

## Budget Drivers Narr. 2022-2023

The proposed fiscal year 2022-2023 budget displays salaries & benefits, tuition and supplies & equipment as the major drivers influencing the \$1,721,301.27 or 2.75% increase from the prior fiscal year. In general, salaries and benefits comprise 80% of the District's annual operating budget. Transportation and tuition account for 11% of the total budget, followed by contracted services, supplies & equipment, utilities and all other line item expenditures.

The Avon Board of Education and the Town of Avon have seen annual health insurance increases ranging between 2.51% and 9.86% over the last five years. The Town and Board renewed our insurance broker contract with Lockton in FY21-22, who following an intensive review and audit of the health insurance data, including analyzing the current claims activity between September 2020 and October 2021, has recommended both the Town and Board to increase health insurance premiums by 9.0% (premium rates) for the upcoming year, this is lower than our initial 5-year plan projected increase of 11.3%. The increased premiums are offset by contractual changes to employer H.S.A contributions and employee contributions. The 2022-23 budget is \$ 6,543,679.53 or a 1.13% decrease.

The Town of Avon investment retirement accounts are overseen by the Ad Hoc Pension Investment Advisory Committee. The July 1, 2021 valuation provides a funded ratio for the Board of Education Town of Avon Pension Plan of 87.3%. Milliman, the Town of Avon's consulting actuarial firm, had projected the funded ratio to grow as of July 1, 2021 to 80.5%, should the Board remain diligent in funding its pension obligation annually. The plan outperformed expectations and projections remain conservative. The 2022-2023 budget includes \$771,139 a decrease of \$85,413 over the prior year, for the Board's actuarially determined pension contribution.

The Board has also been attentive to funding its OPEB (Other Post Retirement Benefits) obligations according to the actuarially determined amount beginning in fiscal year 2017-2018. The fund has performed very well resulting in a reduction in the liability for FY2021-22 and FY2022-23. The 2022-2023 budget continues to fund this responsibility in full totaling \$743,750, a decrease of \$322,250 from the 2021-2022 budget. The estimated funded ratio as of July 1, 2020 is 31% based on the updated bi-annual mortality tables and lower interest rate.

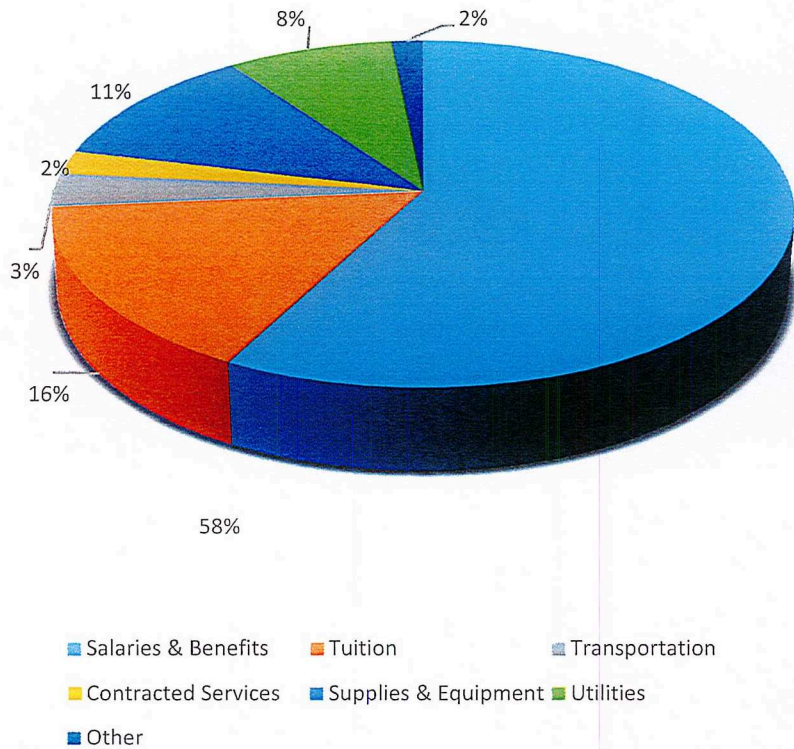
Tuition for our students with Individualized Education Plans (IEPs) is a major driver for FY2022-2023. The district is seeing rising student emotional, social and educational needs due to the COVID-19 pandemic. The number of students requiring services has increased as well as the cost of the private/residential facilities. FY2022-2023 tuition has increased \$271,028.65 to \$3,869,425 or 7.53%.

Supplies and Equipment continues to be a driver resulting in an overall increase of \$196,468 or 10.30% districtwide. This increase includes \$270,000 for staff laptops, \$90,830 in textbooks, \$165,000 for Chromebook purchases and a reduction of (\$201,401) in Chromebook leases. These increases support the district's 1:1 environment for our students and staff as well as updating our curricular texts.

Utilities, including gas, water/sewer, disposal electric, fuel and solar, have increased significantly over the past year as global inflation has risen. The Town and District renewed our electrical supplier contract for 30 months to stabilize the increase in costs. The budget for FY2022-2023 utilities is increasing \$140,565 or 11.03%.

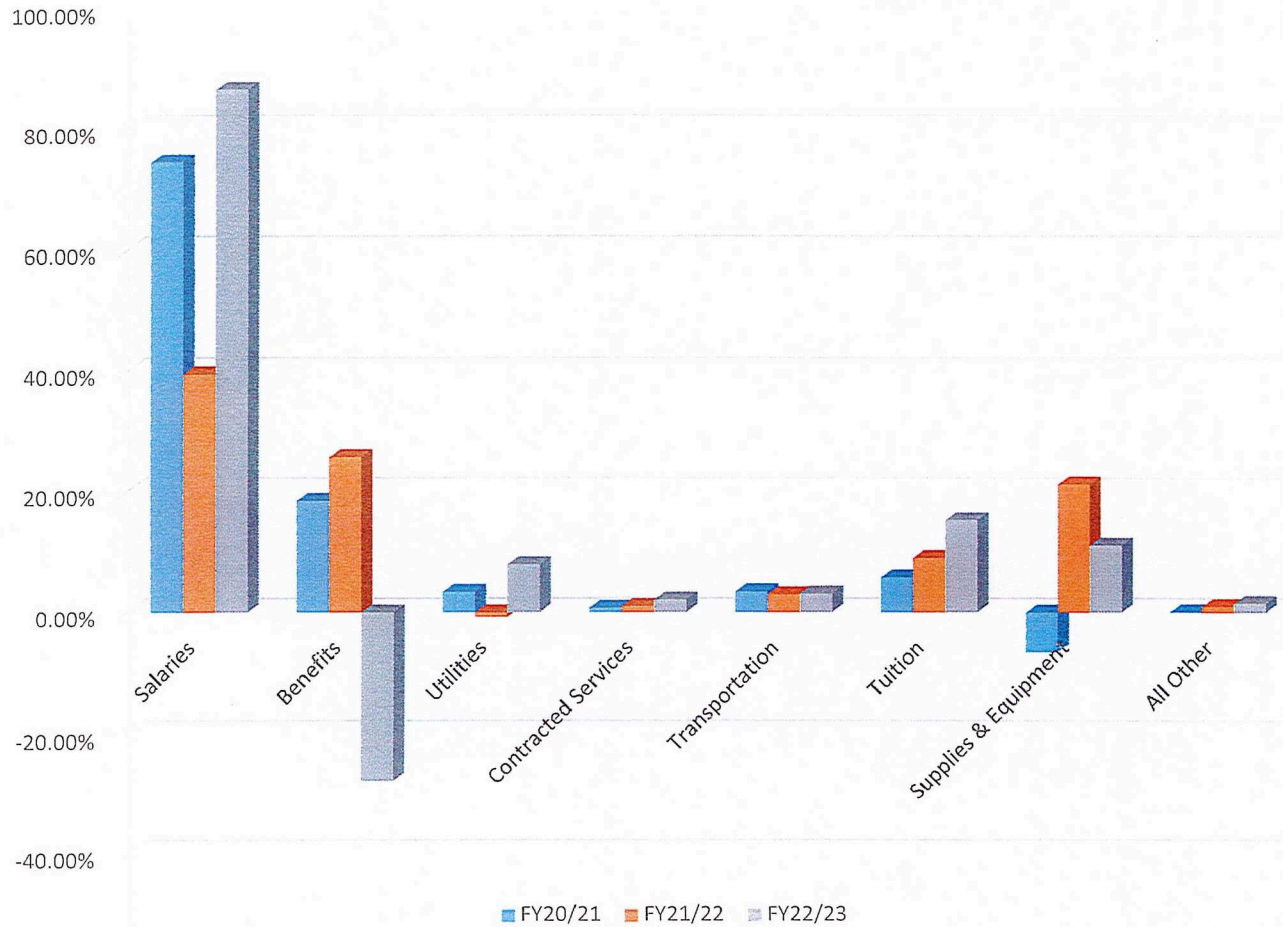
Transportation has remained relatively stable due to the negotiated fixed annual increase of 1.774% through 2024. The 2022-2023 budget increase is \$54,740 or 1.66%.

**Percentage of Proposed Budget Drivers by Category  
Fiscal Year 2022/2023**



Category	FY 22/23 Budget Increases	Percentage Increase
Salaries & Benefits	994,116	57.75%
Tuition	271,029	15.75%
Transportation	54,740	3.18%
Contracted Services	37,471	2.18%
Supplies & Equipment	196,968	11.41%
Utilities	140,565	8.17%
All Other	26,912	1.56%
<b>Total Gross Budget</b>	<b>1,721,301</b>	<b>100.00%</b>

### Budget Drivers FY20/21 through 22/23



	Salaries	Benefits	Utilities	Contracted Services	Transportation	Tuition	Supplies & Equipment	All Other
<b>FY20/21</b>	74.59%	18.51%	3.39%	0.75%	3.46%	5.75%	-6.56%	0.10%
<b>FY21/22</b>	39.59%	25.81%	-0.76%	1.04%	2.97%	9.02%	21.31%	1.02%
<b>FY22/23</b>	86.59%	-27.62%	7.93%	2.11%	3.09%	15.29%	11.09%	1.52%

**Avon Public Schools**  
*FY 22/23 Staffing additions by account*

Account Number	Location	Description	FTE	Amount	Notes
01.1.1112.111	AHS	Certified Teacher - Wellness	1.00	\$69,376.00	Increased sections due to new graduation requirements
01.1.1111.111	AHS	Certified Teacher - World Language(Spanish)	0.50	\$41,620.50	Increased sections needed due to reduced Mandarin offering & enrollment in Spanish
01.1.1102.111	AHS	Certified Teacher - Science	0.20	\$20,791.50	Increase 0.20 FTE in FY21-22 for enrollment
01.2.1111.111	AMS	Certified Teacher - World Language(Spanish)	0.50	\$0.00	Increased sections needed due to increased enrollment in Spanish
01.2.1112.111	AMS	Certified Teacher - Wellness	0.50	\$0.00	Increased sections due to enrollment
01.5.2110.111	TBS	Certified Staff - Social Worker	1.00	\$96,722.00	To assist with increased student needs in grades 5-6
01.6.1100.111	PGS	Certified Teacher - Elementary	1.00	\$73,095.00	Increased sections of 2nd grade in FY 21-22 due to enrollment
01.6.1100.111	PGS	Certified Teacher - Elementary	1.00	\$70,435.00	Increased sections of Kindergarten in FY 21-22 due to enrollment
01.X.1100.111	TBD	Certified Teacher - Elementary	(1.00)	(\$72,016.00)	Elementary enrollment estimates a reduction in one section K-5
01.8.1200.111	DW	Certified Teacher - Special Education	1.00	\$103,958.00	Increase in staff in FY21-22 needed to meet student needs
01.8.1187.111	DW	Certified Teacher - English Language Learner	0.80	\$52,326.40	Increase in staff in FY21-22 needed to meet student needs
01.3.1100.114	RBS	Teaching Assistants	2.00	\$50,960.00	To assist with increased student needs in grades PK-4
01.6.1100.114	PGS	Teaching Assistants	2.00	\$50,960.00	To assist with increased student needs in grades K-4
01.X.1200.115	DW	Paraeducators	2.00	\$53,920.36	Increased needs for adult support directed by IEP plans
01.8.2580.112	CO	Senior Technology Support Specialist	1.00	\$0.00	New position added in FY21-22
01.2.1302.150	AMS	NonCert/Coach/Cross Country - AMS	0.00	\$2,756.00	Increased participation in Cross Country
<b>Total FTE additions</b>			<b>13.50</b>	<b>\$614,904.76</b>	