



Shrewsbury Public Schools FY25 Budget Recommendation

March 23, 2024

Sandy Fryc, School Committee Chair and Finance Subcommittee

Lynsey M. Heffernan, School Committee Finance Subcommittee

Joseph M. Sawyer, Superintendent

Christian A. Girardi, Asst. Superintendent for Finance & Operations

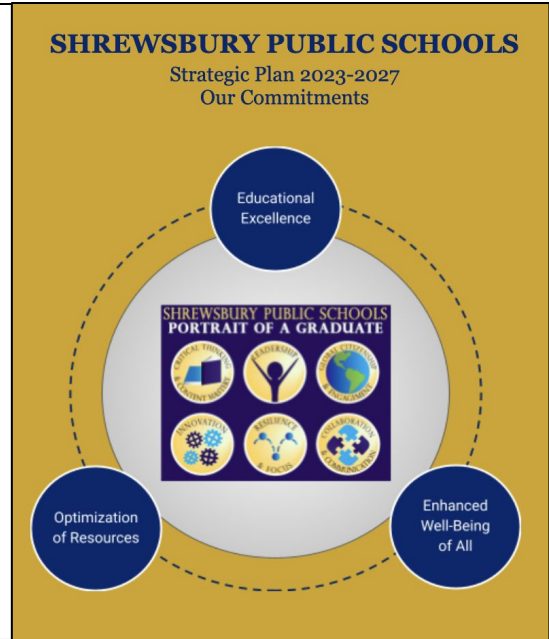


Shrewsbury Public Schools: Strategic Plan 2023-2027

-Shrewsbury Public Schools is completing year one of a five year Strategic Plan (2023-2027)

-The FY25 Budget Recommendation is reflective of the Strategic Plan's Three Commitments:

- Commitment to **Educational Excellence**
- Commitment to the **Enhanced Well-Being of All**
- Commitment to **Optimization of Resources**



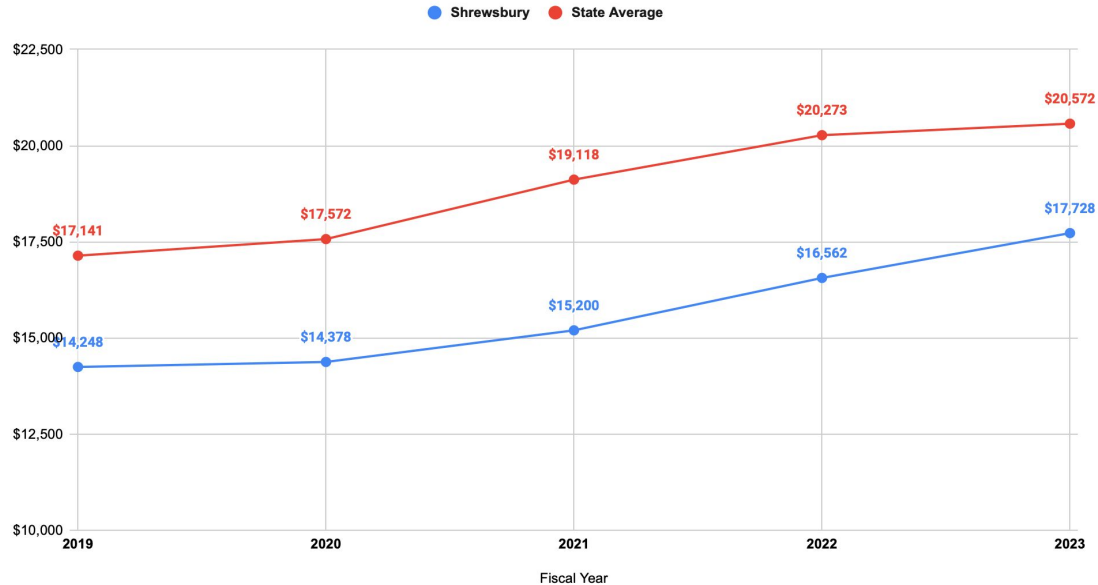


Per Pupil Expenditure Slides



Per Pupil Expenditure Data

Shrewsbury vs State Average- 5 Year Trend

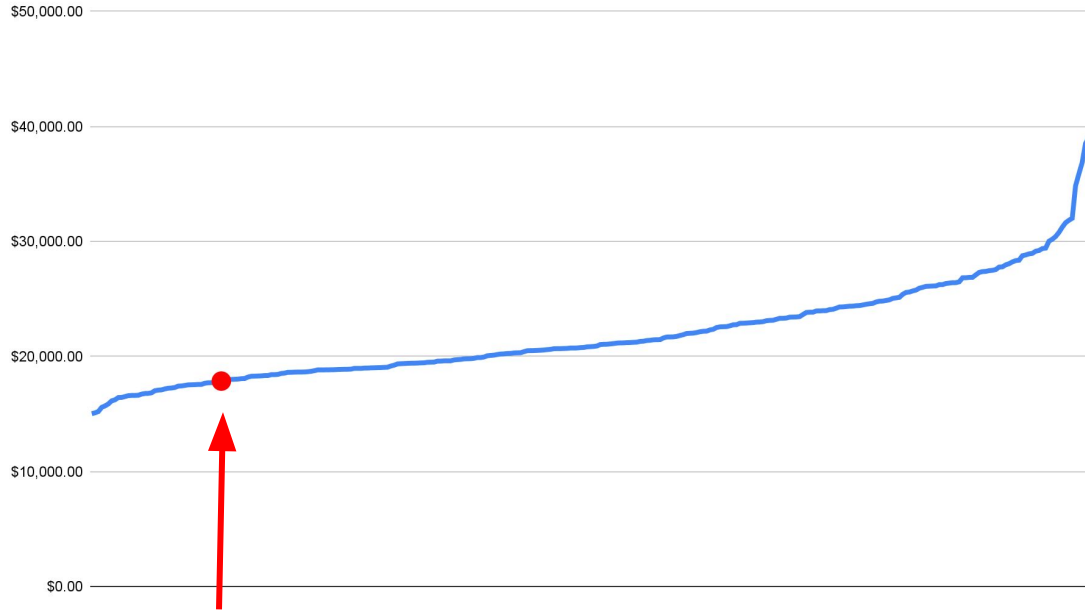


FY23- \$ below average (\$2,844) / % below average (14%)



Total Per Pupil Expenditure: Statewide Array

FY23 Per Pupil Expenditure- Statewide Array



**Ranked
267 of 314
districts**

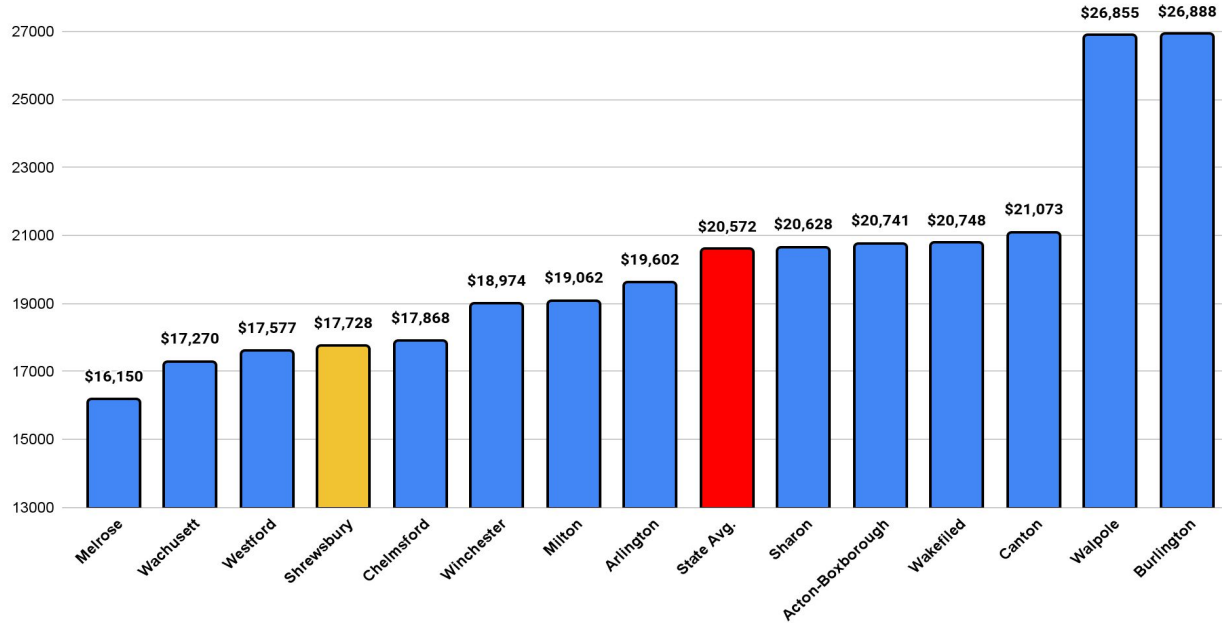
**Bottom
15th
Percentile**

Shrewsbury- \$17,728



Average Cost Per Pupil Comparison: DESE Determined DART Comparable Communities

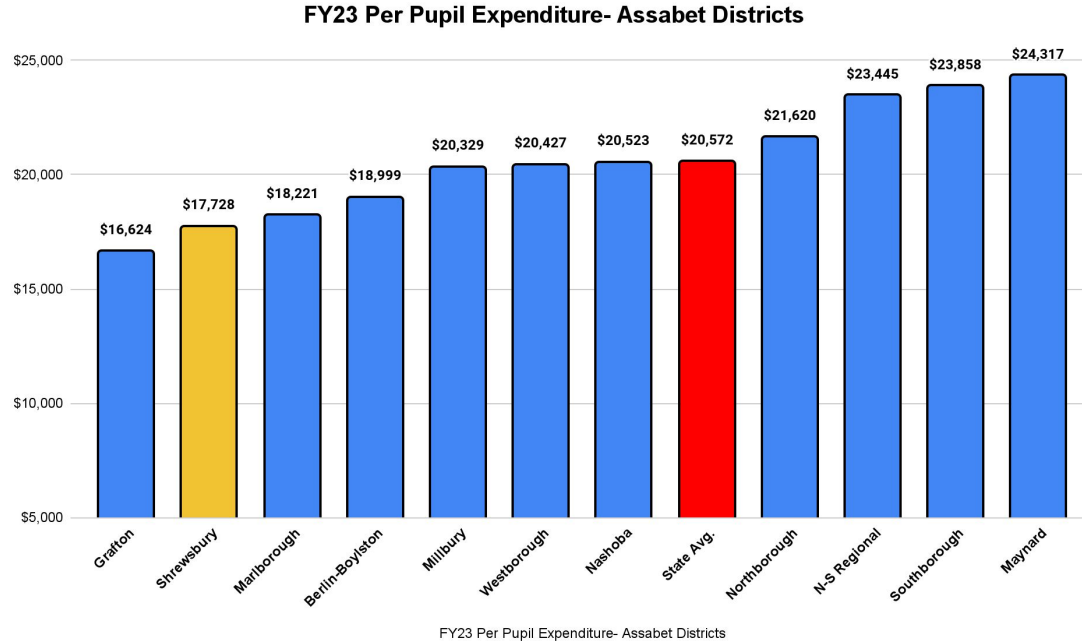
FY23 Per Pupil Expenditure- Shrewsbury vs. DART Districts



Per Pupil Expenditure- Shrewsbury DART Districts



Average Cost Per Pupil Comparison: Assabet Valley Collaborative Districts

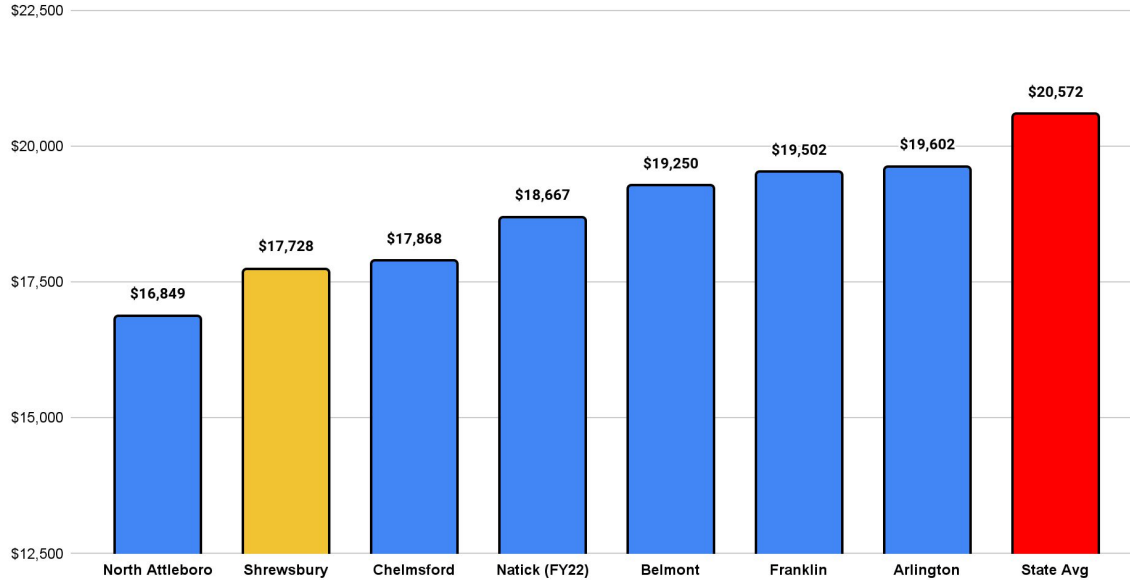


Source: MA Department of Elementary and Secondary Education



Average Cost Per Pupil Comparison: ClearGov Determined Comparable Communities

FY23 Per Pupil Expenditure- Communities with Similar Socio-Economics per ClearGov

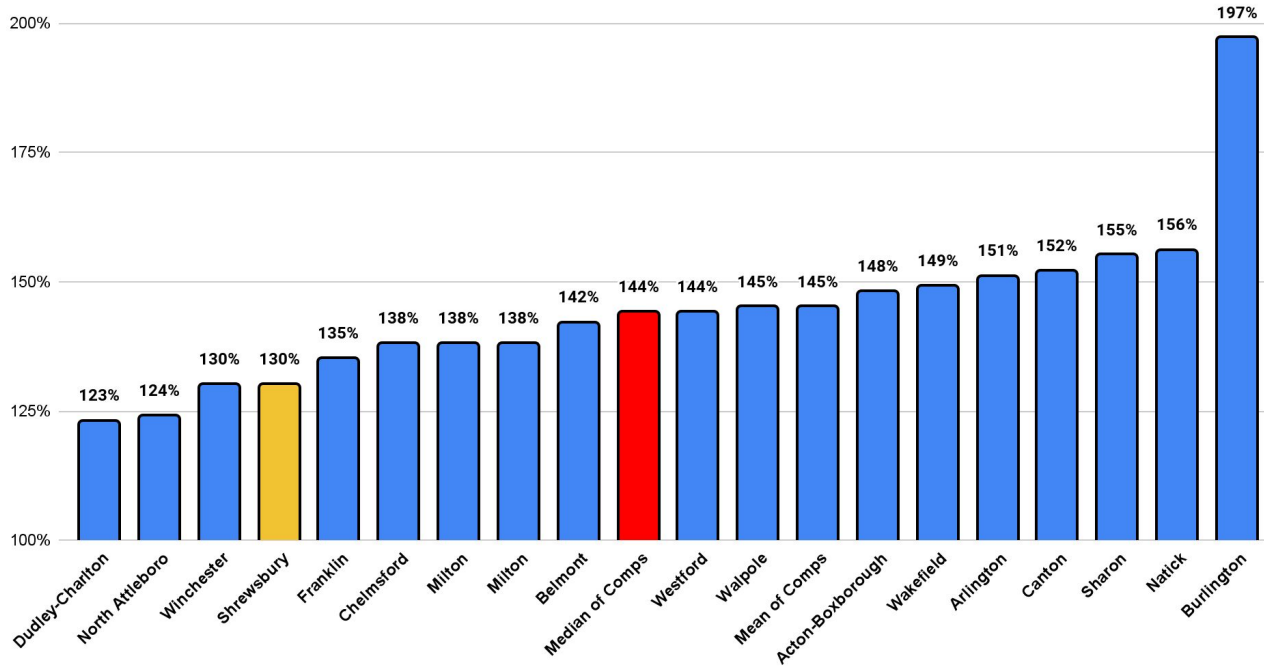


Communities with Similar Socio-Economics per ClearGov



Net School Spending Beyond State Foundation Budget (last updated FY22)

Spending Beyond State Foundation Budget Minimum vs. Comparison Districts



Comparable Districts (MA DESE DART & ClearGov)



Cost Efficient & Cost Effective

- Over time, Shrewsbury Public Schools has consistently ranked among the top public school districts in Massachusetts on measures such as MCAS state testing, AP testing, etc. (and Massachusetts has consistently been ranked at the top of national rankings for public education)
- Twice, a policy think tank (Center for American Progress) conducted a national study on public school districts “return on investment” regarding performance and cost, and in both cases Shrewsbury was in the top 2% nationally out of over 7,000 districts
- In 2024, Niche ranked Shrewsbury 12th in its ranking of “Best School Districts in Massachusetts.”



State Comparisons

- For FY23, Shrewsbury **ranks #267 of 314 school districts** reported thus far
[Data for 15 districts is not yet published]
 - This is the bottom 15th percentile
 - As a point of reference, in FY21, the last fiscal year prior to the most recent override, Shrewsbury ranked #304 of 319 reported school districts (bottom 5th percentile)
- Shrewsbury **ranks #73 of 351 Commonwealth communities** in income per capita at \$65,138
 - This is the top 21st percentile
 - State average income per capita is \$53,161
 - State median income per capita is \$42,470
- Shrewsbury **ranks #54 of 351 Commonwealth communities** in equalized property valuation at \$7.22 billion (last updated 2022)
 - This is the top 15th percentile
 - State average equalized property valuation is \$4.51 billion
 - State median equalized property valuation is \$2.15 billion

* *Department of Revenue FY24 data*



Per Pupil Expenditure Conclusions

- The different data sets all affirm Shrewsbury Public Schools is a comparatively “cost-efficient” organization
- If SPS were spending at the state average per pupil, our budget would have to increase by \$18.3M



Budget Slides



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

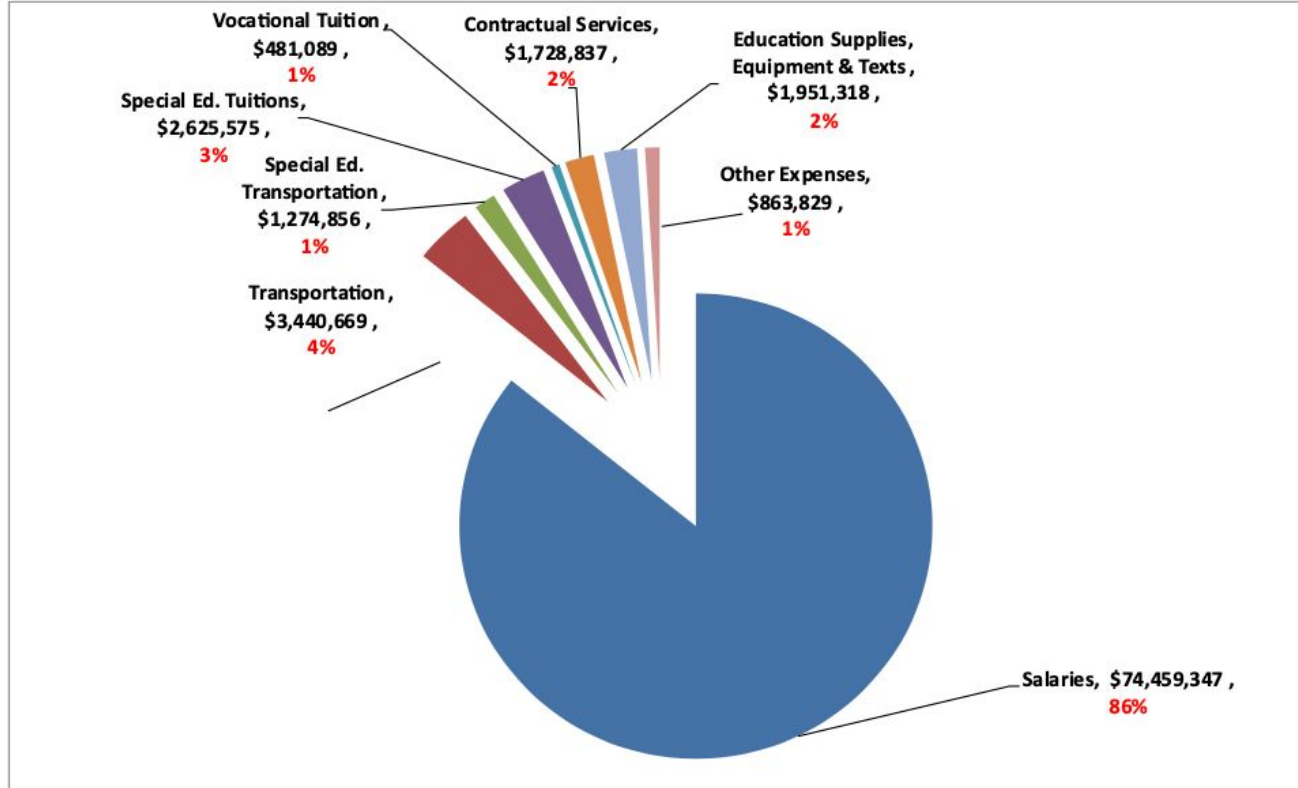
- Challenging post-pandemic environment
 - Learning gaps
 - Student mental and behavioral health needs
- Evolving student population needs and requirements (English language learners, students with disabilities)
- Needs for updated texts and curriculum materials
- Access to career and technical education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



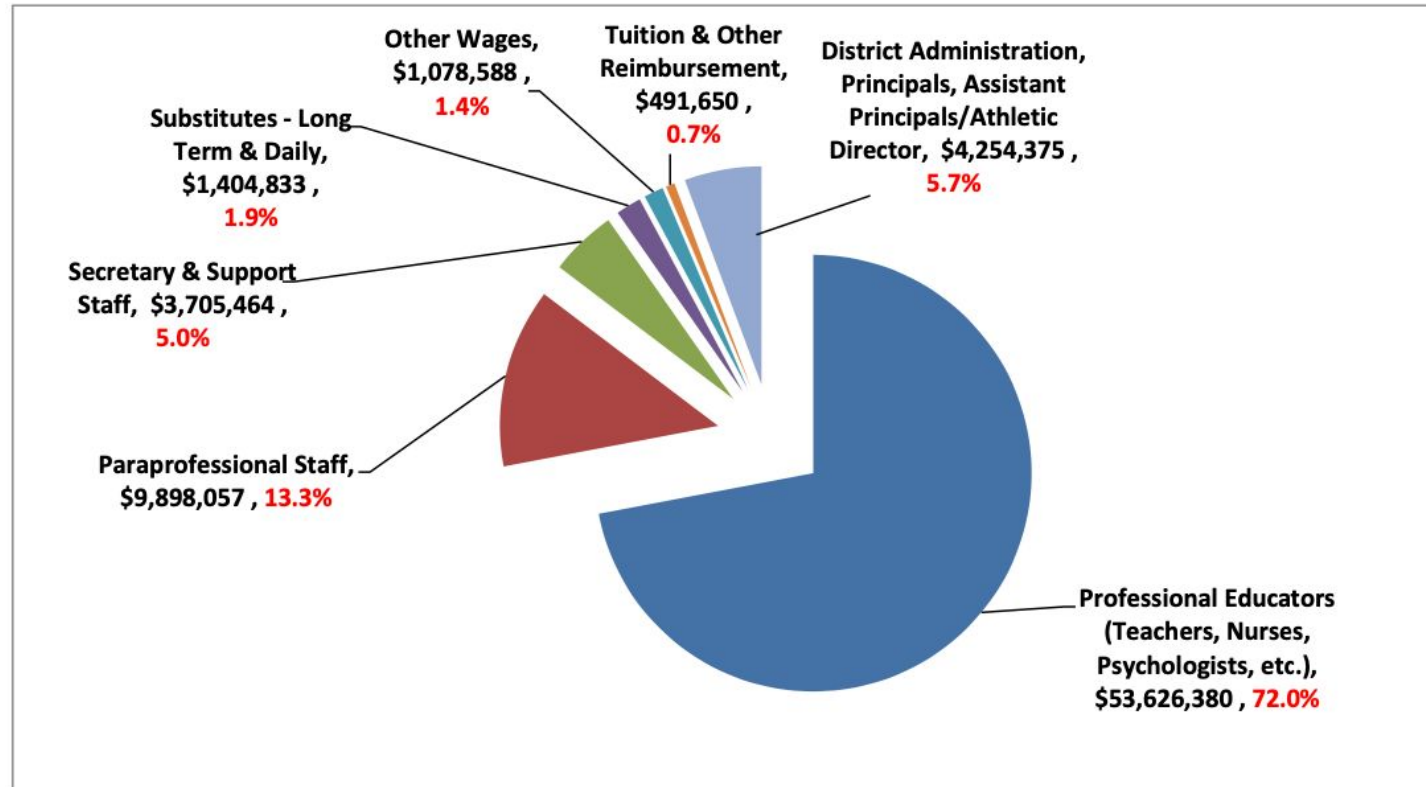
Key Factors in Fiscal Year 2025

- 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- Allocation of Resources



FY25 Budget- Allocation of Salaries and Wages





Cost Projections to Fund Programming

Major Category	FY24	FY25	Difference	Percent of Total Increase
Salaries (All Category A)	\$ 70,308,881	\$ 74,459,347	\$ 4,150,466	5.9%
Transportation (All Category B)	\$ 4,302,333	\$ 4,715,525	\$ 413,192	9.6%
Tuitions (All Category C)	\$ 4,408,695	\$ 3,106,665	\$ (1,302,030)	-29.5%
Supplies, Materials, Contract Services, Equipment (All Category D)	\$ 4,066,713	\$ 4,543,983	\$ 477,270	11.7%
TOTAL	\$ 83,086,622	\$ 86,825,520	\$ 3,738,899	4.5%



FY25 Cost of Living Allowances (COLA) Increases by Labor Group (Category A)

- 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



FY25 Transportation (Category B)

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



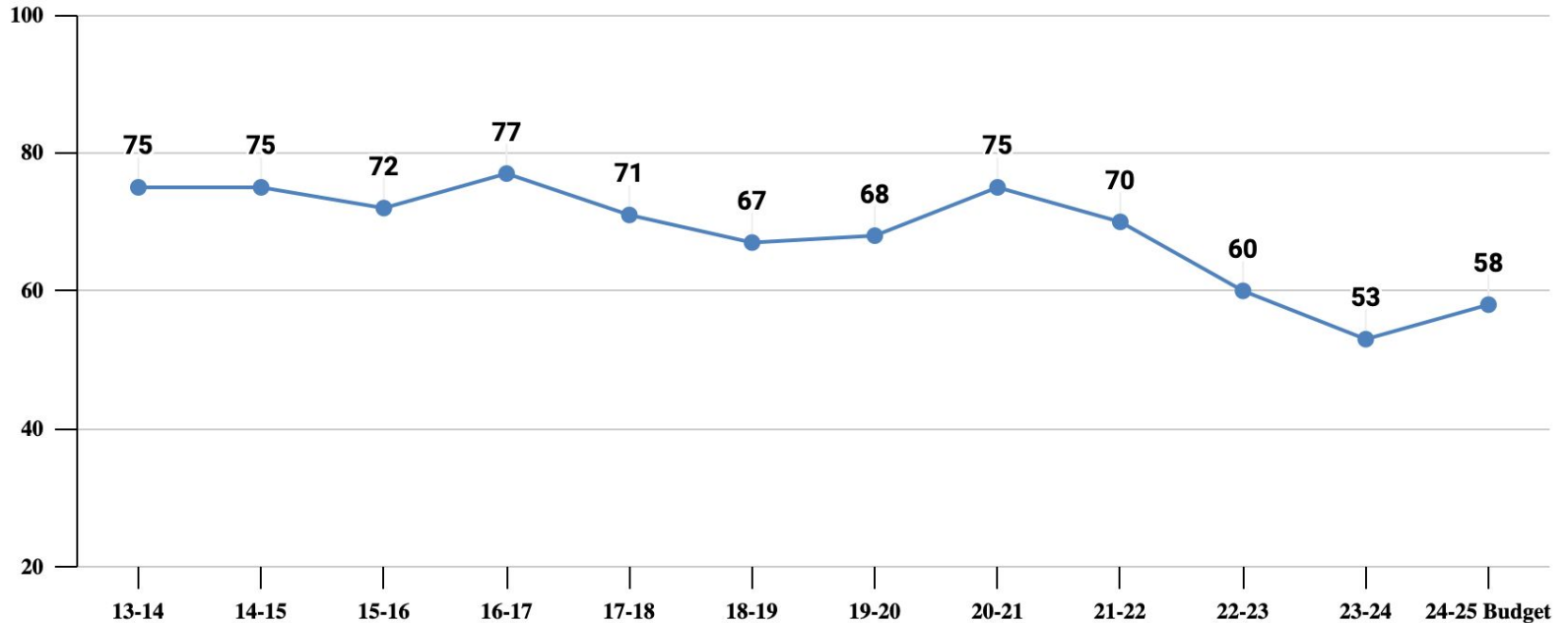
School Transportation

- 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 Special Education Out-of-District Placements (Category C)

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



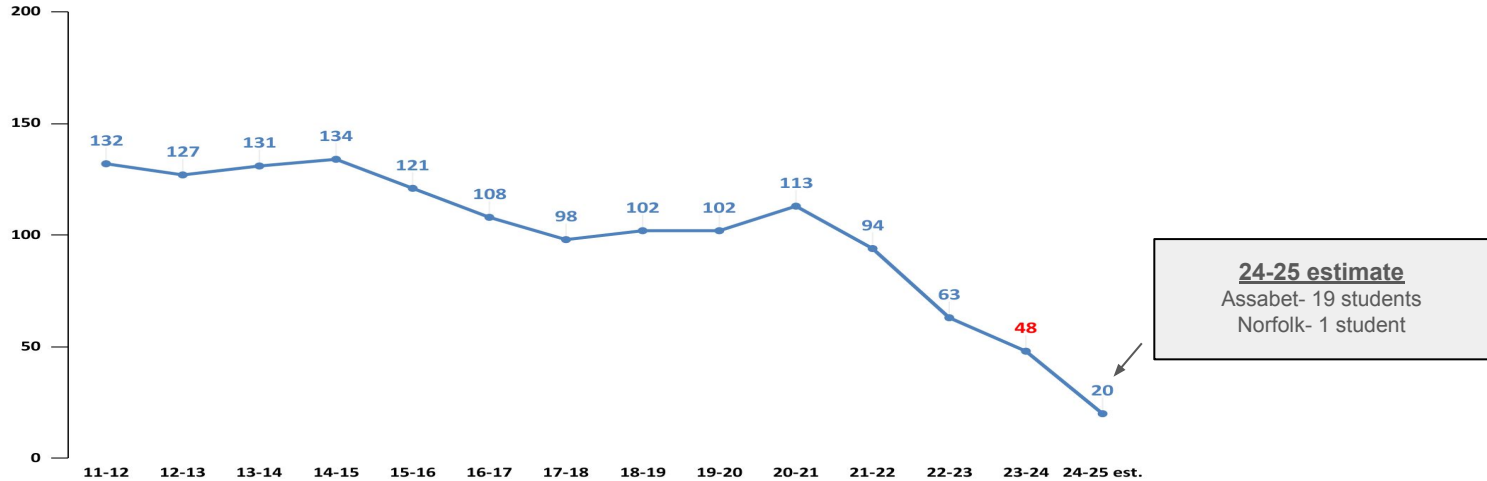
Circuit Breaker Guideline Recommendation

	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



FY24 Out of District Tuitions: Vocational/Technical High School (Category C)

Number of SPS students attending 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%



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

Grant funding sources:

- **Expanded Homeless Shelter Funding Program-** \$104 per day per student housed in an emergency shelter
- **ARP Homeless ER Support-** \$1,000 per student housed in an emergency shelter

***The emergency shelter in Shrewsbury will continue housing families during the 2024-2025 school year (FY25 budget cycle). It has not been decided yet if grant funding will continue for FY25.**



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

Major Category	FY24 Amount	FY25 Amount	Difference	Percent Change
Supplies, Materials, Contract Services, Equipment (All Category D)	\$ 4,066,713	\$ 4,543,983	\$ 477,270	11.7%



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



Tuition & Fees

School Committee will vote on the following fees/tuitions on March 27th:

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

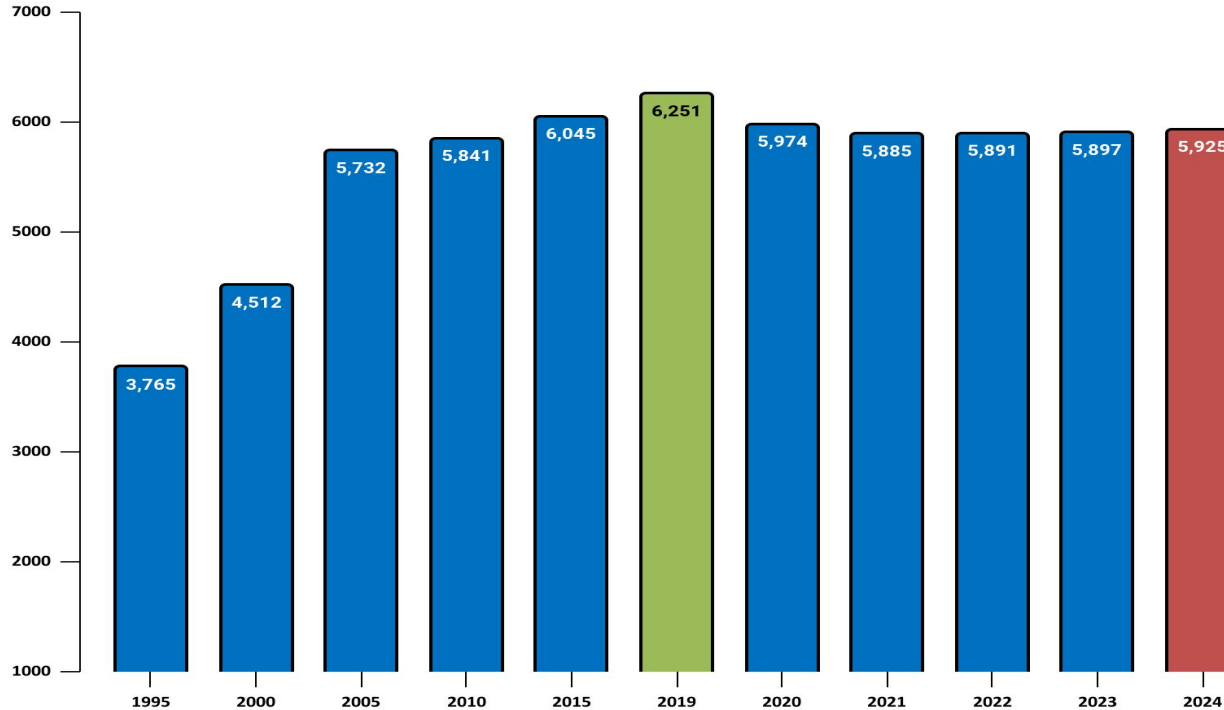
- Reports for specific categories
 - Curriculum, Instruction, & Assessment- February 28th
 - Information Technology- February 28th
 - Special Education & Student Services- March 13th
 - English Language Education- March 13th
 - Student and Staff Wellbeing- April 10th
 - Innovation Career Pathways- April 10th
- **Hearing with the Finance Committee- March 23rd**
- Discussion and vote on fees for FY25- March 27th
- Updates as projections evolve; School Committee votes to approve recommended budget to Town Meeting- April 2024
- Annual Town Meeting- May 20th



Enrollment Slides/ SHS Statement of Interest



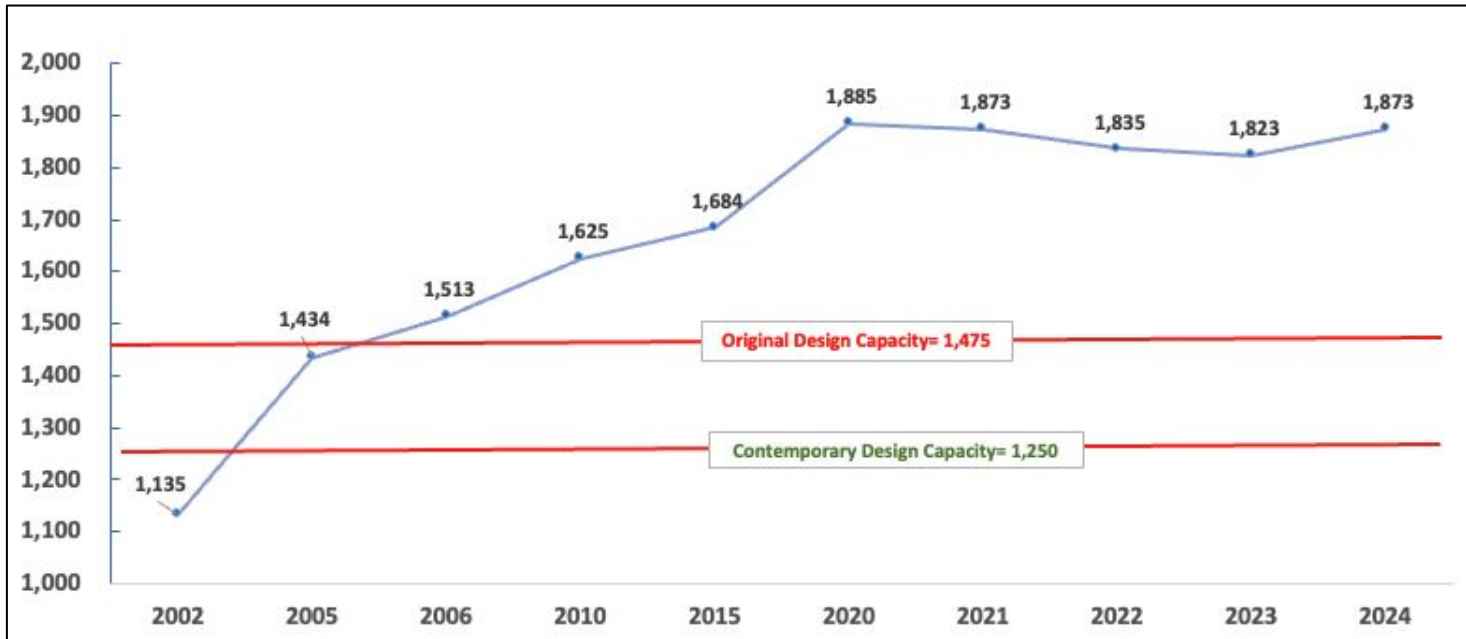
Student Enrollment Projections



The current student enrollment as of March 15, 2024 is **6,109**



Shrewsbury High School Enrollment History

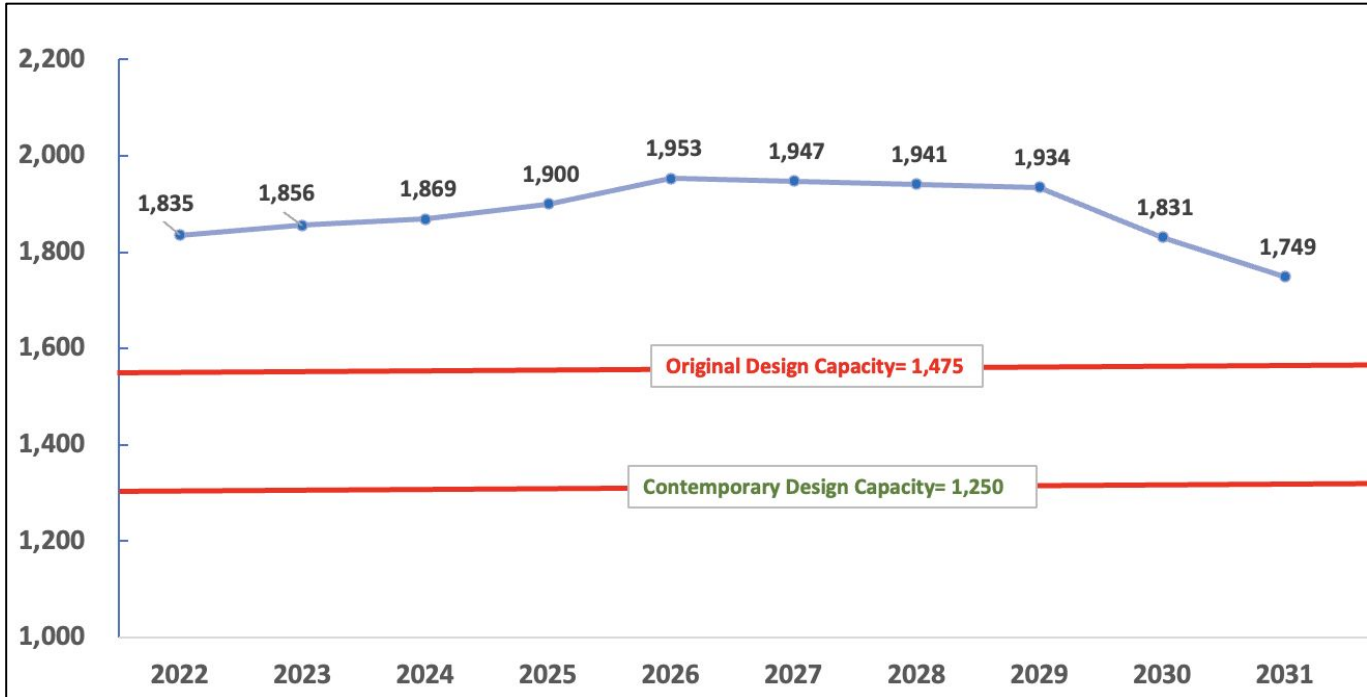




Shrewsbury High School Enrollment- McKibben Report 10 Year Projection

*The McKibben Enrollment Projection Report, completed in March 2022, was made prior to Assabet Vocational Technical High School changing their admissions policy to no longer accept Shrewsbury students.

The high school projections will increase by ~120 students per year beginning in 2026.





Statement of Interest Application Period

The 2024 application deadline is April 12, 2024

1. Both the School Committee and Select Board must vote to authorize the submission of an SOI.
2. Submission of an SOI does **not** commit the Town of Shrewsbury to any future action on a potential building project.
3. If the MSBA issues an invitation for the Town of Shrewsbury to enter their process that could potentially result in shared state and local funding for a project to expand SHS, there would be multiple decision points throughout that process as to whether the town would decide to move forward.
4. For the past two school building projects in Shrewsbury that the MSBA jointly funded (Sherwood Middle School and Beal School), the MSBA funded roughly half of the project costs.



What are the chances of being selected?

In 2023, 19 of 63 (30%)
“Core Program”
 applicants were
 accepted

Of the 19 selected, the
 school’s age ranged
 from 1922 to 2007

- 0 Voc/Tech high school
- 6 high schools
- 4 middle schools
- 9 elementary schools

Year	Total Number of SOIs Submitted	Number of Core Program SOIs Submitted	Number of Core Program Invitations	Number of Green Repair or Accelerated Repair Program SOIs Submitted	Number of Green Repair or Accelerated Program Repair Invitations	Number of SCILAB SOIs Submitted	Number of SCILAB Program Invitations
2008	431	425	104	6	6		
2009	237	206	41	31	31		
2010	224	202	19	22	22		
2011	371	184	18	187	149		
2012	280	198	11	69	36	13	11
2013	201	123	17	78	47		
2014	229	110	18	119	51		
2015	158	97	26	61	44		
2016	156	89	17	67	49		
2017	156	83	15	73	36		
2018	130	70	12	60	34		
2019	144	61	11	83	42		
2020	161	71	15	90	25		
2021	118	58	17	60	28		
2022	121	54	10	67	33		
2023	63	63	19	N/A	N/A		

2008: MSBA launched the annual filing period.

2011: MSBA opened the annual filing period twice, which included a dedicated opening for interest in the Green Repair Program and the annual opening.

2012: MSBA’s annual filing period captures interest in the newly created Accelerated Repair Program, the 2012 Science Laboratory Initiative and the Core Program.



What happens if not selected?

- Wait for the 2025 MSBA Statement of Interest cycle to consider re-applying
- Some communities, after several years of unsuccessful attempts, have moved ahead without MSBA financial support and assume 100% of the project cost



Vote/Rationale

It is recommended that the School Committee vote to submit a Statement of Interest to MSBA for Shrewsbury High School using the following three priorities:

- **Priority #2:** Severe and persistent overcrowding
- **Priority #5:** Replacement/ modernization of the roof and HVAC systems nearing end-of-life and incorporating new, energy efficient systems
- **Priority #7:** Addition to the building to provide a full range of programs to potentially include some Chapter 74 vocational/ technical programs and/or Innovation Pathways Programs

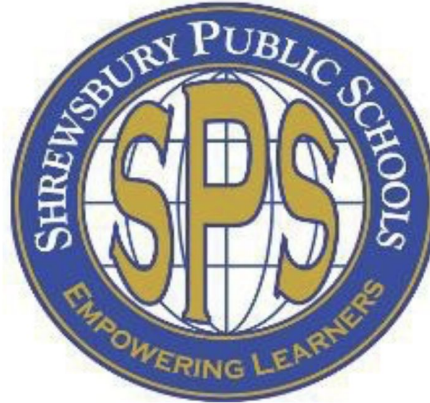


Next Steps

- On March 13th the School Department voted affirmatively to support to submit a Statement of Interest
- We have requested that the Select Board vote on this topic at their March 29th meeting.
- If supported by the Select Board, then the Statement of Interest application will be submitted to MSBA by April 12, 2024

***If Shrewsbury chooses to submit a Statement of interest, we would receive results in December 2024**

Questions



SHREWSBURY PUBLIC SCHOOLS

Fiscal Year 2025 Budget Request