



Verona Board of Education

Final Budget and Financial Framework

March 2013

Overview

- Budget Timeline
- Strategic Goals
- What is in the Budget and what is not
- Drivers of the Budget
- Budget Constraints
- Budget Breakdown
- Comparative Data
- Summary

Budget Timeline

November 2012	Administrative team identifies 2013-2014 budgetary needs
December 2012	Building budgets submitted to Superintendent of Schools for review
Jan/Feb 2013	Board of Education Finance Committee meets regularly to review budget requests
March 5, 2013	Board of Education public budget work session Adoption of preliminary 2013-14 school budget
March 12, 2013	Board of Education meeting – Public Budget Discussion
March 26, 2013	Adoption of final public budget- Final Budget Presentation
March/April 2013	Public presentations

Strategic Plan- Final year of current 5 year plan

OUR MISSION:

To prepare students to be scholars and productive citizens through outstanding teaching, challenging curricula* and engaging co-curricular programs in safe and modern facilities.

*All students will achieve the New Jersey Core Curriculum Content Standards

STRATEGY 1

We will align, modify, and develop an integrated K-12 curriculum with built-in assessments to support the achievement of our mission and strategic objectives.

- Result 1:** Train teachers to use a computer software program (Rubicon Atlas mapping software) that will allow them to document the taught curriculum within the classroom.
- Result 2:** Familiarize the content area faculty members with new district model for unit planning and curriculum writing, (Understanding by Design – UbD) as needed for curriculum development in the 5-year cycle.
- Result 3:** Conduct a curriculum audit of the Verona School District to determine the extent to which the district has developed and implemented a sound, valid, and operational system of curriculum management.

STRATEGY 2

We will imbue in students, through curricular and co-curricular programs, traits of character, service, citizenship and social awareness.

- Result 1:** Clarify, emphasize, and enforce a uniform K-12 Code of Conduct.
- Result 2:** Institute service projects within each school that attract student participation.
- Result 3:** Formalize and expand character education programs that promote peer leadership and social awareness.
- Result 4:** Improve student conduct and peer relationships.
- Result 5:** Include citizenship grade on HS report card to reflect school standards.

STRATEGIC GOALS:

1. All graduates will have mastered a challenging curriculum that prepares them for productive futures as problem solvers, independent thinkers and responsible citizens.
2. All students will demonstrate character, service, citizenship and social awareness through curricular and co-curricular programs.
3. All teachers will meet or exceed the highest level of professional teaching standards.
4. All district facilities will provide students and staff with state-of-the-art, safe learning and working environments.

STRATEGY 3

We will partner with the community to expand curricular and co-curricular opportunities and parenting seminars/programs.

- Result 1:** Create a resource data bank for classroom teachers to augment lessons.
- Result 2:** Enhance the relationship between the school community and families in order to produce a sustained, collaborative effort of education.
- Result 3:** Embrace a philosophy of respectful and trusting relationships between staff and families.

STRATEGY 4

We will provide staff members with the training and support necessary to achieve the mission and strategic objectives.

- Result 1:** Provide personnel support for professional development, curriculum development and grant writing.
- Result 2:** Create a formal program including policies and procedures for professional development.
- Result 3:** Establish a variety of professional development opportunities that support the strategic plan.

STRATEGY 5

We will establish a framework for learning and standards for excellence in teaching.

- Result 1:** Increase the use of a variety of proven instructional strategies to advance the achievement of our diverse learners.
- Result 2:** Use an assortment of assessments.
- Result 3:** Build students' habits of minds.
- Result 4:** Increase collaboration with other education professionals to improve student learning.

STRATEGY 6

We will provide students and staff with necessary technology to achieve excellence.

- Result 1:** Ensure working, reliable computers in each of our classrooms, labs, and offices.
- Result 2:** Improve the technology infrastructure.
- Result 3:** Continue a professional development program that will provide staff with the skills needed to use and integrate technology in every classroom.
- Result 4:** Purchase new equipment to provide for building computer labs and classrooms.
- Result 5:** Provide adequate technology staffing to ensure working reliable computers in each of our classrooms, labs and offices.

STRATEGY 7

We will create safe and inviting learning environments.

- Result 1:** Refurbish the existing structures at all school facilities not addressed during the construction and renovation projects, per LAN Associates Needs Assessment of 2004.
- Result 2:** Create safe and secure school facilities following local, state, and federal recommendations.
- Result 3:** Establish a checklist for safety and quality of life standards to be maintained at each school facility.
- Result 4:** Maximize parental cooperation in the following safety areas: (a) vehicular traffic at school drop-off and pickups and (b) food and snacks brought to and sold in schools.
- Result 5:** Provide a positive, inviting atmosphere in each building through welcoming facilities and courteous personnel.

What This Budget Buys

Staff

- Staff assignments realigned to maximize efficiency- additional staff in grades 5 and 6

Neighborhood Schools

- Maintain principals and nurses in each building
- Specialized instruction in music, art, technology, media and world languages

Innovative Programs/ Implementation Five Year Strategic Plan

- Curriculum improvements, K-12
- Professional Development in Reading and Writing Workshop
- Creation of new Elementary Autistic Program

Instructional Supplies & Professional Development

- Textbooks for Spanish and History
- Reading and Writing Workshop supplies and training
- Supplies and Training for STEM push in G and T for grades 1-4
- New teacher and principal evaluation system
- Material for new Syracuse University Dual Enrollment Course- Accounting II

Items that have been discussed but are not in the budget

- Security personnel and equipment
- Cost of engineering for referendum
- Technology upgrades including Phase II for VHS media center wireless devices and content
- Freshmen sports
- Additional funds for buildings and grounds
- A cut of 3% for school supplies was made

Budget Drivers

- Budget is driven largely by mandates
 - State standards and regulations
 - Special education costs

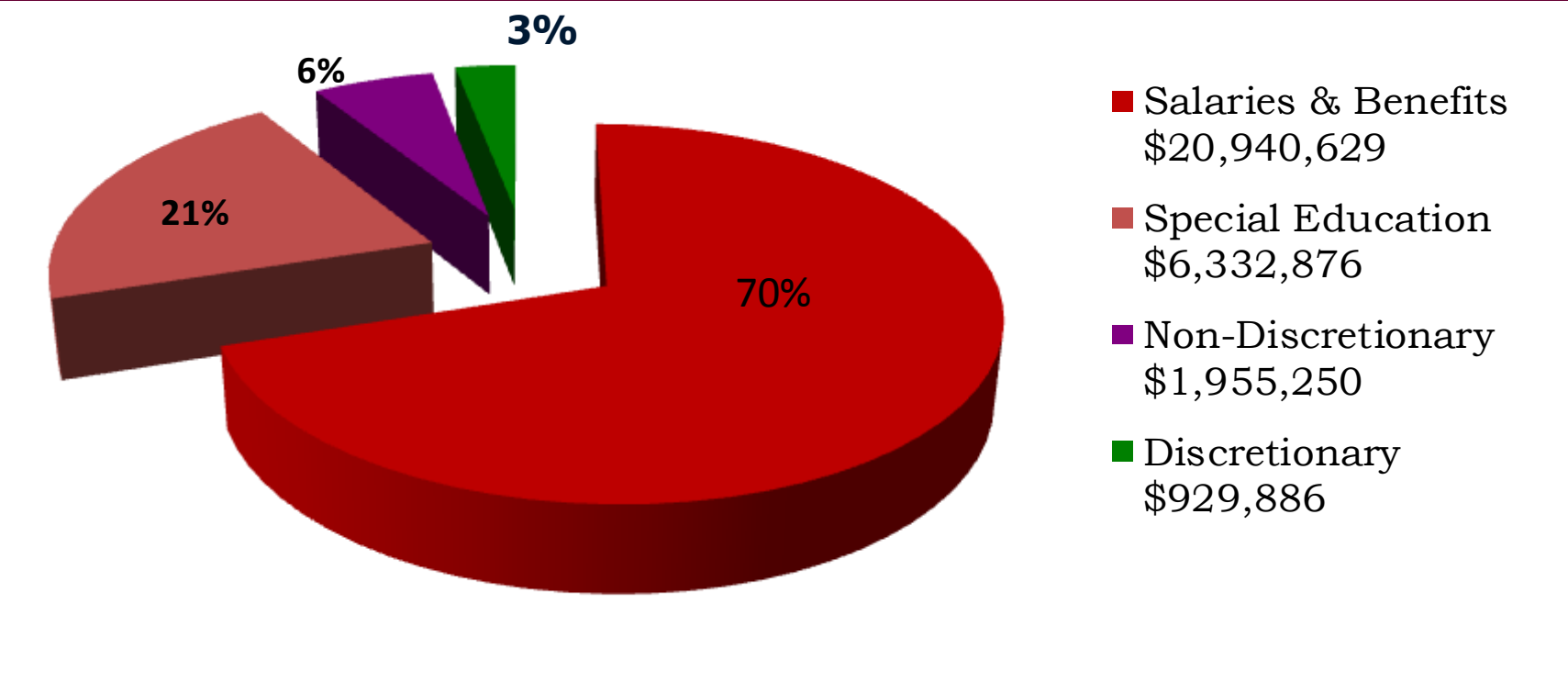
- Majority of budget funds staff salaries & benefits
 - Benefits include \$1,020,402 mandated taxes/costs
 - Healthcare costs continue to stress budget (11% increase 2013-2014)
 - Discretionary cost under constant pressure, yet provide for quality of instruction

- Enrollment
 - Enrollment up approximately 6.7% % over six years, in line with previous projections

Budget Constraints

- Tax levy for school budget growth capped by state legislation
- Verona has elected to use \$139,007 of banked cap (this is needed due to excessive increases in healthcare costs given the overall budget)
- The banked cap of \$389,881 is available in 2014-2015 for possible use
- The net result is a tax levy increase of 2.5%

2013-2014 PROPOSED EXPENDITURES - \$30,158,641



Five-Year Summary

	2008/2009 ACTUAL	2012/2013 ACTUAL	2013/2014 ADOPTED	1-YEAR CHANGE	5 YEAR CAGR
SALARIES	\$14,659,792	\$15,910,381	\$15,844,408	-.41%	1.62%
BENEFITS	\$3,606,741	\$4,874,510	\$5,096,221	4.55%	8.26%
SPECIAL EDUCATION	\$5,329,305	\$5,905,814	\$6,332,876	7.23%	3.77%
NON- DISCRETIONARY	\$1,760,391	\$1,954,142	\$1,955,250	.06%	2.21 %
DISCRETIONARY (class supplies, staff development, co-curricular)	\$1,080,179	\$954,630	\$929,886	-2.59%	-2.78%
TOTAL	\$26,436,408	\$29,599,477	\$30,158,641	2.5%	2.82%

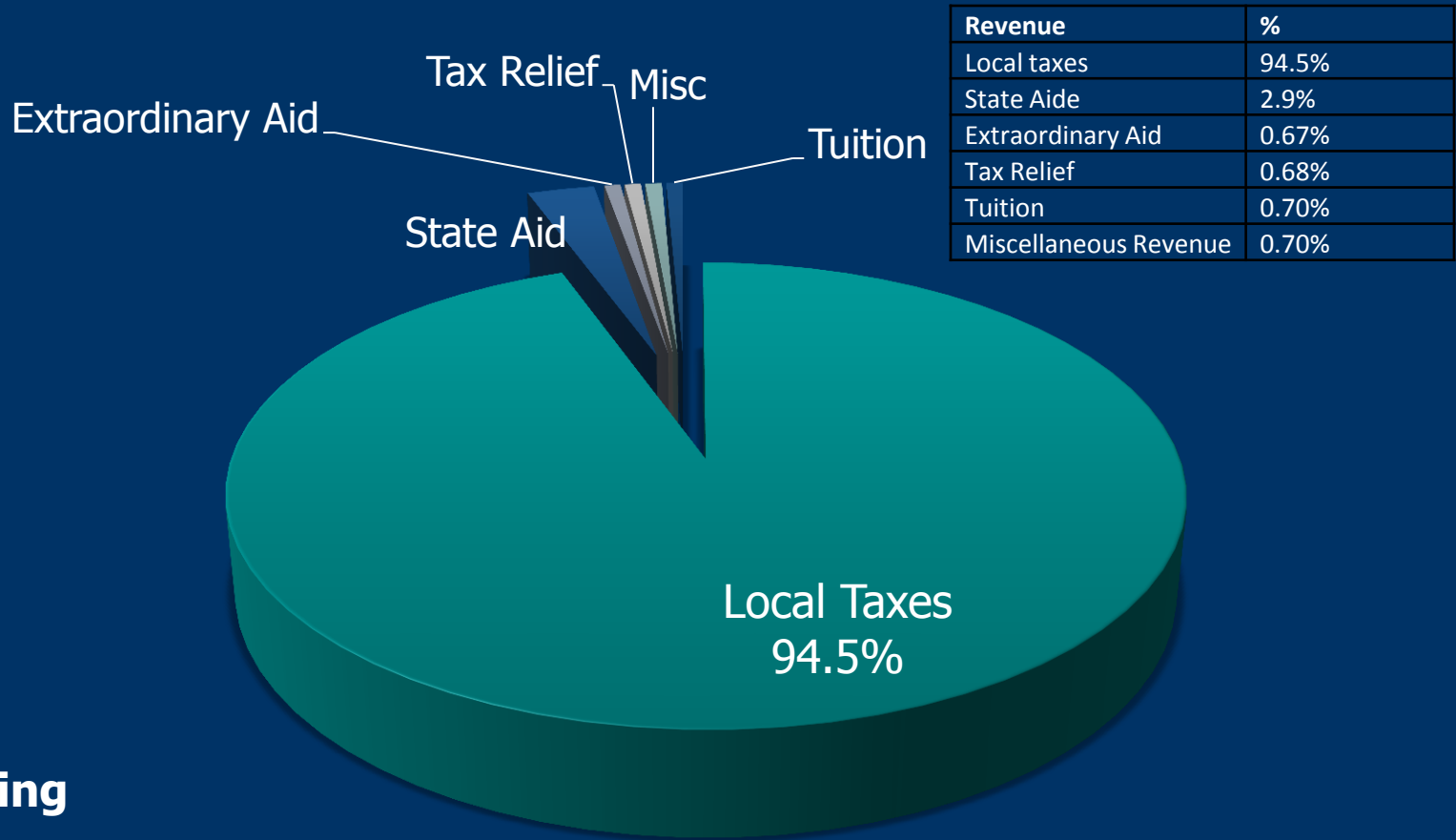
- Salaries includes additional staff hires & contractual salary changes
- Special Education was growing at 8.6% 2000-2005
- Discretionary budget was \$1.685m in 2000/2001

Benefit Costs

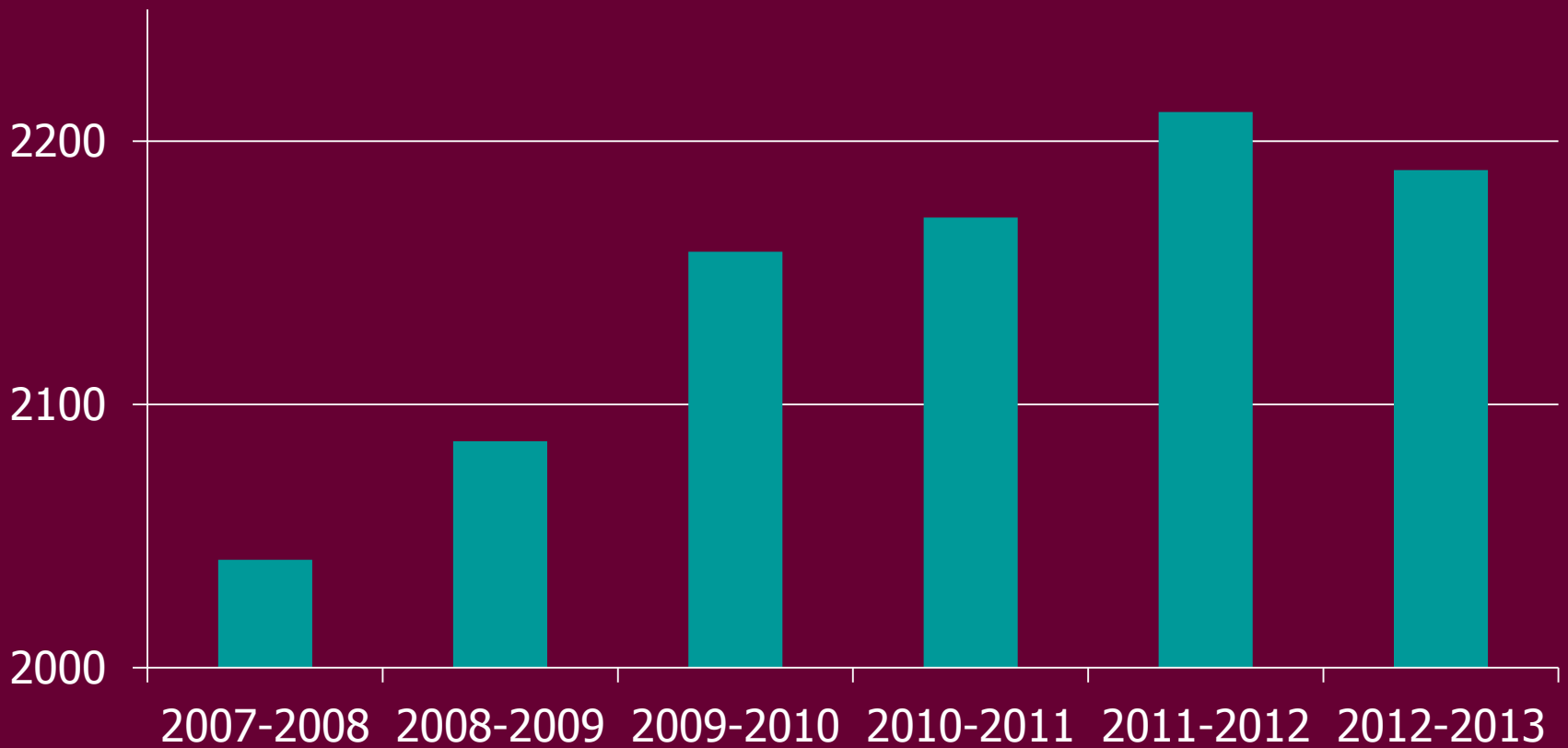
Summary of Benefits lines: \$5,096,221

Mandatory Benefits/Taxes	Total: \$1,020,402	
Social Security/State Pensions	\$800,685	Includes \$339,350 in additional pension taxes to repair state deficit.
Unemployment & Workers Compensation	\$219,717	
Negotiated Benefits/Healthcare	Total: \$4,075,820	
Healthcare	\$3,772,820	Law requires healthcare be provided, but some specifics are negotiated.
Dental Plan	\$203,000	
Opt-out incentives	\$220,000	Incentive results in over \$600k less premiums.
Employee Contribution	-\$200,000	
Tuition Reimbursement	\$80,000	

Revenue



Enrollment



Increase of 6.7% over 6 years

Comparable Districts

SCHOOL DISTRICTS	
BERKELEY HEIGHTS TWP	<p>Similar size</p> <ul style="list-style-type: none"> • K-12 • 1800-3500 students <p>Similar socio-economic category</p> <ul style="list-style-type: none"> • “I” district factor group • Essex and surrounding counties (added Mahwah & Ramsey in 2012) <p>* Indicates district previously included but no longer at 1800-3500 students</p>
CALDWELL-W. CALDWELL	
CEDAR GROVE TWP*	
CRESSKILL BORO*	
GLEN RIDGE BORO	
KINNELON BORO	
MADISON BORO	
MAHWAH TWP	
NEW PROVIDENCE BORO	
PARK RIDGE BORO*	
RAMSEY BORO	
VERONA BORO	

Property Tax Data 2011

Comparison Group

Property Tax Data 2011 - Comparison Group							
MUNICIPALITY	COUNTY	Total County Levy	Total School Levy	Total Local Municipal Tax Levy	Total Levy on Which Tax Rate is Computed	School Levy as % of Total	Average Total Property Taxes
Glen Ridge Borough	Essex	\$6,549,824	\$26,030,506	\$9,537,942	\$42,118,273	62%	\$17,218
Kinnelon Borough	Morris	\$5,378,061	\$32,852,998	\$8,666,525	\$46,897,584	70%	\$12,840
New Providence Borough	Union	\$10,855,382	\$31,936,573	\$11,943,074	\$54,735,029	58%	\$12,016
Ramsey Borough	Bergen	\$7,671,355	\$49,109,082	\$15,993,238	\$72,773,675	67%	\$11,174
Madison Borough	Morris	\$8,497,952	\$34,733,011	\$13,593,420	\$56,824,383	61%	\$11,120
Berkeley Heights Township	Union	\$14,603,529	\$37,606,723	\$11,636,446	\$63,846,697	59%	\$11,027
Verona Township	Essex	\$10,319,746	\$29,396,707	\$14,865,208	\$54,581,661	54%	\$9,849
West Caldwell Township	Essex	\$10,618,353	\$26,042,046	\$12,237,415	\$48,897,814	53%	\$9,466
Mahwah Township	Bergen	\$13,022,492	\$55,129,066	\$22,448,768	\$90,600,325	61%	\$7,431
Park Ridge Borough	Bergen	\$3,623,439	\$23,505,631	\$8,472,640	\$35,601,710	66%	\$10,390
Cedar Grove Township	Essex	\$10,608,493	\$23,930,225	\$8,544,393	\$43,083,111	56%	\$9,101
Cresskill Borough	Bergen	\$4,700,939	\$23,884,267	\$12,881,733	\$41,466,939	58%	\$13,931

http://www.nj.gov/dca/divisions/dlgs/resources/property_tax.html August 2012

Highlights of Comparison Spending Data

District	Total Spending	2011-12 Budgeted Cost	Classroom Sal+ Benefits	Class Supplies/ texts	Total Admin	Extra-curricular Costs	Median Teacher salary
Ramsey	\$17,774	\$14,962	\$9,025	\$203	\$1,408	\$378	\$65,493
Mahwah	\$17,521	\$14,551	\$7,956	\$210	\$1,788	\$406	\$66,780
Madison	\$17,130	\$13,450	\$7,566	\$209	\$1,439	\$478	\$68,419
Kinnelon	\$16,692	\$13,259	\$7,505	\$246	\$1,405	\$421	\$64,750
Berkeley Heights Twp.	\$16,382	\$13,262	\$7,878	\$162	\$1,415	\$485	\$68,903
New Providence	\$16,217	\$13,266	\$7,824	\$180	\$1,526	\$442	\$65,816
Caldwell/West Caldwell	\$16,163	\$13,036	\$7,001	\$175	\$1,573	\$461	\$59,680
Verona	\$15,190	\$12,230	\$6,795	\$236	\$1,460	\$392	\$67,034
Glen Ridge	\$14,689	\$13,173	\$7,395	\$332	\$1,783	\$512	\$67,582
vs Comp Group (1=highest)	8/9	9/9	9/9	3/9	5/9	8/9	4/9
vs Total State Group (1=lowest) of 67	14/67	16/67	16/67	36/67	30/67	42/67	52/67

- Spending on a comparative basis is below the group average.
- Note the Class Supplies and Texts category. The BOE focus is to route more funds directly into the classroom, even with a lower total spending level.

<http://www.state.nj.us/education/data/>
August 2012

Admin and B&G Comparison Spending Data

District	Students	Number of Buildings	Per Pupil Admin Salaries & Benefits	Calculated total	Total Admin per building	Operations Plant/ Maint
Mahwah	3,413	6	\$1390	6,102,444	1,017,074	\$1,759
Berkeley Heights	2,825	4	\$1200	3,997,375	999,344	\$1,331
Ramsey	3,111	5	\$1122	4,380,288	876,058	\$1,497
Glen Ridge	1,923	4	\$1329	3,428,709	857,177	\$1,387
New Providence	2,241	4	\$1306	3,419,766	854,942	\$1,307
Kinnelon	2,221	4	\$1225	3,120,505	780,126	\$1,514
Madison	2,401	5	\$1169	3,455,039	691,008	\$1,458
Caldwell/West Caldwell	2,632	6	\$1301	4,140,136	690,023	\$1,673
Verona	2,185	6	\$1255	3,190,100	531,683	\$1,290
vs Comp Group (1= highest)			5/9		9/9	9/9
vs Total State Group (1= lowest) of 67			30/67			11/67

•Spending on building maintenance is also the lowest in the group, even with more buildings than most other places. An area of concern.

Did you know...

- ...the administration is continuing to look for new revenue? Rentals, Corporate Sponsors and Advertising
- ...the administration continues to look for ways to improve efficiency? Government Energy Programs, Coops and Auctions

In Summary

- Budget represents 2.50% increase on tax levy
- Maintains existing academic programs
- Funds curricular enhancements
- Budget delivers great value and supports some strategic goals
- Creates a new class for Verona students who would otherwise have to be sent to an out of district placement.