



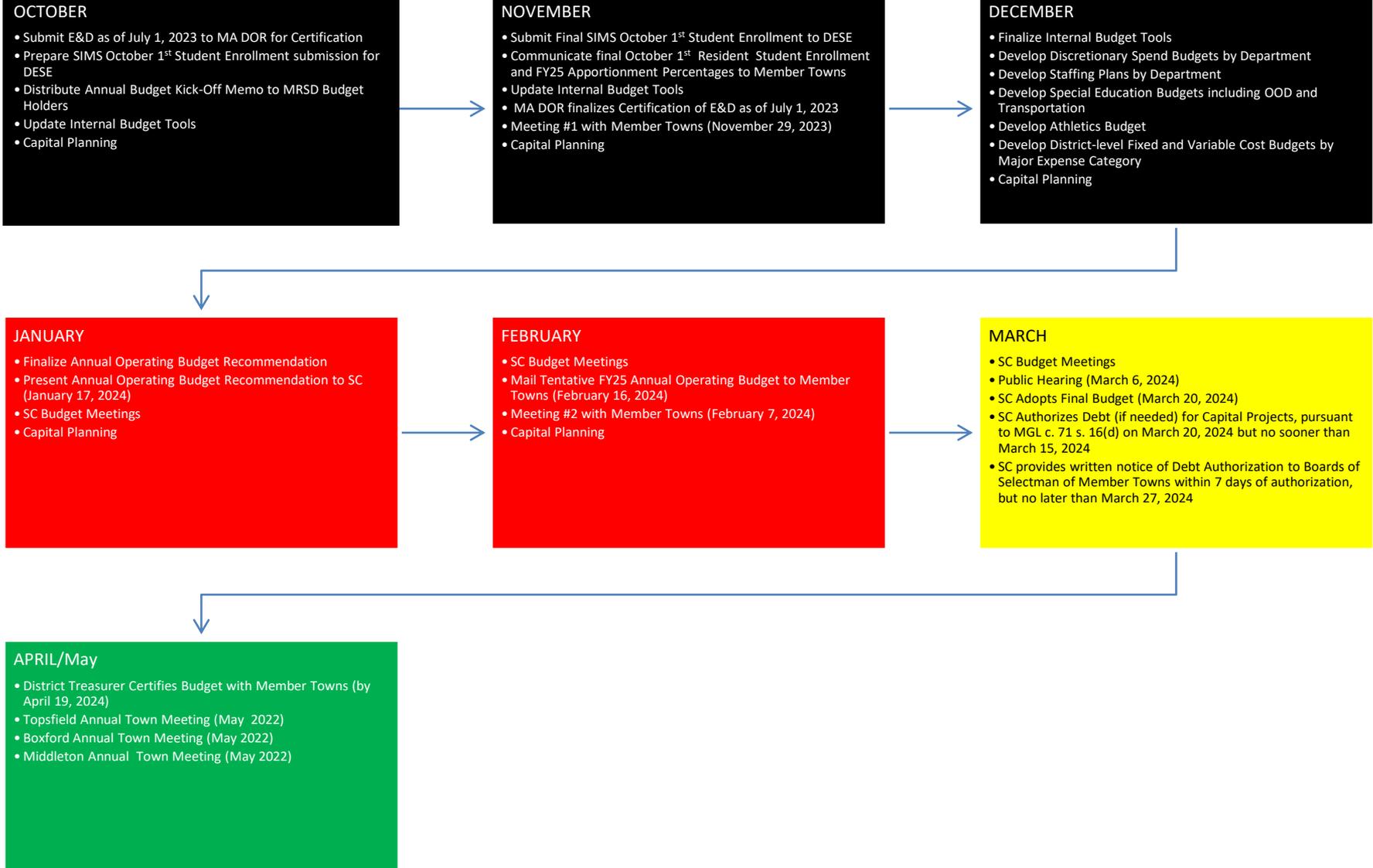
*FY25 District Administration's Budget Recommendation
School Committee Presentation
January 17, 2024*

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MRSD FY25 Budget Process Overview





FY25 Budget

Administration's *Recommendation*

Level Service with adjustments to our Staffing Model

What Does “Level Service” Mean?

Level Service is a continuation of the current services, programs, and operations of the District.

For FY25, our Recommendation reflects an increase in Operating Expenses of \$1,060,786 (or 2.7%) and an increase of \$1,355,906 (or 4.2%) in Operating Assessment versus the FY24 Budget.



FY25 Budget

Key Assumptions - Highlights

- Revenues

- Total Revenues are assumed to decrease by \$295K (3.8%) versus FY24B.
- Chapter 70, Regional Transportation Reimbursement, and Charter School Tuition Reimbursement reflect Final FY24 Cherry Sheet figures. **Our Budget Recommendation will be updated once Preliminary FY25 Cherry Sheets become available which typically occurs by the end of January.**
- Interest Income assumes that interest rates on District Bank Accounts will remain consistent with actual rates in FY23 and FY24.
- Excess & Deficiency reflects the amount Certified by MA DOR for FY23 which exceeds 4% of the District's operating & capital budget.
- Our Recommendation assumes no change to Athletic and Co-Curricular Fees in FY25.



FY25 Budget

Key Assumptions - Highlights

- **Salary Costs**

- Total Salary costs are assumed to increase by \$581K (2.5%) versus FY24B.
- Staffing Adjustments represent a net reduction of \$180K in Salary Costs.
- Prior Year (FY24) Replacement Savings have been carried forward into FY25 and represent a reduction of \$235K in Salary Costs versus FY24B.
- Successor CBAs for the MTA & Paraprofessional Unions for FY25 – FY27 remain to be negotiated. The FY25 Salary Placeholder reflected in our Recommendation includes funding for all COLA, STEP, Salary Advancement, Stipend, etc. associated with both Unions. Providing detail beyond this level could potentially jeopardize the Committee's bargaining position.
- Incorporates COLA and all other contractual salary obligations specified in the CBAs for MPFT, Professional Administrator, and Support Staff Unions respectively. Successor CBAs for these three Unions will need to be negotiated beginning in FY25 for FY26 – FY28.



FY24 Budget

Key Assumptions - Highlights

- **Operating Costs**

- Total Operating costs are assumed to increase by \$479K (2.9%) versus FY24B.
- No new Services or Programs.
- Incorporates Level Service Discretionary expense requests from Principals, Department Heads, and Operational Unit Directors.
- Incorporates contractual service contract increases for major expense areas including Student Transportation (+5.1%) and Janitorial (+2.8%).
- Includes a 2.4% decrease in the annual appropriation from the Essex Regional Retirement Board.
- Includes all known OOD Placements (Tuitions) and related OOD Transportation Costs.
 - Reflects a 4.7% increase (OSD estimate) in tuition rates for approved private special education programs
 - Reflects a 10% increase in tuition rates for placements at the Northshore Education Consortium
 - Incorporates a \$65,000 one-time Capital Assessment from the Northshore Education Consortium
 - Reflects a decrease of 5 OOD placements (62 v 67) as compared to the FY24B
- Includes a placeholder increase of 8% for Healthcare Premiums and 3% for Dental Premiums (+\$372K).



FY25 Budget

Key Assumptions - Highlights

- Capital Cost including Debt Service Expense
 - Comprehensive Capital Plan presented on 2/1/23.
 - At a minimum, District Administration supports the prioritization of the HVAC, Roof, & BMS project with an estimated cost of \$30M to begin in FY25.
 - For FY25, District Administration supports a request of \$5M to fund the estimated cost of the OPM and Designer associated with the HVAC, Roof, & BMS project.
 - District Administration will work with our Bond Advisors and Counsel to develop estimated debt service schedules as well as approval language once the School Committee has decided on how they plan to proceed with the Capital Plan for FY25.

FY25 Budget – Assessment Overview

Total Expenditures		<i>Actual FY23</i>	<i>Adopted FY22</i>	<i>Adopted F23</i>	<i>Adopted F24</i>	<i>Proposed F25</i>	Chg \$	Chg %
General Operating Expenses (before Offsets)		39,778,581	38,530,480	39,770,354	42,571,783	43,532,563	960,780	2.3%
Less Expense Offsets		2,294,060	1,809,991	2,195,972	2,814,097	2,714,091	(100,006)	-3.6%
General Operating Expenses (after Offsets)		37,484,521	36,720,489	37,574,382	39,757,686	40,818,472	1,060,786	2.7%
Capital Costs including Debt Service Expense		792,750	1,582,000	792,750	449,050	0	(449,050)	-100.0%
Total Expenditures		\$38,277,271	\$38,302,489	\$38,367,132	\$40,206,736	\$40,818,472	\$611,736	1.5%
Total Funding Sources		<i>Actual FY23</i>	<i>Adopted FY22</i>	<i>Adopted FY23</i>	<i>Adopted FY24</i>	<i>Proposed FY25</i>	Chg \$	Chg %
State Aid								
Chapter 70		\$5,354,919	\$5,253,339	\$5,304,129	\$5,403,309	\$5,451,699	\$48,390	0.9%
Transportation Reimbursement		743,838	588,428	669,987	701,305	869,618	168,313	24.0%
MSBA Debt Service Reimbursement		1,291,498	1,291,498	1,291,498	-	-	0	#DIV/0!
Charter School Tuition Reimbursement		36,905	12,385	5,978	31,456	14,983	(16,473)	-52.4%
							0	#DIV/0!
Local Receipts								
Interest Income		192,108	48,000	12,000	12,000	190,000	178,000	1483.3%
Fees Collected		41,357	34,000	34,000	34,000	34,000	0	0.0%
Miscellaneous Receipts		26,001	10,000	10,000	10,000	10,000	0	0.0%
Excess and Deficiency		551,844	361,567	551,844	1,126,968	453,619	(673,349)	-59.7%
Fund Transfers In		566,655	747,901	566,655	467,500	467,500	0	0.0%
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Federal Aid								
Medicaid Reimbursement		131,416	24,000	33,933	33,933	33,933	(0)	0.0%
E Rate Reimbursement		0	0	0	0	0	0	#DIV/0!
Total Funding Sources		\$8,936,541	\$8,371,118	\$8,480,024	\$7,820,471	\$7,525,352	(\$295,120)	-3.8%
Net Assessment including Deb Service		<i>Actual FY23</i>	<i>Adopted FY22</i>	<i>Adopted FY23</i>	<i>Adopted FY24</i>	<i>Proposed FY25</i>	Chg \$	Chg %
Total Expenditures		38,277,271	38,302,489	38,367,132	40,206,736	40,818,472	611,736	1.5%
Less Total Funding Sources		(8,936,541)	(8,371,118)	(8,480,024)	(7,820,471)	(7,525,352)	(295,120)	-3.8%
Total Net Assessment including Debt		\$29,340,730	\$29,931,371	\$29,887,107	\$32,386,264	\$33,293,121	\$906,856	2.8%
Operating Assessment		\$29,839,478	\$29,640,869	\$30,385,855	\$31,937,214	\$33,293,121	\$1,355,906	4.2%
Capital Assessment including Debt Service		(\$498,748)	\$290,502	(\$498,748)	\$449,050	\$0	(\$449,050)	100.0%

FY25 Budget Assessment by Town

BOXFORD	FY22	FY23	FY24	FY25	Chg \$	Chg %
Operating Assessment	\$ 10,773,426	\$ 11,131,422	\$ 11,917,575	\$ 12,395,352	\$ 477,777	4.0%
Capital Assessment incl Debt Service	\$ 105,545	\$ (183,169)	\$ 167,451	\$ -	\$ (167,451)	100.0%
Total Assessment	\$ 10,878,971	\$ 10,948,253	\$ 12,085,026	\$ 12,395,352	\$ 310,326	2.6%
MIDDLETON	FY22	FY23	FY24	FY25	Chg \$	Chg %
Operating Assessment	\$ 10,473,077	\$ 10,477,590	\$ 10,896,460	\$ 11,234,594	\$ 338,134	3.1%
Capital Assessment incl Debt Service	\$ 102,490	\$ (171,693)	\$ 150,162	\$ -	\$ (150,162)	100.0%
Total Assessment	\$ 10,575,567	\$ 10,305,897	\$ 11,046,622	\$ 11,234,594	\$ 187,972	1.7%
TOPSFIELD	FY22	FY23	FY24	FY25	Chg \$	Chg %
Operating Assessment	\$ 8,394,366	\$ 8,776,843	\$ 9,123,180	\$ 9,663,175	\$ 539,995	5.9%
Capital Assessment incl Debt Service	\$ 82,467	\$ (143,887)	\$ 131,437	\$ -	\$ (131,437)	100.0%
Total Assessment	\$ 8,476,833	\$ 8,632,957	\$ 9,254,617	\$ 9,663,175	\$ 408,558	4.4%
DISTRICT TOTALS	FY22	FY23	FY24	FY25	Chg \$	Chg %
Operating Assessment	\$ 29,640,869	\$ 30,385,855	\$ 31,937,215	\$ 33,293,121	\$ 1,355,906	4.2%
Capital Assessment incl Debt Service	\$ 290,502	\$ (498,748)	\$ 449,050	\$ -	\$ (449,050)	100.0%
Total Assessment	\$ 29,931,371	\$ 29,887,107	\$ 32,386,265	\$ 33,293,121	\$ 906,856	2.8%

NOTE: FY24 Final Cherry Sheets and FY24 Final Chapter 70 Aid and Net School Spending Requirements have been used to compile this Initial Recommendation. Preliminary FY25 figures from the State will be incorporated once they have been released; typically in late January.



FY25 Budget

Major Expense Category Analysis (after Offsets)

Expense Category	FY25 Budget		FY24 Budget		VS PR YR	
	Tot \$	% of Tot	Tot \$	% of Tot	Chg \$	Chg %
Salaries	\$ 24,211,232	59.3%	\$ 23,629,971	59.4%	\$581,261	2.5%
Out-of-District Tuition	\$ 3,164,847	7.8%	\$ 3,518,103	8.8%	(\$353,256)	-10.0%
Insurance Benefits (Active and Retired)	\$ 5,410,834	13.3%	\$ 5,047,709	12.7%	\$363,124	7.2%
Maintenance (non-salary)	\$ 1,651,001	4.0%	\$ 1,527,669	3.8%	\$123,332	8.1%
Transportation - Regular Ed	\$ 1,394,694	3.4%	\$ 1,326,855	3.3%	\$67,839	5.1%
Retirement Contribution	\$ 1,251,084	3.1%	\$ 1,262,086	3.2%	(\$11,002)	-0.9%
Transportation - Special Ed	\$ 539,285	1.3%	\$ 507,981	1.3%	\$31,305	6.2%
MIS & Instructional Technology (non-salary)	\$ 580,110	1.4%	\$ 551,431	1.4%	\$28,679	5.2%
High School Athletics (non-salary)	\$ 495,853	1.2%	\$ 465,829	1.2%	\$30,024	6.4%
High School Materials, Supplies, & Resources	\$ 526,921	1.3%	\$ 458,513	1.2%	\$68,407	14.9%
Student Services Consultants & Svc Providers	\$ 405,431	1.0%	\$ 319,949	0.8%	\$85,482	26.7%
Property, Liability & WC Insurance	\$ 274,924	0.7%	\$ 246,486	0.6%	\$28,438	11.5%
Middle School Materials, Supplies, & Resources	\$ 212,660	0.5%	\$ 199,502	0.5%	\$13,158	6.6%
Business, Finance & HR (non-salary)	\$ 173,981	0.4%	\$ 164,259	0.4%	\$9,722	5.9%
School Choice & Charter School Sending Tuition	\$ 159,314	0.4%	\$ 188,141	0.5%	(\$28,827)	-15.3%
Professional Development (non-salary)	\$ 88,790	0.2%	\$ 86,040	0.2%	\$2,750	3.2%
Crisis Response & Security (non-salary)	\$ 82,893	0.2%	\$ 82,893	0.2%	\$0	0.0%
Legal Services	\$ 65,220	0.2%	\$ 65,220	0.2%	\$0	0.0%
Unemployment	\$ 24,000	0.1%	\$ 24,000	0.1%	\$0	0.0%
All Other	\$ 105,399	0.3%	\$ 85,049	0.2%	\$20,350	23.9%
Totals:	\$ 40,818,472	100.0%	\$ 39,757,686	100.0%	\$1,060,786	2.7%



FY25 Budget

Primary Salary Expense Drivers

All MTA & Paraprofessional Union Salary Changes*		837,000
Professional Administrators Union Year 3 COLA		40,000
Secretarial Union Year 3 COLA		13,000
MPFT Union Year 3 COLA		6,000
All Administrator, Secretarial & MPFT STEPs		31,000
All Non-Union Personnel COLA		59,000
Increased MS Daily Sub Days		10,000
PY ALL Staff Replacement Savings Carryforward		(235,000)
Proposed Staffing Adjustments		(180,000)
Total Change in District Salary Expense:		\$581,000
Increase versus FY24B:		2.5%

* Successor CBAs for both Unions for FY25 – FY27 to be negotiated. The FY25 Salary Cost Placeholder above includes funding for all COLA, STEP, Salary Advancement, Stipends, etc. associated with both Unions. Providing detail beyond this level could potentially jeopardize the Committee’s bargaining position.



Staffing Proposals for FY25 Budget

- Reduce High School Staff by 5.0 Full-Time Equivalent (FTE) Positions.
- Create 1.0 FTE Visual and Performing Arts Department Head Position.
- Add 1.0 FTE Director of Teaching and Learning.
- Restore 1.0 FTE MPFT and 1.0 FTE IT Tech to Operating Budget
- Add 1.0 FTE HS Academic Success Center Teacher to Operating Budget.

- Net of these changes is a reduction of \$180,000 annually and 2.0 FTE.



Staffing: Masconomet Enrollment Trends

	Oct '18	Oct '19	Oct' 20	Oct '21	Oct '22	Oct '23	1 Yr		5 yr	
							Chg #	Chg %	Chg #	Chg %
Grade 7	312	269	319	291	289	290	1	0.3%	-22	-7.1%
Grade 8	340	315	267	321	291	281	-10	-3.6%	-59	-17.4%
MS Total	652	584	586	612	580	571	-9	-1.6%	-81	-12.4%
Grade 9	298	293	268	225	270	263	-7	-2.7%	-35	-11.7%
Grade 10	299	295	288	264	216	267	51	19.1%	-32	-10.7%
Grade 11	290	291	283	282	258	219	-39	-17.8%	-71	-24.5%
Grade 12	272	289	288	296	278	262	-16	-6.1%	-10	-3.7%
HS Total	1159	1168	1127	1067	1022	1011	-11	-1.1%	-148	-12.8%
SP - Beyond Gr12	15	14	14	13	8	10	2	20.0%	-5	-33.3%
District Total	1826	1766	1727	1692	1610	1592	-18	-1.1%	-234	-12.8%



Staffing: Enrollment Projection for FY25

			1 Yr	
	Oct '23	Oct '24 (Est)*	Chg #	Chg %
Grade 7	290	280	-10	-3.4%
Grade 8	281	290	9	3.2%
MS Total	571	570	-1	-0.2%
Grade 9	263	6	-27	-10.3%
Grade 10	267	263	-4	-1.5%
Grade 11	219	267	48	21.9%
Grade 12	262	219	-43	-16.4%
HS Total	1011	985	-26	-2.6%
SP - Beyond Gr12	10	10	0	0.0%
District Total	1592	1565	-27	-1.7%

*Estimates a 15 student increase in grade 6 to 7 and a 45 student decrease in grade 8 to 9.



Staffing: Estimated Enrollment FY25-FY28

	Oct '24 (Est)*	Chg #	Chg %	Oct '25 (Est)*	Chg #	Chg %	Oct '26 (Est)*	Chg #	Chg %	Oct '27 (Est)*	Chg #	Chg %
Grade 7	280	-10	-3.4%	297	17	6.1%	302	5	1.7%	306	4	1.3%
Grade 8	290	9	3.2%	280	-10	-3.4%	297	17	6.1%	302	5	1.7%
MS Total	570	-1	-0.2%	577	7	1.2%	599	22	3.8%	608	9	1.5%
Grade 9	236	-27	-10.3%	245	9	3.8%	235	-10	-4.1%	252	17	7.2%
Grade 10	263	-4	-1.5%	236	-27	-10.3%	245	9	3.8%	235	-10	-4.1%
Grade 11	267	48	21.9%	263	-4	-1.5%	236	-27	-10.3%	245	9	3.8%
Grade 12	219	-43	-16.4%	267	48	21.9%	263	-4	-1.5%	236	-27	-10.3%
HS Total	985	-26	-2.6%	1011	26	2.6%	979	-32	-3.2%	968	-11	-1.1%
SP	10	0	0.0%	10	0	0.0%	10	0	0.0%	10	0	0.0%
Dis. Total	1565	-27	-1.7%	1598	33	2.1%	1588	-10	-0.6%	1586	-2	-0.1%

*Assumes a 15 student increase in grade 6 to 7 and a 45 student decrease in grade 8 to 9.



High School Staffing and Class Size, FY24

	Sections	Full Time Equivalents	Avg. Section Enrollment
Art	24.00	4.80	15.81
Business	19.00	3.80	18.44
Drama	1.00	0.20	20.00
English	58.00	12.00	15.61
Health	9.00	1.80	16.76
Math	57.00	11.40	17.07
Music	7.00	1.20	22.30
PE	13.50	2.70	20.06
Science	61.00	12.20	16.34
Social Studies	62.00	12.40	18.28
W.Lang	50.00	10.20	15.04
Totals	362.50	72.70	17.05

Middle School Staffing and Class Size, FY24



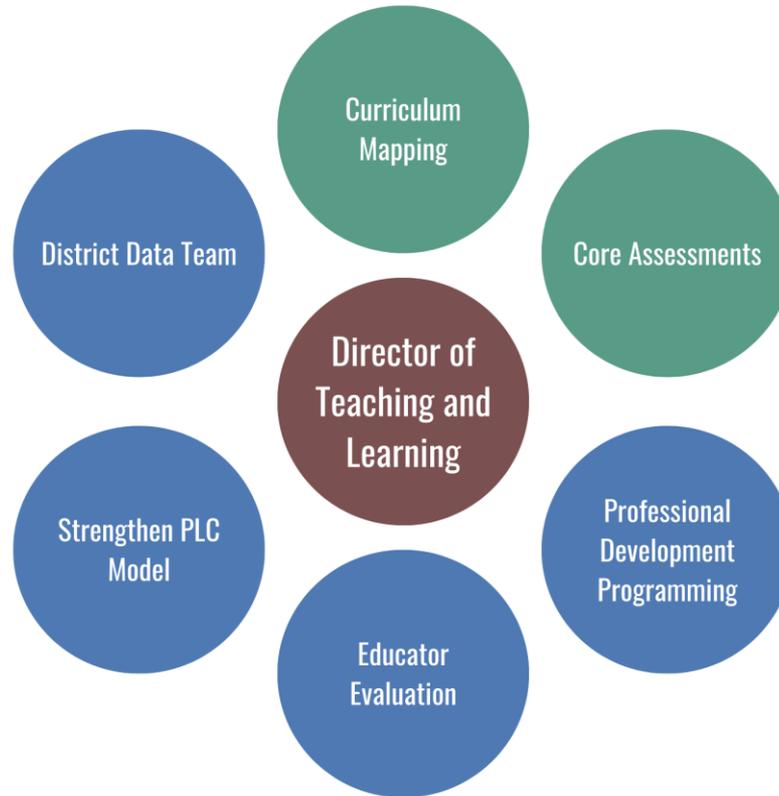
	Sections	FTE	Avg Section Enroll.
English	35.00	7.00	18.2
Math	35.00	7.00	18.2
Health	10.00	2.00	18.3
Social Studies	30.00	6.00	18.4
Science/STEM	35.00	7.00	18.3
World Language	26.00	5.20	18.8
Art	10.00	2.00	18.6
Music/Drama	11.50	2.30	24.8
PE	12.00	2.40	21.6
Intro Coding	1.00	0.20	26.5
Totals	205.50	41.00	18.4



Visual and Performing Arts Department Head

	HS Staff Supervised	MS Staff Supervised	Total
Art	4.0	2.0	6.0
Music/Drama	1.2	2.4	3.6
New VPA Dept	5.2	4.4	9.6
Current (FY24) Dept. Supervision Assignments			
English	12.0	7.0	19.00
Science	12.0	7.0	19.00
Math	11.0	7.0	18.00
Social Studies	12.0	6.0	18.00
World Language	10.0	5.2	15.20
Health/PE	4.5	4.5	9.00
Business/Comp	3.8	0.2	4.00

Director of Teaching and Learning





Restore MPFT and IT Technician

- 1.0 FTE Multi-Purpose Facility Technician and 1.0 FTE Information Technology Technician positions were removed from the budget during COVID-19 budget pressures for FY21.
- Positions have been funded in FY23 & FY24 through the ESSER III federal grant, which will end in September of 2024.
- 1.0 FTE represents 20% (1 of 5) and 25% (1 of 4) of the total MPFT and IT Technician staffing, respectively.



ESSER III Grant Funded Positions

- 4.0 FTE positions funded through ESSER III Grant in FY23 & FY24.
 - 2.0 FTE HS Academic Success Center Teachers
 - 2.0 FTE School Adjustment Counselors (One HS and One MS)
- Recommending adding 1.0 FTE HS Academic Success Center (ASC) Teacher to Operating Budget.
 - Only Tier 2 Intervention in HS, mandated through MTSS.
 - ASC has been staffed with 1.0 FTE in 2023-2024 SY.
- Not Recommending adding School Adjustment Counselors to Operating Budget.
 - Will reallocate current student caseloads among the remaining 5 School Adjustment Counselors.
 - SELLT projects will continue with existing staffing, but will proceed at a slower pace.



FY25 Budget

January 31st Meeting Agenda Topics

- OOD Tuition & Placements, OOD Transportation, & Contracted Service Providers (e.g., Reading, OT, Tutoring, Connections Program, and Graduation Alliance)



FY25 Budget Calendar

OCTOBER 20, 2023	FY25 BUDGET KICK-OFF MEMO DISTRIBUTED TO MRSD BUDGET HOLDERS
OCTOBER 23, 2023	DISTRICT SUBMITS JULY 1, 2023 E & D TO MA DOR FOR CERTIFICATION
NOVEMBER 3, 2023	DISTRICT DISTRIBUTES OCTOBER 1, 2023 RESIDENT STUDENT ENROLLMENT TO TOWNS
NOVEMBER 8, 2023	MA DOR CERTIFIES DISTRICT'S JULY 1, 2023 E & D
NOVEMBER 29, 2023	FY25 BUDGET MEETING WITH TOWN OFFICIALS #1
JANUARY 17, 2024	FY25 BUDGET RECOMMENDATION PRESENTED TO THE SCHOOL COMMITTEE
JANUARY 31, 2024	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS
FEBRUARY 7, 2024	FY25 BUDGET MEETING WITH TOWN OFFICIALS #2
FEBRUARY 14, 2024	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS
FEBRUARY 16, 2024	DISTRICT MAILS TENTATIVE FY25 BUDGET TO TOWN OFFICIALS
FEBRUARY 28, 2024	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS
MARCH 6, 2024	SCHOOL COMMITTEE HOLDS FY25 BUDGET PUBLIC HEARING
MARCH 6, 2024	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS
MARCH 11, 2024 (MON)	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS (IF NEEDED)
MARCH 13, 2024 (WED)	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS (IF NEEDED)
MARCH 18, 2024 (MON)	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS (IF NEEDED)
MARCH 20, 2024	SCHOOL COMMITTEE CONDUCTS FY25 BUDGET DELIBERATIONS
MARCH 20, 2024	SCHOOL COMMITTEE ADOPTS FINAL FY25 BUDGET
MARCH 20, 2024	SCHOOL COMMITTEE AUTHORIZES DEBT FOR CAPITAL PROJECTS (IF NEEDED)
MARCH 27, 2024	DISTRICT PROVIDES WRITTEN NOTICE OF DEBT AUTHORIZATION TO BOARDS OF SELECTMAN (IF NEEDED)
APRIL 12, 2024	DISTRICT TREASURER CERTIFIES FY25 BUDGET WITH TOWNS
MAY 2024	ANNUAL TOWN MEETINGS