



March 18, 2025

TO: Board of Finance

FROM: Phillip Cross, Director of Finance and Operations

SUBJECT: FY 26 Budget Update and Supplemental Information

As requested, please find supplemental information related to:

- **Pension Reconciliation** (page 23) - please provide the calculation for the FY26 budget amount and provide the FY25 calculation for comparison.
- **Electric Distribution Rates** (page 24) - please provide the detail for estimating the increased electric distribution expense for budgets FY26 vs. FY25. If you have some actual expense statistics so far through FY25, that would help.
- **OPEB Analysis** - Please provide your estimate for OPEB drawdown for retiree healthcare costs in FY26 vs. the budget for FY25 and FY24 for comparison. We understand that the switch to the state healthcare plan will likely result in a higher drawdown, and we want to better understand that dynamic.
- **North House HES HVAC:** Please provide an estimate of what you think the design consultant will cost.
- **Paving** – maps indicating which areas of campus have been paved in previous years and what we are planning to pave in FY26.
- **Budget Adjustments:** since BOE approval on 1/28/25

CMERS CONTRIBUTION AND FICA TAX ANALYSIS - FY26

Object Code	Description	2025-2026 Requested Budget	Revised Rate		FY 25-26			FY 24-25			FY 26 FICA Change	Notes
			CMERS @17.26%	CMERS @16.71%	Total FICA	Soc. Sec.	Medicare	Total FICA	Soc. Sec.	Medicare		
	<u>Salaries & Wages (1000s)</u>											
1110	Administrators	3,593,896	126,110	122,091	97,412	45,300	52,111.49	50,342	-	50,342		CMERS portion -\$730,647. No S/S calculated in FY25.
1111	General Ed. Teachers (Core)	11,216,113	-	-	162,634	-	162,634	161,092	-	161,092		
1111	Special Area Teachers	4,441,154	-	-	64,397	-	64,397	67,858	-	67,858		
1112	Special Ed. Teachers	2,814,543	-	-	40,811	-	40,811	39,600	-	39,600		
1113	Guidance	1,012,568	-	-	14,682	-	14,682	14,399	-	14,399		
1114	Psychologist	468,481	-	-	6,793	-	6,793	6,343	-	6,343		
1115	Social Worker	513,276	-	-	7,443	-	7,443	7,115	-	7,115		
1116	Speech & Hearing	548,276	-	-	7,950	-	7,950	9,225	-	9,225		
1117	Academic Support	1,264,381	-	-	18,334	-	18,334	18,575	-	18,575		
1118	Talented & Gifted	-	-	-	-	-	-	888	-	888		
1119	Library Media Specialist	505,044	-	-	7,323	-	7,323	6,928	-	6,928		
1135	Transition Coordinator	56,320	-	-	817	-	817	987	-	987		
1139	Certified Stipends	971,721	-	-	74,337	60,247	14,090	72,917	59,096	13,821		
1140	Curriculum Instruction Leaders	955,516	-	-	13,855	-	13,855	14,738	-	14,738		
1141	Mentor Teacher	2,300	-	-	33	-	33	29	-	29		
1142	Behavioral Analyst	180,400	-	-	13,801	11,185	2,616	2,455	-	2,455		No S/S calculated in FY25
1145	Multilingual Learner	81,521	-	-	1,182	-	1,182	1,243	-	1,243		
	Sub-Total Certified Salaries	\$ 28,625,511	\$ 126,110	\$ 122,091	\$ 531,802	\$ 116,732	\$ 415,070	\$ 474,735	\$ 59,096	\$ 415,639	\$ 57,067	
	<u>Other Certified Salaries</u>											
1131	Homebound Tutor	44,500	-	-	3,404	2,759	645	3,404	2,759	645		
1136	Degree Level Change	44,390	-	-	644	-	644	3,396	2,752	644		FY26 Medicare only - WTA
1137	Substitute Teacher	178,801	-	-	13,678	11,086	2,593	13,678	11,086	2,593		
1138	Summer Work -Certified Staff	212,408	-	-	16,249	13,169	3,080	14,566	11,805	2,761		
1143	Building Substitutes	203,175	-	-	15,543	12,597	2,946	15,543	12,597	2,946		
1144	Long term Substitute	118,000	-	-	9,027	7,316	1,711	9,027	7,316	1,711		
1160	Turnover & FML Savings	(370,000)	-	-	(5,365)	-	(5,365)	(13,005)	(10,540)	(2,465)		FY26 Medicare Only (assumed savings from certified staff)
	Sub-Total Other Certified Salaries	\$ 431,274	\$ -	\$ -	\$ 53,180	\$ 46,927	\$ 6,253	\$ 46,609	\$ 37,775	\$ 8,834	\$ 6,571	
	<u>Non-Certified Salaries</u>											
1210	Non-Cert. Supervisors	516,014	89,064	86,226	39,475	31,993	7,482	38,512	31,212	7,300		
1211	Nurses	250,912	43,307	41,927	19,195	15,557	3,638	18,728	15,179	3,550		
1215	Occupational Therapist	345,422	59,620	57,720	26,425	21,416	5,009	25,781	20,895	4,887		
1221	Administrative Support	1,388,117	239,589	231,954	106,191	86,063	20,128	103,341	83,754	19,588		
1231	Para Educators	1,914,820	330,498	319,966	146,484	118,719	27,765	142,023	115,103	26,919		
1234	Bus Aides	147,297	25,423	24,613	11,268	9,132	2,136	11,268	9,132	2,136		
1235	Technicians	537,922	92,845	89,887	41,151	33,351	7,800	40,146	32,536	7,609		
1237	Vocational Specialist	69,229	11,949	11,568	5,296	4,292	1,004	5,167	4,188	979		
1241	Security Specialists	316,063	54,552	52,814	24,179	19,596	4,583	23,628	19,149	4,478		
1251	Custodians	570,282	98,431	95,294	43,627	35,357	8,269	42,351	34,324	8,027		
1261	Maint. Mechanics & Grounds	585,183	101,003	97,784	44,766	36,281	8,485	43,481	35,239	8,241		
1269	Athletic Support Staff	124,751	11,475	20,846	9,543	7,735	1,809	9,349	7,577	1,772		CMERS portion - \$66,485
1280	Non Certified Stipends	204,550	-	-	15,648	12,682	2,966	15,193	12,314	2,880		

CMERS CONTRIBUTION AND FICA TAX ANALYSIS - FY26

Object Code	Description	2025-2026 Requested Budget	Revised Rate		FY 25-26			FY 24-25			FY 26 FICA Change	Notes
			CMERS @17.26%	CMERS @16.71%	Total FICA	Soc. Sec.	Medicare	Total FICA	Soc. Sec.	Medicare		
	Sub-Total Non-Certified Salaries	\$ 6,970,562	\$ 1,157,757	1,130,601	\$ 533,248	\$ 432,175	\$ 101,073	\$ 518,968	\$ 420,602	\$ 98,367	\$ 14,280	
	<i>Other Non-Certified Salaries</i>											
1213/1233	Non-Certified Substitutes	47,500	-		3,634	2,945	689	3,634	2,945	689		
1212/22/38/42/52/62	Overtime	203,700	35,159	34,038	15,583	12,629	2,954	15,583	12,629	2,954		
1268	Summer Work-Non-Cert.	134,952	-		10,324	8,367	1,957	10,324	8,367	1,957		
	Sub-Total Other Salaries	\$ 386,152	\$ 35,159	34,038	\$ 29,541	\$ 23,941	\$ 5,599	\$ 29,541	\$ 23,941	\$ 5,599	\$ -	
	<i>Grants</i>											
	Non Certified Grant Salaries	447,679	77,269	74,807	34,247	27,756	6,491	6,129	-	6,129		No S/S calculated in FY25
	Certified Grant Salaries	342,402	-		4,965	-	4,965	3,529	-	3,529		FY26 S/S should be 0
	Admin Fees		31,099	31,099				-				
	Sub-Total Grant Salaries	\$ 790,081	\$ 108,368	105,906	\$ 39,212	\$ 27,756	\$ 11,456	\$ 9,658	\$ -	\$ 9,658	\$ 29,554	
	GRAND TOTAL	\$ 37,203,580	\$ 1,427,394	1,392,636	\$ 1,186,983	\$ 647,531	\$ 539,452	\$ 1,079,512	\$ 541,414	\$ 538,097	\$ 107,471	
	Budget		\$ 1,427,419		\$ 1,165,715			\$ 1,079,635				

ELECTRICITY - YTD Jan 2025

Description	KWH	Generation/ Supply Cost	Delivery Cost	VNM Gen	VNM Credit	Total
YoY Comp						
Jan YTD FY25	2,801,731	307,350	390,299	111,306	(219,535)	589,420
Jan YTD FY24	2,623,483	221,300	236,856	-	(117,803)	340,354
FY25 V FY24	178,248	\$ 86,050	\$ 153,443	\$ 111,306	\$ (101,732)	\$ 249,066
%	6.8%	38.9%	64.8%	0.0%	86.4%	73.2%
Projected Full Year						
Budget - FY25	5,124,962	562,208	428,200	280,476	(439,139)	831,746
Actual -YTD FY25	2,801,731	307,350	390,299	111,306	(219,535)	589,420
Jan-June	2,323,230	254,858	318,573	103,071	(166,280)	510,222
Projected - FY25	5,124,962	562,208	708,872	214,377	(385,815)	1,099,642
Variance	-	\$ -	\$ 280,672	\$ (66,099)	\$ 53,324	\$ 267,896
%	0.0%	0.0%	65.5%	-23.6%	-12.1%	32.2%

OPEB TRUST CONTRIBUTION

Description	Revised-March	BoE Approved	Change
Gross Premium			
Retire	435,529	441,406	
Retiree 65+ Supplemental	47,578	63,665	
Total Retire Gross Premium	<u>483,107</u>	<u>505,071</u>	(21,964)
<u>Cost Share & TRB Subsidy</u>			
Retire Premium Cost Share	(69,673)	(48,280)	
TRB	(44,324)	(40,472)	
Total	<u>(113,997)</u>	<u>(88,752)</u>	(25,245)
Net Retiree Cost	<u>369,110</u>	<u>416,319</u>	(47,209)
Anticipated OPEB Trust Contribution	(369,110)	(416,319)	47,209

NH HVAC Project Estimate 1		
	Low	High
Design Cost \$5-\$8 per Sq. Ft	171,585	274,536
Equipment & Installation \$60-65 Per Sq. Ft	2,059,020	2,230,605
Total Project Cost	2,230,605	2,505,141
Cost Per Sq. Ft	65	73
Original Estimate	1,750,000	
Cost per Sq. Ft	51	
Original Vs New Estimate	(480,605)	(755,141)

NH HVAC Project Estimate #2		
	Low	High
Design Cost \$3-\$4 per Sq. Ft	102,951	137,268
Equipment & Installation \$50-60 Per Sq. Ft	1,715,850	2,059,020
Total Project Cost	1,818,801	2,196,288
Cost Per Sq. Ft	53	64
Original Estimate	1,750,000	
Cost per Sq. Ft	\$ 51	
Original Vs New Estimate 2	(68,801)	(446,288)

NH HVAC Average Estimate		
	Low	High
Design Cost	137,268	205,902
Equipment & Installation	1,887,435	2,144,813
Total Project Cost	2,024,703	2,350,715
Cost Per Sq. Ft	59	69
Original Estimate	1,750,000	
Cost per Sq. Ft	51	
Original Vs New Estimate 2	(274,703)	(600,715)



M.S. REAR DRIVE way
Capital 25

M.S. Front DRIVE way & Parking lot
(Bus Dropoff) Capital 23

H.S. REAR LOT & Driveway
Capital 25

H.S. MAIN parking Lot
Capital 24

Reuson Field Teachers Lot
Capital 26

H.S. JUNIOR LOT
Capital 26

PARENT DROP OFF LOOP
Capital 25

CO/ANNEX
CRACK SEAL / COAT
Capital 26

NH PLAYGROUND
BLACK TOP
Capital 26



Back

Congre

We

FY 26 Changes After 1-28-25

Description		Amount (\$)	%
FY 2024-25 Adopted Budget		\$ 59,339,701	
FY 2025-26 BOE Requested Budget (1/28/25)		\$ 61,151,439	3.05%
Salary & Tax Adjustment:			
Non- Certified Salary Adjustment	42,534		
FICA/Med	3,254		
CMERS	7,107		
Certified Salary Adjustment	91,795		
Medicare	1,331		
		146,021	0.25%
CMERS Rate Change		(34,782)	-0.06%
Net Health Insurance Adjustment		(48,161)	-0.08%
Workers Compensation		(3,692)	-0.01%
Insurance:			
General Liability Insurance	11,430		
Property Insurance	(406)		
Total Insurance		11,025	0.02%
Diesel & Gasoline		(10,065)	-0.02%
SPED			
Tuition	(703,608)		
Settlement	292,075		
Transportaton	(106,515)		
Excess Cost	256,758		
		(261,290)	-0.44%
Electricity Distribution		200,944	0.34%
Total Adjustment		-	0.00%
Revised FY26 Requested Operating Budget		61,151,439	3.05%