



District Wide



24 School Road
Weston, CT 06883

Telephone: 203-221-6550
Fax: 203-221-1254

DISTRICT-WIDE SERVICES

The District-Wide Services budget includes the cost of programs that are not appropriately categorized elsewhere in the budget.

The employee benefits budget includes the Board of Education's costs for health benefits, workers' compensation, unemployment compensation, early retirement incentive, life and disability insurance, retirement benefits, tuition reimbursement, sick bank, Social Security and Medicare matching and related professional technical services.

In FY19, all district employees were moved from our self-insured health insurance plan to the State Partnership 2.0 Health Insurance Plan. The design of the state plan is to provide participating employees PPO coverage through a state sponsored self-insured health insurance plan. The state plan pools claims from participating municipalities with all state claims. The goal of pooling large number of claims is to mitigate large spikes that can occur in a municipal self-insured plan and ultimately provide rate stability. With the increasing cost of medical care, the state's plan is currently in a deficit. To help to mitigate costs, PA 19-117 was passed. This act in short shifts from a "one rate for all" to regionalized rates. Under Public Act 19-117 the Office of the State Comptroller is required to apply regional rate adjustments by county to premiums offered under the State of Connecticut Partnership Plan. The preliminary indication for Weston and other Fairfield county municipalities is a regional rate adjustment of 4%. The state has indicated that this rate adjustment will be phased in equally over two years. Please note, this rate adjustment will be in addition to the new pooled base rate, which is typically released in April.

A cost saving measure for FY20 was drawing down the internal services fund to pay for dental insurance claims.

Salary items are a significant part of District-Wide Services.

- Salary savings from general employee turnover are estimated at (-\$51,736), which assumes a savings equivalent of two certified teachers being at Masters Step 10 as opposed to Masters Step 7. This is a more conservative approach than in previous years, given that we have not been able to achieve our staff turnover credit due to the need to hire experienced teachers in hard-to-fill positions.
- There are no funds allocated to the staffing allowance budget for FY21. This has been our practice for several years. Should one or more additional positions be required based on enrollment, the district would request a supplemental appropriation from the Town if there are no funds available within the Board's budget for reallocation.
- The Board of Education determines salary increases for non-affiliated staff members at the end of each fiscal year. These individuals are: Superintendent of Schools, Assistant Superintendent of Curriculum & Instruction, Assistant Superintendent of PPS, Director of Finance and Operations, Director of Human Resources & Internal Counsel, Director of Facilities & Security, Director of Digital Learning and Technology, Transportation Coordinator, Food Service Director, Vocational Therapist, Nursing Supervisor, Central Office Administrative Assistants, HR Specialist, Finance and Operations Office Manager, Finance Coordinator, Accounts Payable/Receivable Coordinator, Payroll & Benefits Coordinator, School Business Bookkeeper, IT Manager, District Data Coordinator, District Data Technician, and Board Certified Behavioral Analysts. The salary increases for non-affiliated administrators traditionally have been pegged to

the corresponding increase in the WAA contract. The salary increases for non-affiliated assistants and support staff have been slightly higher than the increases in the AFSCME contract.

- The current working agreement between Weston Board of Education and AFSCME, AFL-CIO will expire on June 30, 2019. It is anticipated that negotiations will begin in spring of 2020.