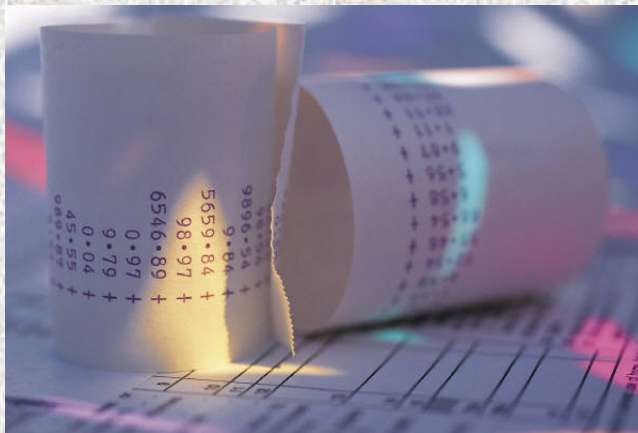


2019-'20 Salaries & Benefits Budget

Board of Education
March 5, 2019



Salaries & Benefits Budget Overview

- ▶ Largest component of the budget
 - ◆ Driven by labor contracts
 - Salaries
 - Health & other benefits
 - ◆ Retirement
 - ◆ Represents 64% of total cy budget (70% net of debt service)
 - ◆ Build “assigned” fund balance into expenditure
 - Typically \$0 net budget impact

Salaries & Benefits Budget Assumptions

- ▶ Carry forward of current year staff
- ▶ Includes retirement info



Salaries & Benefits

Budget Assumptions

- ▶ Anticipated health insurance rates
 - ◆ Budgetary increase of 3.0% (Transition to LMHF)
- ▶ 105(h) & other benefit provisions
 - ◆ No change
- ▶ Summer 20 & 11 month pay
 - ◆ Consistent rate of pay, but increased participation
- ▶ Teachers Retirement System 13.30%
- ▶ Employee Retirement System 13.75%

Salaries & Benefits Budget Summary

	2018-19	2019-20	\$ Change	% Change
Salaries	\$24,992,683	\$25,554,312	\$561,628	2.2%
Health Ins.	4,840,556	4,986,670	146,114	3.0%
ERS/TRS	3,553,420	3,636,289	82,869	2.3%
Other	2,412,641	2,424,581	11,940	0.5%
	\$35,799,300	\$36,601,852	\$802,552	2.2%



Salaries

	2018-19	2019-20	Change (\$)	Change (%)
Salaries	24,992,683	25,554,312	561,629	2.2%

- ▶ Carry forward of current year staff
 - ◆ Plus addition of 1.0 FTE Elementary (UPK) Teacher
 - ◆ 1.0 Guidance Counselor currently contracted through BOCES
- ▶ Represents contractual increases
- ▶ Summer 16 & 11 month pay
 - ◆ Approx. 1.3% increase in summer work participation
 - ◆ \$13,000 budget increase



Health Benefits & Retirement

	2018-19	2019-20	Change (\$)	Change (%)
Health Ins.	4,840,556	4,986,670	146,114	3.0%
ERS/TRS	3,553,420	3,636,289	82,869	2.3%

- ▶ Health benefits
 - ◆ Health insurance
 - Transition from NY44 to LMHF
 - ◆ 105(h)
 - ◆ Life insurance
- ▶ ERS/TRS





New York State Teachers' Retirement Rates (TRS)

	Employer Contribution Rate	Change in Rate	% Change in Rate
2012-'13	11.84%	0.73%	7%
2013-'14	16.25%	4.41%	37%
2014-'15	17.53%	1.28%	8%
2015-'16	13.26%	-4.27%	-24%
2016-'17	11.72%	-1.54%	-12%
2017-'18	9.80%	-1.92%	-16%
2018-'19	10.63%	0.83%	8%
2019-'20	8.86%	-1.77%	-17%

- ▶ Budgeted Employee Contribution Rate
 - ◆ 13.30%
 - ◆ Long term focused
 - ◆ Objective is to minimize volatility

New York State Employees' Retirement Rates (ERS)

Tier	2019-20	2018-19	Change	% Change
	Rate	Rate		
1	21.6%	21.7%	-0.1%	-0.5%
2	19.6%	19.7%	-0.1%	-0.5%
3	15.9%	16.1%	-0.2%	-1.2%
4	15.9%	16.1%	-0.2%	-1.2%
5	13.1%	13.2%	-0.1%	-0.8%
6	9.4%	9.4%	0.0%	0.0%



New York State and Local Retirement System

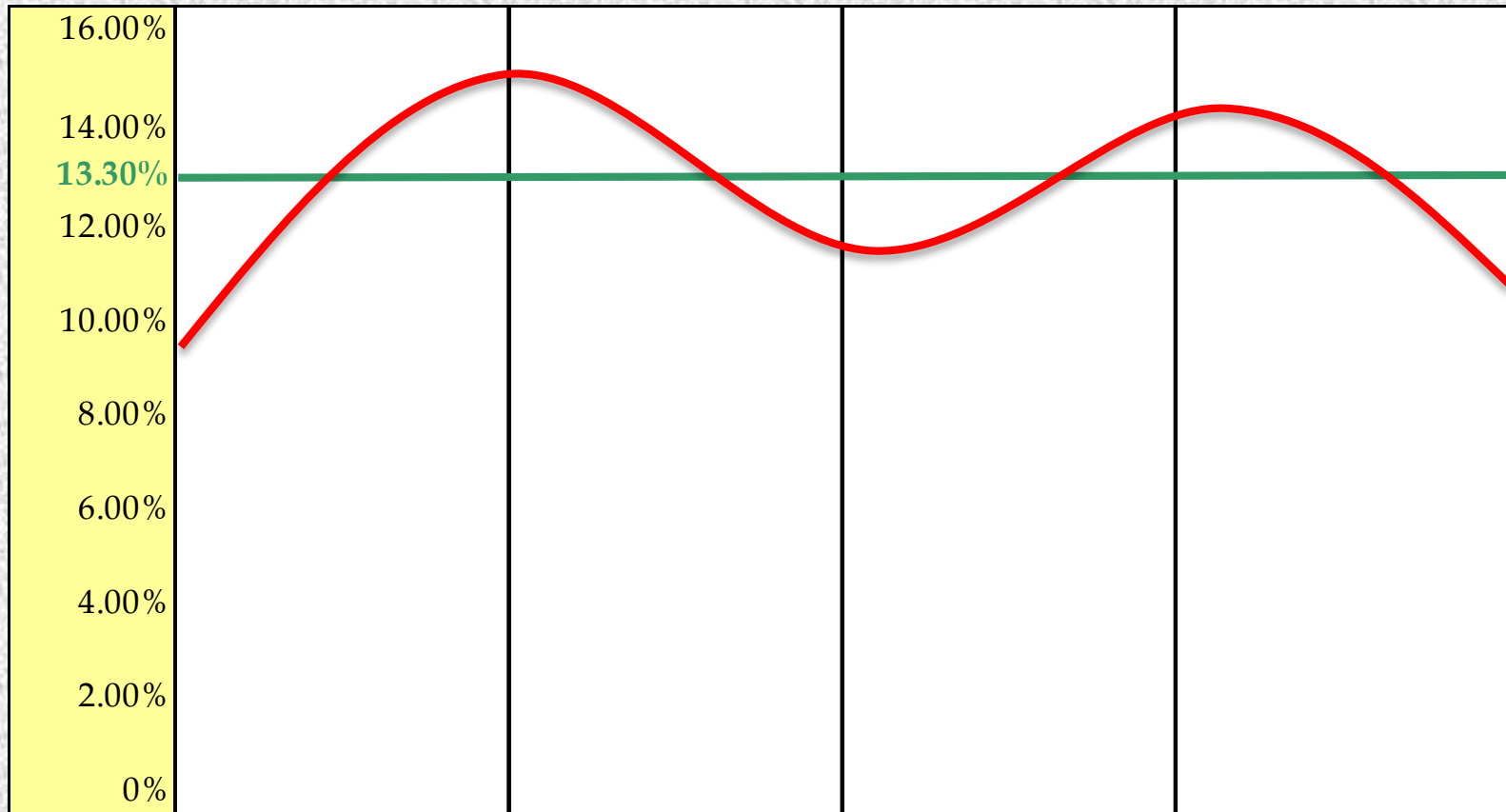
New York State Employees' Retirement Rates (ERS)

Tier 4			
ERS Contribution			
Salary Year	Rate	Change	% Change
2015-16	18.90%	-1.50%	-7.4%
2016-17	16.10%	-2.80%	-14.8%
2017-18	16.10%	0.00%	0.0%
2018-19	16.10%	0.00%	0.0%
2019-20	15.90%	-0.20%	-1.2%

- ▶ Budgeted Employee Contribution Rate
 - ◆ 13.75%
 - ◆ Long term focused
 - ◆ Objective is to minimize volatility



Budgeted TRS & ERS



- ▶ Long Term Contribution Estimates 10.3% - 16.8%
- ▶ Budget TRS & ERS for the long term...
 - ◆ TRS (13.30% budgeted contribution rate)
 - ◆ ERS (13.75% budgeted contribution rate)

Other Expense

	2018-19	2019-20	Change (\$)	Change (%)
Other	2,412,641	2,424,581	11,940	0.5%

- ▶ Other “people” driven expense
 - ◆ FICA (7.65%)
 - Correlated with salaries
 - ◆ Workers comp (\$35,000 shifted to BOCES budget)
 - ◆ Unemployment insurance
 - ◆ Disability
 - ◆ Separation benefit



Enrollment Info

	Elementary	Middle	High	Ungraded	Total	Change
2013-14	1,020	746	750	23	2,539	3
2014-15	1,024	748	732	19	2,523	-16
2015-16	1,013	712	718	22	2,465	-58
2016-17	1,046	711	728	19	2,504	39
2017-18	1,014	695	718	24	2,451	-53
2018-19	1,006	705	735	36	2,482	31

Birth Year	Age (2018-19)	Year to Enter K	Number of Births	Actual K Enrollment	Diff.	% Diff.
2009	9	2014-15	190	185	-5	-2.6%
2010	8	2015-16	168	160	-8	-4.8%
2011	7	2016-17	182	185	3	1.6%
2012	6	2017-18	206	198	-8	-3.9%
2013	5	2018-19	172	171	-1	-0.6%
2014	4	2019-20	166			
2015	3	2020-21	153			
2016	2	2021-22	163			

Presentations to date...

	2018-19 Budget		2019-20 Budget		Change (\$)	Change (%)
Salaries & Benefits	35,799,300	63.8%	36,601,852		802,552	2.24%
Board of Education	29,200	0.1%	29,200		-	0.00%
Central Operations	625,981	1.1%	644,378		18,397	2.94%
High School	281,459	0.5%	281,459		-	0.00%
Middle School	176,472	0.3%	176,472		-	0.00%
Elementary at Arcade	80,470	0.1%	81,420		950	1.18%
Elementary at Delevan	77,643	0.1%	77,643		-	0.00%
Curriculum	50,825	0.1%	50,825		-	0.00%
Special Education	770,000	1.4%	770,000		-	0.00%
Technology	216,972	0.4%	216,972		-	0.00%
Athletics	226,842	0.4%	235,737		8,895	3.92%
BOCES						
Transportation						
Buildings & Grounds	1,638,370	2.9%	1,689,780		51,410	3.14%
Debt Service						
Total	39,973,534	71.3%	40,855,738		882,204	2.21%
General Fund Budget	56,080,538					

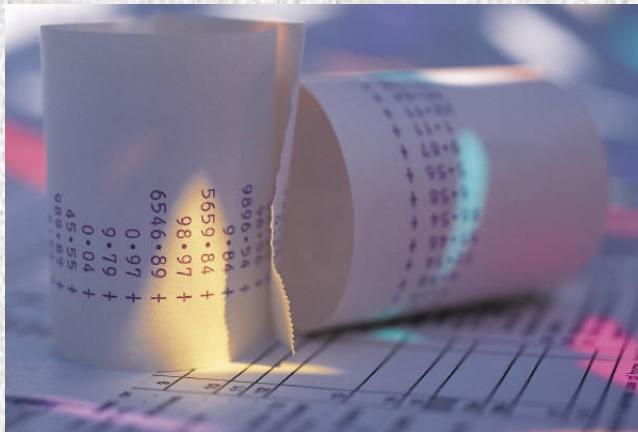
2019-'20 Budget Presentations

BOCES - Transportation - Debt Service

1st Draft of Complete 2019-20 General Fund Budget

Board of Education

March 5, 2019



Presentation Overview

- ▶ BOCES
 - ◆ Eligible expenses aided at 74.4%
 - ◆ Special ed. expenses are not BOCES aidable
 - Aid through STAC process
- ▶ Transportation
 - ◆ Contractual expenses
 - ◆ Eligible expenses aided at 90.0%
- ▶ Debt Service
 - ◆ Payments on bonds from capital projects
 - ◆ Eligible capital project expenses receive building aid
- ▶ “Expense” driven revenue aid categories

Budget Presentation Summary

	2018-19 Budget		2019-20 Budget		Change (\$)	Change (%)
BOCES	7,007,038	12.5%	7,349,672		342,634	4.89%
Transportation	3,308,931	5.9%	3,308,931		-	0.00%
Debt Service	5,791,035	10.3%	5,802,600		11,565	0.20%
Total Individual Budgets	16,107,004	28.7%	16,461,203		354,199	2.20%
General Fund Budget	56,080,538					



BOCES Budget

	2018-19	2019-20	Change (\$)	Change (%)
BOCES	7,007,038	7,349,672	342,634	4.89%

- ▶ Central Operations – increase of approx. \$57,000 (6.84%)
 - ◆ BOCES added a Labor Relations Specialist - \$7,000
 - ◆ Workers Comp Coordination - \$35,000
 - ◆ BOCES capital project - \$15,000
- ▶ Career & Technical Education – increase of approx. \$78,000 (9.57%)
 - ◆ Unit cost per student inc. \$260 or 3% for the addition of nurses at each of the BOCES CTE sites
 - ◆ 6 additional participants (100 total) billed on a 3 year enrollment average
- ▶ Special Education – increase of approx. \$93,000 (4.53%)
 - ◆ Increase in related services for students
 - Speech, OT, PT

BOCES Budget (cont.)

	2018-19	2019-20	Change (\$)	Change (%)
BOCES	7,007,038	7,349,672	342,634	4.89%

- ▶ Regular School – increase of \$39,819 (4.26%)
 - ◆ Bi-lingual/ESL services - \$20,000
 - ◆ Community Schools - \$10,000
- ▶ Computer Services – increase of approx. \$102,000 (6.4%)
 - ◆ Technology Equipment - \$25,000
 - ◆ Vex Robotics - \$11,000
 - ◆ School Messenger - \$6,000
 - ◆ Printer maintenance - \$5,000
 - ◆ Inflationary increase of current services (increase of approx. \$47,000 or 2.9%)
- ▶ Alternative Ed. – increase of approx. \$845
 - ◆ Continue with 13 total slots

BOCES Budget

BOCES Administrative Expense	244,915	3.3%
BOCES Capital Expense	400,296	5.4%
Management Services	17,840	0.2%
Labor Relations/Personnel	74,184	1.0%
Public Information	157,789	2.1%
Plant Operations	23,410	0.3%
Special Education	2,154,959	29.3%
Regular School	701,957	9.6%
Career & Technical Education	894,500	12.2%
Alternative Education	344,493	4.7%
Instructional Computer Services	937,198	12.8%
Computer Services - Central Processing	765,626	10.4%
Curriculum & Staff Development	624,275	8.5%
Athletics	5,744	0.1%
Transportation	2,486	0.0%
	7,349,672	100.0%

Transportation

	2018-19	2019-20	Change (\$)	Change (%)
Transportation	3,308,931	3,308,931	-	0.00%

- ▶ Transportation contract increases based upon CPI
 - ◆ Pupil Transportation CPI Schedule
 - Approx. 2.0%
- ▶ Bus Replacement
 - ◆ No change
- ▶ Fuel expense
 - ◆ No change



Debt Service

	2018-19	2019-20	Change (\$)	Change (%)
Debt Service	5,791,035	5,802,600	11,565	0.20%

- ▶ Principal & interest payments on outstanding debt
- ▶ Stays consistent unless debt is added or rolls off
- ▶ Interfund Transfers
 - ◆ Special Education Summer School - \$10,000 inc.
 - ◆ Capital Outlay - \$40,000 inc.



Total Expenditure Plan

	2018-19 Budget		2019-20 Budget		Change (\$)	Change (%)
Salaries & Benefits	35,799,300	63.8%	36,601,852	63.9%	802,552	2.24%
Board of Education	29,200	0.1%	29,200	0.1%	-	0.00%
Central Operations	625,981	1.1%	644,378	1.1%	18,397	2.94%
High School	281,459	0.5%	281,459	0.5%	-	0.00%
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Special Education	770,000	1.4%	770,000	1.3%	-	0.00%
Technology	216,972	0.4%	216,972	0.4%	-	0.00%
Athletics	226,842	0.4%	235,737	0.4%	8,895	3.92%
Buildings & Grounds	1,638,370	2.9%	1,689,780	2.9%	51,410	3.14%
BOCES	7,007,038	12.5%	7,349,672	12.8%	342,634	4.89%
Transportation	3,308,931	5.9%	3,308,931	5.8%	-	0.00%
General Fund Net of Debt Servi	50,289,503	89.7%	51,514,341	89.9%	1,224,838	2.44%
Debt Service	5,791,035	10.3%	5,802,600	10.1%	11,565	0.20%
General Fund Budget	56,080,538	100.0%	57,316,941	100.0%	1,236,403	2.20%

Budget Highlight Summary

- ▶ Maintains existing programs and services
 - ◆ Transitions a Guidance Counselor from BOCES to Pioneer
- ▶ Addition of a Elementary (UPK) Teacher
- ▶ Increase the B&G equipment replacement budget by \$4,000
- ▶ BOCES
 - ◆ Increases bi-lingual/ESL services
 - ◆ Increases speech, OT, and PT services
 - ◆ Through Community Schools service, enhances school & agency collaboration around mental health and substance abuse
 - ◆ Funds Vex Robotics program and competitions
 - ◆ Increase technology equipment replacement budget by \$25,000

Where do we stand?

Estimated Budgeted Revenues	\$56,948,396
Estimated Budgeted Expenditures	\$57,316,941
Difference	-\$368,545

- ▶ -\$368,545 difference from Governor's proposal
- ▶ Gov.'s proposed aid increase considered the floor by the state legislature
- ▶ Anticipate additional state aid in the final adopted state budget
- ▶ Priority is to maintain existing programs and services
 - ◆ Address other needs if resources are available

Upcoming Budget Presentations

- ▶ **Tuesday, March 19th - Regular Board Meeting**
- ▶ **Tuesday, April 2nd - Regular Board Meeting**
 - ◆ **Tentative Review of Final State Budget**
- ▶ **Tuesday, April 16th - Target Date for BOE budget adoption**
- ▶ **Friday, April 19th - Final date for BOE budget adoption**



Questions / Comments

