

FY'21 Hiring and Budget Update



Budget Landscape

The budget landscape has many unknown variables.

- Our operating budget includes about \$1.5 million in federal funding (grants and “circuit breaker” reimbursement, plus revenue from other revolving account. This revenue is included as offsets in the operating budget.
 - Significant concern that this funding will be substantially decreased
 - Circuit break currently reimbursed at 75%; during prior economic downturn in 2009, was cut to 30%.
- Uncertainty about revenue generated through revolving accounts during a disrupted year.
- Our costs have changed since the FY’21 budget was developed as a result of the unprecedented and unanticipated world situation.



Strategy - Last spring

- Implement a hiring freeze.
 - Examine educational impact of not filling positions that are vacant due to retirements, resignations, non-renewals, or are new.
 - Hire only those positions where the impact is untenable.
 - Create a master schedule and make teaching assignments based on this assumption.
- Continue to make projection about next year's needs and costs by engaging in planning for various re-opening scenarios and structures.
- Work collaboratively with bargaining units who were currently in negotiations.



Approved cuts last spring

- Tier 1: 8.0 FTE professional positions and 2.5 FTE paraprofessionals
- Tier 2: 3.0 FTE teaching positions

Approx. \$1M



Tier 1 Cuts Were Implemented

- 1.4 FTE HS English (\$77,073)
- 1.0 FTE HS Social Studies (\$95,322)
- 1.0 FTE HS Science (\$81,923)
- 1.0 FTE HS Spanish (\$65,072)
- .6 FTE HS Drama (\$35,384)
- .2 FTE HS Music (\$12,267)
- 1.0 FTE MS Social Studies (\$108,632)
- 1.0 FTE Elementary Library (\$108,632)
- .4 FTE K-12 Library Director (\$47,988)
- .4 FTE Director of Safety and Security (\$40,000)
- 2.5 FTE Instructional Assistants (\$66,250)

TOTAL: \$738,543



Tier 2 - Not able to implement elementary cuts

FY'21 Approved Budget: 66 elementary classroom teachers

Proposed Cut in Spring: Reduce to 63 elementary classroom teachers

Fall actual: 75 elementary classroom teachers

- Enrollment increase at Deerfield in singletons
- 4-days in-person for K and grade 1
- Number of students who opted for fully remote in K, 1, and 2



9 additional elementary classroom teachers:

- Reallocation of staff from library, math specialist, and literacy specialist (4.5 FTE - cost neutral)
- Elimination of Kindergarten assistants (-\$218K), allowed creation of 4.0 FTE teaching positions (nearly cost neutral)
- Applying turnover savings for remaining .5 FTE (\$48,839)

In addition, added 1.0 FTE preschool teacher in order to offer in-person instruction in 4 and 5 day programs. (Turnover - \$69,489)



Turnover Savings:

Important for 2 reasons:

- Savings can be applied to unanticipated costs during a given fiscal year (e.g. paid medical leaves, providing additional SPED services, etc.)
- Important foundation for FY'22 budget - can be applied to cost of level services increase



Turnover Savings:

Retirements, resignations, non-renewals (Carry forward to FY'22 budget development)	\$248,718
LOAs (limited to FY'21 budget)	\$330,836*
Total	\$579,554

*

Turnover that has already been applied to 1.5 FTE teaching positions described earlier has already been deducted.

*Most of this turnover is due to LOAs that were requested during the summer and are unique to this year's circumstances.



Other revenue

Coronavirus Reopening Funds (\$225/student) and CARES Act: \$690K

Town's SPED Reserve Account: \$558K



Revenue Uncertainty

Steps taken:

- Closed the Extended Day Program
- Reduced Food Service staff from 20 to 9

Additional risks:

- Food services (risk \$150K-\$200K) - significantly reduced sales
- Bus fees offset (risk \$107K) - ridership dropped from 1580 to 690 in response to need for physical distancing measures
- Building use (risk \$62K) - not currently generating revenue which serves as a salary offset
- Circuit Breaker (risk \$500K?) - limited insight into what the circuit breaker reimbursement for Special Education will be this year; anticipate it could be much lower than prior years



COVID Expenses

FY'21 to date:

\$900K - technology, software applications, PPE, ventilation, and equipment costs to re-open

\$120K - will be paid next month, particularly in the area of ventilation (e.g. filters, repairs)



COVID Expenses

Anticipated expenses and/or potential risk:

- Continuing PPE and ventilation costs: \$750K?
- Special Education compensatory services: \$250K?
- Additional staffing to support grades 2 and 3: \$150K?



Summary

Category	Amount	Notes:
Available funds	\$2,566,097	Tier 1 budget cuts, turnover, Coronavirus Reopening and CARES Act funds, Special Education Reserve Account
Revenue uncertainty	(\$869,000)	Circuit breaker, food services, bus offset, building use
COVID Costs - incurred or committed	(\$1,020,000)	Technology, PPE, ventilation, software, equipment, etc.
Anticipated or potential COVID Costs	(\$1,150,000)	Additional grade 2 and 3 staffing, PPE, ventilation, SPED compensatory
Total potential shortfall	(\$472,903)	

