTE teacher and 2.0 FTE paraprofessionals; new autism spectrum disorder class (5-6 students); cost of \$123.6k

- 🍎 Educational Technology:
 - Microsoft Office 2011: standardize platform available throughout system; cost of \$25k per year for three years)
 - Solo Site License: software tools for special education throughout system (assistive technology); cost of \$35k

Program Improvements

- 🍎 Curriculum and Program Materials and Supplies (K-8): continued implementation of strategic plan initiatives and program reviews; cost of \$50k (translation services, physical education, performing arts, science, social studies and visual arts)
- 🍎 Literacy (K-8): implementation of learning expectations and assessment system; participation in Literacy Collaborative (Lesley University); literacy teams at all schools; cost of \$94.4k
- 🍎 Bullying Prevention: purchase and implementation of bullying prevention and intervention plan materials; estimated cost of \$50k
- 🍎 Principal Budgets (K-8): emphasis on defined autonomy at building level (professional development, supplies, etc.); cost of \$10k (plus \$35k from summer professional development line)

Program Improvements

- 🍎 Virtual High School: Supplemental On-line Courses to enhance differentiation opportunities; \$15k
- 🍎 Technology Foundation improvement at Brookline High School by upgrading Wireless capability; \$94,844

Program and Staffing Reductions

🍎 Teachers	4.1 FTE	
🍎 Administration	1.0 FTE	
🍎 Aides	22.36 FTE	
🍎 Guidance	2.5 FTE	
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	30.97 FTE	\$998,793
🍎 Other		\$80,000
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	Total	\$1,078,793

Program and Staffing Reductions

- 🍅 Director of Professional Development and Special Initiatives: savings of \$112k (partially offset by \$50k for specialized consultant services)
- 🍅 Guidance and Career Center (BHS): savings of \$160K (2.5 FTE); partially offset by addition of Career and College Counselor position
- 🍅 System Courier: net savings of \$30k

Program and Staffing Reductions

- 🍎 Teaching Positions (BHS): 3.0 FTE; savings of \$192k
- 🍎 Elementary Drama: 1.1 FTE; savings of \$70k
- 🍎 Special Education Paraprofessionals (Elementary): 15.6 FTE (18 positions); savings of \$467k
- 🍎 Special Education Paraprofessionals (BHS): 6.8 FTE (8 positions); savings of \$201k
- 🍎 Procurement of Food: savings of \$15k
- 🍎 External Support for BHS Literacy/Calculus Projects and Landmark Project: \$65K

Contingencies

 Special Education: \$600k

 General Contingency: \$200k

Other Factors

- 🍎 New England Association of Schools and Colleges (Accreditation)
- 🍎 K-2 Internship/Paraprofessional Program
- 🍎 Brookline Education Foundation (BEF) Support
- 🍎 21st Century Fund Support
- 🍎 External Support
 - Literacy Project
 - Calculus Project
 - Today's Students, Tomorrow's Teachers
 - Landmark Partnership
- 🍎 Early Education Tuition
- 🍎 Steps to Success
- 🍎 Classroom and Program Relocations
- 🍎 Tutorial (4 plus 1) @ Brookline High School
- 🍎 METCO Level-Funded

FY2012 Budget Development Summary

	<u>FY11 Appropriation</u>	\$75,346,929
🍅 Revenue Increase		\$2,913,470
🍅 Expenditure Increases	\$2,279,185	
🍅 Program Improvements	\$913,078	
🍅 Contingency Set Asides	\$800,000	
🍅 Program and Staff Reductions	(\$1,078,793)	
	FY12 Appropriation	<hr/> \$78,260,399

The Public Schools of Brookline Enrollment
Actual FY02 - FY11
Projected FY12 - FY17

YEAR	A C T U A L										P R O J E C T E D					
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<u>ELEMENTARY:</u>																
K	402	430	406	418	484	549	495	549	593	546	550	563	564	567	556	551
GR 1	423	430	439	430	427	496	527	514	559	621	546	557	568	569	566	556
GR 2	437	414	432	456	437	423	514	554	513	572	621	546	557	568	569	566
GR 3	465	424	411	426	465	452	438	539	544	532	571	620	546	557	568	569
GR 4	463	453	418	421	423	452	449	449	537	530	532	571	620	546	557	568
GR 5	458	447	446	414	417	435	448	445	450	532	537	532	571	620	546	557
GR 6	460	463	437	455	413	406	408	442	435	445	533	538	532	571	620	546
GR 7	467	455	464	401	432	416	394	407	443	426	445	533	538	532	571	620
GR 8	456	462	448	465	398	425	425	391	395	448	426	445	533	538	522	571
SPED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ELEM TOTAL	4031	3978	3901	3886	3896	4054	4098	4290	4469	4652	4761	4905	5029	5068	5075	5104
ELEM CHANGE	-137	-53	-77	-15	10	158	44	192	179	183	109	144	124	39	7	29
<u>HIGH SCHOOL:</u>																
GR 9	487	471	474	455	465	421	432	450	409	402	458	436	455	545	550	530
GR 10	500	492	492	485	465	474	443	435	467	428	402	458	436	455	545	550
GR 11	429	470	491	476	470	467	456	446	428	460	428	402	458	436	455	545
GR 12	468	417	453	473	470	467	477	451	444	436	460	428	402	458	436	455
H.S. TOTAL	1884	1850	1910	1889	1870	1829	1808	1782	1748	1726	1748	1724	1751	1894	1986	2080
H.S. CHANGE	24	-34	60	-21	-19	-41	-21	-26	-34	-22	22	-24	27	143	92	94
ELEM & H.S.	5915	5828	5811	5775	5766	5883	5906	6072	6217	6378	6509	6629	6780	6962	7061	7184
TOTAL	5915	5828	5811	5775	5766	5883	5906	6072	6217	6378	6509	6629	6780	6962	7061	7184
CHANGE	-113	-87	-17	-36	-9	117	23	166	145	161	131	120	151	182	99	123

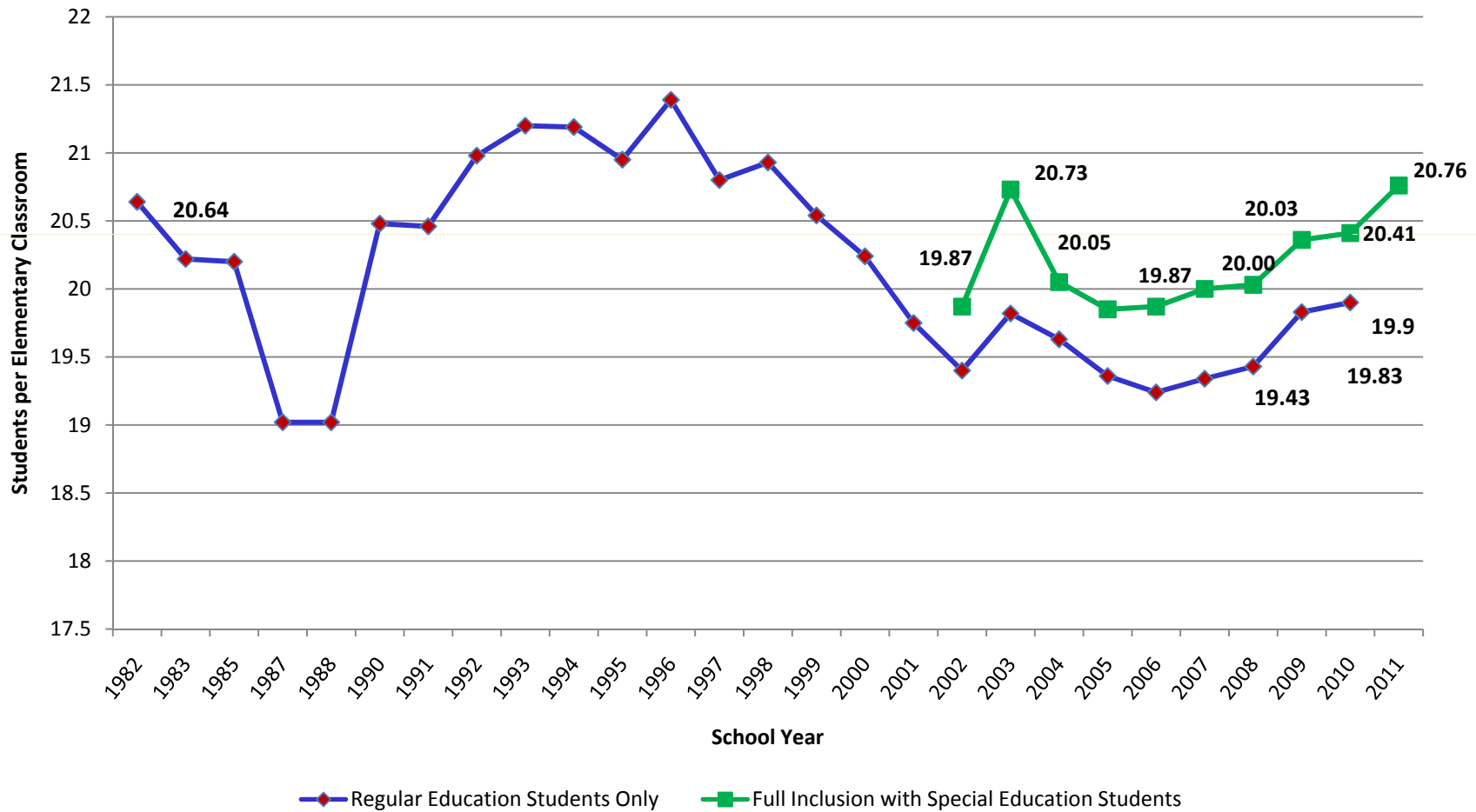
Kindergarten Enrollment

Fiscal Year	Enrollments	Variances	Percentage
FY01	400		
FY02	397	(3)	-
FY03	426	29	7%
FY04	396	(30)	(7%)
FY05	423	27	7%
FY06	485	62	15%
FY07	550	65	13%
FY08	497	(53)	(10%)
FY09	549	52	10%
FY10	593	44	8%
FY11	546	(47)	(8%)
FY Projected	550	4	-

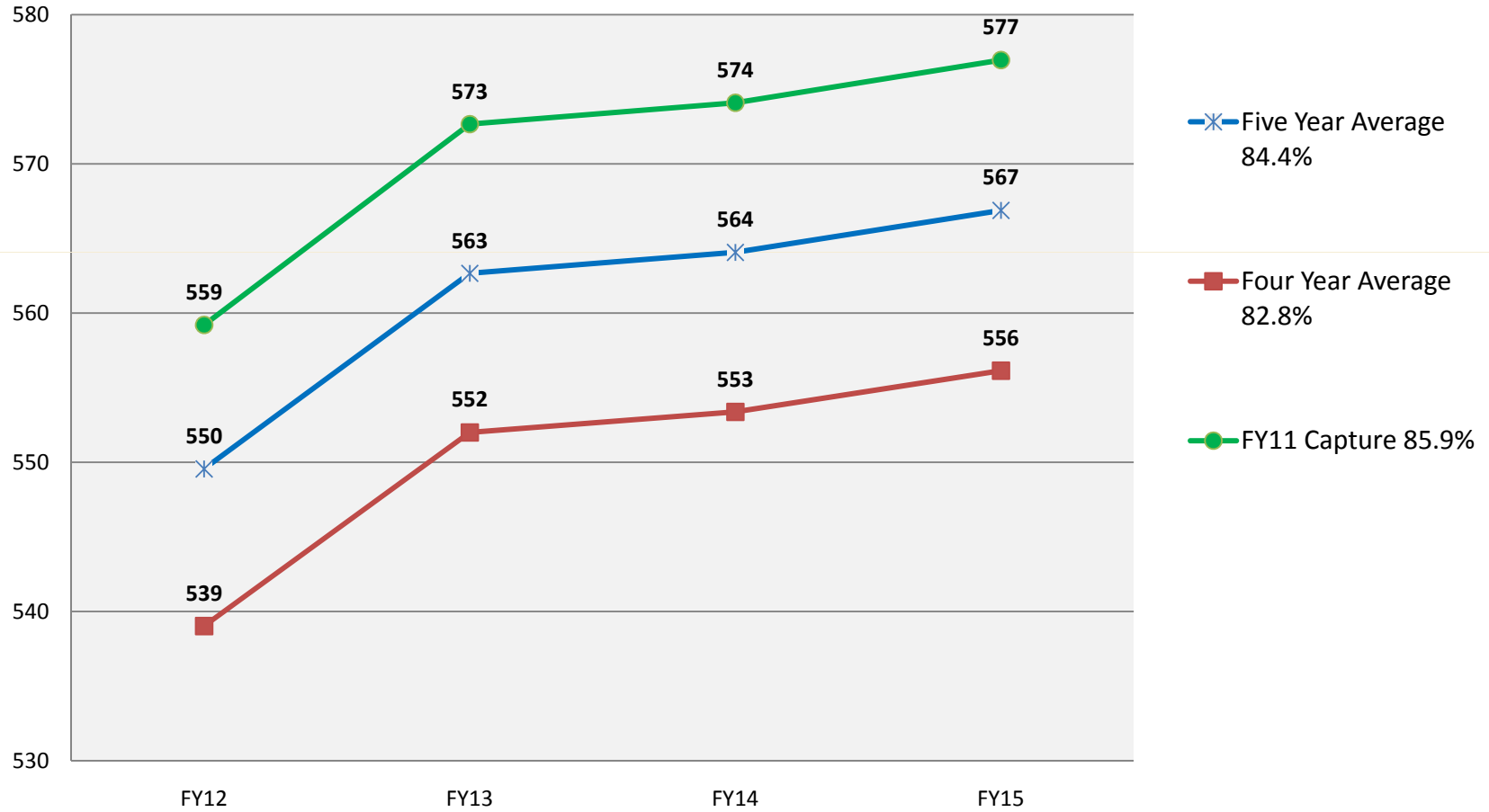
The Public Schools of Brookline October 1 Homeroom Sections

Grade	K	1	2	3	4	5	6	7	8	Total
FY05 Sections	23	23	22	22	21	20	21	21	23	196
FY06 Sections	24	22	23	22	22	21	20	22	20	196
FY07 Sections	28	24	23	22	23	22	21	20	20	203
FY08 Sections	25	27	24	23	22	23	21	20	20	205
FY09 Sections	27	25	27	26	22	22	22	20	20	211
FY10 Sections	28	27	25	27	26	22	22	22	20	219
FY11 Sections	26	28	27	25	27	25	22	22	22	224
FY12 Sections	27	26	28	27	25	27	25	22	22	229

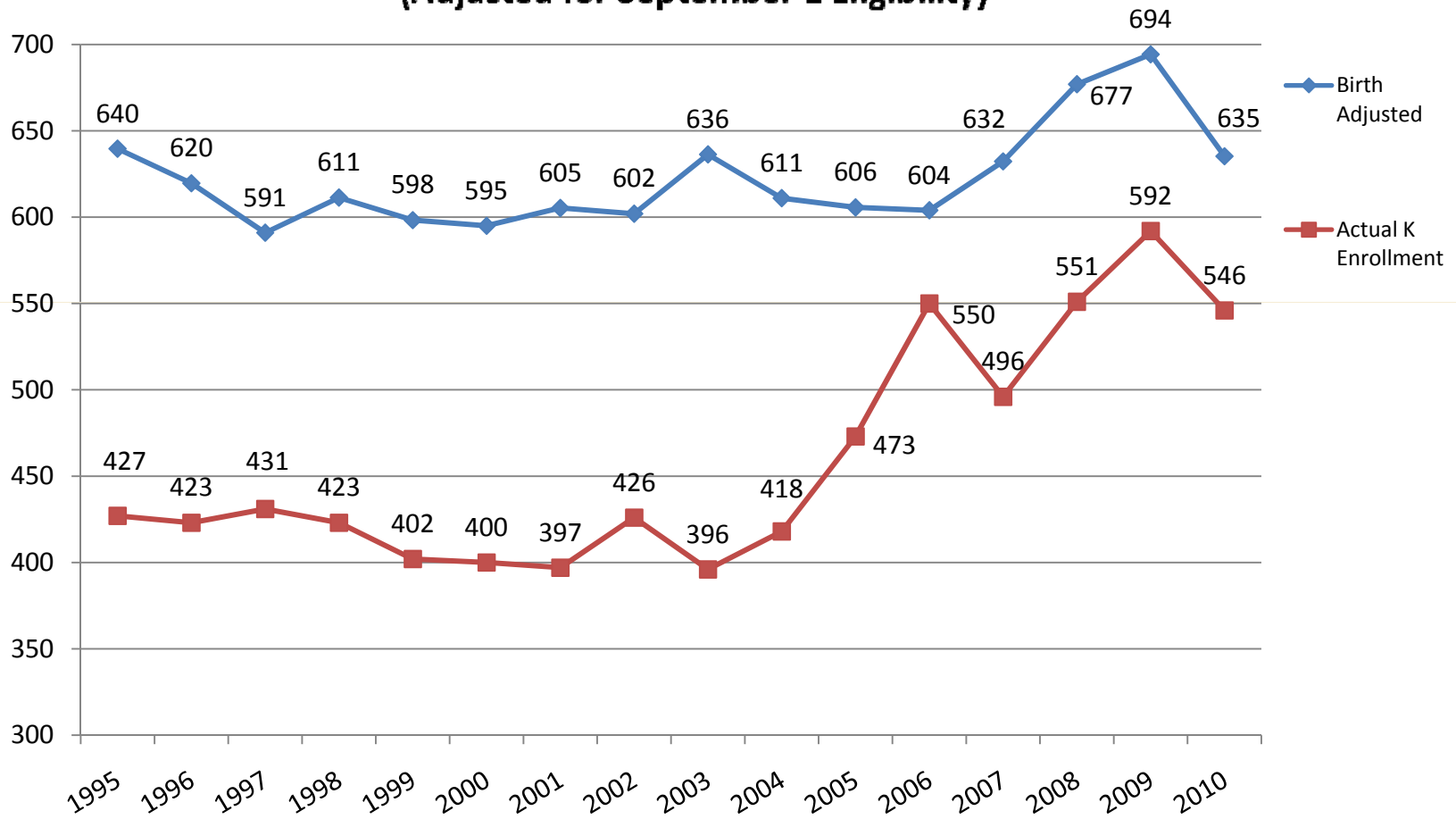
The Public Schools of Brookline Average Class Size Grades K-8 FY82 - FY11



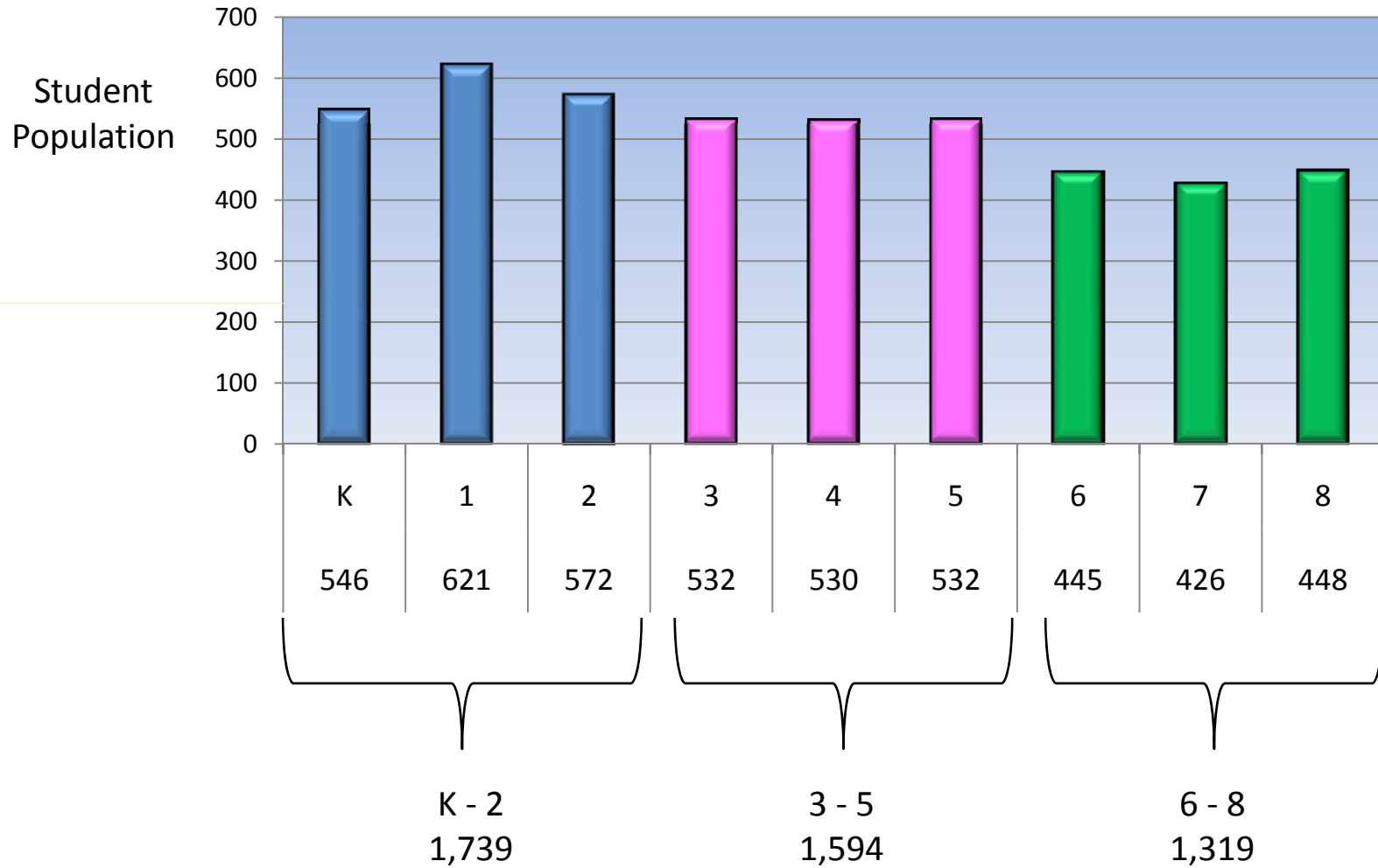
Projected K Enrollment FY12 - FY15



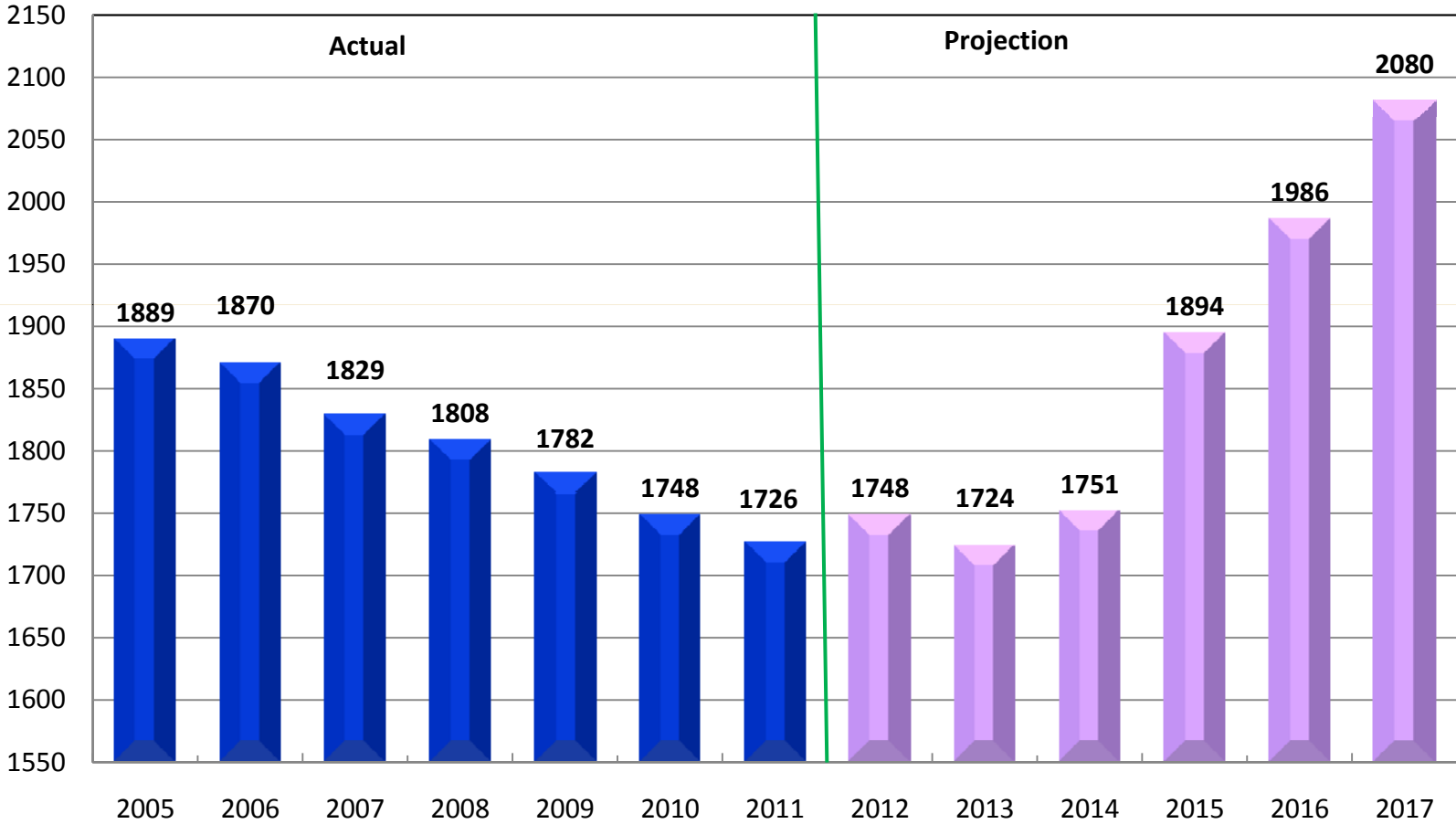
History of K Enrollment Compared to Births (Adjusted for September 1 Eligibility)



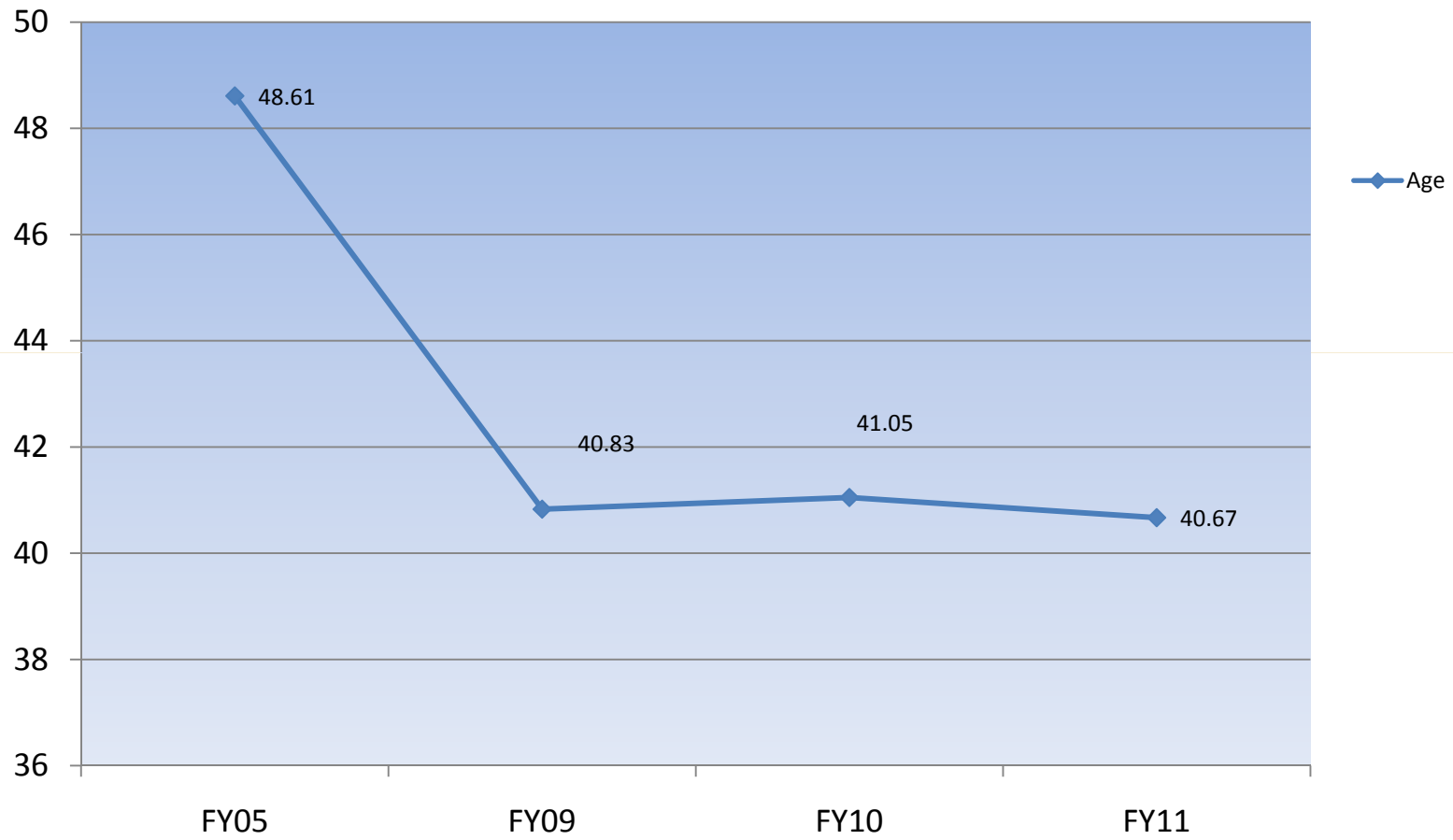
Enrollment Growth K-2, 3-5, 6-8



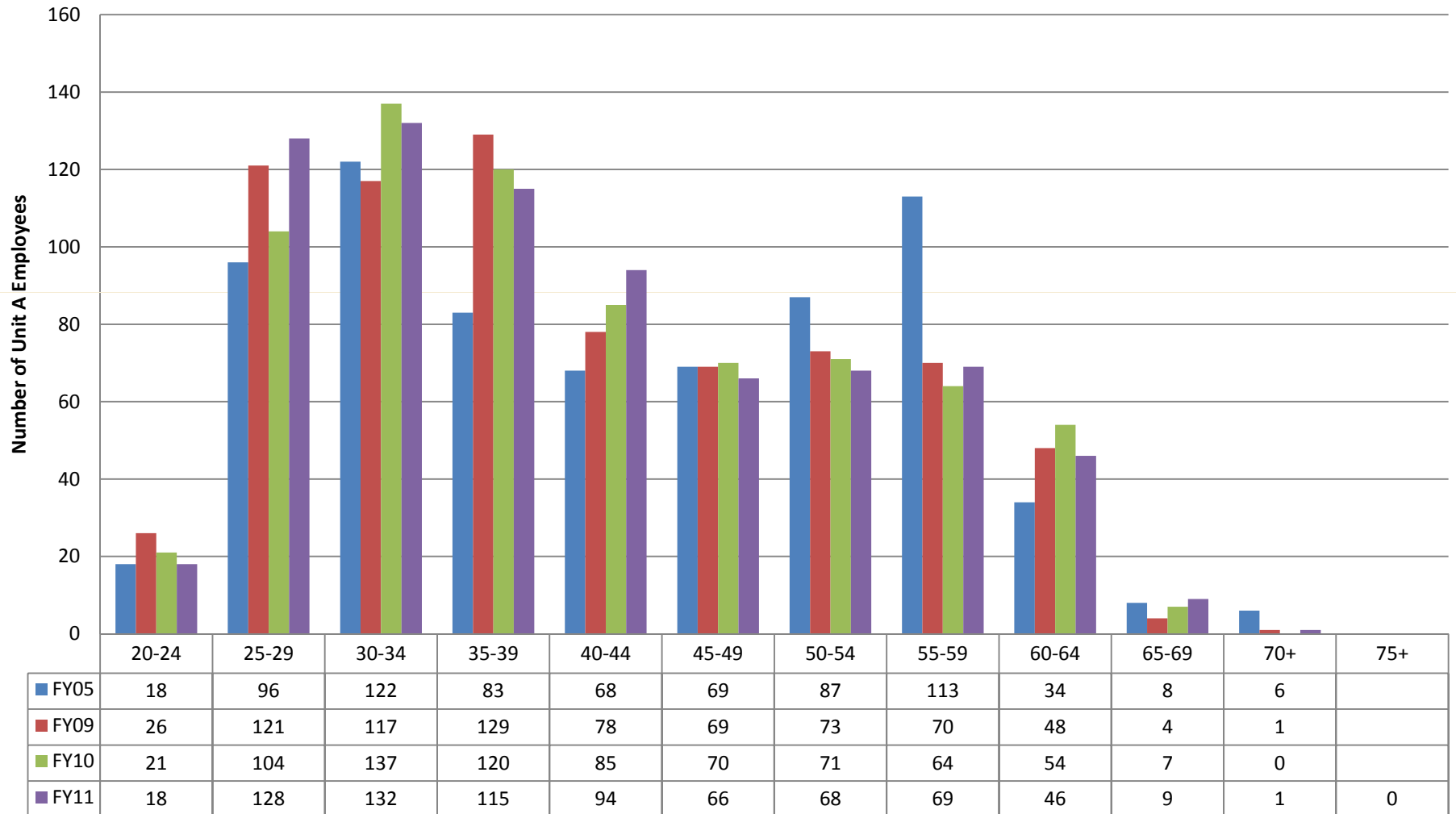
Brookline High School Enrollment 2005 - 2017



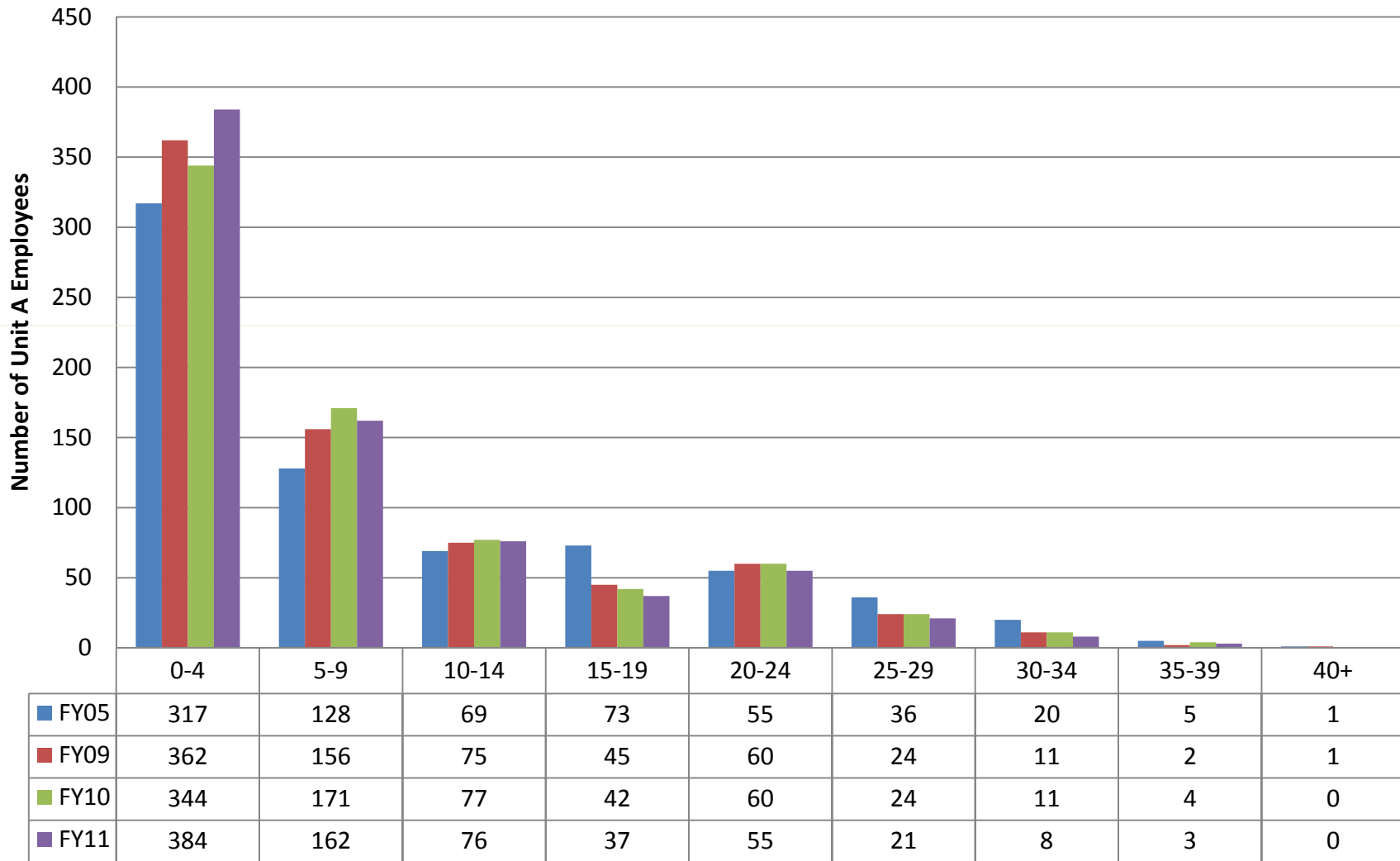
Average Age of Unit A Staff



Age Cohort of Staff FY05, FY09, FY10 and FY11



Years of Service in Brookline FY05, FY09, FY10 and FY11



FY2012 Proposal Overview

- 🍎 Balance between Strategic Plan Goals and Fiscal Realities
- 🍎 Continued Focus on Teaching
- 🍎 Commitment to Special Education and “Preventative” Models
- 🍎 Fund “Research and Development”