Summary of FY15 Budget Tables									
Proposed Budget Item	Mandate or Priority	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required
		Supt. Rec. Jan 23	School Comm. Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	School Comm. Rec. March 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override
Special Education Class Size/Caseload	Mandated	22.4	20.4	14.3	19.3	$854,876	$756,093	$562,689	$700,711
Operational Expense Increases (see line item budget)	Mandated or Fixed Costs					$1,214,102	$879,878	$698,102	$698,102
Additional Teachers to Reduce Class Size	Priority 1	42.2	43.7	3.8	42.7	$2,582,508	$2,434,641	$195,404	$2,325,719
Curriculum Materials & Personnel	Priority 2	5.0	5.0	1.0	5.0	$1,256,000	$1,155,000	$464,664	$846,164
Addressing Mental & Behavioral Health	Priority 3	4.4	4.4	0.0	2.4	$350,000	$315,000	$0	$120,000
SHS In-School Support Program	Priority 3	2.0	2.0	0.0	2.0	$106,650	$106,650	$20,000	$106,650
Technology	Priority 3	3.0	2.0	1.0	1.0	$1,025,800	$825,800	$149,000	$228,286
Special Education In-District Program Development & Support	Priority 3	4.0	3.0	1.0	2.0	$410,000	$315,000	$90,000	$130,000
Reductions Required - No Override				-8.9				-$752,266	
Total		**83.0**	**80.5**	**12.2**	**74.4**	**$7,799,936**	**$6,788,062**	**$1,427,593**	**$5,155,632**
FY 14 Appropriated Budget						$52,040,646	$52,040,646	$52,040,646	$52,040,646
FY 15 Recommended Budget						$59,840,582	$58,828,708	$53,468,239	$57,196,278
% Increase						14.99%	13.04%	2.74%	9.91%
FY15 Recommended Increase						$7,799,936	$6,788,062	$1,427,593	$5,155,632
Town Manager's Recommendation						$793,316	$793,316	$1,427,593	$1,427,593
Deficit						-$7,006,620	-$5,994,746	$0	-$3,728,039
Supplementary Budget - Yes Override									$3,728,039
									$0
***Note: Some line item mandated costs are included in the priority 1, 2, & 3 tables; these are not reflected in the Table Summaries above, but they are reflected in these totals**	School Comm. Rec. Mar 19		School Comm. Rec. May 14 No Override		School Comm. Rec. May 14 Yes Override				
Total Mandated/Fixed Costs	$1,676,971	3.22%	$1,313,791	2.52%	$1,479,813	2.84%			
Total Priority 1 Items	$2,434,641	4.68%	$195,404	0.38%	$2,325,719	4.47%			
Total Priority 2 Items	$1,094,000	2.10%	$431,664	0.83%	$785,164	1.51%			
Total Priority 3 Items	$1,582,450	3.04%	$239,000	0.46%	$564,936	1.09%			
Reductions to balance budget	n/a	n/a	-$752,266	-1.45%	n/a	n/a			
Totals*	$6,788,062	13.04%	$1,427,593	2.74%	$5,155,632	9.91%			

Table 1: Restoration of Teachers to Address Class Size										
Proposed Budget Item	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required	School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm. Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	Revised March 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override		
Elementary Level Classroom Teachers	4.0	5.5	0.0	4.5	$205,688	$282,821	$0	$231,399	Priority 1	No override: No teachers restored at elementary level . Yes override: 1.0 Gr. 2 @ Coolidge; 1.0 Gr. 3 @ Coolidge; 1.0 Gr. 3 @ Paton; 0.5 Full Day K @ Paton (other 0.5 through tuition); 1.0 Gr. 2 @ Spring Street
Current Full Day Kindergarten Teachers to be Reassigned to Half Day Kindergarten or First Grade Classes (Full Day Kindergarten tuition may no longer fund these positions)					$412,500	$187,500	$0	$130,000	Priority 1	No override: no Grade 1 sections moved from Floral to Beal. Yes override, 4 Grade 1 sections moved from Floral Street to Beal, equivalent 0.5 FTE salary for each position returning to appropriated budget because they can no longer be offset by full day K tuition, equivalent of two teacher salaries (revised down from 5 sections in earlier recommendations due to lower Gr. 1 enrollment projection)
Middle Level Classroom Teachers	14.0	14.0	2.0	14.0	$719,908	$719,908	$102,844	$719,908	Priority 1	No override: Add only 2.0 teachers in Gr. 7. Yes override: Add 4 teachers in Gr. 5; 2 teachers in Gr. 6; 4 teachers in Gr. 7; 4 teachers in Gr. 8; this results in 20 classroom "team teachers" per grade
High School Core Subject Teachers	13.0	13.0	0.0	13.0	$668,486	$668,486	$0	$668,486	Priority 1	No override: no additions to SHS. Yes override: 3 English, 3 math, 3 social sciences, 4 science & engineering
Special Subjects Teachers	11.2	11.2	1.8	11.2	$575,926	$575,926	$92,560	$575,926	Priority 1	No override: Increase of 1.1 foreign language at SHS and Oak MS due to section enrollment needs, increase of 0.7 FTE in special subject teacher at Oak MS to absorb Gr. 7 student increase. Yes override: Add 2.0 foreign language; 2.0 visual arts; 2.0 music; 0.8 English language education; 1.0 phys. ed.; 1.4 health; 1.0 computer science; 1.0 guidance counselor. Important note: special subject allotments may be adjusted depending on final course enrollment and scheduling configurations.
Total Teacher Restoration to Address Class Size	42.2	43.7	3.8	42.7	$2,582,508	$2,434,641	$195,404	$2,325,719		Difference No Override vs. Yes Override = $2,130,315

Table 2: Sufficient Materials and Personnel to Align and Support Curriculum, Instruction, Assessment & Professional Development										
Proposed Budget Item	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required	School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm. Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	School Comm. Rec. March 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override		
Purchase updated mathematics curriculum materials for grades K-8					$722,000	$652,000	$343,164	$343,164	Priority 2	Critical need; intent is to purchase materials regardless of override outcome. Cost estimate revised further downward on April 30 based on results of pilot showing district will not need to purchase all materials and will be able to purchase electronic versions for lower cost. The mathematics curriculum has been out of alignment with the new state expectations for two school years; this is a de facto mandated, required expense. This investment has been postponed in recent years due to the difficult budget situation and can no longer wait.
Restore elementary level curriculum coordinator/instructional coach positions	3.0	3.0	0.0	3.0	$240,000	$240,000	$0	$240,000	Priority 2	The elementary level has not had dedicated curriculum support since 2010, and actually had 14.5 FTE providing this support in 2007. This request will increase the number of elementary curriculum and instruction staff from 4.0 to 7.0 FTE. These positions are critical for implementing mandated curriculum changes and providing ongoing professional development through instructional coaching.
Restore middle level curriculum coordinators	2.0	2.0	1.0	2.0	$184,000	$177,000	$88,500	$177,000	Priority 2	No override: Math curriculum coordinator only restored to implement new mathematics curriculum alignment. Yes override: Restores both middle level mathematics and social sciences curriculum coordinators which were cut in 2012. These positions function as department heads for all middle school teachers who teach these subjects (30 in each department next year). These positions are critical for implementation of updated curriculum; also, there are higher caseloads of supervision and evaluation due to the recent state law which require the capacity provided through these positions. These positions include an extended workyear. March 19 & April 30 revised to lower amount due to offset from current stipends no longer being necessary.
Prepare for new state-mandated assessment system					$57,000	$33,000	$33,000	$33,000	Mandated	Professional development and curriculum work to build state-mandated internal assessments for "District Determined Measures" and to prepare for new state testing system that will replace MCAS. Original rec. includes software for state-mandated data collection of assessment information. March 19 & April 30: Revised to defer purchase of software package until FY16.
Curriculum materials for additional classrooms					$25,000	$25,000	$0	$25,000	Priority 2	No override: additional funds not required. Yes override: If additional class sections are opened, they must be properly equipped with classroom-based curriculum materials.
Additional mentor stipends for new hires					$28,000	$28,000	$0	$28,000	Mandated	No override: No need to increase current budget for mentors as there will be minimal additional hiring. Yes override: Mentoring newly hired teachers is a state mandate; will require many more $700 mentoring stipends than in a typical year.
Total Materials & Personnel for Curriculum, etc.	**5.0**	**5.0**	**1.0**	**5.0**	**$1,256,000**	**$1,155,000**	**$464,664**	**$846,164**		**Difference No Override vs. Yes Override = $381,500**

Table 3: Resources to Address Mental & Behavioral Health										
Proposed Budget Item	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required	School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	School Comm Rec. March 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override		
Ensure each elementary school has a full-time school psychologist (with two at Floral Street due to its larger size)	1.4	1.4	0.0	1.4	$91,000	$91,000	$0	$91,000	Priority 3	Add psychologist support only under Yes scenario
Provide a second Clinical Behavioral Specialist	1.0	1.0	0.0	1.0	$65,000	$65,000	$0	$65,000	Priority 3	No override will not add this position. Yes override will add the position. This is an investment in cost avoidance for outside special evaulations and placements of students struggling with mental and behavioral health issues.
Additional adjustment counselors at middle level	2.0	2.0	0.0	0.0	$104,000	$104,000	$0	$0	Priority 3	No additional counseling support at the middle level under either override scenario.
Increase to contracted services budget in order to provide support from licensed social workers					$90,000	$55,000	$0	$0	Priority 3	No override results in no social worker support. Yes override provides this support, which is a proven cost avoidance strategy for outside special evaluations and placements. Many student cases require interface with families and outside agencies in ways that require the expertise of a licensed social worker. 60 hours of service (20 each for the elementary, middle, and high school levels) would be purchased from the Assabet Valley Collaborative's Family Success Partnership program, which has a proven track record of reducing school districts' costs for outside placements through providing this support.
Resources to Address Mental & Behavioral Health: 4.4 FTE	4.4	4.4	0.0	2.4	$350,000	$315,000	$0	$156,000		Difference No Override vs. Yes Override = $156,000 The level of support for students who have mental and behavioral health issues has been inadequte. This has required the district to send students whose needs we cannot meet to specialized placements outside the district that require both tuition and transportation.

Table 4: High School In-School Support Program										
Proposed Budget Item	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required	School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm. Rec. Mar 3	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	School Comm Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override		
Academic Support Teacher	1.0	1.0	0.0	1.0	$65,000	$65,000	$0	$65,000	Priority 3	The high school leadership has investigated various in-school programs other area high schools are using to avoid having to send students to out-of-district placements for a variety of reasons, such as mental and behavioral health issues. This program would also help students who are returning after long term illnesses or who must have limited schedules and academic courseloads due to recovery from concussions. Further, a new state law mandates that schools may no longer exclude students entirely for long-term suspensions/expulsions, so an internal support program, combined with online learning options, could meet this need. This program will also be connected with current dropout prevention efforts in place at SHS.
Academic Support Paraprofessional	1.0	1.0	0.0	1.0	$21,650	$21,650	$0	$21,650	Priority 3	To provide organizational and tutoring support to students in this program.
One class taught per day in each core subject (English, mathematics, social sciences, and science)	0.0	0.0	0.0	0.0	$0	$0	$0	$0	Priority 3	0.2 FTE teacher per class will come from additional teachers requested in Table 1
Subscription to alternative online education program					$20,000	$20,000	$20,000	$20,000	Mandated	For students who require to be educated but cannot be physically on campus; will satisfy new state mandate for alternative education for all students regardless of reason for exclusion.
Resources for high school in-school support program	**2.0**	**2.0**	**0.0**	**2.0**	**$106,650**	**$106,650**	**$20,000**	**$106,650**		**Difference No Override vs. Yes Override = $86,650. This is a cost-effective way to respond to emerging mental health needs, physical health needs, and the new state mandate to educate students who have been excluded for disciplinary reasons which avoids more expensive out-of-district placements.**

Table 5: Technology										
Proposed Budget Item	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required	School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm. Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	School Comm. Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override		
Middle school support technician: 1.0 FTE	1.0	1.0	1.0	1.0	$40,000	$40,000	$40,000	$40,000	Priority 3	Recommended for funding under all scenarios. Addition of devices and infrastructure due to 1:1 program requires additional technology support. Substantial savings in math curriculum materials only realized if electronic version is used and requires this level of tech support to be viable.
District-wide audio/visual and support technician: 1.0 FTE	1.0	0.0	0.0	0.0	$40,000	$0	$0	$0	Priority 3	Not recommended under revised plan
Align the existing tech support contracts for more equity and flexibility					$20,000	$20,000	$0	$0	Priority 3	Not recommended under revised plan
Data Support Specialist	1.0	1.0	0.0	0.0	$55,000	$55,000	$0	$0	Priority 3	Not recommended under revised plan
Teacher technology					$186,300	$186,300	$0	$46,718	Priority 3	No funding under No Override; Yes Override requires laptops to be provided to additional teachers 0.5 FTE or greater; refresh program will not be able to replace faculty laptops that are beyond 5 year mark. New devices needed to replace all faculty laptops that are 5 years old and older.
Deferred Oak computer lab refresh					$38,000	$0	$0	$0	Priority 3	Not recommended under revised plan
Oak: projectors and document cameras for all classrooms					$52,500	$52,500	$14,000	$14,000	Priority 3	Some projectors need to be purchased to support move to 1: 1 in Gr. 8 in FY15; cannot realize math material savings without this ability
Resources for technology-based PARCC testing					$20,000	$20,000	$0	$0	Priority 3	Not recommended under revised plan; will seek alternative funding; may affect choices re: PARCC pilot
Replace out-of-date elementary desktop computers with mobile devices (iPads and/or Chromebooks)					$75,000	$75,000	$0	$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Replace out-of-date desktop/laptop computers used for Special Education programming					$75,000	$75,000	$0	$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Infrastructure to make SHS WiFi 1:1 ready					$50,000	$50,000	$20,000	$32,568	Priority 3	Critical need for pilot in FY15 and implementation of 1:1 device program in FY16; alt. funding necessary or postpone until summer 2015
Infrastructure to improve elementary WiFi system					$92,000	$80,000	$20,000	$40,000	Priority 3	Critical need for use of interactive white boards for math curriculum materials to save costs on materials; will need partial alt. funding
SHS & Oak link upgrade					$80,000	$0	$0	$0	Priority 3	Not recommended under revised plan; will defer for year
Media center media collections restoration					$60,000	$30,000	$0	$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Media center media collections sustaining					$28,000	$28,000	$0	$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Education Television Studio HD upgrade					$20,000	$20,000	$0	$0	Priority 3	Not recommended under revised plan; will defer; if upgrade is not made soon the entire system will need to be replaced rather than only upgrading
Middle school 1:1 program phase three: expansion to 8th grade					$95,000	$95,000	$95,000	$95,000	Priority 3	Recommended for funding under all scenarios; this is seed funding to bring 1:1 program to scale; cost will be recovered over time from family technology fees; cannot realize savings for math curriculum electronic materials without this in place
Printer and projector refresh					$16,000	$16,000	$0	$0	Priority 3	Not recommended under revised plan; will seek alternative funding; will defer replacement old printers and projectors that have reached end of life
Professional development for technology use					$8,000	$8,000	$0	$0	Priority 3	Conferences and training resources
Maintenance & support for existing technology infrastructure					$15,000	$15,000	$0	$0	Priority 3	Underfunded in past years
Software					-$27,000	-$27,000	-$27,000	-$27,000	Priority 3	Language lab software was one-time expense
Repair and maintenance					-$13,000	-$13,000	-$13,000	-$13,000	Priority 3	Printer repairs under managed print service and not repaing equipment that is past end of life
Total	3.0	2.0	1.0	1.0	$1,025,800	$825,800	$149,000	$228,286		Difference No Override vs. Yes Override = $79,286

Table 6: Special Education: In-District Program Development and Support										
Proposed Budget Item	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required	School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm. Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	School Comm. Rec. March 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override		
Director of Special Education In-District Programming	1.0	1.0	0.0	0.0	$95,000	$95,000	$0	$0	Priority 3	Not recommended for funding under revised plan
Elementary Special Education Coordinator	1.0	1.0	1.0	1.0	$95,000	$90,000	$90,000	$90,000	Priority 3	Recommended for funding under all scenarios. The elementary level is the only one without dedicated special education administrative leadership. The new state-mandated educator evaluation program will require additional supervision and evaluation capacity that does not currently exist. Additional leadership capacity at the elementary level will help institute cost-avoidance measures through earlier intervention and coordination of services.
Middle Level Special Education Coordinator	1.0	1.0	0.0	0.0	$95,000	$90,000	$0	$0	Priority 3	Not recommended for funding under revised plan
High School Assistant Coordinator/Transition Specialist	1.0	0.0	0.0	0.0	$85,000	$0	$0	$0	n/a	Removed from consideration in Mar 19 version
Special Education Technology Assistant	1.0	1.0	0.0	1.0	$40,000	$40,000	$0	$40,000	Priority 3	Note: Moved from Table 7 in previous versions. Position funded under Yes Override; keeping high-needs special education students in-district requires the district to provide assistive technology; this position is important to manage these devices, specialized software, etc.. Position is NOT included in "mandated" total in summary.
Special Education: In-District Program Dev. & Support	4.0	3.0	1.0	2.0	$410,000	$315,000	$90,000	$130,000		Difference No Override vs. Yes Override = $40,000

Table 7: Special Education and Support Personnel to Address Class Size & Caseloads										
Proposed Budget Item	FTE	FTE	FTE	FTE	Funding Required	Funding Required	Funding Required	Funding Required	School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm. Rec. Mar 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override	Supt's Rec. Jan 23	School Comm. Rec. March 19	School Comm. Rec. May 14 No Override	School Comm. Rec. May 14 Yes Override		Maximum ratios of special education students to teachers are set by law and regulation.
Special Education Team Chair - Preschool	0.5	0.5	0.4	0.4	$25,711	$0	$0	$0	n/a	March 19 revision reduces funding required to $0 as equivalent services eligible for funding through preschool tuition will offset this cost. Apr 30: Reduced to 0.4 FTE, not benefits eligible.
Beal Special Education Teacher	1.0	1.0	0.0	1.0	$51,422	$51,422	$0	$51,422	Mandated	No Override: Beal population is reduced, not required. Yes Override: Position required to meet caseload needs in FY15, as Floral Street Gr. 1 overflow classrooms will return to Beal and increase special education population there.
Spring Street Special Education Teacher	0.5	0.5	0.4	0.4	$25,711	$25,711	$20,569	$20,569	Mandated	Revised Apr 30 to 0.4 FTE based on updated caseload analysis, non-benefits eligible. Required to meet caseload needs in FY15.
Paton Special Education Teacher	1.0	1.0	1.0	1.0	$51,422	$51,422	$51,422	$51,422	Mandated	Required to meet caseload needs in FY15.
Coolidge special education Teacher	0.5	0.5	0.6	0.6	$25,711	$25,711	$30,853	$30,853	Mandated	Revised Apr 30 to 0.6 FTE based on updated caseload analysis. Required to meet caseload needs in FY15.
Floral Street Occupational Therapy Assistant additional hours					$3,960	$3,960	$0	$0	Mandated	No longer recommended for funding; will be able to address need with existing staff
Paton Elementary Learning Center (ELC) Coordinator	1.0	1.0	1.0	1.0	$75,000	$75,000	$75,000	$75,000	Mandated	The number of students with autism or other significant special needs being educated within the Elementary Learning Center program is growing and will require an additional classroom to be housed at Paton. Significant cost avoidance vs. out-of-district tuition and transportation
Sherwood Special Education Teachers	2.0	2.0	2.0	2.0	$102,844	$102,844	$102,844	$102,844	Mandated	Required to meet caseload needs in FY15.
Oak Special Education Teachers	3.0	2.0	2.0	2.0	$154,266	$102,844	$102,844	$102,844	Mandated	Required to meet caseload needs in FY15. Revised from 3.0 to 2.0 on Mar 19 due to updated caseload analysis.
SHS Special Education Teacher	1.0	1.0	0.0	0.0	$51,422	$51,422	$0	$0	Mandated	Apr 30: position not needed based on updated caseload analysis.
Speech Language Pathologist	1.0	1.0	1.0	1.0	$51,422	$51,422	$51,422	$51,422	Mandated	Required to meet caseload needs in FY15. Maximum ratios of special education students to teachers are set by law and regulation.
Sherwood Special Education and English Language Ed. Aides	2.4	2.4	0.4	2.4	$51,960	$51,960	$8,660	$51,960	Mandated	No override: Current configuration maintained and additional aide support not required. Yes override: necessary to provide inclusion support in additional team classrooms. 0.4 FTE additional English Language Education tutor required under both scenarios.
Oak Special Education Aides and English Language Ed. Aides	2.5	2.5	0.5	2.5	$54,125	$54,125	$10,825	$54,125	Mandated	No override: Current configuration maintained and additional aide support not required. Yes override: necessary to provide inclusion support in additional team classrooms. 0.5 FTE additional English Language Education tutor required under both scenarios.
SHS Special Education Aide	1.0	0.0	0.0	0.0	$21,650	$0	$0	$0	n/a	March 19: Eliminated based on updated analysis of needs.
Additional paraprofessional support for new students	5.0	5.0	5.0	5.0	$108,250	$108,250	$108,250	$108,250	Mandated	Based on updated projections, including addition of ELC program at Paton; necessary to educate students within district programs and avoid costs of out-of-district placements.
Special Education and Support: Personnel to Address Class Size & Caseloads	22.4	20.4	14.3	19.3	$854,876	$756,093	$562,689	$700,711		Difference No Override vs. Yes Override = $138,022. Note: Benefits eligible FTE in No Override scenario is now 13 employees, others are part time or increasing hours for already eligible positions. Benefits eligible under Yes Override scenario is now 18 employees.