

January 18, 2021

FY 2021-22

Seabrook School District  
Proposed Operating Budget

THE SEABROOK COMMUNITY

Educating the whole student  
by providing a flexible,  
engaging, and supportive  
atmosphere where learning is  
relevant and lifelong.



The proposed FY 2021-22 operating budget reflects a commitment to providing an education that promotes a passion for learning, and to provide a safe atmosphere which is conducive to educating, nurturing and empowering all students to become responsible, productive, tolerant members of society.



## BUDGET GOALS



The proposed Seabrook School District 2021-22 operating budget was established to provide investment and resource allocation that enhances academic programs and experiences that supports all students. Based on this overarching goal, the following outlines the three (3) primary objectives:

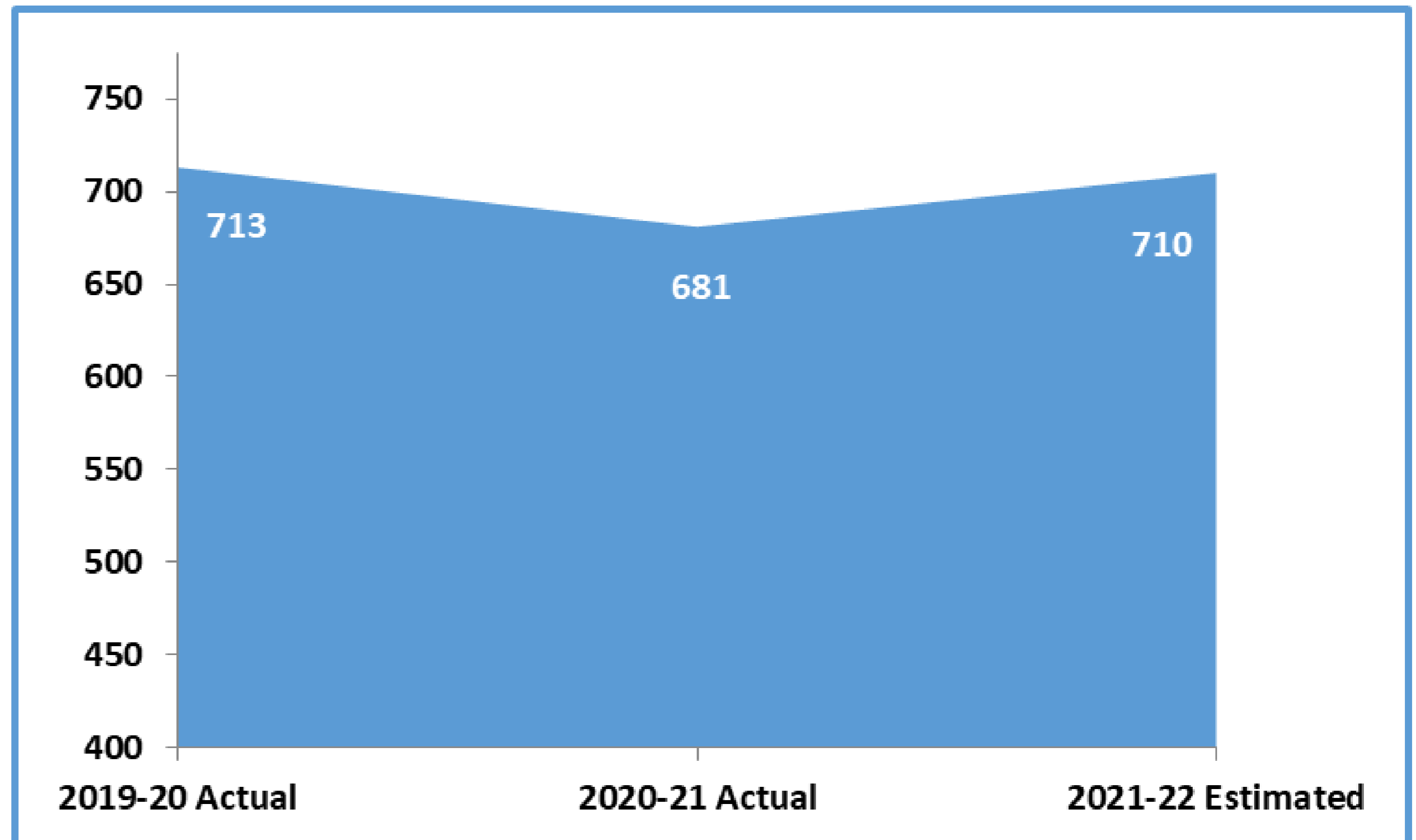
- 1) Investment in our Seabrook students to provide the opportunities and education that empowers individuals to be caring, competent, responsible citizens who value learning as a lifelong process.
- 2) Focus on student learning to fully maximize and leverage the implementation of our SAU-wide Competency Based Education (CBE) initiative.
- 3) Provides appropriate funding and allocation of resources that maintains and continuously improves the current high level of learning opportunities to properly prepare our students – while being cognitive of fiscal responsibility to the community and taxpayers of Seabrook.

# ENROLLMENT



The SAU will be conducting refreshed enrollment projections in the Fall of 2021, post-pandemic.

Due to the uncertainty of school enrollments in this unique time; the projected 2021-22 enrollment is based on actual 2020-21 enrollment plus current homeschool and private students who have indicated their intention of returning to school in 2021-22.



# BUDGET SUMMARY



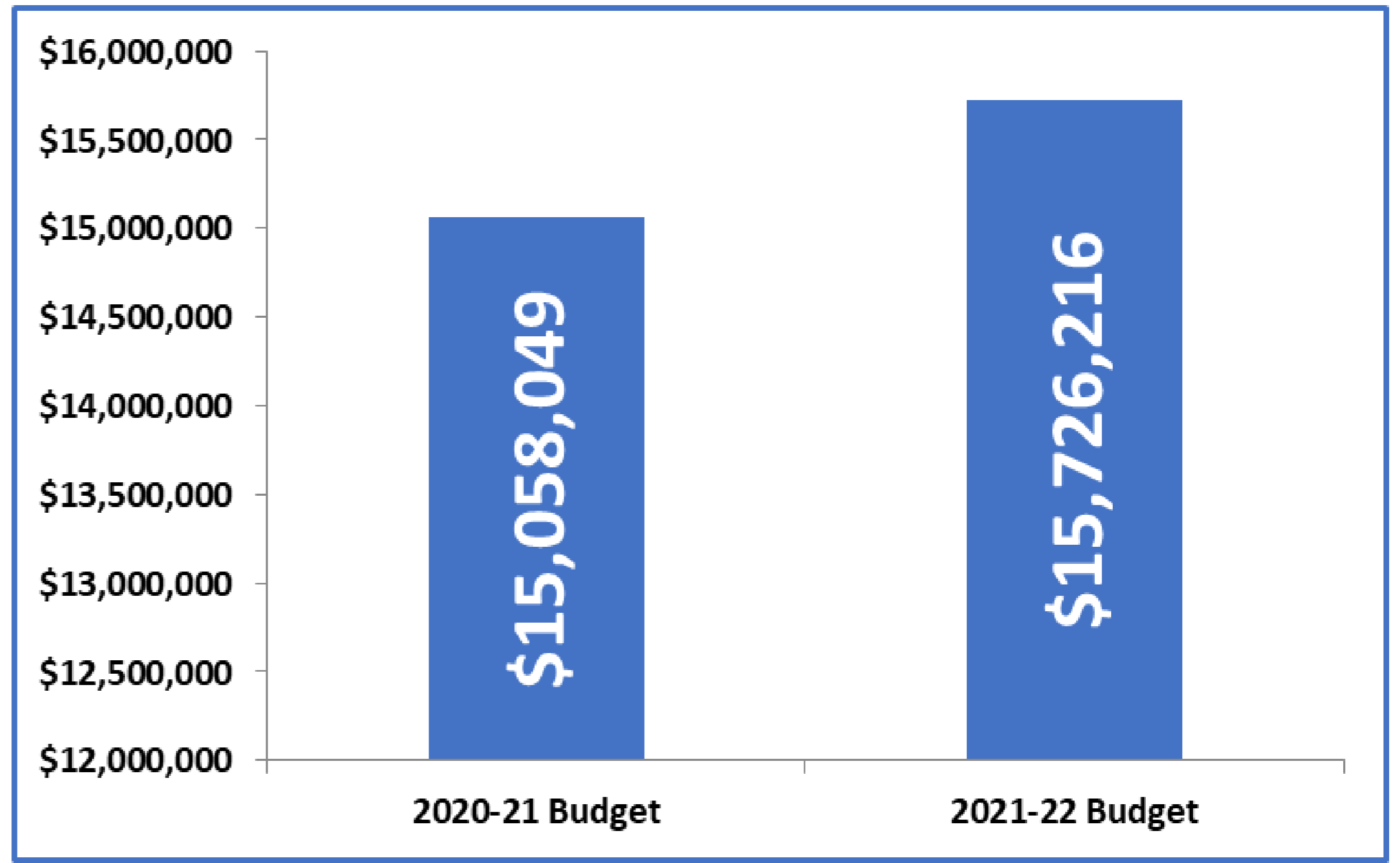
## OVERALL BUDGET

The proposed FY 2021-22 Seabrook School District operating budget is \$15,726,216 which reflects an increase of +4.24% or a +\$639,081 increase from the 2019-20 budget.

Further, the proposed 2021-22 operating budget is -\$21,652 or -0.14% lower than the default budget of \$15,747,868.

The budget reflects significant reductions and/or level funding on discretionary accounts – with the overall increase due to contractual and legally mandated expenditures.

In consideration of current economic conditions, the school board does not propose the inclusion of any additional warrant articles for the March 2021 ballot.



# BUDGET SUMMARY



## BUDGET DRIVERS

The 2021-22 proposed budget reflects a focus on maintaining current programming and services, while re-examining budget priorities and cutting expenditures across all departments. The budget includes no new significant initiatives or investments, understanding that our member communities are facing economic challenges and revenue headwinds.

Unfortunately, the State of New Hampshire Retirement System has dramatically increased employer contribution levels to fund the state's pension obligations. As such, local towns are responsible to supplement the unfunded pension obligation from years past for our educators, police, fire, and other municipal employees. The following summarizes the retirement increase as well as other significant contractual obligations, totaling an increase of \$849,238.

**Retirement: +\$305,573;** The New Hampshire Retirement System (NHRS) increased the employer contribution for all teachers by 3.22% and all other employees by 2.89%.

**Special Education: +\$182,367;** Increases for special education services and transportation, per students' individualized education plans (IEP) as mandated by state and federal law.

**Health Insurance: +\$106,951;** The increase in health insurance reflects a 3.4% guaranteed maximum rate (GMR) for premiums and staffing changes resulting in plan election changes.

**Salaries - Certified Staff: +\$254,437;** Contractual cost of living adjustment (COLA) and step increases for certified teachers as part of the SEA collective bargaining agreement.

# BUDGET SUMMARY



## BUDGET DRIVERS

There are many reductions included in the proposed budget to offset the aforementioned \$849,238 contractual increases. The following are some significant budget decreases in the proposed 2021-22 Seabrook School District operating budget:

- Elimination of two (2) educational associates positions
- Elimination of two (2) facilities staff positions
- Elimination of two (2) school nutrition staff positions
- Elimination of the Summer School program
- Elimination of the SeaStars after-school program

These eliminated positions and programs represent a total savings of -\$130,586.

Additionally, there were cuts in technology equipment, training, and supplies accounts (-\$15,500), facilities equipment, furniture, electricity, heating fuels, consultants, fire extinguishers, repair/maintenance, training, grounds maintenance, and renovations accounts (-\$62,783). And food service food and non-food supplies (-\$58,000).

# BUDGET SUMMARY



## **COST OF LIVING ADJUSTMENT**

Embedded in the SAU operating budget is a cost of living adjustment (COLA) for all non-union staff members. This COLA represents an annual salary increase for all non-union staff members within the respective district operating budgets. The administration recommends an SAU-wide COLA based upon documented inflation.

We utilize the consumer price index (CPI) for the Portsmouth region. The CPI saw an increase of 0.8% from July 2019 to July 2020 for our specific geographic region. The budget process is such that we forecast a year in advance, and inflation data looks at 12 months in arrears. So, although the COLA will never match CPI on an annual basis, this consistent practice equalizes any inequality, by utilizing the same time-frame and index. As such, based upon current data showing previous year inflation at 0.8%, the administration recommends a cost of living adjustment of 0.8% SAU-wide for the 2021-22 school year.

The Seacoast Education Association (SEA) collective bargaining agreement for teachers calls for a 2.75% COLA, and is included in the 2021-22 operating budget.

The Seacoast Educational Personnel Association (SESPA) collective bargaining agreement for educational associates calls for a 1.00% COLA, and is included in the 2021-22 operating budget.



# BUDGET IN DETAIL



The following budget detail summarizes each individual budget function with associated significant increase or decrease, and reasoning for the variance:

## **REGULAR EDUCATION**

**Budget: \$4,688,831**

**Increase: +\$104,569 (+2.28%)**

The increase in Regular Education reflects the SEA collective bargaining agreement (CBA) cost of living adjustment and step increases, an additional 2020-21 elementary and ESOL teacher who was previously grant funded, offset slightly by a reduction in substitutes, repair/maintenance of equipment, rental/lease equipment, supplies, equipment, and books/print media purchasing, and the reduction of two educational associates.

## **SPECIAL EDUCATION**

**Budget: \$2,205,954**

**Increase: +\$98,137 (+4.66%)**

The increase in Special Education is primarily due to the CBA cost of living adjustment, as well as the need for an LNA, and professional services based on student need as dictated by individual education plan (IEP) services, mandated by state and federal law.

# BUDGET IN DETAIL



## STUDENT ACTIVITIES

**Budget: \$63,215**

**Decrease: -\$8,870 (-12.30%)**

The decrease in the Student Activities budget is based on reductions to speakers, admissions, supplies and dues/fees accounts.

## SUMMER SCHOOL

**Budget: \$2,500**

**Decrease: -\$18,260 (-87.96%)**

The Summer School account reflects elimination of the summer program, but maintaining nurse staffing for the ESY and Title I programming.

## GUIDANCE

**Budget: \$178,582**

**Increase: +\$25,102 (+16.36%)**

The increase in Guidance reflects staffing change at a higher rate, and CBA cost of living and step increases.

# BUDGET IN DETAIL



## HEALTH

**Budget: \$158,399**

**Increase: +\$11,586 (+7.89%)**

The increase in Health reflects the cost of living adjustment and step increases per the collective bargaining agreement.

## SPEECH

**Budget: \$233,387**

**Increase: +\$8,660 (+3.85%)**

The increase in Speech reflects the SEA collective bargaining agreement (CBA) cost of living adjustment and step increases

## OTHER STUDENT SUPPORT

**Budget: \$1**

**Increase: +\$0 (+0.00%)**

The Other Student Support account is kept open for potential future need.

# BUDGET IN DETAIL



## **IMPROVEMENT OF INSTRUCTION**

**Budget: \$143,831**

**Increase: +\$538 (+0.38%)**

The increase in the Improvement of Instruction account reflects salary cost of living adjustment and step increase, slightly offset by reductions in workshops/seminars, professional development, and travel.

## **EDUCATIONAL MEDIA**

**Budget: \$184,097**

**Increase: +\$2,425 (+1.33%)**

The increase in Educational Media is due to the staff salary cost of living adjustment and step increases, offset by decreases in supplies and books/print media.

## **COMPUTER SERVICES**

**Budget: \$305,148**

**Increase: +\$261(+0.09%)**

The Computer Services accounts align with the school technology plan and associated technology replacement cycles with continued investment in the 1:1 Chromebook initiative, and replacement cycles. Reductions include computer supplies, equipment, and workshops/seminars.

# BUDGET IN DETAIL



## **SUPPORT SERVICES**

**Budget: \$86,200**

**Decrease: -\$30,500 (-26.14%)**

The decrease reflects the elimination of the SeaStars after school tutoring program and administrative out of school suspension program.

## **BOARD OF EDUCATION**

**Budget: \$54,035**

**Increase: +\$124 (+0.23%)**

The slight increase in board of education reflects a slight increase in the recording secretary stipend.

## **SAU SERVICES**

**Budget: \$630,159**

**Increase: +\$28,291 (+4.70%)**

The slight increase in SAU Services reflects an enhanced vision of the SAU, envisioned to better serve all of our districts. The new SAU 21 organizational model provides an aligned, high functioning structure that utilizes economy of scale, operational efficiencies, and shared personnel – to provide cost, performance, and efficiency benefits to each individual district.

# BUDGET IN DETAIL



## **SCHOOL ADMINISTRATION**

**Budget: \$601,100**

**Increase: +\$7,817 (+1.32%)**

The primary driver for the increase in School Administration is due to the administrative salary cost of living adjustment and step increases, offset by reductions in workshops/seminars, postage, supplies, and dues and fees.

## **BUILDINGS**

**Budget: \$779,312**

**Decrease: -\$62,649 (-7.44%)**

The reduction in Buildings is due to the elimination of two facilities staff positions and reductions in consultants, fire extinguisher, repair/maintenance, supplies, electricity, heating fuels, renovations, furniture, and equipment accounts.

## **GROUNDS**

**Budget: \$62,500**

**Decrease: -\$1,000 (-1.57%)**

The decrease in Grounds reflects a reduction in the grounds maintenance account.

# BUDGET IN DETAIL



## VEHICLE EXPENSES

**Budget: \$3,200**

**Increase: \$0 (0.00%)**

No increase to the Vehicle Expenses account is budgeted.

## TRANSPORTATION

**Budget: \$974,704**

**Increase: +\$100,152 (+11.45%)**

The increase in Transportation is primarily due to increase special education transportation needs, and also reflects year three (3) of the 5-year contract with First Student to supply regular education, athletic, field trip, and other transportation services.

## EMPLOYEE BENEFITS

**Budget: \$3,971,163**

**Increase: +\$433,094 (+12.24%)**

The increase in employee benefits primarily reflects The New Hampshire Retirement System (NHRS) mandated increase in employer contribution for all teachers by 3.22% and all other employees by 2.89% and a 3.4% GMR increase for health insurance premiums and staff election changes.

# BUDGET IN DETAIL



## DEBT SERVICE

**Budget: \$141,837**

**Increase: +\$15,401 (+12.18%)**

The Debt Service account provides the principal and interest payments on the bond issue for the building project. The last payment is scheduled for August 2024.

## INTERFUND TRANSFER

**Budget: \$1**

**Increase: \$0 (0.00%)**

There is no anticipated need for an Inter-Fund Transfer to fund a deficit for food service.

## FOOD SERVICE

**Budget: \$258,060**

**Decrease: -\$75,797 (-22.70%)**

The reduction in Food Service reflects an elimination of two food service staff positions, and decreases in food & milk supplies, and non-food supplies.



# BUDGET IN DETAIL



## DEFAULT BUDGET

**\$15,747,868 (+\$21,652 more than the proposed operating budget of \$15,726,216)**

The amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased, as the case may be, by debt service, contracts, and other obligations previously incurred or mandated by law, and reduced by one-time expenditures contained in the operating budget and by salaries and benefits of positions that have been eliminated in the proposed budget. For the purposes of this paragraph, one-time expenditures shall be appropriations not likely to recur in the succeeding budget, and eliminated positions shall not include vacant positions under recruitment or positions redefined in the proposed operating budget, as determined by the governing body, unless the provisions of RSA 40:14-b are adopted, of the local political subdivision. In calculating the default budget amount, the governing body shall follow the statutory formula which may result in a higher or lower amount than the proposed operating budget.

# WARRANT ARTICLES



## WARRANT ARTICLES

In consideration of current economic conditions, the school board does not propose the inclusion of any additional warrant articles for the March 2021 ballot. The capital improvement plan (CIP) has an HVAC upgrade scheduled for this year, which we are recommending to delay to the next budget year.

Please note that the Sacred Heart School submitted a Child Benefit Services petition article in the amount of \$14,311.

The following outlines the current balances for the Seabrook School District's two established expendable trusts:

<b><i>Expendable Trust:</i></b>	<b><i>Balance:</i></b>	<b><i>Target:</i></b>
Special Education:	\$306,251	\$400,000
Building Maintenance:	\$174,365	\$200,000

THE SEABROOK COMMUNITY

Thank you to the school boards, teachers, parents, students, staff, and community for the outstanding support of the Seabrook School District!



SEABROOK



RAMS