

SUPERINTENDENT'S PROPOSED BUDGET

FAIRFIELD PUBLIC SCHOOLS

FISCAL YEAR JULY 1,2024 - JUNE 30,2025

FPS Teamwork

Board Members

Jennifer Jacobsen Board Chair Nick Aysseh Board Vice-Chair Carol Guernsey Board Secretary Jennifer Maxon-Kennelly Board Member Jeff Peterson Board Member Kathryn Anne Flynn Board Member David Krasnoff Board Member Jason Li Board Member Tracey Rinaldi Board Member

Administration & Executive Directors

Michael J. Testani Superintendent of Schools

Dr. Zakia Parrish Deputy Superintendent Dr. James Zavodjancik Chief Academic Officer Dr. Nicole Danishevsky Executive Director of K-12 Mathematics and STEM Janine Goss Executive Director of PK-12 Literacy Courtney LeBorious Chief Financial Officer Kanicka Ingram Executive Director of Human Resources, Title IX Coordinator Robert Mancusi Executive Director of Special Education and Student Services Angelus Papageorge Executive Director of Operations

Directors

Nancy Byrnes Director of Information Technology Rachael Chappa Director of Communications Sal Morabito Director of Construction & Energy Management



Agenda

- FPS Mission
- Budget Summary
- Major Budget Drivers
- Enrollment and Staff Changes
- Accomplishments





FPS Mission

The mission of the Fairfield Public Schools, in partnership with families and community, is to ensure that every student acquires the knowledge and skills needed to be a lifelong learner, responsible citizen, and successful participant in an everchanging global society through a comprehensive educational program.



Section 1 Budget Summary





Budget Executive Summary

The 24-25 Budget reflects a continued commitment to excellence in education while responsibly addressing the financial realities facing our district.

This budget, totaling \$221,722,000, presents a 5.50% increase over the previous year's budget.

The increase is primarily due to fulfilling contractual obligations related to staffing, benefits, facility maintenance, and mandated special education services, accounting for 4.46% + 0.45% of the total increase.

Our approach has been to carefully balance these requirements adjusting other allocations and implementing cost reductions where feasible.



2024-2025

Superintendent's Proposed Budget

+ 5.50%

For a total of \$221,722,000



Budget Overview The 5.50% Increase:

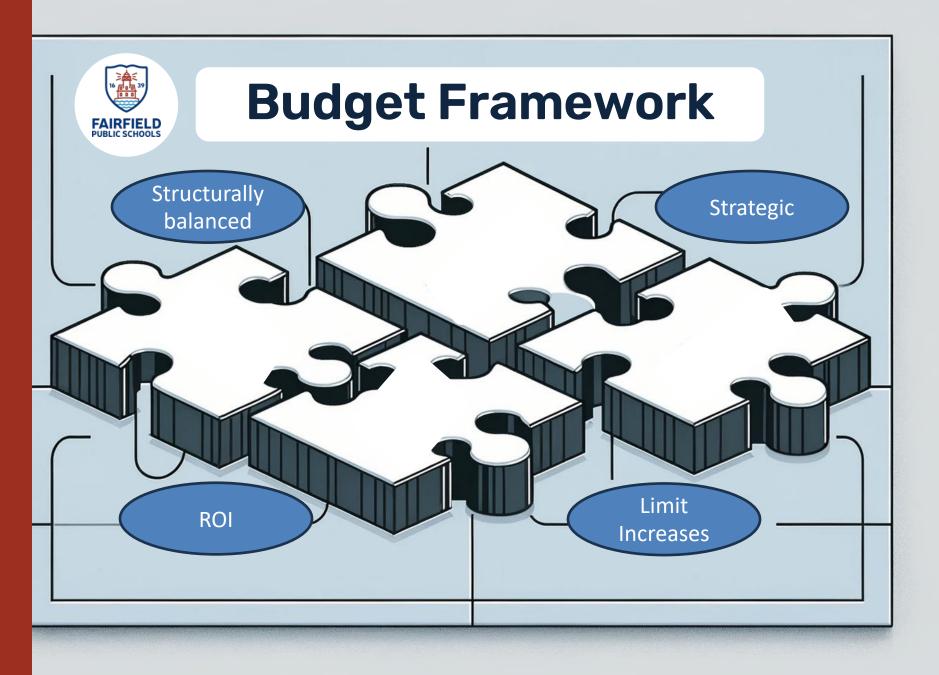
- Fund Increases to Teachers' Contract
- Respond to increased needs from current year enrollment
- Maintain class sizes and excellent district leadership
- Balance with offsetting adjustments & enhanced in-house programming





Looking Toward The Future

- O Targets funds effectively
- O Builds on existing strengths
- Leverages in-district programming to better serve our students
- Identifies multiyear opportunities for technology, facility, and equipment upgrade cycles



2024-25 Budget by Category

	(CATEGORY	23-24 BUD FTE'S	23-24 MOD FTE'S	24-25 PROP FTE'S	22-23 BUDGET	22-23 EXP	23-24 BUDGET	23-24 EST.	24-25 SUPT PROP	BUDGET +/-	% CHANGE	INCR AS % TOT BUD
	1	STAFF SALARIES	1,496.15	1,522.10	1,536.60	121,808,303	120,084,932	127,580,467	127,399,624	135,567,432	7,986,966	6.26%	3.80%
	2	BENEFITS	0.00	0.00	0.00	34,737,581	33,758,231	36,584,767	36,584,767	38,912,291	2,327,524	6.36%	1.11%
	3	INSTRUCTIONAL SRVCS	0.00	0.00	0.00	7,145,750	7,084,967	6,343,898	6,501,531	6,974,319	630,421	9.94%	0.30%
	4	CONTRACTED SERVICES	0.00	0.00	0.00	1,833,027	1,915 <mark>,</mark> 823	1,656,307	1,618,401	1,708,799	52,492	3.17%	0.02%
	5	TRANSPORTATION	0.00	0.00	0.00	10,366,029	9,316,962	10,423,919	10,362,419	10,719,997	296,078	2.84%	0.14%
	6	TUITION	0.00	0.00	0.00	8,725,562	8,963,638	9,348,085	9,348,085	9,516,329	168,244	1.80%	0.08%
	7	OTHER PURCH SRVCS	0.00	0.00	0.00	1,457,089	1,117,493	1,409,403	1,439,556	1,732,591	323,188	22.93%	0.15%
	8	SUPPLIES/TEXTS/MATRLS	0.00	0.00	0.00	2,491,124	3,731,237	2,678,456	2,665,367	2,870,146	191,689	7.16%	0.09%
	9	OPER & MAINT /BLDGS	0.00	0.00	0.00	11,775,824	13,169,879	12,226,867	12,328,759	12,173,026	(53,841)	-0.44%	-0.03%
	10	CAPITAL	0.00	0.00	0.00	2,071,338	3,107,145	1,822,243	1,825,889	1,453,868	(368,376)	-20.22%	-0.18%
	11	DUES AND FEES	0.00	0.00	0.00	79,928	80,699	89,033	89,048	93,203	4,170	4.68%	0.00%
]	GRA	ND TOTAL	1,496.15	1,522.10	1,536.60	202,491,554	202,331,007	210,163,445	210,163,445	221,722,000	11,558,555	5.50%	5.50%

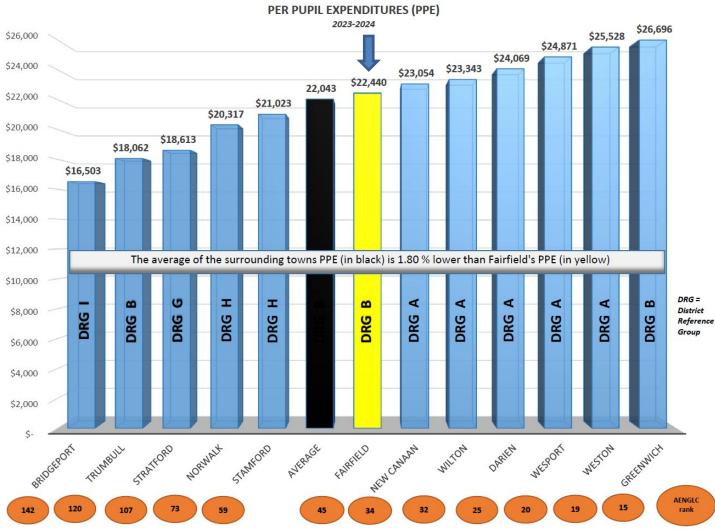


Per Pupil Spend of Neighboring Districts





Maintains student investment while being fiscally responsible



Section 2 Major Budget Drivers



			l	Budget By O	bject Code
				\$ (+/-)	% of Total
	1	Staff Salaries	\$	7,986,966	3.80%
	2	Benefits	\$	2,327,524	1.11%
	5	Transportation	\$	296,078	0.14%
	9	Maintenance of Plant	\$	256,152	0.12%
	9	Operations & Maint/ Utilities	\$	(346,972)	-0.17%
		Budget Drivers - General			<u>5.01%</u>
	3	Pupil Personnel Services	\$	636,669	0.30%
	6	Special Education Tuition	\$	235,661	0.11%
	7	Other Purchased Srvcs - PPS/SPED	\$	74,190	0.04%
		Budget Drivers - SPED/PPS			<u>0.45%</u>



Major Budget Drivers



3	Instructional Services	\$	(6,248)	0.00%
6	Gen Ed Tuition	\$	(67,417)	-0.03%
7	Other Purchased Services - Instruct	\$	254,213	0.12%
8	Instructional Supplies/Mtrls	\$	191,689	0.09%
9	Maintenance - Tech/Instruct	\$	36,979	0.02%
10	IT equipment replacement	\$	(437,472)	-0.21%
	Instruction and Tech Equip/Supplies			<u>-0.01%</u>
4	Contracted Services	\$	52,492	0.02%
7	Other Purchased Services	\$	(5,215)	0.00%
10	Capital	\$	69,096	0.03%
11	Dues and Fees	\$	4,170	0.00%
	Other Changes			<u>0.05%</u>
	<u>Total</u>	<u></u> \$1	1,558,555	<u>5.50</u> %



Budget Details

		Budget By	Category	
		\$ (+/-)	% of Total	
Teacher's contract	\$	4,007,400	1.91%	
Non Cert Carry Forward (contracts)	\$	1,486,434	0.71%	
Enrollment Adjustment/ Current Yr.	\$	1,726,772	0.82%	
Benefits	\$	2,327,524	1.11%	
Transportation	\$	296,078	0.14%	
Maintenance of Plant	\$	256,152	0.12%	
Utilities	\$	(346,972)	-0.17%	
Contracts			<u>4.64%</u>	
Pupil Personnel - Tuition & Srvcs	\$	946,520	<u>0.45%</u>	
Instructional Priorities (ECC Expansion, Restore Gr 6 teams, ASL, Data Assess Coord, Scl Counselor)	\$	657,589	0.31%	
CSDE Right to Read (HMH Into Reading, Implementation Guides, Curric. Devel., Tiered Intervention)	\$	454,900	0.22%	
Security	\$	108,771	0.05%	
Leadership Training	\$	125,000	0.06%	
Equipment & Supplies (ECC classroom, school based and music equipment replacement)	\$	89,539	0.04%	
Technology equip replacement	\$	(437,472)	-0.21%	
Voag/Vocational Tuition per Legislature	\$	(67,417)	-0.03%	
Instructional and Other			<u>0.44%</u>	
Security Contract	\$	(72,263)	<u>-0.03%</u>	
Total	\$ ′	11,558,555	<u>5.50</u> %	

Salary & Benefits						
24-25 Request	\$	174,479,723				
24-25 Proposed FTE		1,536.60				
Difference	\$	10,314,490				
89% of the Budg	et l	Request				

What's driving the budget increase?

4.91% of the 5.50% of the overall budget increase is: Teacher compensation, Contract obligations, and Mandated Staffing



Teachers' Contracts \$4 million(1.91% of the increase)Non-Certified Contracts \$1.5 million(0.71% of the increase)Enrollment & New Staff \$1.7 million(0.82% of the increase)Insurance \$2.3 million(0.90% of the increase)

Pupil Personnel	Srvs	/ SPED				
24-25 Request	\$	15,156,340				
Differerence		946,520.00				
8% of the Budget Request						

What's driving the budget increase?

0.45% of the 5.50% budget increase is: Special Education and related services



Certified Group Compensation

Key Points

- 1. \$4,007,400 for wage increases for teachers (*pending approval of the town RTM*)
- 2. + 4.58% on average for compensation for FEA staff

Impacts Major Category – 103 and 105 Certified Staff and Certified Support Staff

The settlement reduced the number of Steps in the schedule		This makes Fairfield's compensation more competitive with the other districts in Fairfield County.
	It lessens the gap for advancement at the high end of the pay scale	



Instructional Leadership

Key Points

- 1. \$25,839 and -0.2 FTE resulting in 3 new administrative roles
- Converts 5 Coordinators (full-time teachers with release time) and 2
 Department Liaisons (full-time teachers with additional stipend) into 3
 administrative roles:
 - Director World Languages and English Language Learning (ELL),
 - Director Fine Arts, and
 - Director of Health/Physical Education (PE)

FAIRFIELD

Impacts Major Category – 101 and 105 Certified Staff and School Administration

In converting these positions to administrative roles, the following can occur with supervisory decision-making including:

> Curriculum, instructional practices and program development, hiring, budgeting, supervision/evaluation, and district curriculum alignment and implementation.

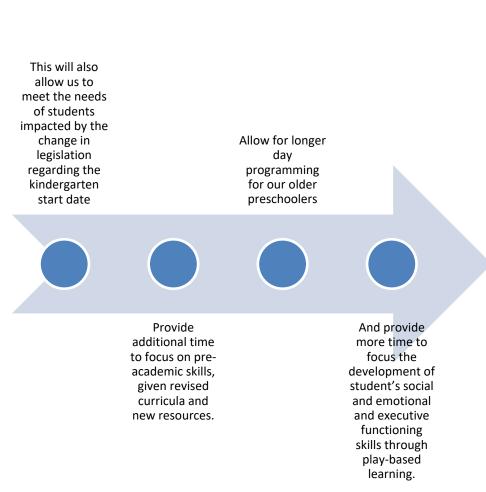
Early Childhood (ECC) Expansion

Key Points

- \$188,000 and 3.2 FTEs to expand ECC programming with 3 additional classrooms and 1 additional site
 - In addition to four-year-old classes, ECC Warde will offer 3 classrooms for split session programming (a.m. 3's and p.m. mixed age classes) and ECC-Stratfield will offer 2 split session classrooms (a.m. 3's and p.m. mixed age classes).
- The expansion will also focus on maintaining as close to a 50/50 ratio of students with disabilities to nondisabled peers across all preschool classrooms.
- 3. New ECC programming will include the expansion of 2 4-year-old classrooms to a third site as well as two four-year-old classrooms, each at ECC-Warde and ECC-Stratfield.



Impacts Major Category – 101 Certified Staff and 501 Equipment



Restore 3 Grade 6 Teams

Key Points

- \$375,000 and 4.0 FTE to restore three full teams in Grade 6 at both RLMS and FWMS.
- The restoration of the teams will enable specialization in subject matter areas, which is ideal for teaching and learning

The additional of the teams will enhance Support the teaming model of collaboration, planning and subject matter expertise, and collaboration smooth during the critical middle school functioning across departments and years impacting all classrooms students Allow more seamless integration across multiple counselors, crews, and SRBI information.

Impacts Major Category – 101 Certified Staff







Sustained Investment

American Sign Language Teacher

• Expand the ASL program in our high school world languages program.

Security and Safety Measures

 Additional in-house security staff to respond to the evolving challenges in maintaining a safe learning environment.

Professional Development

 Recognizing the importance of continuous learning for our educators, we have allocated funds for professional development, focusing on Leadership Training. Investments in initiatives like "Move This World"

 targeted support for underserved students, and DEIB training. These efforts are critical for fostering an inclusive environment for all learners.





Buildings and Infrastructure

A portion of the budget is dedicated to maintaining and upgrading our school facilities, ensuring they remain safe and conducive to learning.

This includes compliance with Indoor Air Quality (IAQ) mandates and other necessary improvements.

We also have funds in the budget to continue security upgrades at FLHS and FWHS, as well as a baseball and backstop and dugout improvement at FWHS.









CSDE Right to Read

Phase II implementation of a state-mandated reading program for a vertically aligned, culturally responsive PK-12 curricula



Maintain Class Size

Maintain class size at optimal levels



Quality Instruction

Instructional materials, technology equipment replacement

Targeted Offsets

Using a multi-year strategy provides opportunity for a realistic assessment of needs for

• technology, school-based equipment, and facilityrelated maintenance projects Using a comprehensive approach, we limit redundancy in schoolbased purchases

What does this mean?

•A reduced ask for the current year. We monitor transportation and utility trends to ensure that our preplanned multi-year needs are met by purchasing needed items at year-end

What does this mean?

- •Adjustments to purchase in scale for reading materials or science equipment.
- Avoiding multiple purchases for such items as instructional software
- •A reduction in copier usage with print management

Serving Our Students In-district

Specialized Program	Students	SpEd Teachers	Social Wrkrs/ Psych	Ed Trainers	Paras	Avg. Outplacement \$119, 876	Est. In-District Cost \$51,955	Cost Avoidance \$67,921
CLC-ECC Warde/Stratfield	18	2	0	5	6	\$2.24	\$0.96	\$1.28
CLC-Burr	18	2	0	2	11	\$2.24	\$1.06	\$1.17
CLC-Mill Hill	16	3	0	2	8	\$1.99	\$0.99	\$0.99
CLC-Fairfield Warde H.S.	15	2	0	3	7	\$1.86	\$0.88	\$0.98
CLC-Fairfield Ludlowe H.S.	18	2	0	2	17	\$2.24	\$1.40	\$0.84
CLC-Fairfield Woods M.S.	6	1	0	2	2	\$0.75	\$0.38	\$0.37
CLC-Jennings	18	2	0	2	11	\$2.24	\$1.06	\$1.17
CLC-Roger Ludlowe M.S.	8	1	0	2	3	\$0.99	\$0.44	\$0.55
CLC-Tomlinson	8	1	0	1	6	\$0.99	\$0.55	\$0.44
CLC-Osborn Hill	17	2	0	2	10	\$2.11	\$1.00	\$1.11
TLC-Riverfield	7	1	1	0	3	\$0.87	\$0.44	\$0.43
TRS-Tomlinson	8	1	1	0	3	\$0.99	\$0.45	\$0.55
IMPACT-Fairfield Ludlowe H.S.	17	1	2	0	0	\$2.11	\$0.45	\$1.66
IMPACT-Fairfield Warde H.S.	16	1	2	0	0	\$1.99	\$0.44	\$1.55
IMPACT-Water Fitzgerald Campus	13	1	1	1	0	\$1.61	\$0.41	\$1.21
CPP Community Partnership	22	2	1	1	9	\$2.73	\$1.11	\$1.62
Early Literacy Academy- McKinley	19	3	0	0	4	\$1.30	\$0.66	\$0.64
	244	28	8	25	100	\$29.25	\$12.68	\$16.57

^ENROLMENT NUMBERS AS OF 11/28/2023



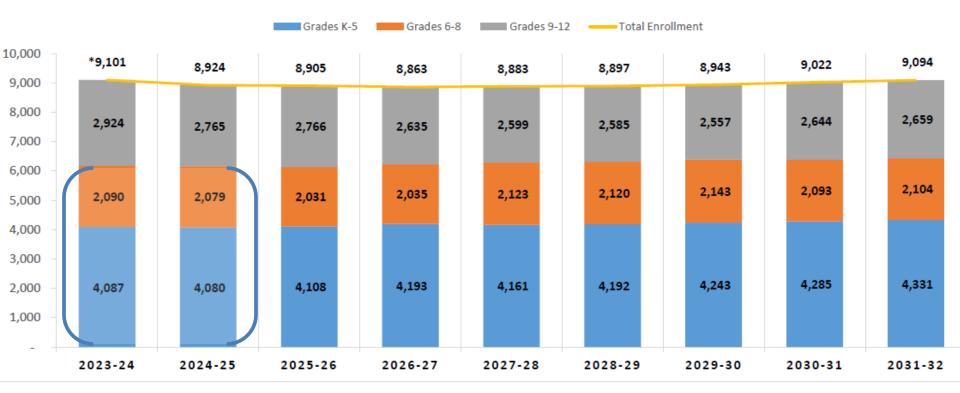
Cost avoidance of >\$16m

Section 3 Enrollment Projections and Staff Changes



Enrollment Projections K-12 2023-32

The budget reflects a slight increase in teachers for K-5 sections despite relatively flat total enrollment given the location of the +/-. This meets the board-mandated requirements for elementary class size.



Sources:

Enrollment Projections (2024-2025) provided by SLAM - October 2023 Enrollment Projections (2026-2032) provided by SLAM - June 28, 2022 *Actual Enrollment as of Oct 1, 2023 (does not include Prek)

Enrollment projections (2024-2025) (October 2023) Enrollment projections (2026-2032) (June 2022)

	Current Yr/ Enroll	BOE	Budget to Budget
Certified and Cer	ified Support (1	101, 103)	
Elementary			
General Instruction, Gr K-5	2.60	2.00	4.60
Steam	0.80	-	0.80
MLL	0.90	-	0.90
Art (K-12)	0.70	-	0.70
Health/PE (PK-12)	0.20	-	0.20
Mathematics (K-12)	0.40	-	0.40
Music (K-12)	(0.20)	-	(0.20
Reading/Lang. Arts (PK-12)	0.50	-	0.50
b , b , (),	5.90	2.00	7.90
Middle School			
General Instruction	0.10	4.00	4.10
Music - Strings	0.40	-	0.40
	0.50	4.00	4.50
High School			
American Sign Language	(1.00)	1.00	-
English	-	0.50	0.50
Part time Coordinators	-	(3.20)	(3.20
Family Consumer Science	0.10	-	0.10
Mathematics	1.00	-	1.00
Science (7-12)	0.60	-	0.60
	0.70	(1.70)	(1.00
Special Ed			
ECC - Classroom & Specials	-	3.20	3.20
CLC	2.00	-	2.00
Speech & Language	3.00	-	3.00
	5.00	3.20	8.20
WFC			
Alternative Education	(0.18)	-	(0.18
	<u>(0.18)</u>		(0.18
Certified Support			
Guidance FWHS	0.60	-	0.60
Psych/Counseling	0.20	-	0.20
Social Worker (HS)	2.60	-	2.60
Data and Assessment Coordinator	-	1.00	1.00
Family & Community Liasion	0.40	-	0.40
	3.80	1.00	4.80
Subototal	15.73	8.50	24.23

	Current Yr/ Enroll	BOE	Budget to Budget		
School Adn	ninistration (10	5)			
Program Director - K-5 SPED	1.00	-	1.00		
Program Directors (WL, Arts, PE)	-	3.00	3.00		
	1.00	3.00	4.00		
Support Staff	Support Staff Non Certified (121)				
Board Certified Behavorial Analyst	1.00	-	1.00		
American Sign Lang. Non Cert	0.60	-	0.60		
Restorative Practice Specialist	1.00	-	1.00		
Family & Community Liasion	(1.00)	-	(1.00)		
Finance Support (Transport Sec)	1.00	-	1.00		
Transportation Supervisor	0.90	-	0.90		
Security	-	3.00	3.00		
	3.50	3.00	6.50		
Paraprofessional Sta	aff / SE Trainer	s (113, 125)			
SE Trainer	(1.00)		(1.00)		
General Instruction	1.60	-	1.60		
Special Education Para	6.00	-	6.00		
	6.60		6.60		
Other Central	Admin (109,111	l,117)			
Communications Director	0.13	-	0.13		
Transportation Supervisor	(0.90)	-	(0.90)		
Legal Services	(0.60)	-	(0.60)		
Clerical Staff	0.50	-	0.50		
Transportation Secretary	(1.00)	-	(1.00)		
Maintenance	1.00	-	1.00		
	<u>(0.88)</u>		(0.88)		
Subototal	10.23	6.00	16.23		
TOTAL STAFFING CHANGES	25.95	14.50	40.45		

Staffing Changes



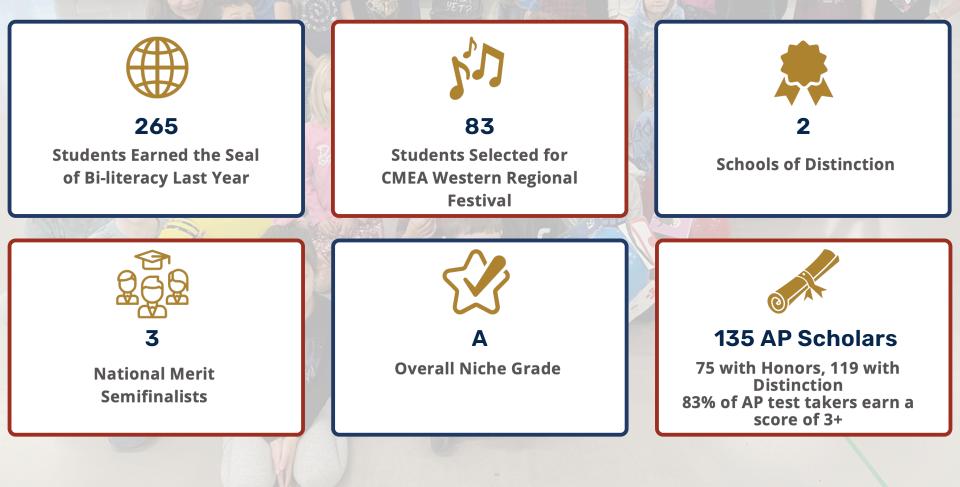


Section 4 Celebrations

Reaching For The Stars

E C EXIT

FPS Student Achievements & Honors



Vision of a Graduate

Rigorous College Preparatory Courses

Over 91% of Students Participate in Post Secondary Education

Early College Experiences - University of Connecticut, Sacred Heart, Norwalk Community College, University of Bridgeport & Quinnipiac University

2023 Graduates Accepted to Over 145 Universities/Colleges

High School Students Engage in a Variety of Art, Drama and Music Programs

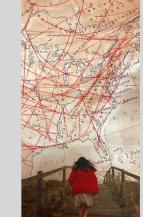
Warde and Ludlowe Students Participate in Varsity Athletic Teams and Sub Varsity Athletic Teams





FPS Artists At Work















- FPS received the Congressional Art Award for District 4
- Sixteen students passed rigorous AP art exams
- Nineteen FPS students were named Scholastic Art Award winners
- Art students from across the district participate in community outreach projects through murals, exhibitions and partnerships with local organizations
- An estimated 1,000 visitors attended the annual town-wide student art show last spring
- Collaborative field trips to the Bronx Zoo for FPS high school art students

Inspiring Musical Performances

Sold-out performances to annual high school holiday concerts and articulation performances for all FPS Grade 5 and Grade 8 students

Annual Veterans Day concerts recognizing local service members

Performances throughout the year in collaboration with the Town

Participation by all middle and high school band students in Fairfield's yearly Memorial Day Parade

Students participate in theater productions throughout the year





Accomplishments & Achievements

Recipient of "Best Communities for Music Education" award - top 5% of music education programs in the country

Eighty-three students selected by audition to participate in the high school Western Regional Festival

Eighty-six middle school choir students participating in a collaborative performance with Boston Children's Chorus

Thirty middle school students selected by audition to participate in the Western Regional Festival

Annual Town-wide music festival uniting musicians from every school in the district to perform in a combined concert

Next Steps

Public Meetings for Budget Details

- Tuesday, 1/16
- Tuesday, 1/23
- Tuesday, 1/25

PTA Brown Bag Lunch

• Thursday, 1/18 at 11:00am

Present to Town

• BOS, BOF, and RTM (dates TBD)

APPENDIX

Fairfield Public Schools FY2024-2025 Budget

OUTPLACED / IN DISTRICT COST COMPARISON SUMMARY SHEET - Average cost of PPT Outplacements

Average outplacement **Summary**

See slide 6: Cost avoidance Used to demonstrate cost of in-house programming

		CLC Students		
Outplacement	Students	CLC Statents		
Meliora	1	This category includes outplacements in which FPS currently has		\$233,000
Benhaven	2	placed or has had placed students in the past 2 school years;		\$163,000
ASPIRE	1	utilization will continue in the future if determined appropriate by		\$134,000
Hubbard Day	1	the PPT. Students enrolled in our in-district CLC programs are		\$169,000
Speech Academy	3	placed through the PPT process in one of these schools listed if		\$105,000
St. Vincent's	2	student needs exceed that which can be addressed in a public school		\$120,000
Milestones	0	setting.		\$158,807
		Av	/g.	\$154,687
		TLC/TRS/IMPACT Students	-	
CES	4			\$82,697
Grove	4	This category includes outplacements in which PFS currently has		\$162,300
SPIRE	9	students placed through the PPT process. Students enrollend in		\$93,850
Норе	6	these placements generally have significant mental health, social,		\$100,000
ACES	1	emotional, and behavioral needs that may require therapeutic day		\$167,463
Westport Day	4	or residential programming. Students recommended for		\$93,000
Glenholm	3	outplacement to one of the listed locations in this category may also		\$183,500
Pinnacle	4	have been enrolled in one of FPS' in-district, social-emotional		\$114,500
Cedarhurst	6	programs or our alternative high school at Walter Fitzgerald		\$83,000
Woodhouse	3	Campus. These students may require more intensive mental health		\$85,130
B&G Village	4	and social-emotional support than can be provided in a public school setting.		\$108,650
Wellspring	1	setting.		\$254,526
1 0		Av	ıg.	\$127,385
		CPP Students	•	
St. Catherine's	1	This category includes outplacements in which FPS has or had placed		\$115,433
CT Transitions	0	students; utilization will continue in the future if determined appropriate	2	\$91,800
Mitchell- Thames	0	by the PPT. Students enrolled in placements within this category require		\$58,910
CES RISE	0	and are eligible for post-secondary education, employment, and/or	-	\$37,853
CES TLC	0	independent living support beyond the traditional 4 years of high school.		\$91,372
		Students placed through the PPT process may be eligible for SPED and		
		related services through the end of the school year in which they turn 22	2	
		years of age.		
		Av	/g.	\$79,074
		Early Literacy Academy Students		
The Southport Sc	ł 8	This category includes non-PPT placements for students with dyslexia		\$69,500
Villa Maria	1	and/or significant language based learning disabilities.		\$67,500
		Av	vg.	\$68,500

^Enrollment as of 11/28/2023