

District-Wide Services





HES



WIS



WMS



WHS

The System-Wide budget includes the cost of the employee benefits program, pupil transportation, the centralized document reproduction and mailing department and other programs that are not appropriately categorized elsewhere in the budget.

The employee benefits budget includes the Board of Education’s costs for health benefits, workers’ compensation, unemployment compensation, early retirement incentive, life and disability insurance, retirement benefits, funding for GASB 43/45, tuition reimbursement, sick bank, social security and Medicare matching and related professional technical services. The FY 2011 budget for health benefits, which represents approximately 13.7% of the district’s total financial funding requirement, anticipates transitioning a minimum of 50 employees from the traditional PPO plan to the Health Savings Account. This is not only a cost effective financing mechanism for the district, which should net approximately \$210k in cost reductions, but our employees realize savings because the percent of cost sharing and premiums is lower. In addition, the district has capped the projected premium increase for FY 2011 at 5%. Any additional cost for premiums will be absorbed through the reserves in the Internal Services Fund. Finally, as a result of negotiations with all employee groups, cost sharing and plan design changes will generate an additional \$169k in cost reductions for employee benefits in FY 2011. The combination of these strategies will actually reduce the budget request when compared to FY 2010 by more than \$219k.

During the FY 2010 fiscal year, the district completed the work of redesigning pupil transportation operations to accommodate the redesign of the start and end times of the school day. Ultimately, the district was able to reduce 10% of the fleet or 2 buses, negotiate a lower daily rate, and conserve fuel by moving from a three to a two tier system. In addition to the total cost savings of \$156.4k, the district was able to improve services to students by reducing the average ride time, and enabling our high school students to acquire additional rest by starting school later. The district was also able to save approximately \$127.9k on an annual basis by purchasing 3 vehicles to transport special needs and vocational students that are educated in five different schools outside of Weston. These vehicles were purchased from savings generated in the FY 2009 budget. During the summer and early fall, the district had the vehicles equipped with special equipment, inspected and registered. In an effort to optimize savings, the Directors of Finance and Operations and Facilities, with the assistance of school administrators, evaluated the custodial and maintenance requirements for the district and redirected staffing resources to cover 80% of the driver requirements for the “runs” accommodated by these three vehicles. The district then trained the designated staff for the required licensing. This is an example of the district’s ability to think differently about operational norms and take risks that will ultimately redirect resources for instructional needs.

The third category of expenditures in this budget includes salary savings from employee turnover, staffing allowance, rate changes for non-represented employees and liability insurance. The turnover savings reflected in this budget include three known retirements. The funds allocated to the staffing allowance budget are equal to one new certified staff position at the contracted salary of a master’s degree, step 4. The Board of Education determines salary increases for non-represented employees in late spring. Therefore, the salary increases for these employees are budgeted on a district-wide basis. Finally, there is a line item entitled “current year unallocated budget appropriation.” Each year, the Director of Finance and Operations re-forecasts each line item in the budget. This will be completed at the end of December. At this point, the district anticipates a shortfall in the area of Special Education. Consequently, savings generated in the operational areas of the budget will need to be redirected to accounts that fund direct services to students with special needs.

DISTRICT-WIDE SERVICES

Weston Public Schools, Weston CT

	2007 Expended	2008 Expended	2009 Expended	2010 Budget	2010 Expected	2011 Requested	Differ. to Expected
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PUPIL TRANSPORTATION

Technical Support	0	7,049	56,632	20,000	32,000	32,000	0
Regular Education	1,143,230	1,140,032	1,120,470	1,186,015	1,056,658	1,059,613	2,955
Special Education	450,922	480,734	433,688	459,419	344,150	331,479	-12,671
Diesel Fuel	130,491	176,585	153,312	117,400	117,400	117,400	0
Vehicles	0	0	106,417	0	0	0	0
TOTAL BUDGET	1,724,643	1,804,400	1,870,519	1,782,834	1,550,208	1,540,492	-9,716

% Over FY 2010 Budget

-0.54%

% Over FY 2010 Expected

-0.63%

EMPLOYEE BENEFITS

Health Insurance	5,695,583	6,101,148	6,408,132	6,343,850	6,343,850	6,124,504	-219,346
Worker's Compensation	179,225	135,737	188,210	190,918	188,911	190,918	2,007
Unemployment Comp.	15,894	56,361	73,512	88,800	102,700	60,000	-42,700
Early Retirement Incentive	22,927	22,927	22,927	22,927	22,927	14,427	-8,500
Life Insurance	71,316	73,887	122,678	78,234	125,130	127,315	2,185
Disability Insurance	10,997	9,579	11,861	11,833	12,246	12,705	459
Retirement Pensions	414,082	447,088	416,318	469,311	502,175	667,750	165,575
GASB 43/45 Contributions	0	0	250,000	250,000	250,000	250,000	0
Tuition Reimbursement	35,102	35,035	44,759	65,000	65,000	65,000	0
Sick Bank	0	2,734	11,071	58,548	58,548	59,573	1,025
Social Security Matching	381,163	396,654	399,064	421,029	416,610	418,354	1,744
Medicare Matching	312,233	325,541	338,700	362,351	353,280	365,675	12,395
Professional Tech. Services	10,780	9,545	25,532	14,693	26,500	26,500	0
TOTAL BUDGET	7,149,302	7,616,236	8,312,764	8,377,494	8,467,877	8,382,721	-85,156

% Over FY 2010 Budget

-1.02%

% Over FY 2010 Expected

-1.01%

DOCUMENT REPRODUCTION-DISTRIBUTION CENTER

Para Professionals	0	0	31,960	50,093	53,060	54,952	1,892
Equipment Rental	0	0	149,133	143,578	161,393	161,393	0
Postage	0	0	20,058	20,000	20,000	20,000	0
Materials	0	0	12,639	27,075	27,075	27,075	0
Equipment	0	0	19,253	0	0	0	0
TOTAL BUDGET	0	0	233,043	240,746	261,528	263,420	1,892

% Over FY 2010 Budget

0.79%

% Over FY 2010 Expected

0.72%

OTHER

Turnover Savings	0	0	0	-185,153	0	-120,000	-120,000
Staffing Allowance	0	0	0	58,548	0	59,573	59,573
Unaffiliated Staff	0	0	0	19,925	0	55,602	55,602
Unallocated	0	0	0	0	108,120	0	-108,120
Pending Final Contracts	0	0	0	164,367	0	0	0
Liability Insurance	34,640	66,920	45,990	40,026	41,088	42,320	1,232
TOTAL BUDGET	34,640	66,920	45,990	97,713	149,208	37,495	-111,713

TOTAL DISTRICT-WIDE	8,908,585	9,487,556	10,462,316	10,498,787	10,428,821	10,224,128	-204,693
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DISTRICT-WIDE SERVICES

Weston Public Schools, Weston CT

Key Budget Facts

Enrollment	
Projected 2010-11	2,545
Change - 10/1/09	(33)



HOW DID WE CALCULATE THE BUDGET?

<i>Pupil Transportation:</i>	# Vehicles/Trips	School Days	Daily Rates	Extended Cost
<i>Regular Transportation - Type I Vehicles</i>				
Full Day Service	20	180	\$283.16	1,019,358
Kindergarten Buses	9	132	\$31.32	37,208
Late Buses	2	140	\$31.32	8,770
Daily Rate for Sound/Video Equipment	20	180	\$1.38	4,968
Prepayment Discount (1%)				-10,691
<i>Total Regular Transportation</i>				1,059,613
<i>Special Transportation - Type II Vehicles</i>				
<i>In-District</i>				
Wheelchair Type II	1	180	\$312.03	56,165
2 Special Ed Vans	2	180	\$312.03	112,331
Prepayment Discount (1%)				-1,685
Mid-Day Runs	2	180	\$31.32	11,275
Summer Transportation	3	20	\$312.03	18,722
<i>Out of District (includes Vo-Tech.)</i>				
<i>In-House Fleet:</i>				
3 Drivers for 5 Runs @ 4 Hours Per Day		180		57,035
Additional Time Created by Driving Duties				11,130
Vehicle Insurance				8,400
Fuel				6,875
Repairs, Inspections & Registration				3,600
Contracted Services	1	180	\$217.40	39,132
Parent Reimbursement, per I.E..				8,499
<i>Total Special Transportation</i>				331,479

DISTRICT-WIDE SERVICES

Weston Public Schools, Weston CT

HEALTH BENEFITS PROGRAM FY 2011 REQUEST

<u>Expenses</u>	<u>Active</u>	<u>COBRA</u>	<u>Retirees</u>	<u>Total</u>	<u>FY 2011 Projected Gross Rates</u>	<u>FY 2011 Projected Gross Cost</u>
PPO Single	84	4	31	119	8,710	1,036,490
PPO Double	74	0	33	107	17,415	1,863,405
PPO Family	140	0	7	147	23,805	3,499,335
HMO Single	2	1	0	3	8,450	25,350
HMO Double	1	0	1	2	16,915	33,830
HMO Family	2	0	0	2	23,095	46,190
H.S.A. Single	9	1	0	10	6,675	66,750
H.S.A. Double	12	0	0	12	11,965	143,580
H.S.A. Family	14	0	0	14	18,095	253,330
50% Deductible						49,500
Total	<u>338</u>	<u>6</u>	<u>72</u>	<u>416</u>		<u>7,017,760</u>
Dental Single	98	2	29	129	460	59,340
Dental Double	104	0	30	134	925	123,950
Dental Family	154	0	6	160	1,395	223,200
Delta Dental Administrative Cost						32,500
Total	<u>356</u>	<u>2</u>	<u>65</u>	<u>423</u>		<u>438,990</u>
Supplemental Insurance						17,679
Projected Gross Expenses for FY 2011						<u>7,474,429</u>
Revenues						
Employee Cost Sharing						802,425
COBRA/Retirees						265,500
State Teacher's Retirement						72,000
Projected Revenues for FY 2011						<u>1,139,925</u>
Savings from transitioning 50 Employees to the Health Savings Account Plan @ \$4,200						210,000
FY 2011 Budget Request						6,124,504

Notes:

All transactions related to employee health benefits will flow through the Internal Services Fund.

Annual gross rates assume a 5% increase, Internal Services Fund will absorb any excess rate increase.

Budget assumes transitioning 50 additional employees to the H.S.A. plan, Internal Services Fund will absorb any shortfall.

Claims from self-insurance through 6/30/09 will continue to be paid through the Internal Services Fund.

***COPY - MAIL CENTER
STAFFING***

<u>2009-2010 Actual</u>		<u>2010-2011 Projected</u>	
<u>Staff</u>	<u>Program</u>	<u>Staff</u>	<u>Change</u>
NON-CERTIFIED STAFF			
	Para Professionals		
1.46	IMC	1.46	0.00
<u>1.46</u>	TOTAL NON-CERTIFIED STAFF	<u>1.46</u>	<u>0.00</u>
1.46	TOTAL STAFF	1.46	0.00
<i>TRANSPORTATION STAFFING</i>			
	Administration		
0.50	Transportation Coordinator	0.50	0.00
	Drivers		
1.10	Out of District *	1.10	0.00
<u>1.60</u>	TOTAL NON-CERTIFIED STAFF	<u>1.60</u>	<u>0.00</u>
1.60	TOTAL STAFF	1.60	0.00

Note:

*12 month employees work 180 days on a part-time basis driving students to out-of-district facilities.

Remaining time dedicated to servicing the custodial and grounds needs of the district.