



SHREWSBURY PUBLIC SCHOOLS

Fiscal Year 2025 Budget Request

Superintendent's Budget Recommendation

Fiscal Year 2025

February 7, 2024

Dr. Joseph M. Sawyer, Superintendent
Christian A. Girardi, Asst. Superintendent for Finance & Operations

Override Agreement & Budget Limitations

- The Override Agreement between the School Committee and Select Board limits the School Department budget increase to a minimum of 4.25% and a maximum of 4.75%
- Amount depends on available revenue projected by the Town Manager

**Fiscal Year 2025 Superintendent's Recommendation
School Department Town-Appropriated Budget**

\$86,825,520

\$3,738,900 increase over FY24

4.50% increase

Key Factors in Fiscal Year 2025

- Challenging post-pandemic environment
 - Learning gaps
 - Student mental and behavioral health needs
- Evolving student population needs and requirements (English language learners, students with disabilities)
- Needs for updated texts and curriculum materials
- Access to career and technical education for high school students

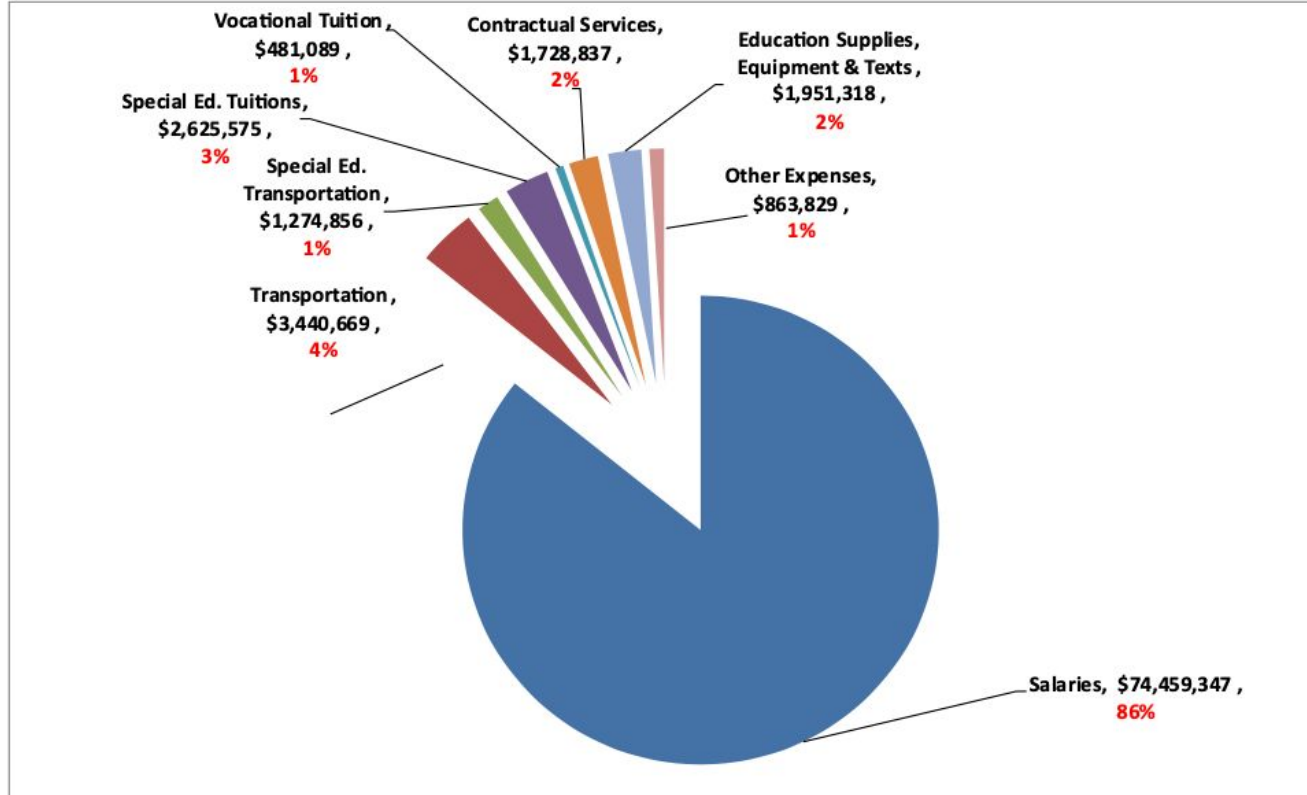
Key Factors in Fiscal Year 2025

- Technology needs
 - Cybersecurity threats
 - Increased scope of and reliance upon IT systems for education and operations
- Completion of ESSER 3 federal Covid grant funding
- Emergency homeless shelter funding – question of continuity
- Paraprofessional (Unit D) negotiations for a successor contract

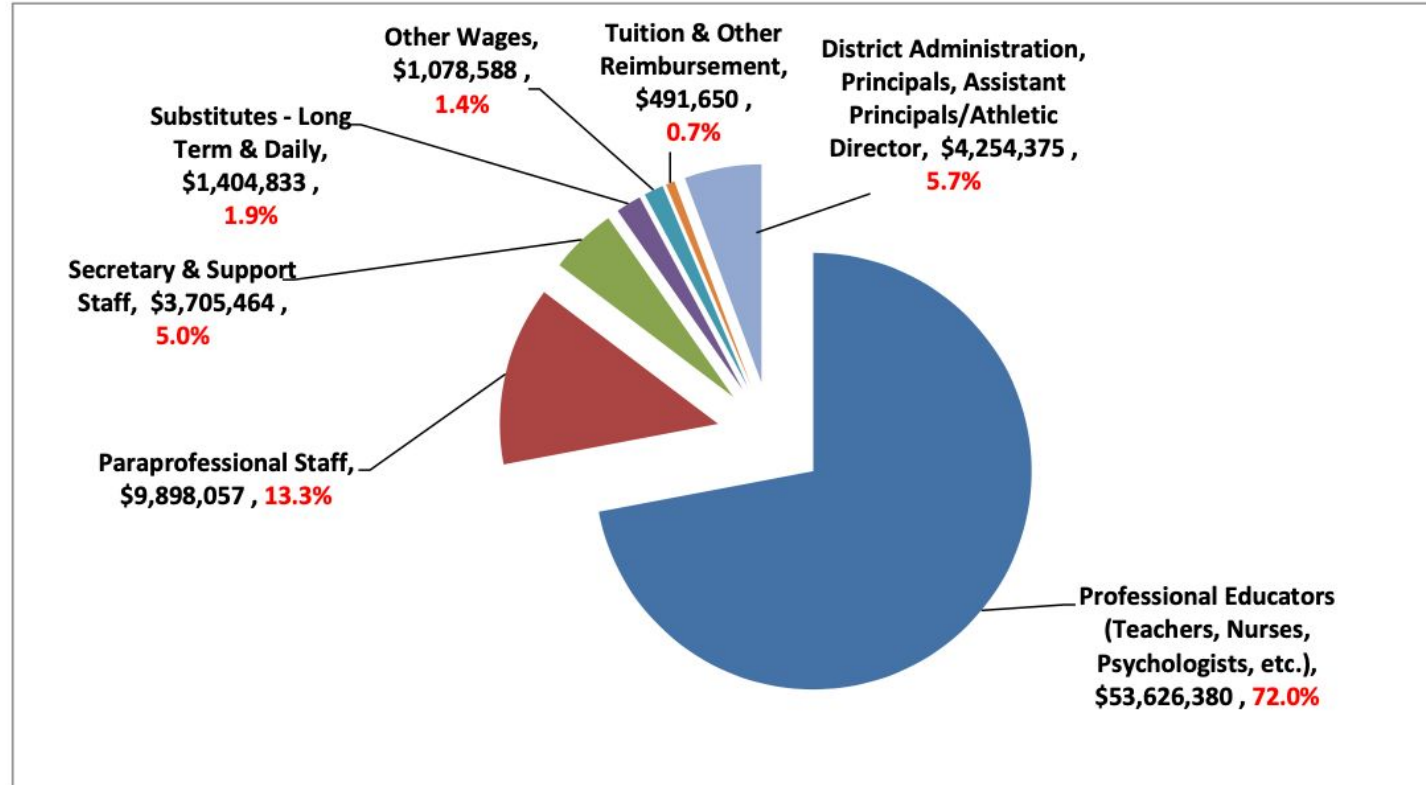
FY25 Budget Overview

School Committee Recap Sheet	Description	FY23 Actual	FY24 Budgeted	FY25 Proposed	FY24 v. FY25 Change	% Change FY24 to FY25
A1	Administrative Central Office, Principals & Unit B	\$ 3,967,121	\$ 4,106,553	\$ 4,254,375	\$ 147,822	3.60%
A2	Unit A (Teachers & Nurses)	\$ 48,679,635	\$ 51,034,125	\$ 53,626,380	\$ 2,592,255	5.08%
A3	Aides/ABA/Paraprofessionals	\$ 8,159,929	\$ 9,437,957	\$ 9,898,057	\$ 460,100	4.87%
A4	Secretaries, Technology & Other Non-Represented	\$ 3,037,213	\$ 3,188,772	\$ 3,705,464	\$ 516,692	16.20%
A5	Substitutes - Daily, Long Term & Sub Nurses	\$ 919,500	\$ 1,363,915	\$ 1,404,833	\$ 40,918	3.00%
A6	Other Wages	\$ 1,037,496	\$ 1,009,877	\$ 1,078,588	\$ 68,711	6.80%
A7	Employee Benefits	\$ 454,000	\$ 477,175	\$ 491,650	\$ 14,475	3.03%
B1	Regular Education & Voke Transportation	\$ 3,100,904	\$ 3,163,993	\$ 3,440,669	\$ 276,676	8.74%
B2	Special Education Transportation	\$ 1,092,216	\$ 1,138,340	\$ 1,274,856	\$ 136,516	11.99%
C1	Net Special Education Tuitions	\$ 3,538,248	\$ 2,765,481	\$ 2,625,575	\$ (139,906)	-5.06%
C2	Vocational Tuitions	\$ 1,474,526	\$ 1,023,219	\$ 481,089	\$ (542,130)	-52.98%
D1	Administrative Contracted Services	\$ 625,768	\$ 728,072	\$ 759,015	\$ 30,943	4.25%
D2	Educational Contracted Services	\$ 706,692	\$ 1,040,692	\$ 786,474	\$ (254,218)	-24.43%
D3	Textbooks/Curriculum Materials	\$ 246,596	\$ 257,076	\$ 550,146	\$ 293,070	114.00%
D4	Professional Development	\$ 168,820	\$ 176,719	\$ 183,348	\$ 6,629	3.75%
D5	Educational Supplies & Materials	\$ 623,608	\$ 655,196	\$ 679,762	\$ 24,566	3.75%
D6	Other Miscellaneous (i.e. Off. Supp., Ref. Mat.)	\$ 755,199	\$ 782,458	\$ 813,828	\$ 31,370	4.01%
D7	Equipment	\$ 684,000	\$ 692,000	\$ 721,410	\$ 29,410	4.25%
D8	Utilities - Telephone Exp.	\$ 47,500	\$ 45,000	\$ 50,000	\$ 5,000	11.11%
	Total Budget:	\$ 79,318,971	\$ 83,086,620	\$ 86,825,520	\$ 3,738,900	4.50%
	Total Recommended FY24 Budget			\$ 86,825,520	\$ 3,738,900	4.50%
	Maximum Cap per Override Agreement			\$ 87,033,237	\$ 3,946,617	4.75%
	Difference			\$ 207,717	\$ 207,717	0.25%

FY25 Budget- Allocation of Resources



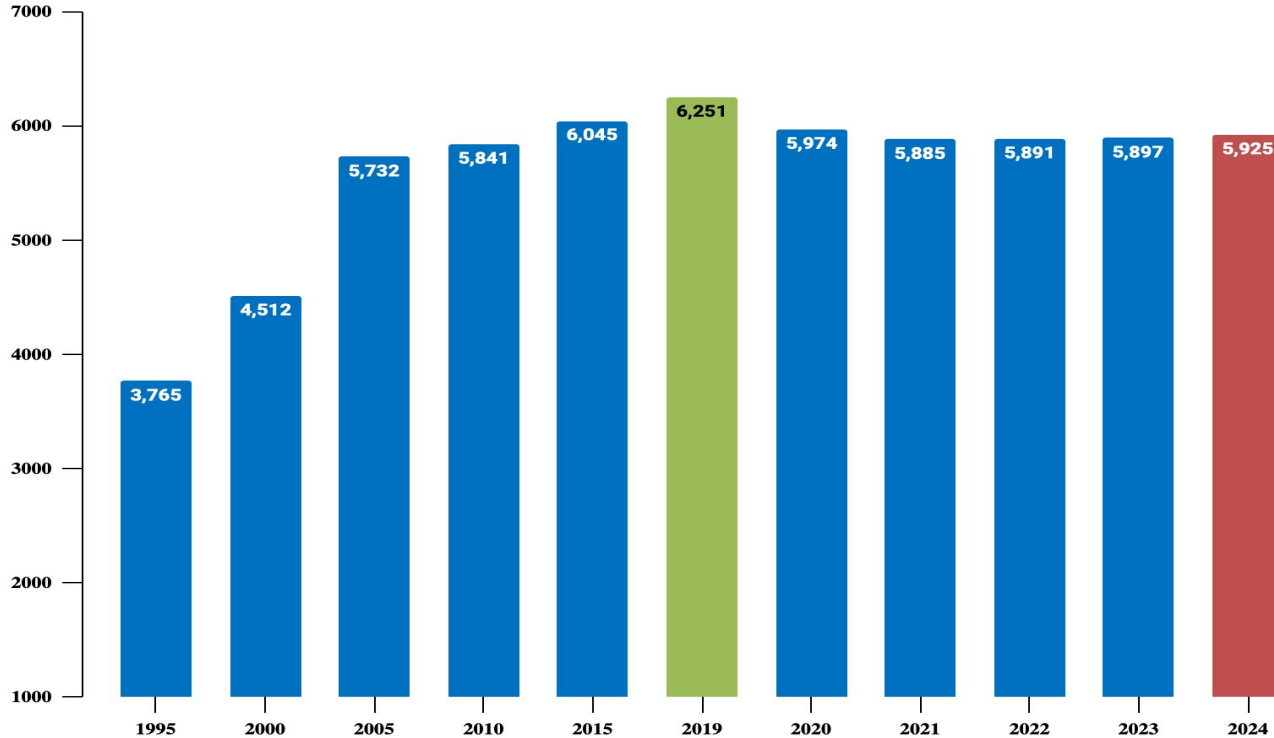
FY25 Budget- Allocation of Salaries and Wages



FY25 Cost of Living Allowances [COLA] Increases by Labor Group

- Unit A [teachers, nurses, counselors]
 - 2.25% salary scale increase plus a step increase for those eligible
- Unit B [assistant principals and athletic director]
 - 3.0% salary scale increase plus a step increase for those eligible
- Unit D [paraprofessionals, media aides, ABA technicians, tutors]
 - Currently under negotiation
- Non-Represented
 - To be determined during budget process

Student Enrollment Projections



Overall PreK-12 enrollment is projected to increase by **28 students**

Elementary Projected Class Sizes

Grade Level	Projected 2024-2025	Beal			Coolidge			Floral Street			Paton			Spring Street		
		Students	Clsrms/ Sect	Avg.	Students	Clsrms/ Sect	Avg.	Students	Clsrms/ Sect	Avg.	Students	Clsrms/ Sect	Avg.	Students	Clsrms/ Sect	Avg.
FDK	396	131	7	19	57	3	19	103	6	17	52	3	17	53	3	18
Grade 1	409	128	7	18	60	3	20	108	6	18	59	3	20	54	3	18
Grade 2	414	137	7	20	54	3	18	111	6	19	53	3	18	59	3	20
Grade 3	406	125	6	21	55	3	18	108	5	22	60	3	20	58	3	19
Grade 4	401	130	6	22	53	3	18	110	5	22	50	3	17	58	3	19
		School Avg./Class 19.7			School Avg./Class 18.6			School Avg./Class 19.3			School Avg./Class 18.3			School Avg./Class 18.8		
Total K-4	2026	651	33		279	15		540	28		274	15		282	15	

**Class size averages in Green are Below School Committee guideline; those in black are within guideline.*

One additional kindergarten section is budgeted at Floral Street School for FY25

School Committee class size guidelines:
Grade K is 17-19
Grades 1-2 is 20-22
Grades 3-8 is 22-24

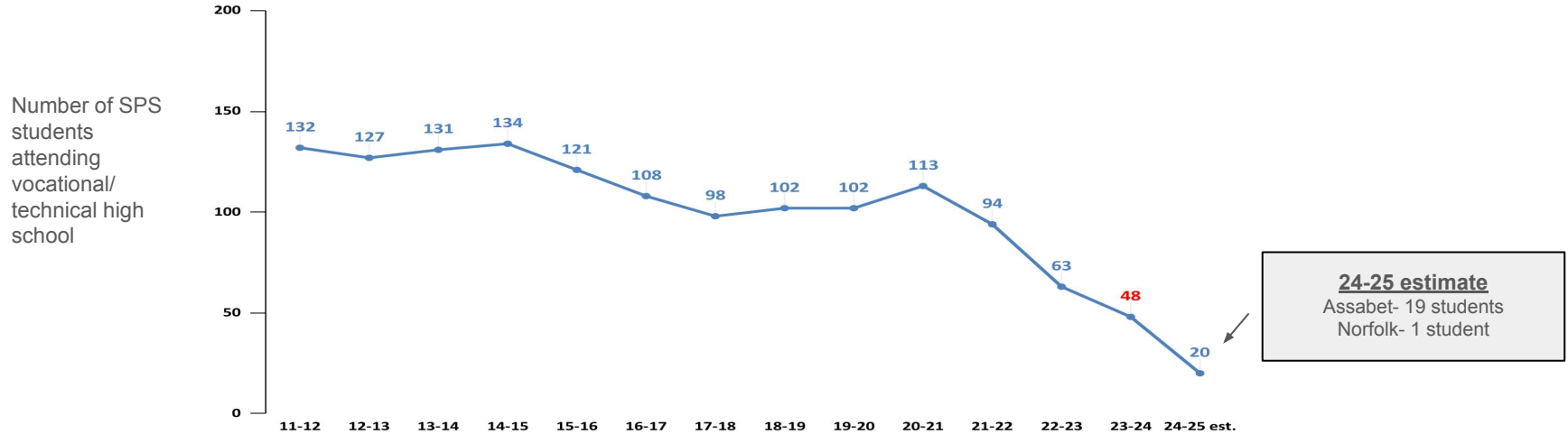
Middle School Projected Class Sizes

Grade Level	Projected 2024-2025	Sherwood Middle			Oak Middle		
		Students	Sections	Avg.	Students	Sections	Avg.
Grade 5	462	462	20	23			
Grade 6	480	480	20	24			
Grade 7	448				448	20	22
Grade 8	482				482	20	24
Grade 9	469						
Grade 10	496						
Grade 11	497						
Grade 12	437						
		<i>School Avg./Class</i>		24	<i>School Avg./Class</i>		23
Totals	3771	942	40		930	40	

**All Middle School sections are projected to be within guideline for FY25*

Grades 5-8 guideline is 22-24

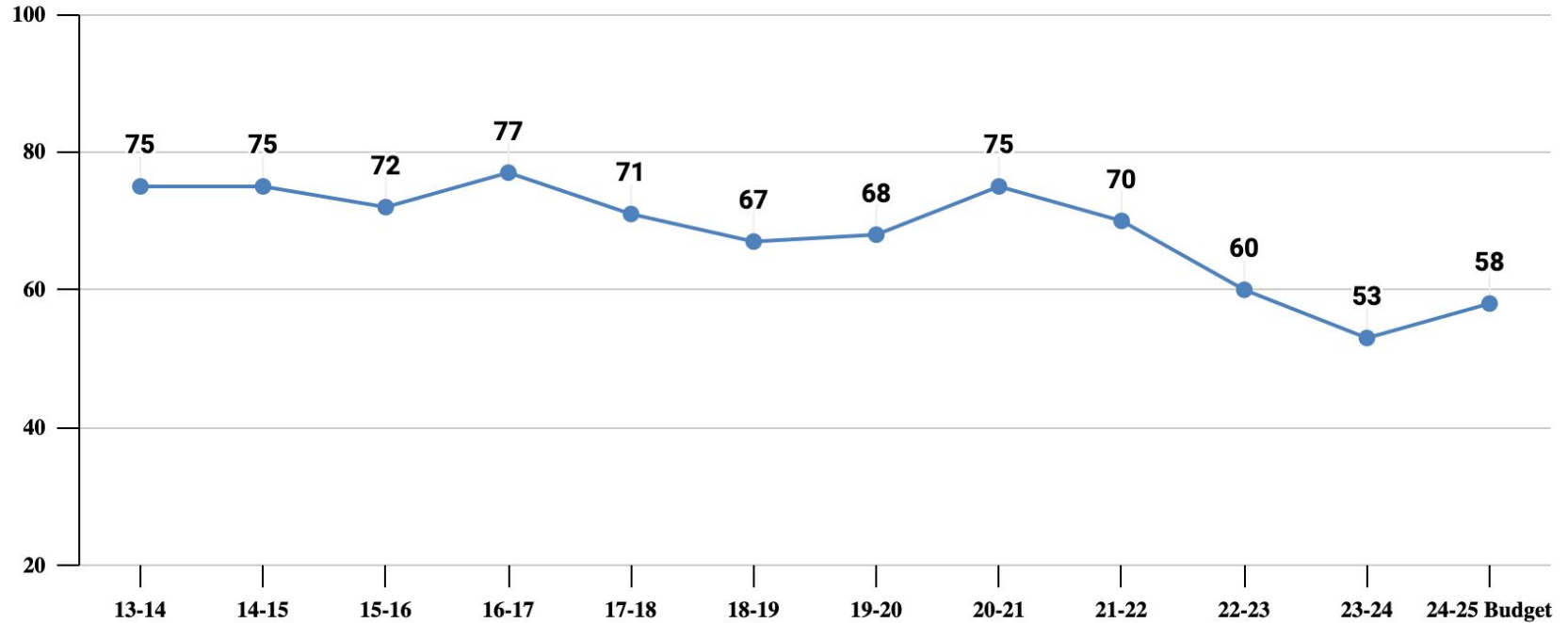
FY24 Out of District Tuitions: Vocational/Technical High School



Category	Description	FY24 Amount	FY25 Amount	Difference	Percent Change
C2	Occupational Day High School (Vocational/Technical)	\$1,011,219	\$469,089	-\$542,130	-53.6%

FY25 Special Education Out-of-District Placements

Special Education Out-of-District Placements



Net Change in Special Education Out-of-District Tuition Budget

- Projected overall savings in entire School Department appropriated budget in FY24 of \$400,000 shifted to FY25 using Circuit Breaker as the mechanism (one-half of one percent of current budget, mainly due to ongoing staffing vacancies)
- Current projections for out-of-district tuition and expected Circuit Breaker reimbursement in FY25 result in a net reduction of \$139,906 in this category

Circuit Breaker Funding Recap and Projection

Circuit Breaker Funding: Planned Fund Use FY24 & FY25	
FY24 Beginning Balance	\$3,402,264
FY24 Circuit Breaker Reimbursement for FY23 Costs	\$3,520,580
FY24 Planned Use of Circuit Breaker Funds	-\$4,274,091
End of FY24 Planned Circuit Breaker Balance (75% of max allowed)	\$2,648,753
FY25 Original Planned Beginning Balance	\$2,648,753
Est. FY25 Additional Funds Carried Forward from FY24 (Est. Overall Positive Budget Variance in FY24)	\$400,000
Est. FY25 Circuit Breaker Reimbursement for FY24 Costs	\$3,833,464
Est. FY25 Planned Use of Circuit Breaker Funds	-\$4,007,119
Est. End of FY25 Planned Circuit Breaker Balance (75% of max allowed)	\$2,875,098

Circuit Breaker Guideline Recommendation

	Circuit Breaker (CB) Year End Balance Models				Circuit Breaker Balance as a Percent of Operating Budget					
	100%	75%	50%	25%	Est Budget Amount	Est. Oper Budget Increase	100% CB as Percent of Operating budget	75% CB as Percent of Operating budget	50% CB as Percent of Operating budget	25% CB as Percent of Operating budget
FY24	\$3,520,870	\$2,640,653	\$1,760,435	\$880,218	\$83,086,622	4.75%	4.2%	3.2%	2.1%	1.1%
FY25 est.	\$3,833,450	\$2,875,088	\$1,916,725	\$958,363	\$86,825,520	4.50%	4.4%	3.3%	2.2%	1.1%
FY26 est.	\$3,910,119	\$2,932,589	\$1,955,060	\$977,530	\$90,515,605	4.25%	4.3%	3.2%	2.2%	1.1%
FY27 est.	\$3,988,321	\$2,991,241	\$1,994,161	\$997,080	\$94,362,518	4.25%	4.2%	3.2%	2.1%	1.1%
FY28 est.	\$4,068,088	\$3,051,066	\$2,034,044	\$1,017,022	\$98,372,925	4.25%	4.1%	3.1%	2.1%	1.0%
	superior	strong	adequate	inadequate			superior	strong	adequate	inadequate

Emergency Homeless Shelter Funding

- Current projection is that we will have \$450,000 in these reimbursement funds we are receiving throughout this year available in FY25 to continue to provide educational services currently funded through this source

FY25 Transportation

Category	Description	FY24 Amount	FY25 Amount	Difference	Percent Change
B1	Regular Education & Voke Transportation (includes McKinney-Vento, Foster Care, Vocational, Student Activity, and Athletics)	\$3,163,993	\$3,440,669	\$276,676	8.74%
B2	Special Education Transportation	\$1,138,340	\$1,274,856	\$136,516	11.99%
	Total	\$4,302,333	\$4,715,525	\$413,192	9.60%
B1	McKinney-Vento- Homeless Transportation	\$81,885	\$154,429	\$72,544	88.6%
B1	Foster Care Transportation	\$16,000	\$60,420	\$44,420	277.6%

Note: Category B1 includes \$175,000 for continuation of late bus service currently funded through the federal ESSER-3 grant

School Transportation

- FY25 will be the second year of a five year contract with AA Transportation with 6% annual increases in rates for a total 30% increase over five years.
- FY25 Regular Education Transportation includes the addition of the late bus service that is currently grant funded in FY24 = \$175,000
- Programs that require out-of-district van use are projecting higher than historical market rate. Assabet Valley Collaborative is currently in the process of procuring a 3-year contract for out-of-district special education transportation – initial projection is an 11.99% increase
- Transportation fee funds will again be used to moderate the FY25 operating budget increase. The current fee offset for transportation FY25 is calculated to be \$700,000, plus \$181,461 to offset the cost of two of the 39 daily in-district buses

FY25 Materials, Equipment, Contract Services, & All Other [All Category D]

- Strategic increases in Category D are and will continue to be attributed to investments in Literacy texts and curriculum materials, SHS History texts and curriculum materials, and critical IT hardware and software upgrades and purchases
- Most accounts project a 3.75% to 4.25% increase to account for price inflation based upon FY24 trends, lower where needs are estimated to be less

Personnel Needs - FY25 Overall Budget Plan

Personnel Investment	Cost	Notes
Special Education Teacher at Coolidge - 0.5 FTE	\$37,500	For mandated services
Occupational Therapist (District) – 1.0 FTE	\$75,000	For mandated services
Speech Language Pathologist (Specific Location TBD) – 1.0 FTE	\$75,000	For mandated services
English Language Education Teacher – 1.0 FTE (Specific Location TBD)	\$75,000	For mandated services; currently 3.0 FTE new positions in place and funded through emergency shelter grant; 2.0 FTE expected to be funded through these grant funds next year
Clinical Coordinator (District) – 1.0 FTE	\$90,000	Additional board-certified behavior analyst role to support students with significant behavioral health concerns
Kindergarten Teacher at Floral Street School – 1.0 FTE	\$68,000	To keep class sizes within guidelines, based on current kindergarten enrollment projections
Adjustment Counselor at SHS – 1.0 FTE	\$77,000	Currently in place and funded through the ESSER-3 grant; key position for student mental health needs
English Language Education Coordinator (District) – 1.0 FTE	\$115,000	Significant need to provide state mandated screenings, assessments, and program support

Personnel Needs - FY25 Overall Budget Plan cont.

Personnel Investment	Cost	Notes
Reading Specialist at Middle Level- 1.0 FTE	\$100,000	Additional capacity to address student reading instructional needs
Career and Technical Education Coordinator at SHS – 1.0 FTE	\$0	Position needed to coordinate significant increase in internships, job shadowing, capstone projects in Career Innovation Pathways programs, etc. Funded through shift of \$75K of current start-up funding for CTE programming from contracted services to personnel
Well-Being Coordinator (District) – 1.0 FTE	\$0	Position to advance the district’s strategic plan “commitment to the enhanced well-being of all.” Position will be designed to coordinate well-being supports for both students and staff to address needs related to stress management, emotional regulation, etc. Funded by shifting \$85K in funds for the current mindfulness contracted service position
Information Technology Project Manager (District) – 1.0 FTE	\$125,000	Demands on IT Department for implementation of technology programs for educational and operational purposes are beyond capacity of current personnel
Information Technology Network Manager (District) – 1.0 FTE	\$110,000	Cybersecurity and network maintenance to ensure continuity of IT services and to protect student and staff confidential records has become substantially more demanding
Portuguese Teacher at SHS – 0.2 FTE	\$15,000	To add fourth year of the Heritage Portuguese course sequence
Total 12.7 FTE	\$962,500	Total of recommended personnel investments in the appropriated budget

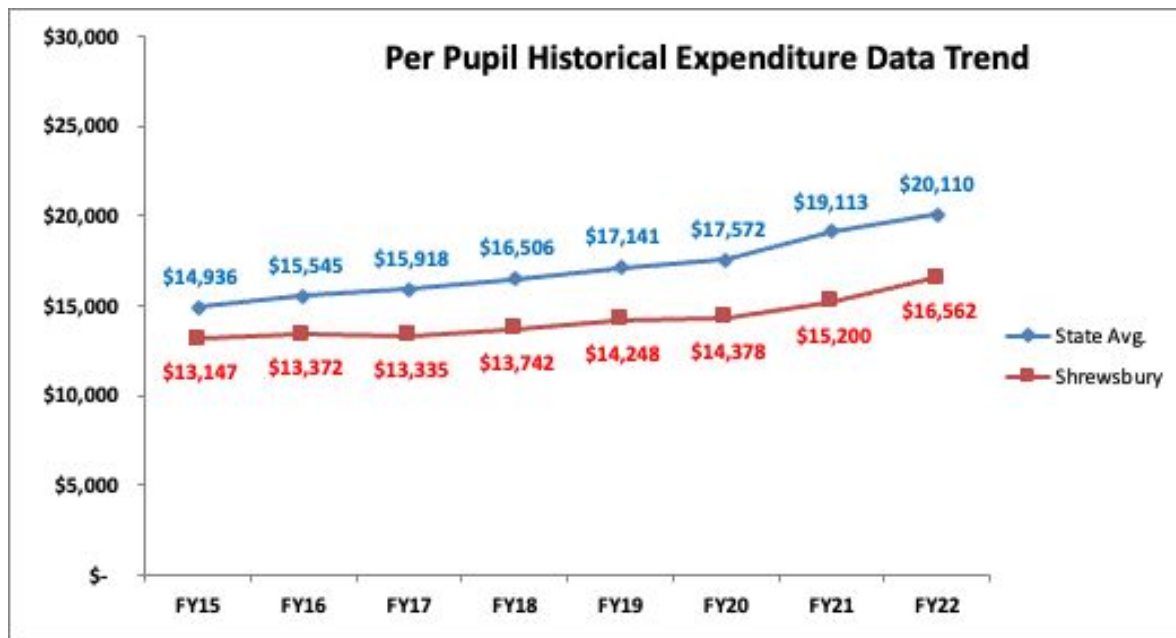
Operations Needs - FY25 Overall Budget Plan

Operations Investment	Cost	Notes
Texts and Curriculum Materials to Fully Implement New Literacy Program	\$250,000	Total cost of texts and materials estimated at \$500K, offset by competitive Dept. of Elementary & Secondary Education grant of \$250K procured by the district
Texts and Curriculum Materials for SHS World Civilizations, U.S. History I, and U.S. History II courses	\$60,000	Textbooks last updated in 2009
Late Bus Service	\$175,000	Currently funded by ESSER-3 grant; to provide equitable access to after school academic help and co-curricular activities
Total	\$485,000	Total of recommended operations investments in the appropriated budget

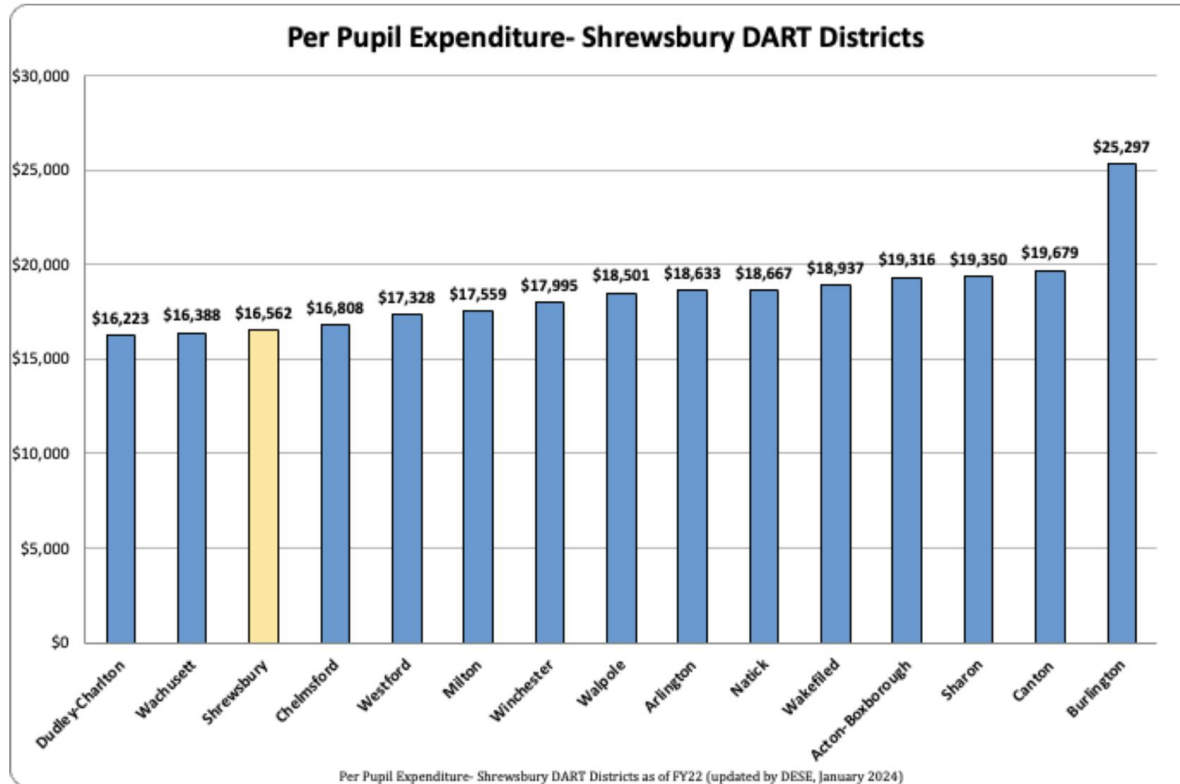
Per Pupil Expenditure Data

All Expenditures to Support Education (School Department and Municipal Departments)

*Shrewsbury spent \$3,548 less per student than the state average
This represents a total of \$20.9 million less than the state average*

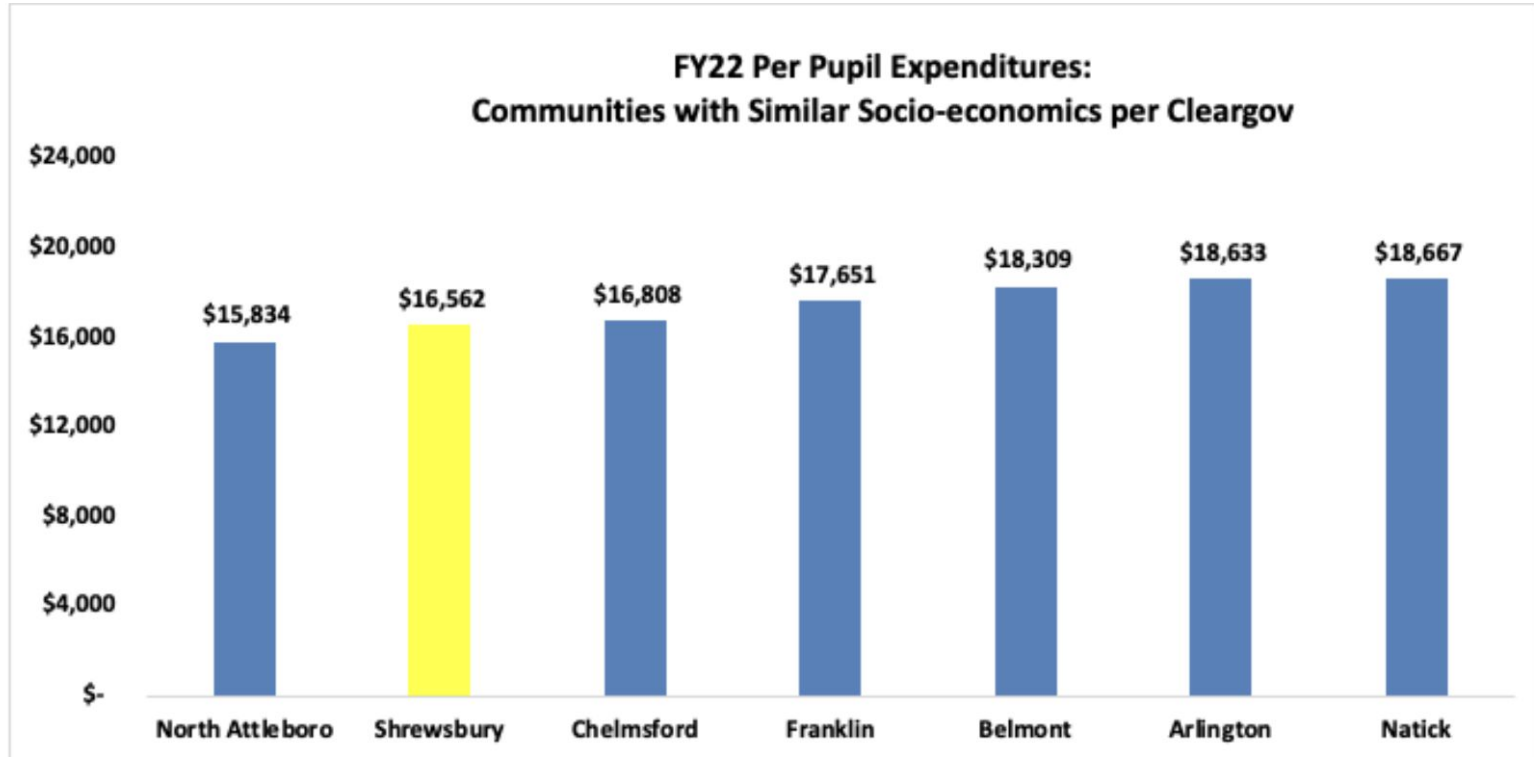


Per Pupil Expenditure Data



*Massachusetts Department of Elementary and Secondary Education

Per Pupil Expenditure Data



**FY22 ClearGov Data*

Tuition & Fees Discussion at Future School Committee Meetings

Fees to review:

1. Programs co-funded by the town appropriated budget and fee revenues
 - a. Preschool tuition
 - b. Transportation
 - c. Athletics

2. Programs that are 100% self-funded by fee revenue
 - a. Extended School Care
 - b. Music lessons

**The initial budget assumes all tuitions and fees in category 1 above remain at current rates*

FY25 Budget Process: Evolving and Fluid

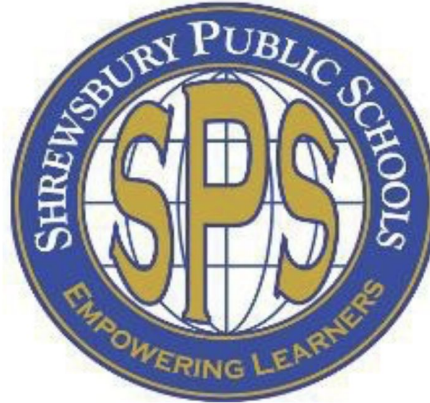
It is very important to note that the projections on which this budget recommendation is based will evolve over the course of the coming months.

- Projected costs for operations (e.g., new contract for out-of-district transportation)
- Student enrollment and student needs projections (especially English learners and students with disabilities, kindergarten enrollment numbers)
- Contract negotiations with Collective Bargaining Unit D (Paraprofessionals)
- Grant or alternative funding opportunities
- Potential efficiencies

Budget Process Going Forward

- Reports for specific categories (February & March)
 - Curriculum, Instruction, & Assessment
 - Special Education & Student Services
 - English Language Education
 - Student and Staff Well-Being
 - Information Technology
 - Innovation Career Pathways
- Discussion and vote on fees for FY25 (March)
- Hearing with the Finance Committee (March 23)
- Updates as projections evolve; School Committee votes to approve recommended budget to Town Meeting (April)
- Annual Town Meeting (May 20)

Questions



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