



DATE POSTED: **MAR 28 2024**
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MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

Address: Marblehead High School – Library at 2 Humphry St. Marblehead MA 01945

OR

Zoom Conference join via the web link or Dial in

<https://marbleheadschoools-org.zoom.us/j/99975493631?pwd=Y0pHWVM2YitBZXN0U2ZyTk1OMzh4dz09>

Meeting ID: 999 7549 3631

Password: 873255

Dial in Phone #1 646 931 3860

Monday	April	1st	2024	7:00 pm
Day of Week	Month	Date	Year	Time

Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

I. Initial Business

- a. Call to Order
 - a. Commendations
 - b. Public Comment

V. District Updates- Dr Theresa McGuinness

- a. FY 24 update
- b. FY25 budget status update
 - i. Presentation of Budget Priorities
- c. Special Education Audit update

VI. Consent Action and Agenda Items

- a. Schedule of Bills

(vote)

VII. School Committee Communication and Discussion Items

- a. FY 25 Budget
- b. Communication Proposal

(vote?)

VIII. Closing Business

- a. New Business- School Committee Announcements and Requests
- b. Correspondence
- c. Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Sarah Fox
Posted by: Sarah Fox
Date: 3/27/2024



Marblehead Public Schools

9 Widger Road
Marblehead, Massachusetts 01945
Phone: (781) 639-314

Dr. Theresa B. McGuinness
Interim Superintendent of Schools

Ms. Julia Ferreira
*Assistant Superintendent of
Teaching & Learning*

Ms. Patricia Bell
Interim Director of Student Services

Memorandum

To: Marblehead School Committee
From: Theresa B. McGuinness, Ed.D, Interim Superintendent
CC: Mary Delai, Director of Finance & Operations Consultant
RE: FY25 Preliminary Budget Priority List
Date: *April 1, 2024 (Rescheduled from April 4th)

FY25 Budget Process

FY 25 Preliminary Budget Priority List

- [FY25 Preliminary Budget - March 21, 2024 & April 1, 2024](#) (Addition of Priority List, Slides 29-31)

The review included an examination of the following documents to determine which reductions to prioritize if we are able to fund a different budget from the initial Reduced Services request.

1. FY25 Reductions List
2. FY25 Unfunded List
3. FY24 (FINAL) Reductions

In an effort to bring forth our recommendations for budget restorations for a revised FY25 Proposed Budget, District and School leadership reviewed the reductions made as part of the FY25 initial proposed Reduced Services Budget, the FY24 budget cuts, and the items identified during the early stages of the FY25 budget process that were viewed as necessary for continuous improvement (unfunded requests). The team collaboratively reviewed the budget cuts and unfunded requests and nominated those that they believed were most critical to the district's success. The team then ranked all of the proposed additions and restorations to determine the recommended order for addition back into the FY25 revised budget. The items are broken into three categories, with category one being reflective of the items most critical for success. Across all categories, the budget impact of items nominated for addition/restoration in the FY25 budget totals \$1,229,809. The items in category one total \$631,838, the items in category two total \$316,557 and the items in category three total

\$281,414. There were a number of items, that while very important, were not nominated for consideration as the district recognizes that we are working within limited available funding.

These are Slides 29-31 of the [FY25 Preliminary Budget - March 21, 2024 & April 1, 2024](#).



FY25 Priority List - April 1, 2024

Position	School	FTE Change	FY25 Budget	Rationale
Category 1				
Lead Teachers	Glover, Brown, & Village		96,615	Teachers leaders play a critical role as the lead for their Professional Learning Communities, which is the backbone of our MTSS framework.
Tutors (2.0)	Village School	2.00	60,049	Replace FY24 Budget cut positions to support interventions
Librarian (0.6)	MVMS	0.60	42,143	Necessary support of instructional efforts and overall reading in school
Assistant Principal	MVMS	1.00	90,000	Administrator to support safety and Tier 2 behavior support; support instructional leadership
Math/ELA tutors (18.5 hrs.)	Brown School	0.62	18,515	Provide critical support for students needing tier 2 academic interventions
Behavioral Interventionist	Glover School	1.00	70,239	Help support students in need of behavior interventions and would work with teachers and counselors
Spanish Teacher (0.4)	MVMS	0.40	28,096	Will help address oversubscribed world language classes, and class size in a couple of very difficult periods
Adjustment Counselor (0.5)	Glover School	0.50	35,120	Provide social and emotional supports for students and work with teachers and counselors
Math/ELA Tutor	Brown School	0.63	18,515	Provide critical support for students needing tier 2 academic interventions
Health Teacher	Village School	1.00	70,239	Health education necessary for young adolescents
Add Assistant Principal	Brown School	1.00	90,000	Administrator to support safety and Tier 2 behavior support, with list of kids check-in/check-out, set up behavior plans, push-in with classroom support
Lunch paras (0.6 = 2 x 0.3)	Village School	0.66	12,307	Needed to supervise for student safety
Subtotal Category 1			631,838	

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FY25 Priority List - April 1, 2024

Position	School	FTE Change	FY25 Budget	Rationale
Category 2				
Building Sub	Glover School	1.00	25,928	Help ensure continuity of teaching and learning when teachers are out
Building Sub	Brown School	1.00	25,928	Help ensure continuity of teaching and learning when teachers are out
Lunch paras (2 positions)	Brown School	0.84	17,049	Supervision of students to ensure safety in the cafeteria and playground
Math Tutor (0.62)	Brown School	0.63	18,515	Provide critical support for students needing tier 2 academic interventions
Intervention Teacher	Village School	1.00	70,239	Lead critical support for students needing tier 2 academic interventions
Building Substitute	MHS	1.00	25,928	Help ensure continuity of teaching and learning when teachers are out
0.5 Asst Director of SS	District	0.50	52,893	Return redistributed tasks to the Student Services Office (management out of district placements, tutoring and supervision/evaluation of Team Chairs)
Clerical Para (0.63)	Village School	0.63	13,275	Safety of school to monitor entrance, visitors, and general operational needs
Tutors (2.0)	Village School	2.00	60,049	Additional new positions to support interventions
Lunch Para	MHS	0.33	6,753	Supervision of students to ensure safety
Subtotal Category 2			316,557	
Category 3				
School secretary	Brown School	0.50	27,414	Safety of school to monitor entrance, visitors, and general operational needs
EL teacher (0.5)	Brown School	0.50	46,303	provide reading and EL services
Lunch Para (0.4)	Glover School	0.38	8,255	Needed to supervise for student safety
Reading	M/M/S	1.00	70,239	Instruct students in small groups using specific reading strategies and programs
Data & Intervention Coach	MHS	1.00	70,239	Assimilate data into successful Tier 1 & 2 interventions, through the analysis of data.
Registrar	MHS	0.50	27,414	Will run transcripts, NCAA, Education verifications, grading, report cards.
Para	MHS	1.00	31,550	Provide support and supervision for students
Subtotal Category 3			281,414	
Total For Category 1, 2, & 3			1,229,809	

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FY25 Priority List - April 1, 2024

Positions/Item	Location	FTE	Cost
7-D Driver	District	0.5	23,437
Facilities Staff	District	1	38,177
Facilities Staff	District	1	38,177
Registrar	District	0.25	13,947
Student Activities Clerk	HS	1	49,828
Central Administration Clerk	District	0.8	46,847
Special Ed. Para	Glover	1	21,838
Special Ed. Para	HS	1	21,838
Special Ed Tutor	HS	0.33	10,008
Special Ed Tutor	HS	0.27	8,007
Adjustment Counselor	HS	1	64,593
Reading Teacher	Village	1	96,711
Special Ed Teacher	Village	1	94,326
Special Ed Teacher	HS	1	67,409
Special Ed Teacher	HS	0.4	37,142
Special Ed Teacher	Glover	1	67,409
Extracurricular and Athletic Stipends			281,210
Professional Development			30,380
Instructional Supplies			177,908
Contracted Services			37,000
Equipment Replacement			158,828
Maintenance & Custodial Supplies			42,000
Telephone			6,000
After Dark Program Offering			48,000

*These items are original reductions not included in the ranking as budget add backs yet.

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Budget Documents

- [FY25 Preliminary Budget](#) @the SC Budget Hearing on *March 21, 2024 (Includes updated Athletic Fee Options)*
- [Staffing Accountability Report \(Link\)](#) - *March 21, 2024* - Addendum to the FY 25 Preliminary Budget
- [Athletic Fee Structure - SC Memorandum - User Fee Proposal, 2024-2025 \(Slide Deck\)](#) presented at the SC meeting on *March 7, 2024*
- [FY25 Superintendent's Preliminary Budget](#) - Presented at the SC Budget Workshop on *February 28, 2024*



Marblehead Public Schools

FY25 Superintendent's Preliminary Budget **School Committee Meeting - Budget Hearing**

March 21, 2024 & April 1, 2024 (With Updated Priority Lists, Slides 29-31)

Dr. Theresa McGuinness, Interim Superintendent of Schools
Michelle Cresta, Assistant Superintendent of Finance & Operations
Mary DeLai, Interim Director of Finance & Operations (*Contracted*)
Patricia Bell, Interim Director of Student Services

(February 28, 2024 School Committee Budget Workshop - [Superintendent's FY25 Preliminary Budget](#))

Foundational Budget Levers

Level & Reduced Services

District, Schools, Departments

DISTRICTWIDE

Directives/Goals
Priorities
Drivers
Enrollment
Salary Grids
Staffing Accountability
Out of District Tuition & Transportation

LEVEL & REDUCED SERVICES

Level Services
Reduced Services Methodology
Reduced Services
Allocation by Cost Center
Allocation by Cost Function
Budget Levels
Total Budget by Function
Offsets & Grants
Capital Improvements

TWO BUDGETS

Athletics - *User Fee Options*
Total Reductions
Efficiencies & Reductions
Hotel and/or Meals Tax
Next steps
Our 'Why?'



FY25 - Budget Directives/Goals

- Justification of the building budgets for FY25 must be based upon projected enrollments and curricular needs.
- Building principals and directors identified *essential* services for all students.
- **‘Staffing Accountability Report’** - Provides a more in-depth review of staffing by school (*Addendum*)
- Sustain the appropriate staffing levels and programs to **support students’ social, emotional, and behavioral health** as our students continue to grapple with the effects of the pandemic.
- Examine revenue streams other than the operating budget, i.e. federal and state grant opportunities, & *user fees*.
- Continue budget development discussions with Town officials, the Finance Committee, and the Select Board through the Town/School Budget Subcommittee.



FY25 Budget Priorities

Framework: *Meeting the needs of ALL students*

Multi Tiered System of Support (MTSS): Academic, Social-Emotional, & Behavioral

Challenge students with rigorous instruction while providing appropriate levels of support for all, in safe and welcoming school buildings

Plan for Success ‘Strategic Objectives’ including maintaining existing programs that *support students*

Cultivate Belonging & Social-emotional Wellness in Inclusive Classrooms

Using Data Based Decision-Making

Ensuring a Consistent & Aligned Curriculum

Culturally Responsive Teaching & Practices

Meet Legal Mandates for Special Education



Budget Drivers

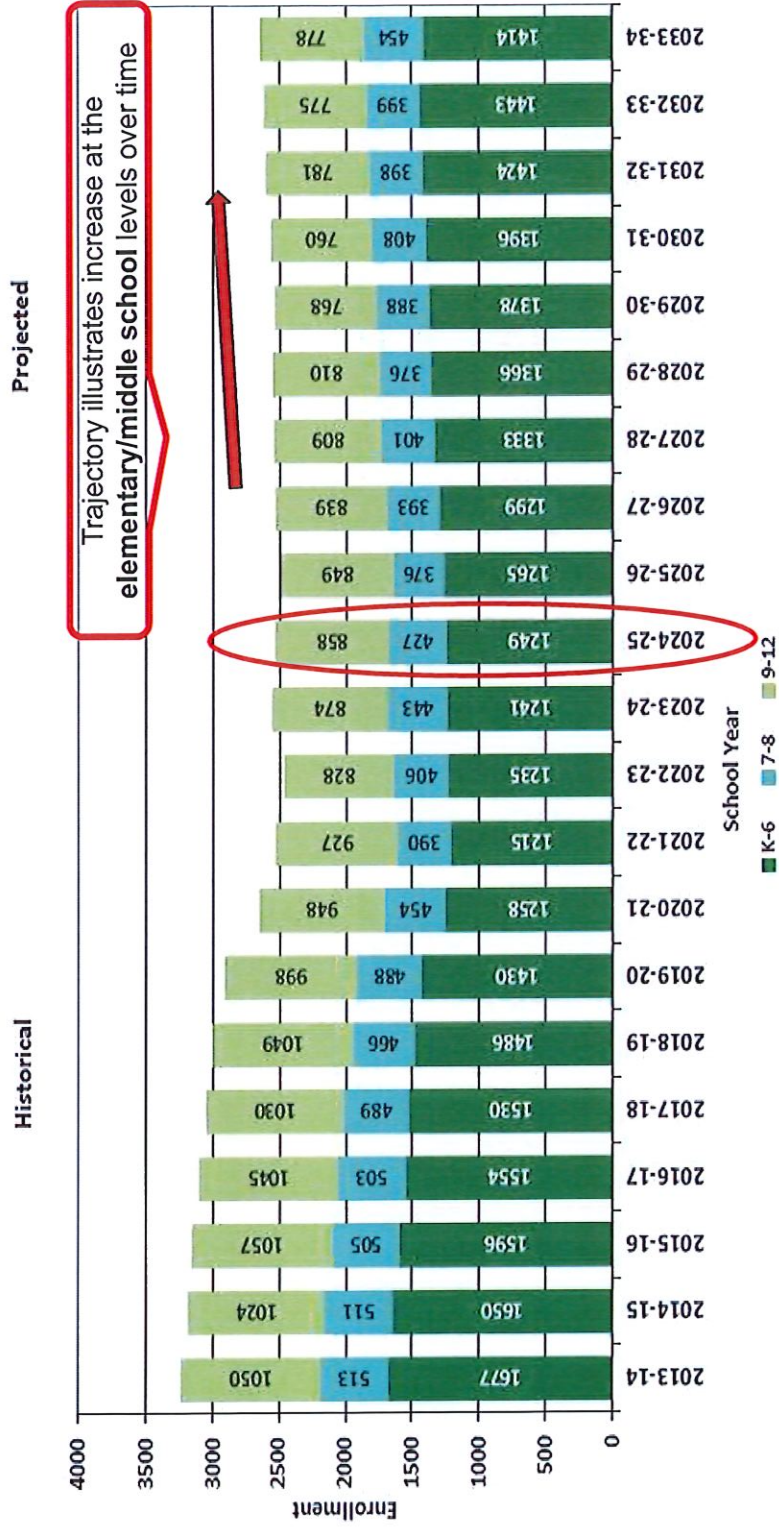
***Unknown Variable: **Contract Negotiations**

- ❑ **Student Enrollment & Need**
- ❑ **Staffing:** Salary Increased Due to Forecasted Contractual Obligations, Including Step & Cost-of-Living Increases
- ❑ **Operations & Maintenance:** Service Contracts, Facility Needs, Supply & Equipment Needs, Utilities
- ❑ **Special Education Services:** Out of District Tuition, Transportation
- ❑ **Fluctuations in Outside Revenue Sources:** User fees, grants
- ❑ **Reduced Appropriation from the Town**



NESDEC Enrollment Projections

Historical & Projected Enrollments in Grade Combinations





Elementary Enrollment, PreK - 6

FY24 Actual									
FY24 Actual	PK	K	1	2	3	4	5	6	Total
Brown	33	106	99	101	106	x	x	x	445
Glover	33	60	87	70	77	x	x	x	327
Village	x	x	x	x	x	187	171	179	537

Classrooms									
FY24 FTE	PK	K	1	2	3	4	5	6	Total
Brown	3	5	5	5	5	x	x	x	23
Glover	3	4	4	4	4	x	x	x	19
Village	x	x	x	x	x	9	8	10	27

Class Size								
FY24	PK	K	1	2	3	4	5	6
Brown	11	21.2	19.8	20.2	21.2	x	x	x
Glover	11	15	21.8	17.5	19.3	x	x	x
Village	x	x	x	x	x	21	21.4	18

FY25 Projected									
FY25 Projected	PK	K	1	2	3	4	5	6	Total
Brown	35	110	108	100	101	x	x	x	454
Glover	28	65	66	90	73	x	x	x	322
Village		x	x	x	x	184	188	171	543

Classrooms									
FY25 FTE	PK	K	1	2	3	4	5	6	Total
Brown	3	5	5	5	5	x	x	x	23
Glover	3	4	3	4	4	x	x	x	18
Village		x	x	x	x	9	8	8	25

Class Size								
FY25	PK	K	1	2	3	4	5	6
Brown	11.6	22.0	21.6	20.0	20.2	x	x	x
Glover	9.3	16.3	22.0	22.5	18.3	x	x	x
Village	x	x	x	x	x	20.4	23.5	21.4

Example

FY25 @Brown School = 454 students in 23 classrooms w/average class size of 19.7
 SC Policy Average Class Size ~25 students



Budget Driver - Salary Grid

Unit A % Increase as Staff Move through Steps

Per collective bargaining agreements staff move vertically through steps upon the conclusion of a year of service

		% Increase Over Previous Step										
		LANE / COLUMN										
		B	B9	B21	B30	M	M15	M30	M45	M60	M75	
STEP	1											
	2	4.59%	4.52%	4.48%	4.45%	4.43%	4.33%	4.47%	4.38%	4.35%	4.26%	
	3	4.64%	4.67%	4.69%	4.70%	4.70%	4.61%	4.35%	4.29%	4.18%	4.09%	
	4	4.26%	4.30%	4.33%	4.35%	4.36%	4.28%	4.21%	4.11%	4.06%	3.99%	
	5	4.19%	4.19%	4.19%	4.20%	4.20%	4.12%	4.05%	3.99%	3.93%	3.86%	
	6	4.06%	4.03%	4.00%	3.98%	3.97%	3.90%	3.83%	3.78%	3.72%	3.66%	
	7	4.24%	4.07%	3.91%	3.85%	3.78%	3.71%	3.68%	3.62%	3.56%	3.50%	
	8	4.86%	4.57%	4.30%	4.17%	4.04%	3.97%	3.94%	3.86%	3.81%	3.74%	
	9	8.49%	7.16%	5.91%	5.11%	4.33%	4.26%	4.17%	4.10%	4.06%	4.00%	
	10					4.07%	4.03%	3.98%	3.92%	3.88%	3.82%	
	11					8.18%	8.10%	8.05%	7.99%	7.91%	7.79%	



Budget Driver - FY24 Unit A Staffing

		Unit A Staff FTE by Lane and Step										
STEP	B	LANE / COLUMN										
		B9	B21	B30	M	M15	M30	M45	M60	M75		
1	0	0	0	0	0	0	0	0	0	0	0	0
2	3	0	0	0	6.8	1	0	0	0	0	0	0
3	3	0	0	0	12.1	0	0	0	0	0	0	0
4	3	0	0	0	13	0	0	0	0	0	0	1
5	0	0	0	0	8	0	0	0	0	0	0	0
6	1	0	0	0	4.7	0	0	0	0	0	0	1
7	2	0	0	0	7	0	0	2	0	0	0	0
8	0.8	0	0	0	3	4	2	2	1	0	0	0
9	6	0	0	0	14.1	1.6	1	0	0	0	0	1
10	0	0	0	0	3	3	3	0	0	0	0	0
11	0	0	0	0	42.6	33	33.6	23	23	34.8	23	34.8



Staffing Accountability Report

Process: Calculating Staff Time with Students...*Not a Science*

To determine the correct staffing to meet the service delivery prescribed by IEPs, the Principals and Team Chairs closely collaborate each spring. There is significant **variation** in the scheduling, hours, needs, and positions at all three levels (*elementary, middle, high*).

The closest **estimate** based on Principal + Team Chair information uses these formulas to determine staff hours available to deliver student services:

Elementary educators	4.75 / 6.25 hours per day
Middle school educators	5 / 6.5 hours per day
High school educators	5 / 6.5 hours per day
Tutors + Paras	5.5 / 6.5 hours per day



★ [Link to the Full Report](#)

Staffing Accountability Report

Service delivery models include:

Delivering support and instruction in gen ed classes, in co-taught gen ed classes, or in groups of 4-8 students during an instructional block, small group instruction, or 1:1 services. This in addition to, consultation between and among staff to support the sharing of best practices and needed conferring for individual students.

Intervention models: Determined by the student's IEP Team, consisting of highly trained general and special educators, trained tutors, and related service providers. Students' individualized programs are designed to help children access and make effective progress on the state's curriculum standards, and social-emotional development.

Current Service Grids 10/1/23 to Present

Type of Service	A Grid Consultation Time	B Grid in General Education	C Grid in Special Education Setting	Total Hours of Service Required/week
*Reading	0	NA	*340.92	340.92
Counseling	10.1	5.3	68.65	84.05
Speech/ Language	5.36	22.98	151.45	179.79
Occupational Therapy	3.75	44.4	85.35	133.5
Physical Therapy	1.25	24.26	59.95	85.46
BCBA/Behavior Specialist	33.25	0	0	33.25

This table reflects the current hours of services being delivered in: (A) Consultation, (B) General Education setting, and (C) Special Education settings. (Reading is taught by several providers.)



Staffing Accountability Report

Summary of Specialists & Student IEP Services (in hours)

Staffing in the different service categories (reading, mental health, PT/OT, SLP, BCBA) includes multiple settings and programmatic differences of delivery. **It is difficult to illustrate the breadth of such roles in a slide.**

- **Counseling services** include general education interventions, Tier I and Tier II.
- **Related Services**, OT, PT and SLP services, include early intervention & modeling in classrooms.
- **BCBA** hours are all recorded in the **A Grid** and include consultation, as dictated by the roles their job description entails.

Service on IEP Grids Compared to Staffing, PreK - 12			
Services	Hours on IEPs/Week	Hours of Staff Time/Week	Number of FTEs
*Reading	340.92	X (Requires explanation)	X
Counseling/Mental Health	84.05	629.5	26
Speech/Language	179.79	194.75	8.2
Occupational Therapy	133.5	142.5	6
Physical Therapy	85.46	71.25	3
BCBA (A Grid only - Consults)	33.25	47.5	2

Out of District Tuition

Overall projected FY25 Tuitions = \$4,403,064

- ❑ Is a total increase of \$687,790 (18.5%) increase over FY24, and an increase to the operational budget of \$448,607 (18.3%)
- ❑ Increased tuitions reflect the *OSD anticipated rate increase **4.69%**
 - **FY25 anticipating 46 students to be in Out of District placements**
 - **FY24 currently have 42 students in Out of District placements**

Budget Offsets:

- ❑ State “Circuit Breaker” FY24 Reimbursement: \$1,418,183
- ❑ Special Education Tuition-In Estimated Offset: \$90,000

*Operational Services Division (OSD) is responsible for setting tuition prices for more than 200 approved special education programs



FY25 Budget - Level Services

Level Services Budget Request

- \$47,423,851 → Represents an increase of **\$2,586,578 or 5.77%**

Major Drivers:

Wages (Steps and COLAs)	\$927,945
Out of District Tuitions	\$448,607
Out of District Transportation	\$409,154
Utilities	\$487,646
Less: Transfer funding	(\$400,000)
IT Hardware Equipment	\$420,000
Other Various (Net Changes)	<u>\$293,226</u>
Total Increase	\$2,586,578



FY25 Reduced Services Budget

Methodology

Tiered Decision-Making

First Tier: Administrative and Operational Efficiency

1. Professional Development
2. Transportation

Second Tier: Extracurricular Programs

1. Extracurricular Programs

Third Tier: Educational Programs and Classroom Resources

1. Curriculum Purchases
2. Instructional Materials and Supplies
3. Technology
4. High School Courses

Fourth Tier: Human Resources (The School Department budget is 80% salaries/wages.)

1. Staffing Group A: Leadership / Administrative and Other Positions
2. Staffing Group B: Support Staff
3. Staffing Group C: Professional Staff Positions that are not Classroom Teachers
4. Staffing Group D: Instructional Staff

*[MPS new FY25 Non-Override Budget Methodology](#) (in full)



FY25 Budget - **Reduced Services*

*Insufficient Town Revenue to Support a Level Services Budget

Reduced Services Budget

- \$45,592,667 → Represents an increase of **\$755,394 or 1.68%**

Increase of *\$755,394 over FY24 funding (\$44,837,273 + \$755,394)

*The Town Finance Department worked diligently to project the increased revenues for FY25 and allocated 50% of those revenues to the District, which is equivalent to **\$755,394**.



FY25 Reduced Services

Reductions/Eliminations			
Classroom Teachers	(169,988)	Unemployment	400,000
Special Education Teachers	(202,933)	Professional Development	(30,380)
Adjustment Counselors	(111,911)	Instructional Supplies	(177,908)
EL Teacher	(70,574)	Contracted Services	(37,000)
Reading Teachers	(144,276)	Equipment Replacement	(158,828)
BCBA	(54,870)	Maintenance & Custodial Supplies	(42,000)
General Education Support Staff (para/tutor)	(98,026)	Telephone	(6,000)
7-D Driver	(17,861)	After Dark Program Offering	(48,000)
Facilities Staff	(58,188)		
Assistant Director of Student Services	(80,618)	Funded Through Other Means	
MVMS Assistant Principal	(81,619)	Food Service Director	(75,789)
Clerical/Administrative Support Positions	(126,583)	Extracurricular and Athletic Stipends	(281,210)
Lunch Supervision (para)	(12,993)		
Special Education Support Staff (para/tutor)	(47,014)	Total Reductions/Eliminations from	
Elementary Teacher Leader Positions	(96,615)	Operating Budget	(1,831,184)



Districtwide Summary of Identified Efficiencies &/or Reductions - Preliminary

- Consolidation of the Therapeutic Program to Brown School
- ****Reductions in Staffing: 36 Positions; 28 Total FTEs

Position	Count of Positions	Position	Count of Positions
Classroom Teachers	4	7-D Driver	1
Special Education Teachers	4	Facilities Staff	2
Adjustment Counselors	2	Assistant Director of Student Services	1
EL Teacher	1	MVMS Assistant Principal	1
Reading Teachers	2	Clerical/Administrative Support Positions	5
BCBA	1	Lunch Supervision (para)	4
General Education Support Staff (para/tutor)	5	Special Education Support Staff (para/tutor)	3
		Proposed Total Positions Reduced	36

- Transfer of *Partial* Funding for Athletics and Extracurriculars to Participants
- Elimination of Teacher Leaders at the Elementary Level
- Significant decrease in Professional Development funding
- Significant decrease in Instructional Supplies



Proposed FY25 Reductions

Tracking Sheet

Change	Adjustment Amount	Running Total FY25 Budget
FY25 Initial Budget Request - Level Services		\$ 47,423,851
Positions Proposed to be Reduced/Eliminated	\$ (1,449,858)	-
Increase Unemployment Offset to Reduced/Eliminated Positions	\$ 400,000	-
Fund Extracurricular & Athletic Stipends by User Fees	\$ (281,210)	-
Reduced Professional Development	\$ (30,380)	-
Reduced Instructional Supplies	\$ (177,908)	-
Reduced Contracted Services	\$ (37,000)	-
Reduced Equipment Replacement	\$ (158,828)	-
Reduced Maintenance & Custodial Supplies	\$ (42,000)	-
Reduced Telephone	\$ (6,000)	-
Reduced After Dark Program Offering	\$ (48,000)	-
Changes to Date	\$ (1,831,184)	-
Running Total		\$ 45,592,667



Overall FY25 Budget by Cost Center

	FY22 Actual		FY23 Actual		FY24 Budget		FY25 Level Services Budget		FY25 Reduced Services Budget	
Administration	1,337,485	1,482,852	1,404,767	1,638,179	1,571,385					
Instructional Leadership	3,028,850	3,046,467	3,191,797	3,308,449	3,026,540					
Teachers	20,987,247	20,977,567	22,136,541	22,647,175	22,201,762					
Other Teaching Services	4,245,459	4,416,597	4,798,487	5,131,156	4,836,779					
Professional Development	100,951	106,848	141,272	125,412	91,032					
Instructional Materials, Equipment and Technology	822,569	1,526,444	909,009	938,148	734,565					
Guidance, Counseling and Testing	2,056,614	2,232,641	2,449,994	2,445,868	2,299,019					
Pupil Services	1,156,304	1,408,553	1,493,575	1,924,491	1,799,004					
Athletics & Other Student Activities	828,725	865,444	862,263	951,892	618,854					
Operations and Maintenance	3,053,243	3,548,922	3,149,794	3,682,493	3,431,139					
Utilities	924,794	969,796	1,311,000	1,398,646	1,398,646					
Benefits and Fixed Charges	202,662	270,547	530,500	237,061	637,061					
Out of District Tuitions	3,175,213	3,129,593	2,458,274	2,994,881	2,946,881					
Grand Total	41,920,116	43,982,271	44,837,273	47,423,851	45,592,667					
Budget Transfers from Town										
Benefits and Fixed Charges				542,191	516,444					
Utilities				400,000	400,000					
Grand Total	41,920,116	43,982,271	44,837,273	48,366,042	46,509,111					



FY25 Total Budget by Function

	FY22 Actual Expended	FY23 Actual Expended	FY24 Adopted Budget	FY25 Level Services Budget	FY25 Reduced Services Budget	\$ Change - %	% Change	\$ Change - %	% Change
						Between FY25 Level Services & FY24 Adopted	Between FY25 Level Services & FY25 Level Services	Between FY25 Reduced Services & FY24 Adopted	Between FY25 Reduced Services & FY25 Level Services
Salary & Wages	34,516,420	35,284,954	37,503,287	38,431,233	37,100,165	927,945 2.47%	(1,331,068) -3.46%	(403,122) -1.07%	(166,166) -13.91%
Supplies & Materials	646,313	1,057,369	1,194,665	1,246,735	1,028,499	52,070 4.36%	(218,236) -17.50%	(166,166) -13.91%	(9,751) -0.73%
Contracted Services	1,295,454	1,305,334	1,327,030	1,382,004	1,317,279	54,974 4.14%	(64,725) -4.68%	(9,751) -0.73%	301,911 112.67%
Equipment	655,503	1,359,932	267,960	726,371	569,871	458,411 171.07%	(156,500) -21.55%	301,911 112.67%	857,761 29.31%
Out of District Costs	3,677,259	3,698,932	2,926,274	3,784,035	3,784,035	857,761 29.31%	- 0.00%	857,761 29.31%	87,646 6.69%
Utilities	924,794	969,796	1,311,000	1,398,646	1,398,646	87,646 6.69%	- 0.00%	87,646 6.69%	87,115 28.37%
Other Expense	204,372	305,954	307,057	454,827	394,172	147,770 48.12%	(60,655) -13.34%	87,115 28.37%	755,394 1.68%
School Department Sub Total	41,920,116	43,982,271	44,837,273	47,423,851	45,592,668	2,586,578 5.77%	(1,831,183) -3.86%	755,394 1.68%	1,671,838 3.73%
Budget Transfers from Town									
Salary & Wages				542,191	516,444				
Utilities				400,000	400,000				
Grand Total	41,920,116	43,982,271	44,837,273	48,366,042	46,509,112	3,528,769 7.87%	(1,856,930) -3.84%	1,671,838 3.73%	3,730 0.01%

In FY25, the Town is transferring budget funding for school department Medicare Payroll Tax, Energy and Utility Reserve budgets to the school department from the Town side of the budget. **This is strictly an accounting change in reporting and is not new funding to the Town or School District.**

The FY25 Preliminary Reduced Services Budget as summarized above, includes proposed budget reductions identified by School and District Leadership. These will be reviewed by School Committee for feedback and are subject to change during budget deliberations.



Budget Offsets

- **A revolving fund** separately accounts for specific revenues and earmarks them for expenditure without appropriation for particular purposes to support the activity, program, or service that generated the revenues.
- **Sound financial practice** encourages carry forward reserves of one year of revenue and advises against budgeting for expenditure beyond the carry forward reserve amount for the upcoming year.
- **In a reduced services budget**, extracurricular activity/athletic stipends will be fully *funded through user fees* paid by program participants (v. the general fund)

Fund	Function	FY 24 Adopted Budget	FY 25 Level Services Budget	FY 25 Reduced Services Budget
User Fees	Extracurricular Stipends	247,905	271,070	552,280
Circuit Breaker	Out of District Special Education Tuitions	1,169,000	1,418,183	1,418,183
Special Education Revolving Fund	Out of District Special Education Tuitions	100,000	90,000	90,000
IDEA Special Education Grant	Out of District Special Education Transportation	400,000	425,000	425,000
Guidance Services Fees	Guidance Software	4,380	4,380	4,380
Building Revolving Fund	Building Improvements, Maintenance	110,000	110,000	133,000
PreK/Kindergarten Tuition	Teachers and support staff	225,421	236,767	236,767
School Lunch Revolving Fund*	School Breakfast/Lunch Program			99,450
		2,256,706	2,555,400	2,959,060

* The School Lunch fund is a self-sustaining revolving fund. Costs allocated to this fund must support the operation or improvement of the food service. **In a reduced services budget the salary of the Food Service Director will additionally be allocated to this fund.** Federal regulations prohibit carrying forward a full year's revenue in this fund.



Federal, State and Private Grants

Grant Name	Funding Agency	FY 22 Entitlement / Allocation	FY 23 Entitlement / Allocation	FY 24 Entitlement / Allocation
Title I, Part A	DESE	110,666	108,513	106,068
Title II, Part A: Supporting Effective Instruction	DESE	46,298	44,808	43,482
Title III: English Language Acquisition and Academic Achievement Program for English Learners and Immigrant Children and Youth	DESE	19,350	20,561	21,279
Title IV, Part A: Student Support and Academic Enrichment	DESE	10,000	10,000	10,000
Early Childhood Special Education (ECSE) Program Federal Entitlement Grant	DESE	19,839	20,945	21,121
Individuals with Disabilities Education Act (IDEA) Federal Special Education Entitlement Grant	DESE	709,546	764,323	762,490
METCO	DESE	508,693	510,800	510,800
METCO PAC	DESE	20,158	43,578	22,770
Innovations Pathway Grant	DESE			75,000
Total Continuing Grants		\$ 1,444,550	\$ 1,523,528	\$ 1,573,010
One-Time COVID Related Grants				
American Rescue Plan: Individuals with Disabilities Education Act		144,806		
American Rescue Plan: Individuals with Disabilities Education Act - Early Childhood		13,494		
American Rescue Plan-Homeless Children and Youth II (ESSER III)		2,942		
Elementary and Secondary Schools Emergency Relief Fund (ESSER III)		796,636		
Total One-Time Grant Funds		\$ 957,878	\$ -	\$ -
Total Grants		\$ 2,402,428	\$ 1,523,528	\$ 1,573,010

Grants are to be used to "supplement not supplant" the Department of Education provides specific guidelines and categories that grants may be used for that are above and beyond what is required for the Operating Budget.



Capital Improvement Requests

School	Priority	Item	FY25 Request
Veterans	1	Structural Repair of D Wing	\$ 100,000
Glover	1	Replace LG HVAC Units	\$ 218,000
Village	1	Fire Panel Update	\$ 30,000
MHS	1	Paging System (also controls bells and clocks)	\$ 52,700
Vets	2	Repair vinyl flooring / trip hazards (Cracking at flooring expansion area between school wings)	\$ 43,900
Village	2	Remove delaminated concrete at entrance canopy (falling hazard)	\$ 55,000
Village	2	Replacement of Lunch Tables (20)	\$ 36,000
MHS	2	Turf Field Replacement & Improvements	\$ 200,000
MHS	3	Replacement of Bathroom Partitions	\$ 35,000
Vets	3	Refinishing Gymnasium Floors	\$ 55,000
Vets & Village	4	Noise Absorbing Baffles/Panels	\$ 25,619
Glover	4	Playground poured in place surface and additional play structures	\$ 400,000
Village	5	Small Field House Refurbishment	\$ 10,000
Village	5	Playground Refurbishment	\$ 250,000
Vehicles:		Small School Bus (1)	\$ 114,993
		Student Transportation 7-D Vehicles (1)	\$ 78,365
		Pick Up Truck with Plow (1)	\$ 79,965
		TOTAL	\$ 1,784,542



Athletics - User Fee Analysis & Structure

Currently, 50% of coach stipends are paid by user fees.

1. **With level service funding**
 - a. Would keep 50% of coach stipend pay from user fees
2. **With reduced service funding**
 - a. 100% of coaching stipends would be funded by user fees (student participants)
 - b. Other athletic costs would remain in operating budget

High School		Middle School	
Category	23-24 Rate	Category	23-24 Rate
Athletic Teams/Performing Arts - Unlimited	\$495.00	Interscholastic Sports	\$220.00
High School Clubs	\$140.00	Intramural Sports/Activities	\$140.00
Flag Football - Sr. Girls	\$66.00		



Athletics & Activities User Fees

Revised Option 1

Option 1: Athletics - Flat Fee		Participation
Athletics	Per Student Fee	
HS Athletics (unlimited)	\$ 990	15% Reduction
MS Athletics Fee (unlimited)	\$ 440	15% Reduction
Non-Athletics		
HS Clubs or Flag Football (Unlimited)	\$ 290	
MS Intramural Sports/ Activities (unlimited)	\$ 290	
Elementary Intramural Sports/ Activities (unlimited)	\$ 290	
Family (2 Students)	\$ 1,800	

In Revised Option 1, we have assumed a 15% drop in participation rather than the 35% previously used in the model presented at the SC Budget Workshop on February 28, 2024.



Athletics & Activities User Fees

Revised Option 2

Greater than 50% of students play only one season.

Option 2: Athletics - Season Based Fee		Participation
Athletics	Per Student Fee	
HS - 1st season	\$ 540	0% Reduction
HS - 2nd season	\$ 490	10% Reduction
HS - 3rd season	\$ 440	15% Reduction
MS - 1st season	\$ 260	0% Reduction
MS - 2nd season	\$ 210	10% Reduction
MS - 3rd season	\$ 160	15% Reduction
Non-Athletics		
HS Clubs or Flag Football (Unlimited)	\$ 290	
MS Intramural Sports/ Activities (unlimited)	\$ 290	
Elementary Intramural Sports/ Activities (unlimited)	\$ 290	
Family Cap	\$ 2,060	

In Revised Option 2, we have assumed a 0% reduction in season 1 * 10% in season 2 * 15% in season 3. In the original proposal, the assumptions were 5% for season 1; 15% for season 2; & 25% for season 3.



FY25 Budget Level Comparison

LEVEL SERVICES BUDGET	FY25 LEVEL SERVICES
FY25 Level Services Budget Request	\$47,423,851
FY24 Adopted Budget	\$44,837,273
Change \$	\$2,586,578
FY25 Level Services Budget Increase %	5.77%

REDUCED SERVICES BUDGET	FY25 REDUCED SERVICES
FY25 Reduced Services Budget Request	\$45,592,667
FY24 Adopted Budget	\$44,837,273
Change \$	\$755,394
FY25 Reduced Services Budget Increase %	1.68%



FY25 Priority List - April 1, 2024

Position	School	FTE Change	FY25 Budget	Rationale
Category 1				
Teachers leaders play a critical role as the lead for their Professional Learning Communities, which is the backbone of our MTSS framework.				
Lead Teachers Tutors (2.0)	Glover, Brown, & Village		96,615	
Librarian (0.6)	Village School	2.00	60,049	Replace FY24 Budget cut positions to support interventions
Assistant Principal	MVMS	0.60	42,143	Necessary support of instructional efforts and overall reading in school
Math/ELA tutors (18.5 hrs.)	MVMS	1.00	90,000	Administrator to support safety and Tier 2 behavior support; support instructional leadership
	Brown School	0.62	18,515	Provide critical support for students needing tier 2 academic interventions
Behavioral Interventionist	Glover School	1.00	70,239	Help support students in need of behavior interventions and would work with teachers and counselors
Spanish Teacher (0.4)	MVMS	0.40	28,096	Will help address oversubscribed world language classes, and class size in a couple of very difficult periods
Adjustment Counselor (0.5)	Glover School	0.50	35,120	Provide social and emotional supports for students and work with teachers and counselors
Math/ELA Tutor	Brown School	0.63	18,515	Provide critical support for students needing tier 2 academic interventions
Health Teacher	Village School	1.00	70,239	Health education necessary for young adolescents
Add Assistant Principal	Brown School	1.00	90,000	Administrator to support safety and Tier 2 behavior support; with list of kids check-in/check-out, set up behavior plans, push-in with classroom support
Lunch paras (0.6 = 2 x 0.3)	Village School	0.66	12,307	Needed to supervise for student safety
	Subtotal Category 1		631,838	



FY25 Priority List - April 1, 2024

Position	School	FTE Change	FY25 Budget	Rationale
Category 2				
Building Sub	Glover School	1.00	25,928	Help ensure continuity of teaching and learning when teachers are out
Building Sub	Brown School	1.00	25,928	Help ensure continuity of teaching and learning when teachers are out
Lunch paras (2 positions)	Brown School	0.84	17,049	Supervision of students to ensure safety in the cafeteria and playground
Math Tutor (0.62)	Brown School	0.63	18,515	Provide critical support for students needing tier 2 academic interventions
Intervention Teacher	Village School	1.00	70,239	Lead critical support for students needing tier 2 academic interventions
Building Substitute	MHS	1.00	25,928	Help ensure continuity of teaching and learning when teachers are out
0.5. Asst Director of SS	District	0.50	52,893	Return redistributed tasks to the Student Services Office (management out of district placements, tutoring and supervision/evaluation of Team Chairs)
Clerical Para (0.63)	Village School	0.63	13,275	Safety of school to monitor entrance, visitors, and general operational needs
Tutors (2.0)	Village School	2.00	60,049	Additional new positions to support interventions
Lunch Para	MHS	0.33	6,753	Supervision of students to ensure safety
	Subtotal Category 2		316,557	
Category 3				
School secretary	Brown School	0.50	27,414	Safety of school to monitor entrance, visitors, and general operational needs
EL teacher (0.5)	Brown School	0.50	46,303	provide reading and EL services
Lunch Para (0.4)	Glover School	0.38	8,255	Needed to supervise for student safety
Reading	M/M/S	1.00	70,239	Instruct students in small groups using specific reading strategies and programs
Data & Intervention Coach	MHS	1.00	70,239	Assimilate data into successful Tier 1 & 2 interventions, through the analysis of data.
Registrar	MHS	0.50	27,414	Will run transcripts, NCAA, Education verifications, grading, report cards.
Para	MHS	1.00	31,550	Provide support and supervision for students
	Subtotal Category 3		281,414	
	Total For Category 1, 2, & 3		1,229,809	



FY25 Priority List - April 1, 2024

Positions/Item	Location	FTE	Cost
7-D Driver	District	0.5	23,437
Facilities Staff	District	1	38,177
Facilities Staff	District	1	38,177
Registrar	District	0.25	13,947
Student Activities Clerk	HS	1	49,828
Central Administration Clerk	District	0.8	46,847
Special Ed. Para	Glover	1	21,838
Special Ed. Para	HS	1	21,838
Special Ed Tutor	HS	0.33	10,008
Special Ed Tutor	HS	0.27	8,007
Adjustment Counselor	HS	1	64,593
Reading Teacher	Village	1	96,711
Special Ed Teacher	Village	1	94,326
Special Ed Teacher	HS	1	67,409
Special Ed Teacher	HS	0.4	37,142
Special Ed Teacher	Glover	1	67,409
Extracurricular and Athletic Stipends			281,210
Professional Development			30,380
Instructional Supplies			177,908
Contracted Services			37,000
Equipment Replacement			158,828
Maintenance & Custodial Supplies			42,000
Telephone			6,000
After Dark Program Offering			48,000

*These items are original reductions **not** included in the ranking as budget add backs yet.



Next Steps



Marblehead Public Schools

MISSION * VISION * CORE VALUES

Mission

To foster in all students a passion for learning and to provide safe and nurturing, inclusive school environments in which they can develop the values, knowledge, and skills needed to achieve full potential in their personal, social and work lives to become engaged and contributing members of society.

Vision

To be a model school district, exemplary in its student engagement and academic excellence, in which all students and staff reach their highest potential *in partnership with the community.*

Core Values

Student Achievement: We will provide challenging standards and differentiated instruction to encourage students to excel and become confident, engaged learners who achieve their potential.

Personal Growth: We will provide students with opportunities to grow socially, emotionally, physically and academically, and to be respectful, contributing members of society.

Partnerships and Collaboration: As a shared responsibility, we will foster partnerships among the schools, families, businesses and community at large.

School Culture: We will create an environment of respect and appreciation for individual and cultural differences and instill a passion for responsible social action.

Resources: We will make decisions in the best interests of students' growth, recognizing funding that supports educational excellence and social/emotional well-being.



...A School district, exemplary in its student engagement and academic excellence, in which **THESE** students reach their highest potential in partnership with our community.