

# **NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT**

**Superintendent's Budget Recommendation to the  
School Committee  
FY2025 Budget**

# Focus of FY2025

To present a transparent and responsible budget that will meet the needs of the students and staff of NMRSD. This year, we accomplished this through a series of budget summits between district and town leadership. The process began in August and continued throughout the fall.

# FY2025 Budget Timeline

- Budget Meetings with Town Administration August, October, November, & December
- Requested budgets received from departments November 15
- Governor's Budget proposal released with MLC (Minimum Local Contribution) and Foundation Enrollment January 24, 2024
- Public Hearing on FY25 Budget - February 8 (snow date Feb 12)
- School Committee Budget Adoption: 3/14/24 (snow date March 18)
- Town Meetings: Ashby May 4, Pepperell March 18 AND May 6, Townsend May 7

# Potential Budget Adjustments

- **Regular Transportation** - Contract expiring 6/30/24 (after 5 year contract), bidding is currently in process for FY25 (3 year contract with 2 optional years)
- **Active Employee Health Insurance** - Waiting for new rates as our cooperative purchasing group has voted to cease operations effective 6/30/24
- **Retiree Health Insurance** - GIC Assessment should be available by mid February
- **Collective Bargaining** - All unit contracts - Teachers, Paraprofessionals, Nurses, Custodians and Secretaries will be expiring on 6/30/24
- **Salaries / new positions** - It has become more difficult to find quality staff and finding staff may take us outside of our “desired salary range” for some positions, in addition, a number of ESSER positions and increases in elementary class size have resulted in a much higher increase in FTE positions for FY25
- **Enrollments** - Actual numbers are fluid (projected K enrollment, Homeschool returns, move-ins, DCF placements, etc.)

# Potential Budget Adjustments (Cont)

- **Special Education Tuition** - Increase in the number of referrals for evaluations and eligibility, particularly at lower grade levels for students impacted by interrupted and incomplete learning due to the pandemic. Out of District rates are not determined yet.
- Property and Workers Compensation insurances
- Elementary School enrollment levels (especially Kindergarten)
- Legislature makes revenue changes i.e. increase in transportation reimbursement, chapter 70 or other funding

# Other Causes for Increases

New students, state mandates, influx of PreK students who are special education eligible, increase in special education population, and social-emotional student needs, ESSER grant ending and district class size policy. This has led the district to respond by:

- Hiring additional content area teachers or paraprofessionals to maintain compliance with class size policy;
- Hiring additional counseling staff to support students;
- Hiring English Language teachers per the DESE (mandate);
- Hiring additional special education teachers, paraprofessionals, behavior technicians, and service providers to support our students and to maintain compliance with Individualized Education Plans.

Result is an increase of 26.6 additional staff over what was budgeted in FY2024.

# 2022 Per Pupil Cost

<b>North Middlesex Regional School District (7 - 2994)</b>	<b>\$18,599</b>
Groton Dunstable Regional School District (5 - 2305)	\$19,392
Danvers Public Schools (7 - 3217)	\$19,422
Billerica Public Schools (8 - 4,734)	\$19,709
Pentucket Regional School District (6 - 2,210)	\$18,725
Norton Public Schools (5 - 2406)	\$18,998
State Average Cost	\$20,134

- NMRSD 2022 per pupil cost is \$1,535 per student below the state average.
- The NMRSD is assessed slightly over a million dollars for students who opt to attend charter schools. This is a direct offset to the Chapter 70 state funding that is received.
- A key reason that NMRSD per pupil cost is higher than some of of comparable districts is the number of buildings the district utilizes.

# Overall Budget Picture

The FY2025 budget represents a 6.79% increase over FY2024:

- An increase of \$4,304,818 to \$67,717,155
- A total change of 26.60 FTE over FY2024. A total of 473 FTE for FY2025 general fund budget.



# The Breakdown...

The 6.79% increase comes from the following changes:

Increases		Decreases	
Salary, Contractual Obligations & Benefits	5.50%	Special Ed tuition (use more CB)	-0.08%
Transportation Increases (pending contract renewal)	0.57%	Debt Service	-0.16%
Insurance, Legal, Other Insurance	0.30%		
Special Ed Contractual Svcs	0.19%		
Facilities & Building Expenses (no staff) & Utilities	0.14%		
Middlesex Retirement Assessment	0.11%		
Athletics, Technology, Substitutes, Other	0.22%		

# Staffing Changes

## ESSER Positions:

- Grant manager/admin support 0.50 FTE
- Secretary 0.25 FTE
- AES Teacher 1.0 FTE
- VBES Teacher 1.0 FTE
- Para 6.0 FTE
- SECC Teacher 1.0 FTE
- Behavior Technicians 2.0 FTE

## Additions in FY24:

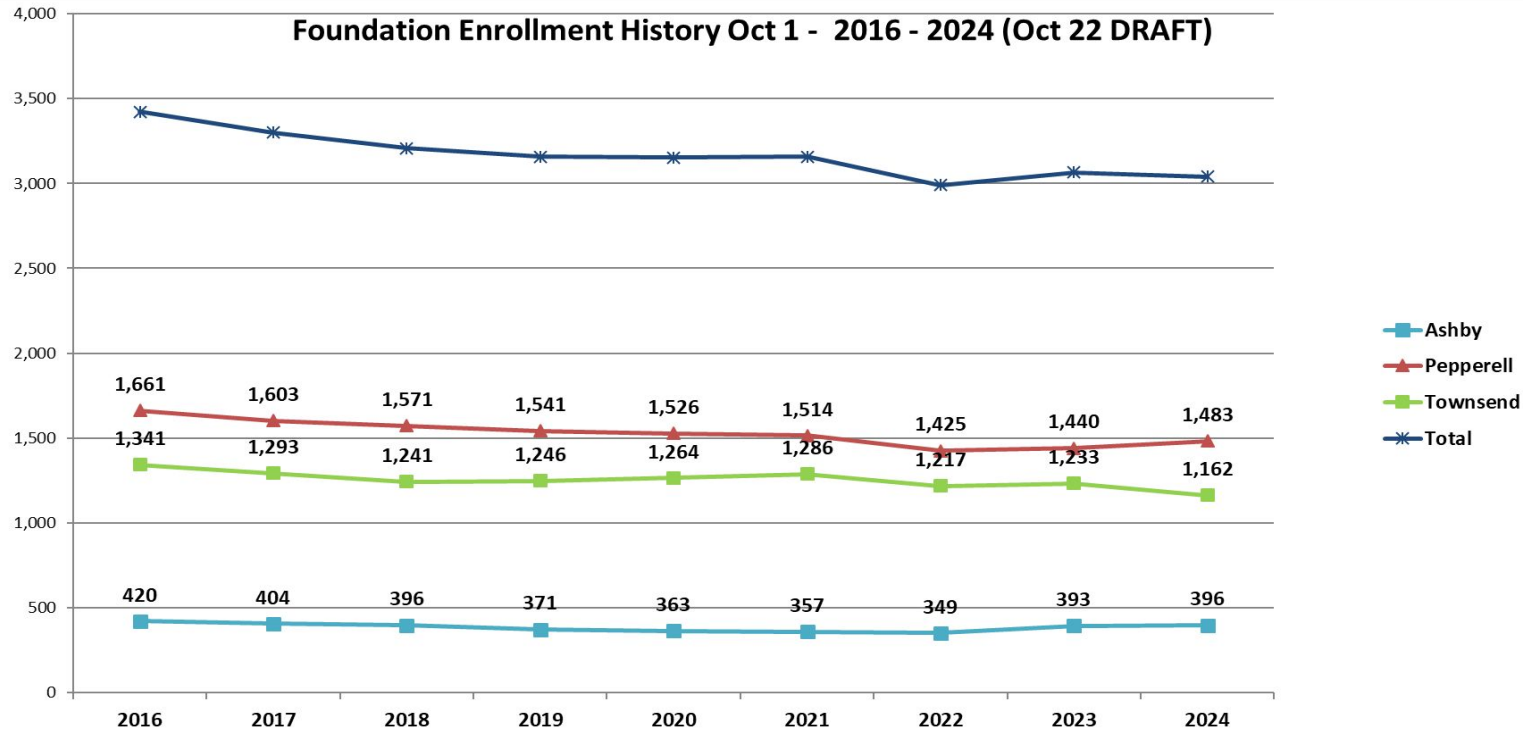
- VBES Teacher 1.0 FTE
- VBES Inclusion Teacher 1.0 FTE
- HBMS Inclusion Teacher 1.0 FTE
- HS Special Education Teacher 1.0 FTE
- NMS Teacher 1.0 FTE
- DW Paraprofessionals 1.0 FTE
- Medical Therapeutic 1.0 FTE
- ELL Specialist Staff 0.60 FTE
- Custodian SMS, HB, HS 1.5 FTE
- Admin Curriculum Director (-1.0 FTE)
- AES Library Media reduction (0.25 FTE)

## FY25 Requests

- NMS - Theater teacher 0.5 FTE
- NMS - Counselor 1.0 FTE
- HBMS - Theater Teacher 0.5 FTE
- DWS - Middle School Autism Pgm. 2.0 FTE
- Athletics - Athletic Trainer full time 1.0 FTE  
(was stipend)
- Technology - Technician 1.0 FTE (not funded in FY25)

Total Staff 26.60

# Historical Enrollment Projections



# Foundation Enrollment

FY 2024			FY2025		
▪ Ashby	398	12.86%	Ashby	406	13.11%
▪ Pepperell	1,512	48.84%	Pepperell	1,494	48.24%
▪ Townsend	1,186	38.30%	Townsend	1,197	38.65%
<b>Total:</b>	<b>3,096</b>		<b>Total:</b>	<b>3,097</b>	

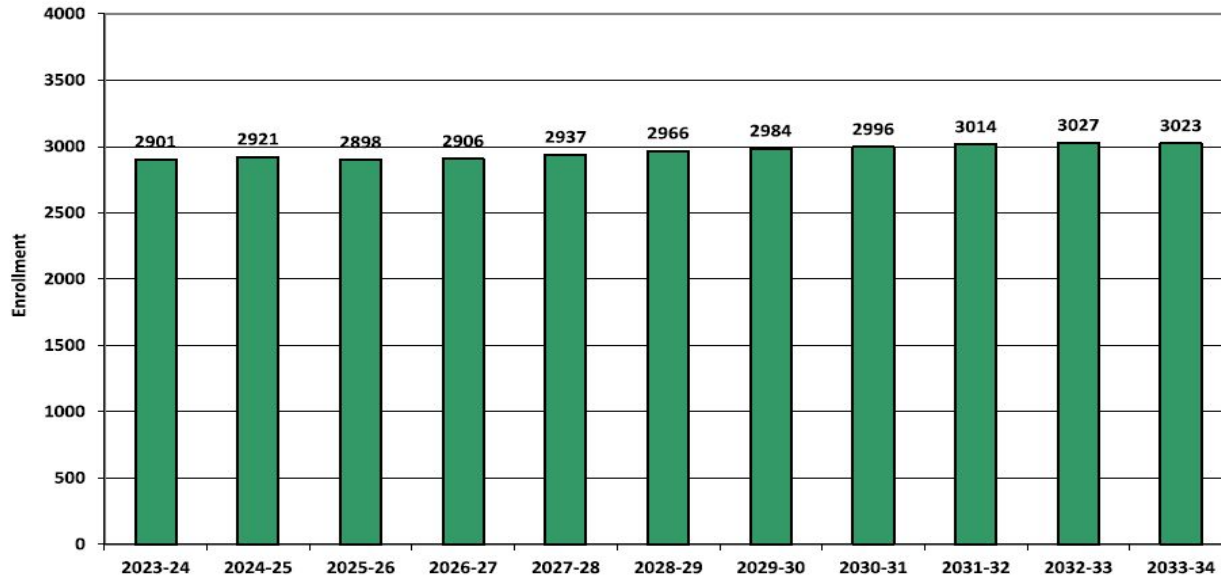
(Increase of 1 student overall)

**Shift in District Enrollment**

- Ashby - Increase of 8 Students 0.25% apportionment increase
- Pepperell - Decrease of 18 Students -0.60% apportionment decrease
- Townsend - Increase of 11 students 0.35% apportionment increase


Foundation enrollment relies on the student count that the district is financially responsible for on October 1<sup>st</sup> of any given year


Grades K-12, School Years 2023-24 to 2033-34



# Revenue

## State & District \*Governor's Budget\*

	FY23	FY24	FY25	Change	Percent
STATE AID REVENUE	Adopted	Adopted 4-21-23	Draft	FY24 to FY25	FY24 to FY25
Chapter 70 Aid	20,666,873	20,852,633	20,945,543	92,910	0.45%
Chapter 71 Transp. Aid/McKinney Vento	1,107,417	1,357,584	1,293,919	-63,665	-4.69%
Charter Reimbursement	134,829	377,897	325,661	-52,236	-13.82%
<b>Total State Aid Revenue</b>	21,909,119	22,588,114	22,565,123	 -22,991	-0.10%

	FY23	FY24	FY25	Change	Percent
DISTRICT REVENUE	Adopted	Adopted 4-21-23	Draft	FY24 to FY25	FY24 to FY25
Excess & Deficiency (E&D)	2,645,000	2,045,000	2,045,000	0	0.00%
Medicaid Reimbursement	220,000	310,000	350,000	40,000	12.90%
School Choice	500,000	500,000	450,000	-50,000	-10.00%
Investment Income	20,000	45,000	160,000	115,000	255.56%
<b>Total District Revenue</b>	3,385,000	2,900,000	3,005,000	 105,000	3.62%

# Revenue Town Operating Assessment Calculations

<b>LOCAL REVENUE</b>	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>	<b>Change</b>	<b>Percent</b>
<b>Minimum Local Contribution</b>	<b>Adopted</b>	<b>Adopted 4-21-23</b>	<b>Draft</b>	<b>FY24 to FY25</b>	<b>FY24 to FY25</b>
Ashby	2,511,041	2,618,646	2,832,172	213,526	8.15%
Pepperell	10,639,877	11,129,499	11,651,156	521,657	4.69%
Townsend	7,498,537	7,634,328	7,876,392	242,064	3.17%
<b>Total Minimum Contribution</b>	20,649,455	21,382,473	22,359,720	977,247	4.57%

	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>	<b>Change</b>	<b>Percent</b>
<b>Above Minimum Local Contribution</b>	<b>Adopted</b>	<b>Adopted 4-21-23</b>	<b>Draft</b>	<b>FY24 to FY25</b>	<b>FY24 to FY25</b>
Ashby	1,072,926	1,230,323	1,635,131	404,808	32.90%
Pepperell	3,931,333	4,673,990	6,016,958	1,342,968	28.73%
Townsend	3,366,204	3,666,238	4,820,816	1,154,578	31.49%
<b>Total Above Minimum Contribution</b>	8,370,463	9,570,551	12,472,905	2,902,354	30.33%

	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>	<b>Change</b>	<b>Percent</b>
<b>Total Operating Assessment</b>	<b>Adopted</b>	<b>Adopted 4-21-23</b>	<b>Draft</b>	<b>FY24 to FY25</b>	<b>FY24 to FY25</b>
Ashby	3,583,967	3,848,969	4,467,303	618,334	16.06%
Pepperell	14,571,210	15,803,489	17,668,114	1,864,625	11.80%
Townsend	10,864,741	11,300,566	12,697,208	1,396,642	12.36%
<b>Total Operating Assessment</b>	29,019,918	30,953,024	34,832,625	3,879,601	12.53%

# Revenue Town Transportation & Debt Assessment Calculations

	FY23	FY24	FY25	Change	Percent
	Adopted	Adopted 4-21-23	Draft	FY24 to FY25	FY24 to FY25
<i>Transportation Assessment</i>					
Ashby	368,574	350,846	415,995	65,149	18.57%
Pepperell	1,350,501	1,344,129	1,530,781	186,652	13.89%
Townsend	1,156,367	1,034,911	1,226,469	191,558	18.51%
<b><i>Total Transportation Assessment</i></b>	2,875,442	2,729,885	3,173,245	443,360	16.24%

	FY23	FY24	FY25	Change	Percent
	Adopted	Adopted 4-21-23	Draft	FY24 to FY25	FY24 to FY25
<i>Long-term Debt Assessment</i>					
Ashby	468,935	565,106	567,967	2,861	0.51%
Pepperell	2,021,784	2,211,956	2,197,868	-14,088	-0.64%
Townsend	1,401,680	1,420,384	1,335,286	-85,098	-5.99%
Premium Used for Interest Pmt	48,073	43,867	40,041	-3,826	-8.72%
<b><i>Total Long-Term Debt Assessment &amp; premium</i></b>	3,940,472	4,241,313	4,141,162	-100,151	-2.36%



# Town Assessments (Operating, Transportation)

	FY23	FY24	FY25	Change	Percent
TOTAL LOCAL REVENUE	Adopted	Adopted 4-21-23	Draft	FY24 to FY25	FY24 to FY25
Ashby	3,952,541	4,199,815	4,883,298	683,483	16.27%
Pepperell	15,921,711	17,147,618	19,198,895	2,051,277	11.96%
Townsend	12,021,108	12,335,477	13,923,677	1,588,200	12.88%
<b>Total Local Revenue</b>	31,895,360	33,682,909	38,005,870	4,322,961	<b>12.83%</b>

To provide the Towns with assessments that are an AVERAGE of 3.0% would require either a budget reduction of \$3,314,000 or increased revenue

	FY23	FY24	FY25	Change	Percent
TOTAL LOCAL REVENUE	Adopted	Adopted 4-21-23	Draft	FY24 to FY25	FY24 to FY25
Ashby	3,952,541	4,199,815	4,448,850	249,035	5.93%
Pepperell	15,921,711	17,147,618	17,600,214	452,596	2.64%
Townsend	12,021,108	12,335,477	12,642,806	307,329	2.49%
<b>Total Local Revenue</b>	31,895,360	33,682,909	34,691,870	1,008,961	<b>3.00%</b>

# **Chapter 70 State Aid - 6 Factors that contribute to District Chapter 70 funding**

## **Foundation Budget Factors:**

- Enrollment
- Wage Adjustment Factor
- Inflation (1.35 % applied to foundation budget for FY25)

## **Local contribution Factors:**

- Property Values
- Income levels
- Town Municipal Growth Factor MGF  
(Ashby- 4.55%, Pepperell - 3.80%, Townsend 4.30%)

# Town Assessments (Operating, Transportation)

**If NMRSD BUDGET =**

**6.79% increase vs 1.56% increase**

	Assessment increase over FY24		Estimated 2.5 override
Ashby	\$ 683,483	\$249,035	\$ 434,448
Pepperell	\$2,051,277	\$452,596	\$1,598,681
Townsend	\$1,588,200	\$307,329	<u>\$1,280,871</u>
Total			\$3,314,000

# Without Approval of a 2.5 Proposition Override?

## Reductions of \$3,314,000:

### Staff:

Teaching Staff -17 FTE

Administration - 2 FTE

Paraprofessionals - 14 FTE

Reduction of new requested positions 5.0 FTE

Total Positions: 38 FTE - total \$2,084,000

### Programs/expense reductions:

Health benefit savings \$250,000

Reduce stabilization transfer \$150,000

Programs/expenses/staffing \$830,000 (approx 10 additional FTE)  
(GIC/K/Middle Model/Buildings)

Total expenses: \$1,230,000

Total budget reduction without 2.5 override: \$3,314,000

# Excess & Deficiency History

## North Middlesex Regional School - Historical E&D Analysis

From Fiscal Year Activity	E&D Certified	Amount Used for Subsequent Year Budget	Remaining	% Used toward budget
FY14	\$ 1,516,911	\$ 250,000	\$ 1,266,911	16.48%
FY15	\$ 1,958,782	\$ 300,000	\$ 1,658,782	15.32%
FY16	\$ 2,744,243	\$ 490,000	\$ 2,254,243	17.86%
FY17	\$ 3,035,703	\$ 1,360,000	\$ 1,675,703	44.80%
FY18	\$ 3,172,219	\$ 1,300,000	\$ 1,872,219	40.98%
FY19	\$ 3,118,552	\$ 2,045,000	\$ 1,073,552	65.58%
FY20	\$ 3,256,149	\$ 2,045,000	\$ 1,211,149	62.80%
FY21	\$ 3,704,476	\$ 2,645,000	\$ 1,059,476	71.40%
FY22	\$ 3,055,573	\$ 2,045,000	\$ 1,010,573	66.93%
FY23	\$ 2,674,100	\$ 2,045,000	\$ 629,100	76.47%

# Capital Items Completed in FY23

## Multiple buildings

- NMRHS, HBMS, SECC - Security upgrades (ESSER)
- All Elementary & Middle School - Intercom & Clock replacement

AES - Removal of oil tank

SMS - Access Control main entrance (ESSER)

## HBMS

- Flooring upgrades, painting, access control(ESSER)
- Stage curtain replaced

## VBES

- Flooring upgrades and painting
- Fencing installation

## NMS

- Bathroom partition and painting
- Sidewalk repairs
- Access Control (ESSER)

## NMRHS

- Batting Cage
- Fencing & Dugout fencing

# Projected Enrollment Elementary FY2025

Ashby	Section 1	Section 2	Section 3	Section 4	Section 5	Average Class Size	
<b>Kindergarten</b>	24	0				<b>24.00</b>	
<b>Grade 1</b>	16	18				<b>17.00</b>	
<b>Grade 2</b>	23	0				<b>23.00</b>	
<b>Grade 3</b>	27	0				<b>27.00</b>	
<b>Grade 4</b>	19	19				<b>19.00</b>	
Spaulding	Section 1	Section 2	Section 3	Section 4	Section 5	Average Class Size	
<b>Kindergarten</b>	22	22	22	22		<b>22.00</b>	
<b>Grade 1</b>	23	24	24	24		<b>24.00</b>	
<b>Grade 2</b>	19	19	20	20		<b>19.50</b>	
<b>Grade 3</b>	23	24	24	24		<b>23.75</b>	
<b>Grade 4</b>	20	20	20	21		<b>20.25</b>	
Varnum	Section 1	Section 2	Section 3	Section 4	Section 5	Section 6	Average Class Size
<b>Kindergarten</b>	22	22	22	22	23		<b>22.20</b>
<b>Grade 1</b>	22	22	22	23	23		<b>22.40</b>
<b>Grade 2</b>	24	24	24	24	25		<b>24.20</b>
<b>Grade 3</b>	25	25	25	25	25		<b>25.00</b>
<b>Grade 4</b>	22	23	23	23	23	23	<b>22.83</b>

# Projected Enrollment Middle Schools FY2025

Hawthorne Brook Middle School	Average Class Size
Grade 5	21.40
Grade 6	23.40
Grade 7	19.61
Grade 8	17.83

Nissitissit Middle School	Average Class Size
Grade 5	24.60
Grade 6	24.80
Grade 7	21.00
Grade 8	20.83



# Projected Enrollment High School FY2025

NMRHS	Enrollment 2023	Enrollment 2024	Projected Enrollment 2025
Grade 9	183	174	181
Grade 10	211	186	174
Grade 11	178	212	186
Grade 12	174	175	212
Total	746	747	753

# General Fund Budget Summary FY 2025

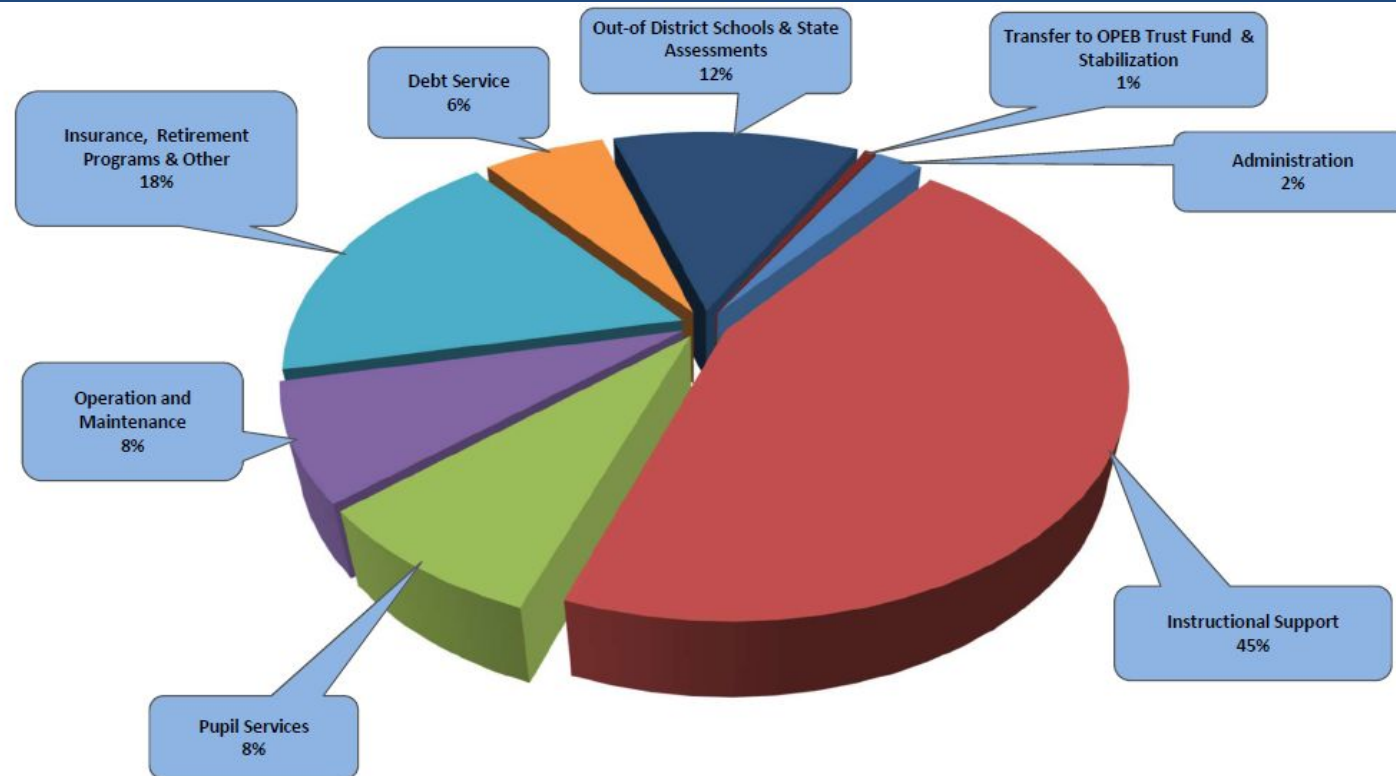


## North Middlesex Regional School District

Fiscal Year 2025 General Fund Budget - Draft Public Hearing 2-8-24

Appropriation Category	FY22 Actual	FY23 Actual	FY24 Budget	FY24 FTE	FY24	FY25 Budget Draft	FY25 FTE	Difference FY24 to FY23	% increase over FY24	Change FTE
					Expenses/Encumb as of 1-30-24					
<b>Administration</b>	1,416,933	1,512,781	1,514,306	11.00	1,452,567	1,593,413	11.00	79,107	5.22%	-
<b>Instructional Support:</b>	26,240,379	27,127,687	27,658,557	358.40	26,077,963	30,309,061	381.25	2,650,505	9.58%	22.85
<i>Instructional Leadership</i>	3,089,661	3,008,692	3,023,371	27.00	2,749,022	3,066,707	26.50	43,336	1.43%	(0.50)
<i>Classroom &amp; Specialist Teachers</i>	18,467,262	19,031,135	19,587,748	229.16	19,016,428	21,393,346	244.76	1,805,598	9.22%	15.60
<i>Other Teaching Services</i>	3,644,044	3,974,714	3,855,506	102.24	3,724,836	4,629,808	109.99	774,301	20.08%	7.75
<i>Professional Development</i>	179,056	143,069	211,981	-	107,684	206,550	-	(5,431)	-2.56%	-
<i>Instructional Materials, Equipment &amp; Technology</i>	860,356	970,076	979,950	-	479,993	1,012,650	-	32,700	3.34%	-
<b>Pupil Services:</b>	4,716,277	4,884,075	5,026,719	31.80	5,007,679	5,520,186	33.80	493,467	9.82%	2.00
<i>Guidance, Counseling &amp; Testing</i>	1,432,815	1,536,486	1,584,141	20.00	1,585,815	1,762,387	21.00	178,246	11.25%	1.00
<i>Pupil Services</i>	3,283,462	3,347,589	3,442,578	11.80	3,421,865	3,757,799	12.80	315,222	9.16%	1.00
<b>Operations &amp; Maintenance</b>	4,434,321	4,722,410	5,151,105	39.25	4,189,963	5,408,232	41.00	257,127	4.99%	1.75
<b>Insurance, Retirement Programs &amp; Othe</b>	9,284,669	9,330,594	11,081,869	6.00	9,872,333	11,923,705	6.00	841,835	7.60%	-
<b>Debt</b>	4,344,095	3,940,472	4,245,445	-	3,328,718	4,145,161	-	(100,283)	-2.36%	-
<b>Out-of District Schools &amp; Assessments</b>	7,400,366	7,505,433	8,334,337	-	6,879,975	8,417,397	-	83,060	1.00%	-
<b>Transfer to OPEB, Capital Project and Stabilization</b>	150,000	550,000	400,000	-	400,000	400,000	-	-	0.00%	-
<b>Total General Fund Appropriation</b>	\$ 57,987,040	\$ 59,573,452	\$ 63,412,337	446.45	\$ 57,209,199	\$ 67,717,155	473.05	\$ 4,304,818	6.79%	26.60

# FY 2025 Budget by Appropriation Category



# Conclusion

The FY2025 spending proposal for NMRSD represents our effort to continue a strong educational agenda in a challenging fiscal environment, continued examination of our priorities and beliefs, and at a time when we are contending with the costs of serving our students and families at a level that NMRSD demands of its public school system. Our priorities continue to be:

- Classroom teachers and class size are important.
- Professional learning and program evaluation are critical elements of a successful organization.
- Serving NM students within the NMRSD is best for families and our schools.
- Equity does not mean equal . . . some of our students require more of our teachers and services than others in order to meet rigorous standards.
- Quality early education programming is an integral part of a public school system.
- Technology is an important component of a quality teaching and learning environment.
- An agile central administration is necessary to serve a complex school population.