


ABRSD 1



Our **vision** is to provide high-quality educational opportunities that inspire a community of learners

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Our **mission** is to develop engaged, well-balanced learners through collaborative, caring relationships

Acton-Boxborough Regional School Committee Budget Workshop

January 25, 2020

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ABRSD 2

Welcome and Introductions

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ABRSD 3

Welcome!

Acton-Boxborough Regional School Committee

Acton Board of Selectmen	Boxborough Select Board
Acton Finance Committee	Boxborough Finance Committee
Staff	Citizens

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ABRSD 4

Presentation Goals

- To inform an understanding of the financial picture of the district and how this intersects with the provision of services
- To develop a deeper sense of the challenges, opportunities and needs that the district faces
- To clarify and seek support for this preliminary budget request and to fulfill our responsibility of providing community members insight into the resources needed to operate our district in the next fiscal year

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ABRSD 5

AGENDA

8:30 - 8:40 am	Welcome: ABRSC Chairperson and Superintendent
8:45 - 10:00	Budget Overview, Vision & Alignment with District Goals
10:00 - 10:30	Questions
10:30 - 10:45	Break
10:45 - 11:15	Special Education: Alignment of Programs & Services
11:15 - 11:30	Questions
11:30 - 11:50	Capital Update
11:50 - 12:00	Questions
12:00 - 12:30	ABRSC Discussion, Feedback, Preliminary Vote
12:30	Adjourn

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ABRSD 6

FY21 Budget Presentation Schedule

December 5, 2019	Presentation #1	Superintendent's Preliminary Budget Overview <ul style="list-style-type: none"> Budget Guidelines & District Goals Preliminary Revenues & Budget Drivers Strategic Requests & Cost Saving Strategies Overall Budgetary Impact & Preliminary Assessments
December 19, 2019	Presentation #2	Superintendent's Preliminary Budget (Part 2) <ul style="list-style-type: none"> All Day Kindergarten
January 9, 2020	Presentation #3	Superintendent's Recommended Budget v. 1 <ul style="list-style-type: none"> Line Item Budget Capital Projects
January 25, 2020	Presentation #4	Budget Saturday - Superintendent's Recommended Budget
February 6, 2020	Presentation #5	Superintendent's Final Budget Recommendation Public Hearing on Proposed FY21 Budget School Committee Votes FY21 Budget
February 13, 2020	IF NEEDED	

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ABRSD7

Important Dates - Regional Agreement

Town Meetings:

- Acton: Begins April 6, 2020
- Boxborough: Begins May 11, 2020
 - Budget vote deadlines are counted backwards from earliest Town Meeting

Final SC Budget Vote:

- February 6, 2020 - Public Hearing
 - 45 Days before earliest Town Meeting
 - Vote is 2/3 of weighted votes of full School Committee

Preliminary SC Budget Vote:

- January 25, 2020 - Budget Saturday
 - 20 Days before final budget deadline
 - Vote is majority of members from each town

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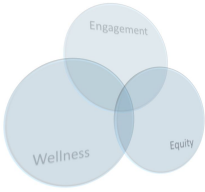
ABRSD8

Vision and Alignment with District Goals

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ABRSD9

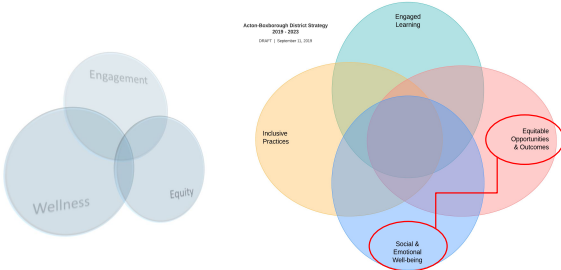
Goals 2016 - 2019



- Understand and respond to our students' social-emotional needs.
- Our students will have equitable opportunities and tools to learn.
- Our students will have access to safe and effective learning environments.

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ABRSD10



Acton-Boxborough District Strategy
2016 - 2019
(2017 / September 15, 2017)

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ABRSD11

Budget Guidelines

- Develop an operating budget that is sensitive to the overall financial impact of the school building project.
- Evaluate opportunities to use existing resources to grow district programs in a fiscally sustainable manner that balances student needs with the economic interests of the communities.
- Prioritize initiatives and budget requests that promote equity, wellness and engagement.
- Continue to implement multi-year, phased-in staffing for:
 - K-6 science, technology, engineering and mathematics (STEM) Coaches/Specialists and
 - Certified Library/Media Specialists at each elementary school.
- Explore bringing tuition-free all-day kindergarten to the District.

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ABRSD12

Budget Guidelines

- Evaluate special education and English Language Education (ELE) resources and student needs to ensure appropriate staffing levels.
- Negotiate with bargaining units to promote high quality educational opportunities and fiscal stability for the District.
- Address short-term capital needs through the annual operating budget while continuing our commitment to the District's Capital Improvement Plan (CIP) to fund medium-term capital needs.
- Strategically issue school bonds to leverage low municipal bond interest rates to maximize savings on overall interest costs.
- Continue the commitment to maintain annual budget variances between 0.5%-1% of the budget.
- Adhere to the District's reserves and capital stabilization fund policies.

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ABRSD13

FY21: A Different Budget from FY20

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ABRSD14

1. Projected Revenues FY20-21

FY20 - 1 Year Bump Regional Transportation

\$884K

FY20 New Revenue

\$526K

FY21 New Revenue

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ABRSD15

Fixed Costs FY20-21

\$79.3M

FY20 Fixed Costs

4.06% Increase (\$3.69M)

\$82.6M

FY21 Fixed Costs

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ABRSD16

Fixed Costs vs. New Revenue

Level Service Increase

\$3.69M

4.06%[†]

5 New Revenue Sources

\$526K

Increase in new revenue (non-assessment)

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ABRSD17

Level Service Budget

Maintains Services FY20-21

- ~2.0 FTE Elementary Classroom (Enrollment)
- +3.0 FTE Spec. Ed/ ELE (From FY20)

Fixed Cost Increases

- Salaries
- Health Insurance
- MCRS
- Spec Ed Transportation
- OOD Tuitions

Capital Spending per Plan

- \$250K Increase

Level Use of Reserve

- \$690K E&D
- \$2.8M Circuit Breaker

+\$3.7M / +4.02%

- Acton 4.74%
- Boxborough 2.87%

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ABRSD18

Level Service Budget

Inconsistent with Budget Guidelines:

- Develop an operating budget that is sensitive to the overall financial impact of the school building project.
- Evaluate opportunities to use existing resources to grow district programs in a fiscally sustainable manner that balances student needs with the economic interests of the communities.
- Prioritize initiatives and budget requests that promote equity, wellness and engagement.
- Continue to implement multi-year, phased-in staffing for:
 - K-6 science, technology, engineering and mathematics (STEM) Coaches/Specialists and
 - Certified Library/Media Specialists at each elementary school.
- Explore bringing tuition-free all-day kindergarten to the District.
- Evaluate special education and English Language Education (ELE) resources and student needs to ensure appropriate staffing levels.

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FY21 Superintendent's Preliminary Budget (Modified Level Service)

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Budget Priorities to meet Guidelines

- Reallocation of existing resources in order to continue our Strategic Growth and adhere to the Budget Guidelines
- A commitment to a multi-year, fiscally responsible transition to tuition-free all-day kindergarten
- Implementation of the Capital Improvement Plan (CIP) that was developed and adopted during the FY20 Budget Process

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Strategies to achieve Priorities

Six Key Strategies

- Maintains Level Education Services (as in Level Service Budget)
- Reallocates Existing Resources to Address Needs & Budget Guidelines
- Reviews and Re-aligns Special Education Services
- Slows Growth of Capital Funds
- Reduces Kindergarten Tuitions
- Uses Additional Reserves to Moderate Impact on Towns

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Recommended Budget

Reallocate Resources to meet Budget Guidelines

- Maintain Level Services PLUS:
- Additional Special Education & Mental Health Supports
- Strategic Additions

Defer Capital Growth

- Level-fund at \$1.2M
- Fully execute FY21 CIP

Reduce ADK Tuition

- Tuition Reduced by \$750
- Flexible/ Multi-year plan for Tuition-Free ADK

Fixed Cost Increases

- Salaries
- Health Insurance
- MCRS
- Spec Ed Transportation
- OOD Tuitions

Increase Use of Reserves

- \$1145M E&D (+\$455K)
- \$3.3M Circuit Breaker (+\$500K)

+\$3M / +3.29%

- Acton 3.26%
- Boxborough 1.42%



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FY21 Preliminary Budget - Summary

	FY20 FINAL BUDGET	FY21 Level- Service	FY21 Preliminary 12/5	FY21 Recommended 1/9
Total Budget	\$90,982,111	\$94,673,077	\$94,396,777	\$93,974,777
Increase from prior year	\$2,260,619	\$3,690,966	\$3,414,666	\$2,992,666
Percent Increase from prior year	2.55%	4.06%	3.75%	3.29%
Total Assessments	\$72,757,539	\$76,022,541	\$75,441,241	\$74,919,241
Acton TOTAL	\$61,235,254	\$64,164,927	\$63,674,672	\$63,234,429
Acton % Change	2.09%	4.78%	3.98%	3.26%
Boxborough TOTAL	\$11,522,285	\$11,857,614	\$11,766,569	\$11,684,812
Boxborough % Change	1.51%	2.91%	2.12%	1.42%

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FY21 Preliminary Budget - Summary

	FY20 FINAL BUDGET	FY21 Level- Service	FY21 Preliminary 12/5	FY21 Recommended 1/9	1/25 BUDGET SATURDAY
Total Budget	\$90,982,111	\$94,673,077	\$94,396,777	\$93,974,777	\$93,974,777
Increase from prior year	\$2,260,619	\$3,690,966	\$3,414,666	\$2,992,666	\$2,992,666
Percent Increase from prior year	2.55%	4.06%	3.75%	3.29%	3.29%
Total Assessments	\$72,757,539	\$76,022,541	\$75,441,241	\$74,919,241	\$74,769,241
Acton TOTAL	\$61,235,254	\$64,164,927	\$63,674,672	\$63,234,429	\$63,106,272
Acton % Change	2.09%	4.78%	3.98%	3.26%	3.06%
Boxborough TOTAL	\$11,522,285	\$11,857,614	\$11,766,569	\$11,684,812	\$11,662,969
Boxborough % Change	1.51%	2.91%	2.12%	1.42%	1.22%

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ABRSD 25 25



Our **vision** is to provide high-quality educational opportunities that inspire a community of learners

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FY2021 Recommended Budget Budget Saturday Presentation

Dave Verdolino, Director of Finance
January 25, 2020

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ABRSD 26

FY2021 Presentation Overview

#1 - District Operating Budget -

- 3.29% increase is below average since full regionalization
- Major cost drivers not as favorable as in prior year

#2 - Funding Source: Revenues -

- Budget assumptions are less conservative than prior years
- No financial impact from first year of SOA (*Chapter 70*)

#3 - Funding Source: E&D Reserve -

- Greater budgeted usage; total reserves likely have peaked
- Replenishment at greater risk than last few years

#4 - Member Assessments -

- Future assessments will be exclusively enrollment-based
- Projections show Boxborough enrollment share increasing

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ABRSD 27

FY2021 Recommended Budget

FY2020 Final Budget*	\$90,982,111
FY2021 Level Service Budget (4.02% increase)	\$94,673,077
FY2021 Prelim Budget – SC Dec 5 (3.75% increase)	\$94,396,777
FY2021 Recommended Budget – SC Jan 9, 2020	\$93,974,777
% Increase from FY2020	3.29%
\$ Increase from FY2020	\$2,992,666

* - FY2020 budget represented an increase of \$2,260,619 (2.55%) over FY2019.

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ABRSD 28

Appropriated Budget History – Since Full Regionalization (FY2015 thru 2021)

Fiscal Year	Total Regional Budget	\$ Increase (in thousands)	% Increase
FY2015	\$77,100,514		
FY2016	\$80,296,395	\$3,196K	4.15%
FY2017	\$83,073,204	\$2,777K	3.46%
FY2018	\$86,090,491	\$3,017K	3.63%
FY2019	\$88,721,492	\$2,631K	3.06%
FY2020	\$90,982,111	\$2,261K	2.55%
FY2021 Recommended	\$93,974,777	\$2,993K	3.29%

Average annual increase = 3.36%

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ABRSD 29

Health Insurance – Historical Budget-to-Actual

(amounts in \$000s)	Budget	Actual	Budget Variance
FY2015	\$ 8,499K	\$ 8,001K	\$ 498K
FY2016	\$ 9,198K	\$ 9,014K	\$ 184K
FY2017	\$ 9,593K	\$ 9,150K	\$ 443K
FY2018	\$ 9,265K	\$ 9,143K	\$ 122K
FY2019	\$ 9,019K	\$ 8,524K	\$ 117K
FY2020	\$ 8,553K	TBD	TBD
FY2021	\$ 9,009K	< 5.3% increase	

Average annual budget increase since full regionalization = 1.08%
Average annual decrease since FY2017 (including FY2021) = 1.50%

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ABRSD 30

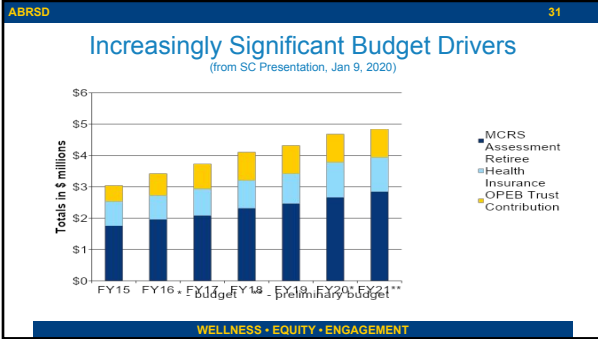
Special Education – Budgeted Out-of-District Tuition

	FY 2018 Budget	FY 2019 Budget	FY 2020 Budget	FY 2021 Recomm.
Total Tuition	\$ 7,993K	\$ 7,822K	\$ 7,655K	\$ 8,114K
Circuit Breaker Offset (Note 2)	\$ (2,510)	\$ (2,660)	\$ (2,800)	\$ (3,299)
Net Special Ed. Tuition Budget	\$ 5,483K	\$ 5,162K	\$ 4,855K	\$ 4,815K

Note 1 - Beginning in FY21, transportation costs will be eligible for Circuit Breaker reimbursement, phased-in over the following four years.

Note 2 - A significant portion of the increased tuition in FY2021 would be eligible for Circuit Breaker reimbursement in the following year.

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ABRSD 32

MCRS & OPEB Liabilities - Combined Snapshot

Financial Position (as of data from latest actuarial reports) -

	MCRS	OPEB
Actuarial liability (present value)	\$54.8 million	\$50.9 million
Value of assets held for A-B	\$27.5	\$ 5.2
UAL (unfunded actuarial liability)	\$27.3 million	\$45.7 million
Funded Ratio Now	50.2%	10.2%
Current funding trend (MCRS assess. plus \$900K to OPEB Trust) -		
> Funded Ratio by FY2035	100%	34.4%
> Projected FY Fully-funded	2035	2097
Current > Potential FY Fully-funded -		
> Redirect MCRS ~ 2035)	same	2049

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ABRSD 33

Overview of FY2021 Est. State Aid

(Cherry Sheet)

PROGRAM	FY2020 Cherry Sheet Estimate	FY2021 Governor's Budget Proposal	FY2021 House Budget Proposal
Education Receipts :			
Chapter 70	15,185,311	15,344,131	
Charter Tuition Reimbursement	62,885	41,425	
Regional School Transportation	1,654,691	1,920,580	
Offset Receipts :			
School Choice Receiving Tuition	136,022	101,772	
Total Estimated Receipts :	17,038,909	17,407,906	
Estimated Charges :			
Special Education	0	4,968	
School Choice Sending Tuition	62,774	94,716	
Charter School Sending Tuition	378,121	397,314	
Total Estimated Charges :	440,895	497,018	

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ABRSD 34

Analysis of E&D Reserve since Full Regionalization

Fiscal Year	Total Regional Budget	E&D Usage (Budget)	E&D Usage (Other)	Certified E&D Balance	E&D as a % of Budget
FY2015	\$77.1 M	\$300K		\$1,072K	1.4%
FY2016	\$80.3 M	\$200K		\$1,950K	2.4%
FY2017	\$83.1M	\$200K		\$2,739K	3.3%
FY2018	\$86.1M	\$450K	\$710K (Feasibility Study)	\$4,008K	4.7%
FY2019	\$88.7M	\$775K	\$ 1.0M (Cap. Stabilization)	\$4,082K	4.6%
FY2020	\$90.9M	\$690K		\$3,627K	4.0%
FY2021	\$93.9M (Recommended)	\$995K			

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ABRSD 35

District Reserves Summary since Full Regionalization

Date*	Certified E&D Balance*	Circuit Breaker Fund	Capital Stabilization Fund	Total Reserves	Reserves as a % of Budget
7/1/2014	\$1,072K	\$ 0	n/a	\$1,072K	1.4%
7/1/2015	\$1,950K	\$331K	n/a	\$2,281K	2.8%
7/1/2016	\$2,739K	\$999K	n/a	\$3,738K	4.5%
7/1/2017	\$4,008K	\$1,635K	n/a	\$5,643K	6.6%
7/1/2018	\$4,082K	\$2,024K	n/a	\$6,106K	6.9%
7/1/2019	\$3,627K	\$2,396K	\$1,002K	\$7,025K	7.7%

* - E&D Certification is effective as of July 1 (first day of new FY)

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ABRSD 36

Assessment Calculation Excerpt - THIS INFORMATION HAS CHANGED!


	Average Enrollment >>	ACTON 84.34%	BOXBOROUGH 16.66%
ACTON-BOXBOROUGH RSD			
FY2021 Recommended Budget Assessments			
GROSS DISTRICT BUDGET (ABRSD Appropriation)	\$93,974,777	\$79,349,081	\$14,625,696
Represents a 2.29% FY2021 increase (FY2020 was 2.55% increase)			
SHARE OF DEBT SERVICE (ELIM. SCHOOLS) PAID BY TOWNS	729,458	\$612,208	\$117,250
GROSS BUDGET-TOTAL (Total Regional Expenditures)	\$94,704,235	\$79,961,289	\$14,739,946
TOTAL REVENUES AND RESERVE USE	\$19,065,836	\$16,071,003	\$2,984,833
TOWN ASSESSMENTS - BEFORE REGIONAL AGREEMENT APPE	\$75,648,699	\$63,890,286	\$11,758,413
RESULTING ASSESSMENT PERCENTAGE SHARES - see Note B		84.46%	15.54%
DIFFERENCE RESULTING FROM APPENDIX A - see Note E	FY21 Shift>>>	-\$25,000	\$25,000
FINAL ASSESSMENT PER APPENDIX A	\$75,648,699	\$63,865,286	\$11,780,413
Less - CREDIT FOR DEBT SERVICE PAID FROM TOWN BUDGETS	(729,458)	(635,608)	(93,850)
NET ASSESSMENT AMOUNT DUE FROM BOTH TOWNS	\$74,919,241	\$63,229,678	\$11,686,463
		84.40%	16.60%
INCREASE (DECREASE) FROM PRIOR YEAR (\$)	\$2,161,702	\$1,997,824	\$164,178
INCREASE (DECREASE) FROM PRIOR YEAR (%)	2.97%	3.26%	1.42%

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ABRSD 37				
Recommended Assessment - <i>THIS INFORMATION HAS CHANGED!</i>				
	FY2020 Budget	% Change	FY2021 Budget	% Change
Budget – Voted/ Recommended	\$90.9M	2.55%	\$93.9M	3.29%
Less – Revenues (FY2019 was \$16.6M)	\$17.5M	5.55%	\$18.1M	3.00%
Less – Use of E&D (FY2019 was \$775K)	\$690K		\$995K	
Total Assessment (FY2019 was \$71.3M)	\$72.8M	2.00%	\$74.9M	2.97%
Assessment - ACT	\$61.2M	2.09%	\$63.2M	3.26%
Assessment - BOX	\$11.5M	1.51%	\$11.7M	1.42%
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ABRSD 38				
Historical Summary of “Cost Shift” (Acton to Boxborough)				
Calculation Basis (ACTON):				
	Enrollment	Appendix A	Diff %	Cost Shift (to B)
FY2015	84.2%	82.4%	-1.8%	\$ 1,061K
FY2016	84.7%	82.6%	-2.1%	\$ 1,359K
FY2017	84.9%	82.8%	-2.1%	\$ 1,461K
FY2018	85.01%	83.24%	-1.8%	\$ 1,244K
FY2019	84.82%	84.11%	-0.7%	\$ 510K
FY2020	84.77%	84.16%	-0.6%	\$ 425K
FY2021	84.46%	84.40%	+0.1%	\$ 25K
FY2022 (proj.)	84.41%*	84.39%*	-----	none
Total Cost Shift during Appendix A period = \$6,085K				
* - difference results from apportionment of debt costs paid by each town				
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ABRSD 39				
Enrollment (Historical and Projected)				
Year	Actual SY Enrollment		3-Yr Average Enrollment	
	Acton	Boxborough	Acton	Boxborough
2017	84.85%	15.15%	averages were superceded by Appendix A during this period	
2018	84.50	15.50vvv		
2019	84.56	15.44vvv		
2020	83.95	16.05vvv	84.80%	15.20%
2021(proj.)*	83.98	16.02 ^{AAA}	84.64	15.36
2022	83.35	16.65	84.17	15.83
2023	83.24	16.76	83.76	16.24
2024	82.62	17.38	83.53	16.47
2025	82.08	17.92	83.07	16.93
Note – Each 0.1% represents (in \$) 70K-\$85K over the period.				
* - Projections for FY2021 and thereafter by NESDEC (10/1/19)				
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ABRSD 40 40	
 <p>Our vision is to provide high-quality educational opportunities that inspire a community of learners</p> <p>WELLNESS • EQUITY • ENGAGEMENT</p> <p>Our mission is to develop engaged, well-balanced learners through collaborative, caring relationships</p>	
<h2>FY21 Budget Staffing Report</h2> <p>Marie Altieri, Deputy Superintendent of Schools January 25, 2020</p>	
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ABRSD 41				
Salaries Budget				
<ul style="list-style-type: none"> All Salaries - \$61M \$2.4M Increase 4% Increase Teaching Salaries \$40M \$1.7M Increase 4.4% Increase Salaries are 65% of total budget 				
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ABRSD 42					
Character Code	Human Resources	FY20	FY21	\$ Inc	% Inc
01	Salaries, Teaching	\$38,454,217	\$40,132,502	\$1,678,285	4.36%
02	Salaries, Principal/Asst Prin	\$2,509,716	\$2,656,892	\$147,176	5.86%
03	Salaries, Central Admin	\$1,327,515	\$1,361,782	\$34,267	2.58%
04	Salaries, Support Staff*	\$12,344,335	\$12,605,975	\$261,640	2.12%
05	Salaries, Athletics	\$691,197	\$694,246	\$3,049	0.44%
06	Salaries, Buildings	\$920,523	\$955,964	\$35,441	3.85%
07	Salaries, Custodial	\$1,576,310	\$1,600,469	\$24,159	1.53%
11	Salaries, Sub Misc	\$51,428	\$8,375	-\$43,053	-83.72%
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ABRSD 43					
Char Code	Human Resources	FY20	FY21	\$ Inc	% Inc
12	Salaries, Subs Instr	\$593,000	\$684,000	\$101,000	17.32%
13	Salaries, Overtime	\$186,985	\$239,500	\$52,515	28.09%
14	Stipends, Curr & Instruct	\$12,000	\$46,000	\$34,000	283.33%
15	Fringe, Course Reimbursement	\$56,000	\$105,000	\$49,000	87.50%
19	Fringe, Unemployment	\$40,000	\$40,000	\$0	0.00%
35	Other, Admin Supplies	\$80,295	\$81,500	\$1,205	1.50%
40	Other, Travel/Conferences	\$5,200	\$5,200	\$0	0.00%
	Totals	\$58,838,721	\$61,217,405	\$2,378,684	4.04%
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ABRSD 44					
Cost of Living Increases by Unit					
Cost of Living Adjustments (COLA) for each employee group:					
COLA	FY17	FY18	FY19	FY20	FY21
ABEA	1.5%	1.5%	2.4%	1.8% + 1.1%*	.7% + 1.5%
OSA	1.75%	1.75%	1.75%	TBD	TBD
AFSCME	1.75%	1.75%	1.75%	TBD	TBD
Support Staff	1.75%	1.75%	1.75%	1.5%	1.5%
Admin	2.5%	2.5%	2.5%	2.5%	1.5%
Salaried Staff	2.5%	2.5%	2.5%	2.5%	1.5%
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ABRSD 45					
ABEA COLA and Overall Contract	*All numbers are percentages	COLA	Steps/Supermax/ Longevity	Total Average Salary Increase	Health Ins Rate Increase
	FY11	0	2.5	2.5	12.5%
	FY12	1	2.5	3.5	5.1%
	FY13	1.25	2.5	3.75	-2.9%
	FY14	0.5%	2.5	3.0	10.2%
	FY15	1	2.5	3.5	9.5%
	FY16	1.5	2.5	4.0	11%
	FY17	1.5	2.5	4.0	4%
	FY18	1.5	2.5	4.0	0
	FY19	2.4	2.7	5.1	-5%
	FY20	1.8 + 1.1	2.7	5.6	-3%
	FY21	0.7 + 1.5	2.8	5	4%
	Average	1.4	2.5	3.9	4%
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ABRSD 46	
FY21 Teaching Salary Drivers	
<ul style="list-style-type: none"> Overall Increase 4.4% - includes new positions and reduced positions 1.5% Cost of Living plus 0.7% prior year split year adjustment Retirements - 14 Salaries for retirees reduced from ~\$100k to \$58k (3M) - Savings of (-\$450k) Vacancy Factor Reduction to budget which Offsets teachers on unpaid leave or who resign (-\$325,000) → \$(-425,000) Substitutes +\$100,000 (Moved money back from vacancy factor to reflect actual cost of subs) 	
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ABRSD 47								
Retirement Budget History								
Certified Staff Retirements	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Average
Retirees	14	12	13	4	18	14	14	12.7
Early Retirement	\$427,532	\$522,951	\$428,694	\$149,503	\$427,892	\$390,687	\$130,000*	\$353,894
Retiree Salary Savings	(\$412,089)	(\$451,000)	(\$539,017)	(\$141,450)	(\$670,256)	(\$563,899)	(\$450,000)	(\$461,101)
Budget Impact	\$15,443	\$71,951	(\$110,323)	\$8,053	(\$242,364)	(\$173,212)	(\$320,000)	(\$107,207)
<small>*Some of the FY20 ERI was paid in FY19. The actual ERI to be paid in FY21 is \$225k. The budget of \$130,000 plus the leftover money from FY20 will cover the FY21 ERI. FY22 is the last year of ERI.</small>								
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ABRSD 48				
ABRSD Staff- 1,000+ employees / 935 FTE				
Full Time Equivalent (FTEs) Employees				
	FY20 FTE	FTE Adjustments	FY21 FTE	FY21 Total People
Teachers	474.1	9.6	483.7	502
Administrators	39.3	1	40.3	42
Salaried Staff	39.65	-1	38.65	40
Support Staff	261.9	-9.2	252.7	318
Custodians	40	0	40	42
Office Support	31.2	0	31.2	38
Transportation	49	0	49	46
Totals	935.9	-0.4	935.5	1,028
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ABRSD 49

All Day K: Why consider tuition-free ADK

- Provide more time in school for socialization; play-based learning; communication skills; literacy and math learning and practice
- AB parents are requesting it
 - 80% of parents choose all day k with tuition
 - 92% would select all day k if it were tuition free
- 87% of Massachusetts School Districts have tuition free ADK
- 95% of Massachusetts students are attending ADK
- Teacher Feedback – students have greater social skills and stamina when they reach first grade

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ABRSD 50

ADK Multi-Year Funding Plan

	Tuition	Reduced Revenue	Budget Increase	Use of ADK Fund	Use of E&D	SOA	Remaining costs going forward
FY20	\$4,500						\$1,078,000
FY21	\$3,750	\$157,500			\$180,000		\$898,000
FY22	\$3,000	\$157,000	\$180,000		\$180,000		\$718,000
FY23	\$2,250	\$157,000	\$180,000		\$180,000	TBD	\$538,000
FY24	Free	\$157,000	\$180,000	\$200,000	\$338,000	TBD	\$338,000
FY25	Free	\$452,000	\$338,000		0	TBD	0

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ABRSD 51

New Positions/Reallocations - Special Ed

Location	New Position	+ FTE	- FTE	Cost	Funding Source
Blanchard	Pathways Teacher	1	-2	\$58,000	2 DW Special Ed Assistants (\$60K)
District	OT/PT	1	-2	\$58,000	2 DW Special Ed Assistants (\$60K)
District	SLP (Speech Language Pathologist)	1	-2	\$58,000	1 DW Special Ed Assistant (\$60K); 1 DW SLPA (\$32K)
ABRHS	Learning Center Teacher	1	0	\$58,000	Circuit Breaker
ABRHS	REAL Adjustment Counselor (SEL/Behavior)	1	0	\$65,000	ODP Revolving (\$30K); Special Ed DW PL, Conferences, Phones (\$8,500); HS Landscaping (\$7K); HS Furniture (\$9K)
ABRHS	REAL Teacher	1	0	\$58,000	Circuit Breaker
ABRHS	BRIDGES Teacher	1	0	\$58,000	Circuit Breaker
McT	Adjustment Counselor for SEL program (SEL/Behavior)	1	-2	\$65,000	2 Spec. Ed. DW Assistants (\$60K)
R.J. Grey	Increase Psych from .6 to .8	0.2	0	\$15,000	Dragonfly Budget Offset (\$15K)

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ABRSD 52

New Positions/Reallocations - General Ed

New Position	+ FTE	- FTE	Cost	Funding Source (Reduced from Level-Service Budget)
Reallocate Data Manager to Dean of Academics	0	0	\$15,000	Furniture (\$15K)
Health and Phys Ed Teacher	0.4	0	\$23,200	Furniture (\$23K)
Convert EdTech Desktop Support to Digital Learning Specialist	1	-1	\$63,000	EDTech Position (\$45K); HS Operating Budget (\$18K)
Elementary STEAM Coach	1	0	\$75,000	DW Curriculum Budget (\$16K); Social Sentinel (\$10K); Web Designer (\$11K); Delay AEDs 1 Year (\$15K)
General Budget Reduction		-2	\$0	2 Elementary Classroom Teachers (enrollment)
Convert Math Assistant To Teacher	1	-1	\$30,000	JHS Position Funded through reduction of Math Assistant (\$30K), operating Budget Reduction (\$20K), Online Subscriptions (\$10K)
Strings Stipend	0	0	\$5,000	Dragonfly Budget Offset (\$5K)

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ABRSD 53

Position Descriptions - General Ed

- REDUCE 2.0 Elementary Classroom Teachers due to enrollment**
This reduction has been planned and is due to decreases in elementary enrollment.
- ADD Elementary STEAM Coach**
The Elementary STEAM Coach position is the final position in a multi-year implementation plan to hire elementary STEAM coaches. The coaches will support new and improved teaching and learning practices in science, technology, engineering and mathematics in each of the elementary schools.
- ADD 0.4 ABRHS Health & Physical Education Teacher**
The Director of Physical Education currently teaches 2 classes beyond contractual limits in order to provide students with sufficient courses to meet enrollment needs. Adding this position will ensure that the district provides adequate supervisory support in this area.

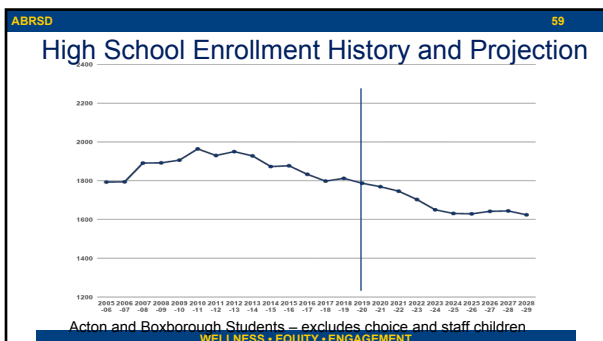
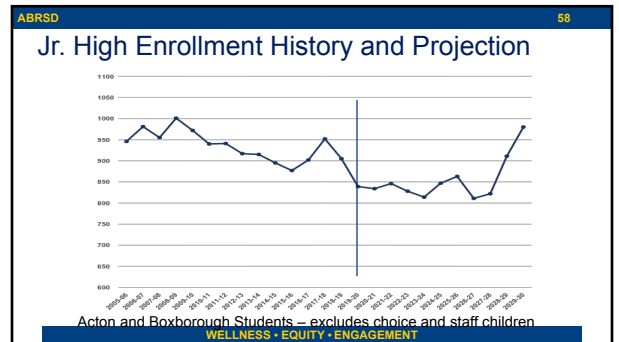
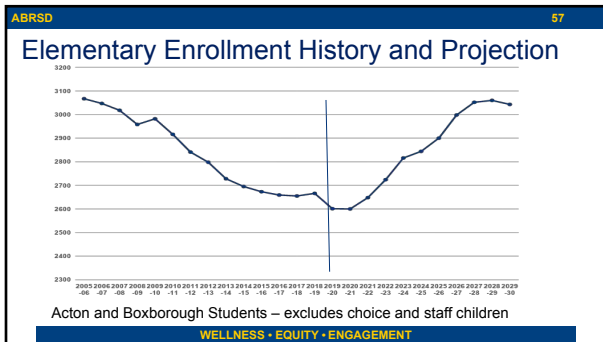
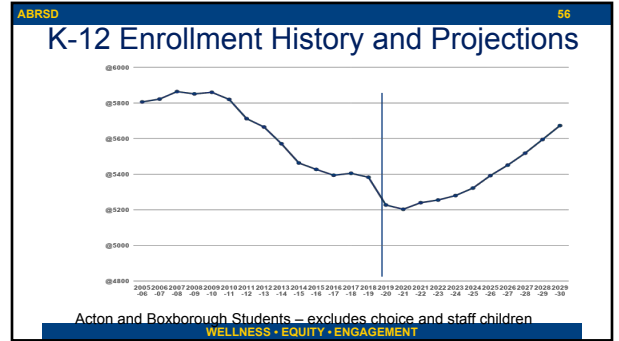
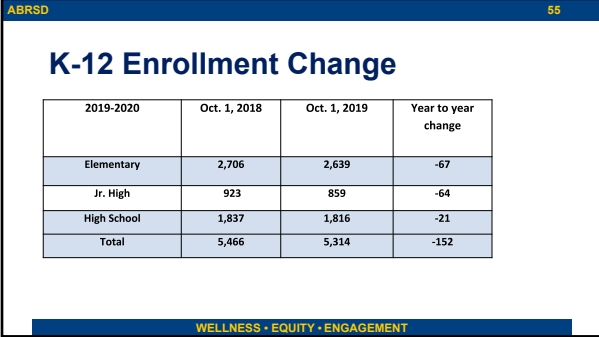
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ABRSD 54


Position Descriptions - General Ed

- ADD Strings Stipend for RJ Grey School to cover HS drop schedule periods**
The implementation of the new schedule for the high school resulted in the strings teacher being unable to cover multiple sessions at the JHS over the course of the year. By adding this stipend, we will ensure that all JHS strings classes are covered.
- CONVERT ABRHS Data Manager Position to Dean of Academics**
Converting this position from a data manager position to a Dean of Academics will provide increased supervisory capacity with high school administration and provide additional focus on the academic growth of the high school program.
- CONVERT EdTech Desktop Support position to Digital Literacy Specialist at ABRHS**
Converting the current desktop support position to a Digital Learning Specialist will provide direct support to classroom teachers as the high school implements a 1:1 environment for students in grade 9.
- CONVERT Math Assistant to Math Support Teacher**
Converting the current Math Assistant position to a Math Support Teacher at R.J. Grey will allow the school to provide an increased level of support to students who require assistance in math.

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ABRSD 60



Our **vision** is to provide high-quality educational opportunities that inspire a community of learners

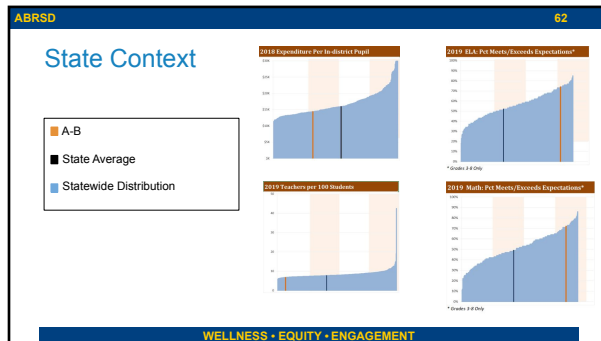
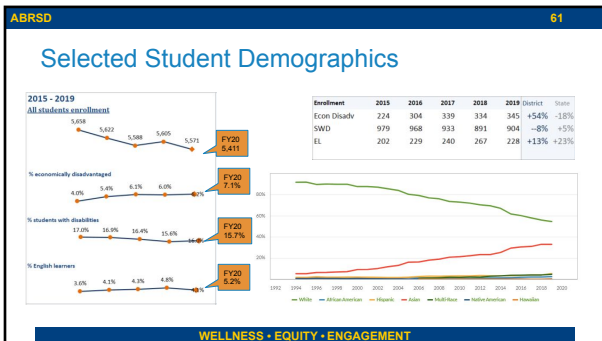
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Our **mission** is to develop engaged, well-balanced learners through collaborative, caring relationships

Benchmarking Data

January 25, 2020

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ABRSD

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Comparable Communities

Select up to two comparison districts (in the blue cells, last drop-down or type district name)

(Delete and re-select comparison names if you select a new target district above)

Region	2018 State District	2019 Relative District	2019 Students					2019 Student MCAS									
			Total Enrolled	Non-SWD	SWD	EL	Grade 3-8					Grade 9-12					
							% Met or Exceeded Expectations	ELA	Math	Science	% Met or Exceeded Expectations	ELA	Math	ELA	Math	Science	
Active/Bedford	Gr Boston	\$14,362	80%	5,271	6.2	16.0	4.1	74%	72%	72%	52%	57%	80%	92%	58.9	57.3	
Bedford	Gr Boston	\$12,295	95%	2,658	9.7	16.6	6.6	73%	72%	67%	53%	54.3	60%	75%	48.1	59.6	
Bedford	Gr Boston	\$12,736	123%	4,628	7.1	10.6	7.8	80%	80%	84%	58.0	58.6	90%	91%	54.7	56.1	
Harvard	Central	\$16,766	100%	1,065	4.7	11.2	1.4	76%	72%	82%	56.1	48.0	94%	90%	67.6	75.1	
Marblehead	Northwest	\$15,778	143%	3,051	9.4	19.3	4.0	65%	63%	61%	48.1	57.1	79%	78%	54.2	58.4	
Nashua	Central	\$16,180	84%	3,228	7.8	16.2	2.1	75%	73%	70%	56.4	53.1	81%	80%	55.8	44.9	
Needham	Gr Boston	\$17,213	148%	5,721	5.3	17.2	2.8	76%	73%	70%	58.2	58.9	84%	88%	50.2	55.7	
Waltham	Central	\$12,280	80%	7,200	10.3	15.1	1.7	67%	64%	67%	56.4	56.1	81%	79%	53.1	57.2	
Westborough	Central	\$14,837	80%	3,335	8.3	14.9	11.5	77%	76%	73%	49.6	42.3	84%	83%	57.1	51.5	
Westford	Northwest	\$14,004	76%	5,060	5.2	14.7	1.7	75%	76%	78%	52.8	56.3	82%	85%	61.5	61.2	
Winchester	Gr Boston	\$13,451	127%	4,639	5.0	17.3	2.5	81%	79%	78%	54.6	50.0	85%	86%	48.3	56.4	

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