



# Override Study Committee



December 18, 2017

# Projections

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- ▶ The projections grow the budget according to enrollment growth and ratios established in the last override;
- ▶ Additional requests of transportation and paraprofessional salary increases were generated from community input;
- ▶ Assumes replacement of reserve of 4 unallocated FTEs for Special Education is back in the base budget

# Projections

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- ▶ Each Fiscal Year the Budget Projection continues 21 students per classroom
- ▶ Assumes Physical space is available for expansion of sections needed at all levels. If physical space is not available, funds will be held in reserve to be used when physical space is available.
- ▶ Uses the most current enrollment projection

# Projection Historical Comparison

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- ▶ During the 2015 override, we anticipated needing another override in 2018. (2014 Override Study Committee report)
- ▶ The School Department's budget closely mirrored the priorities set in the 2015 override. (will review detail in sub committee)
  - ▶ FY 2018
  - ▶ FY 2017
  - ▶ FY 2016

# Maintaining Ratios and Level Service

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- ▶ The projections also aim to maintain ratios for key school support positions. These ratios were reviewed by the previous OSC.
  - ▶ MA-DPH School Nurse Ratio 500:1, plus consideration for medically involved;
  - ▶ American School Counselor Association 250:1;
  - ▶ ELL/Other Subgroup 100:1
- ▶ Classroom Teachers

|   | District<br>2014-<br>2015 | District<br>2016-<br>2017 | Change    |
|---|---------------------------|---------------------------|-----------|
| Total # of Teachers   | 579.1                     | 610                       | 30.9      |
| % of Teachers Licensed in Teaching Assignment                             | 99.5                      | 99.7                      | 0.2       |
| Total # of Classes in Core Academic Areas                                 | 2,872                     | 3,656                     | 784       |
| % of Core Academic Classes Taught by Teachers<br>Who are Highly Qualified | 99.3                      | 100                       | 0.7       |
| Student/Teacher Ratio   | 13.0 to 1                 | 12.6 to 1                 | -0.4 to 1 |

# Class Size

- ▶ K-8 Class sizes increased prior to the 2015 override.

| October 1 Sections    | 2014               |            |              |              | 2017               |           |              |              | Change             |            |              |              |
|-----------------------|--------------------|------------|--------------|--------------|--------------------|-----------|--------------|--------------|--------------------|------------|--------------|--------------|
|                       | Number of Sections | over 21    | @ or Over 23 | @ or Over 25 | Number of Sections | over 21   | @ or Over 23 | @ or Over 25 | Number of Sections | over 21    | @ or Over 23 | @ or Over 25 |
|                       | Total              | All        | K-3          | 4-8          | Total              | All       | K-3          | 4-8          | Total              | All        | K-3          | 4-8          |
| Baker                 | 38                 | 24         | 10           | 0            | 39                 | 8         | 1            | 0            | 1                  | -16        | -9           | 0            |
| Devo                  | 40                 | 6          | 2            | 0            | 43                 | 0         | 0            | 0            | 3                  | -6         | -2           | 0            |
| Driscoll              | 25                 | 19         | 6            | 1            | 27                 | 13        | 2            | 5            | 2                  | -6         | -4           | 4            |
| Heath                 | 26                 | 11         | 3            | 0            | 27                 | 8         | 3            | 0            | 1                  | -3         | 0            | 0            |
| Lawrence              | 32                 | 13         | 3            | 0            | 33                 | 9         | 3            | 0            | 1                  | -4         | 0            | 0            |
| Lincoln               | 28                 | 7          | 4            | 1            | 28                 | 6         | 3            | 0            | 0                  | -1         | -1           | -1           |
| Pierce                | 37                 | 25         | 7            | 0            | 41                 | 19        | 3            | 0            | 4                  | -6         | -4           | 0            |
| Runkle                | 26                 | 15         | 5            | 0            | 27                 | 16        | 4            | 4            | 1                  | 1          | -1           | 4            |
| <b>Total Sections</b> | <b>252</b>         | <b>120</b> | <b>40</b>    | <b>2</b>     | <b>265</b>         | <b>79</b> | <b>19</b>    | <b>9</b>     | <b>13</b>          | <b>-41</b> | <b>-21</b>   | <b>7</b>     |
|                       |                    | 48%        | 16%          | 1%           |                    | 30%       | 7%           | 3%           | 5%                 | -34%       | -53%         | 350%         |

- ▶ The projections maintain the current average of 21 students/class with 79 classrooms at or over 21 students. Even at that average we have 28 classes that over our stated maximum class size of 22-23 for K-3 and 25 for grades 4-8.

# Class Size

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- ▶ HS Class sizes have also increased since 2010.
- ▶ Class sizes vary based on department and standard vs. honors/advanced. They can be as low as 4 due to an independent study or subgroup and as high as 33 for advanced Math classes.

| Selected Populations         | BHS<br>2014-2015 | BHS<br>2016-2017 | Change |
|------------------------------|------------------|------------------|--------|
| Total # of Classes           | 1,023            | 1,123            | 100    |
| Average Class Size           | 14.6             | 15.1             | 0.5    |
| Number of Students           | 1,928            | 2,054            | 126    |
| Female %                     | 50.1             | 49.5             | -0.6   |
| Male %                       | 49.9             | 50.5             | 0.6    |
| English Language Learner %   | 3.3              | 4                | 0.7    |
| Students with Disabilities % | 15.3             | 16.3             | 1      |
| Economically Disadvantaged % | 11.2             | 11.4             | 0.2    |

Source: DESE Profiles:

<http://profiles.doe.mass.edu/students/classsizebygenderpopulation.aspx?orgcode=00460505&fycode=2017&orgtypecode=6&>

- ▶ Average Class size appears low at the High School due to the reporting level of detail required by DESE. We are currently reviewing the reporting and determining how a teacher who is teaching both honors and advanced in the same time period is counted by DESE and our SIMS reporting requirements.

# Collective Bargaining

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- ▶ All bargaining units settled new contracts in 2017 and expire August 31 2019.
- ▶ Assumes replacement of reserve of 4 unallocated FTEs for Special Education is back in the base budget
- ▶ Base assumptions regarding Collective Bargaining are included
  - ▶ COLA (Cost of Living Adjustment) of 2 % per year
  - ▶ Steps (Collective Bargaining Agreements or CBA) average 3% on the base when netting out people who are traveling through the steps with the ones that have reached top step.



# Collective Bargaining

- ▶ An increasing proportion of our educators/employees have fewer years of experience, so we expect to see fewer retirements and increasing costs as those educators get steps added to their salaries.

|          | District<br>(2014-15) | District<br>(2016-17) | District<br>Change |
|----------|-----------------------|-----------------------|--------------------|
| Under 26 | 111.4                 | 126.2                 | 14.8               |
| 26-32    | 278.9                 | 299.8                 | 20.9               |
| 33-40    | 240.7                 | 265                   | 24.3               |
| 41-48    | 200.1                 | 233                   | 32.9               |
| 49-56    | 158.6                 | 182.4                 | 23.8               |
| 57-64    | 122.3                 | 126.3                 | 4                  |
| Over 64  | 22.7                  | 23.9                  | 1.2                |
| Total    | 1,134.50              | 1,256.50              | 122.00             |

- ▶ Teacher Replacement is Masters Step 5 plus - \$12K benefits, + 2% COLA in future years

Source: DESE Profiles:  
<http://profiles.doe.mass.edu/profiles/teacher.aspx?orgcode=00460000&orgtypecode=5&leftNavId=828&&fycode=2015>

# Override Requests

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- ▶ Update will follow after December 20 Leadership Team Meeting.
- ▶ Placemat dated 12/15/17 AM will be updated and edited based on prioritization of requests.



# 2017 Preliminary Enrollment Report



December 14, 2017

# 2017 Preliminary Enrollment Report

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## Includes:

- ▶ Births –
  - ▶ Updated with each census year
  - ▶ Kindergarten enrollment for FY19 through FY23 based on actual births.
  - ▶ Kindergarten enrollment for FY24 through FY28 based on 615 projected births which is the projected average over the last three years.
  
- ▶ METCO and Materials Fee students
  - ▶ Beginning in FY19, kindergarten projections include 40 students per year to reflect School Committee Policy regarding METCO/Material Fee student admission.
  - ▶ Maintains METCO cap of 300 students or an average of 20 students per year, Grade 1 -12 are seat available
  - ▶ Maintains Materials Fee Students of an average of 20 students per year at K, Grade 1 -12 are seat available
  
- ▶ Projections for all grades reflect projected enrollment resulting from new housing developments.
  - ▶ Large Development Impact = 382 Students
  
- ▶ Continue using Progression Rate/Cohort Survival Rate Methodology

# 2017 Preliminary Enrollment Report

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Does Not Include Any Assumptions for additional students from the following

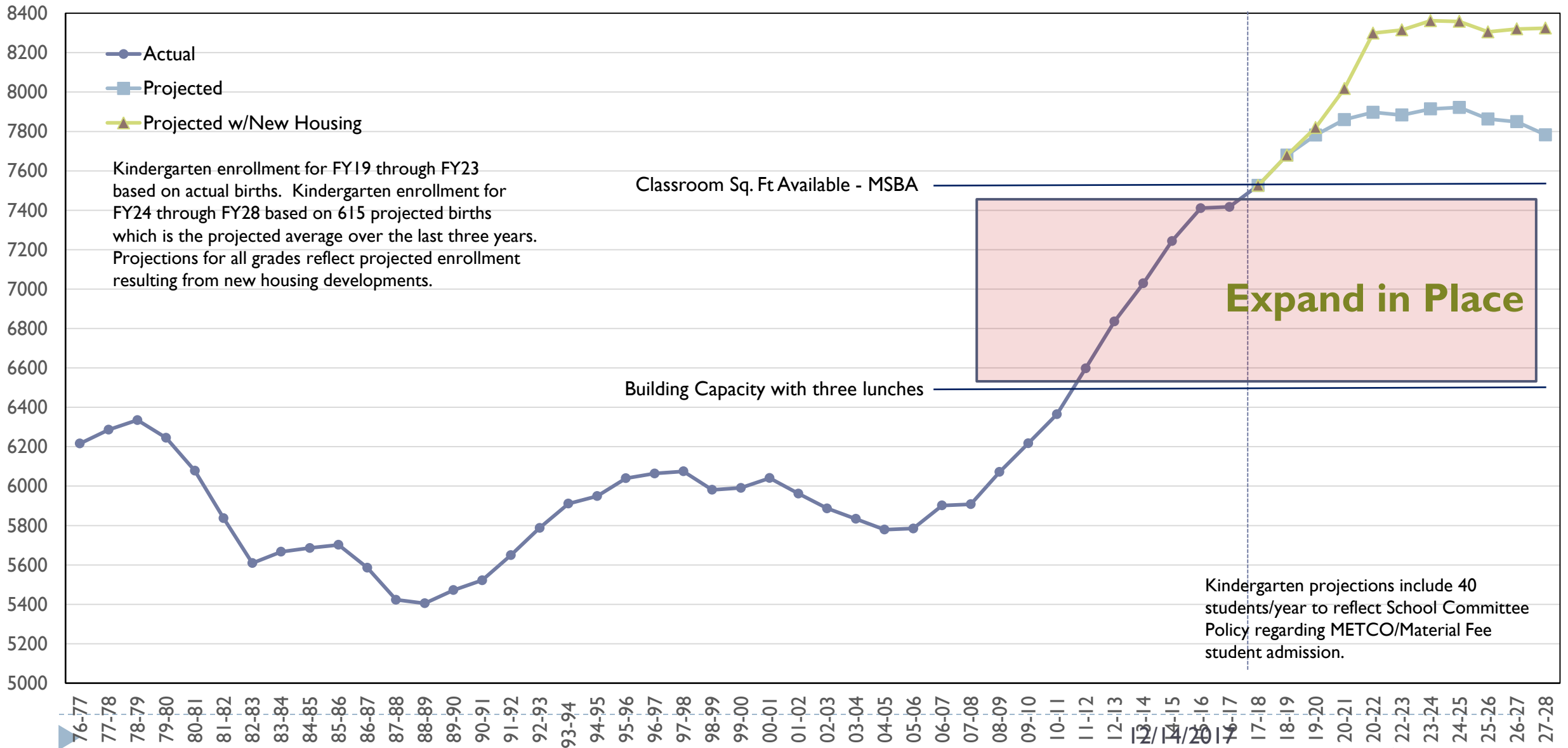
- ▶ Condo Conversion/T-Zone Analysis
- ▶ Ongoing/Current renovation & upgrades to existing units at Hancock Village which have displaced students.
- ▶ Student Assignment Changes
- ▶ Increases in METCO or Materials Fee Students

# Total Enrollment

## September 30, 1977 to October 1, 2017

### Projections through October 1, 2027

Preliminary Projected Enrollments  
INCLUDING new housing developments.

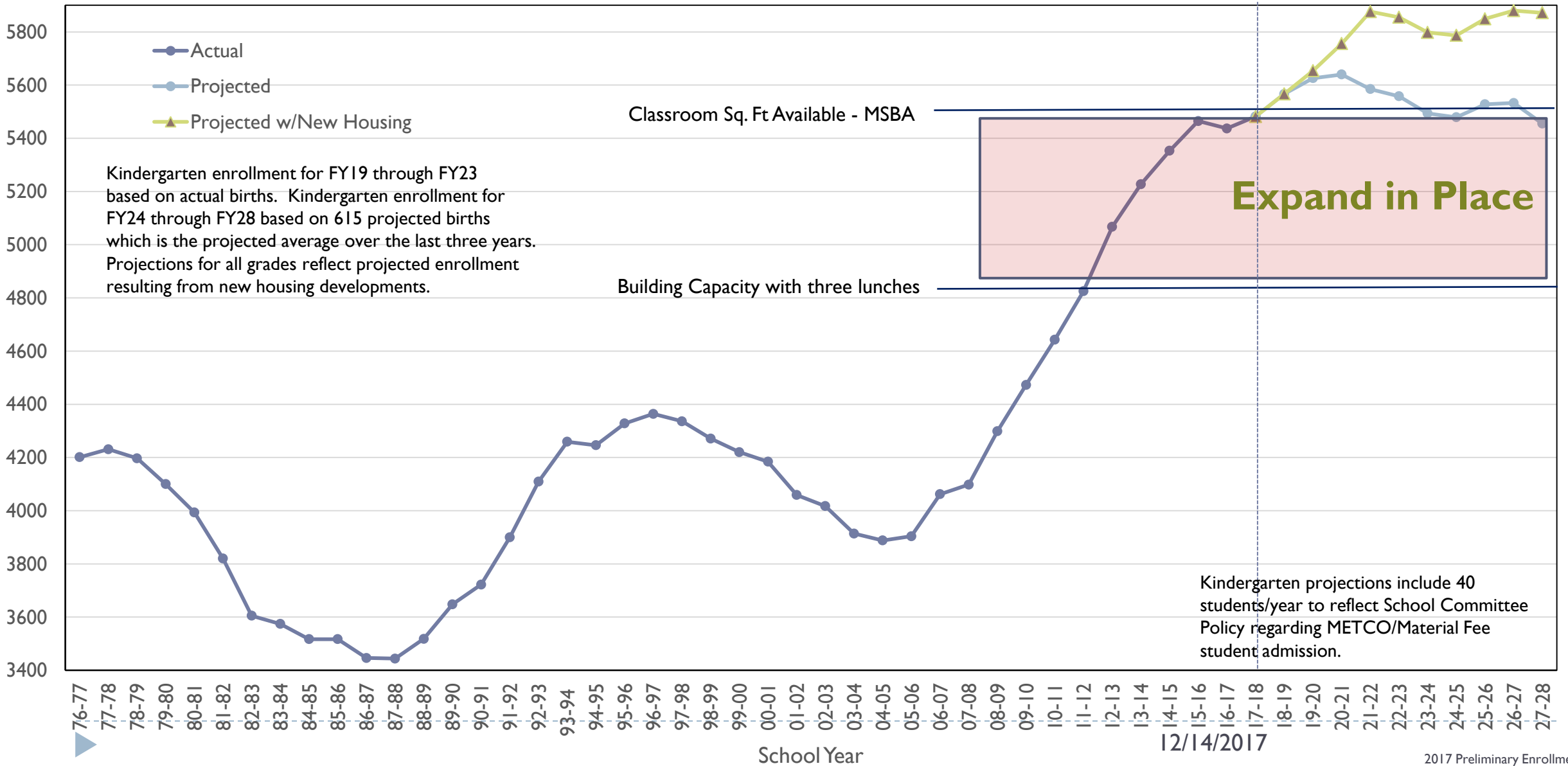


# Elementary Enrollment

## Actuals Through October 1, 2017

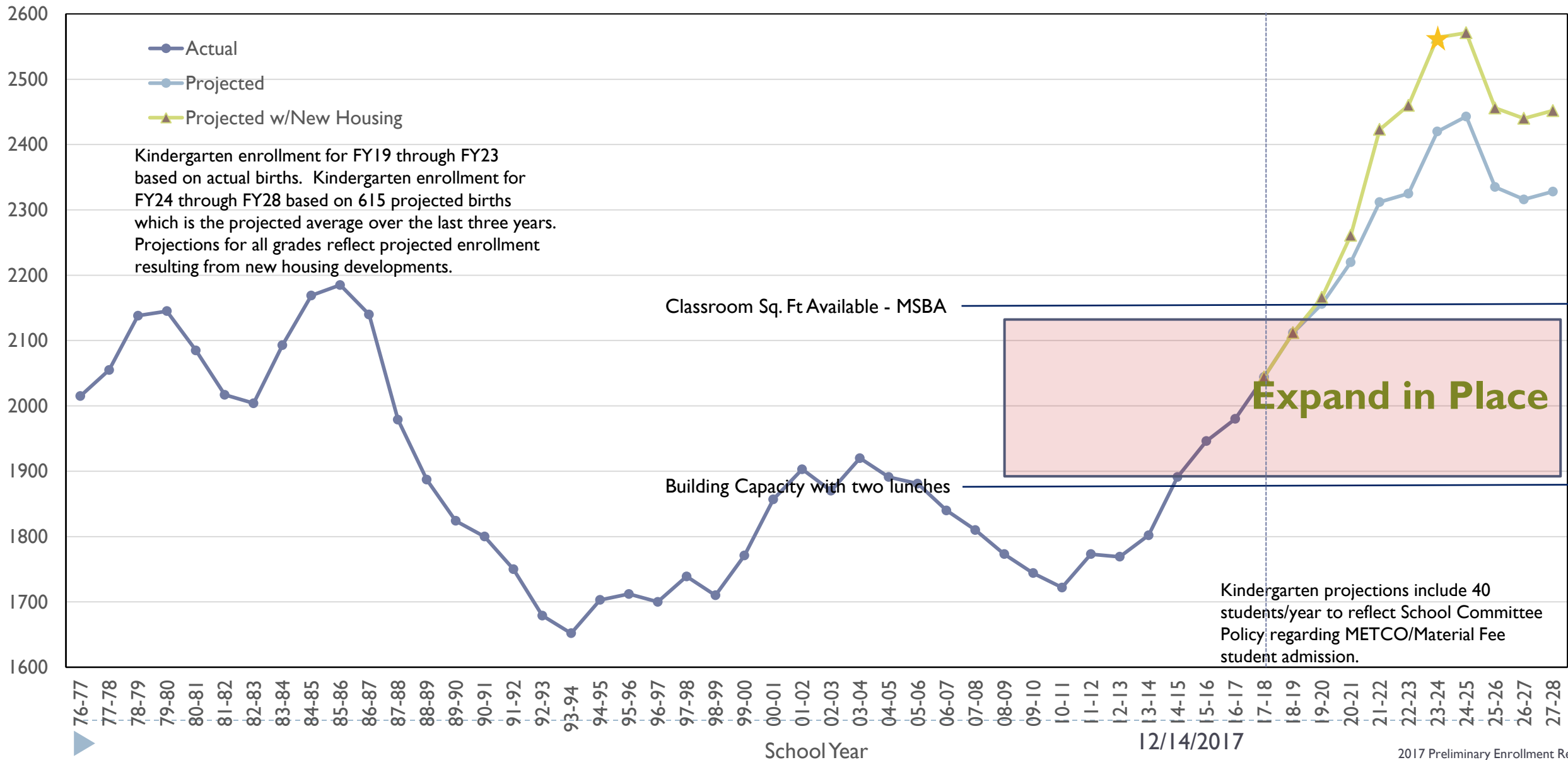
### Projections Through October 1, 2027

Preliminary Projected Enrollments  
INCLUDING new housing developments.



# High School Enrollment Actuals Through October 1, 2017 Projections Through October 1, 2027

Preliminary Projected Enrollments  
INCLUDING new housing developments.





# 2017 Enrollment with New Development

| Grade    | (A) | FY18  | FY19  | FY20  | FY21  | FY22  | FY23  | FY24  | FY25  | FY26  | FY27  | FY28  |
|----------|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| K        |     | 609   | 704   | 653   | 647   | 659   | 643   | 658   | 658   | 669   | 680   | 719   |
| 1        |     | 568   | 616   | 714   | 667   | 667   | 666   | 650   | 665   | 665   | 676   | 687   |
| 2        |     | 630   | 557   | 607   | 710   | 674   | 654   | 653   | 637   | 652   | 652   | 663   |
| 3        |     | 691   | 637   | 566   | 623   | 735   | 681   | 661   | 660   | 644   | 659   | 659   |
| 4        |     | 621   | 678   | 629   | 568   | 637   | 721   | 668   | 648   | 647   | 632   | 646   |
| 5        |     | 660   | 615   | 675   | 633   | 583   | 631   | 714   | 662   | 642   | 641   | 626   |
| 6        |     | 585   | 647   | 606   | 670   | 638   | 572   | 619   | 700   | 649   | 630   | 629   |
| 7        |     | 550   | 574   | 638   | 603   | 674   | 626   | 561   | 607   | 686   | 637   | 618   |
| 8        |     | 568   | 539   | 566   | 635   | 609   | 661   | 614   | 550   | 595   | 673   | 625   |
| Subtotal |     | 5,482 | 5,567 | 5,654 | 5,756 | 5,876 | 5,855 | 5,798 | 5,787 | 5,849 | 5,880 | 5,872 |
| 9        |     | 531   | 568   | 544   | 580   | 664   | 609   | 661   | 614   | 550   | 595   | 673   |
| 10       |     | 510   | 542   | 585   | 569   | 621   | 678   | 622   | 675   | 627   | 561   | 607   |
| 11       |     | 497   | 500   | 532   | 574   | 558   | 609   | 665   | 610   | 662   | 615   | 550   |
| 12       |     | 506   | 502   | 505   | 538   | 580   | 564   | 616   | 672   | 617   | 669   | 622   |
| Subtotal |     | 2,044 | 2,112 | 2,166 | 2,261 | 2,423 | 2,460 | 2,564 | 2,571 | 2,456 | 2,440 | 2,452 |
| TOTAL    |     | 7,526 | 7,679 | 7,820 | 8,017 | 8,299 | 8,315 | 8,362 | 8,358 | 8,305 | 8,320 | 8,324 |

(A) Based on September 30, 2017 enrollment figures.

Preliminary Projected Enrollments INCLUDING new housing developments.