

January 28, 2014

Eileen Liu-McCormack Questions/Responses

1. Cost of a guidance counselor. Please separately indicate the benefit associated.

\$89,080 - average salary

\$ 8,950 – benefits

\$98,030

2. Cost of a social worker. Please separately indicate the benefit associated.

\$50,853 minimum

\$ 8,195 benefits

\$59,048

3. Cost realized for cutting Nature's Classroom and the cost to re-institute: Parents paid for their child's program at Nature's Classroom so there is no net cost to reinstate other than to pay for substitutes for those teachers who attended and left students behind; the decision to cut the program was not made because of the cost but rather because the program did not support the curriculum and required students to miss 5 days of school. Additionally, not all students were able to attend the program, creating an inequitable learning situation for some students.

4. Cost savings for the Washington DC trip and cost to re-institute: parents pay for their child's participation in the Washington, D.C. field trip for eighth graders. The trip may require some substitutes for those teachers attending the trip who leave students behind. This field trip is continuing for the current year and to date has not been discontinued. However, the district has established a practice that no field trip can require more than 2 school days lost due to the extensive loss of instructional time. There are many students who do not attend the field trip to D.C., creating an inequitable situation for those students, including the loss of valuable instructional time. Currently the staff is looking into a location that will provide an equitable experience, possibly including Washington, D.C., which can be completed with only 2 school days lost. There is no intention to eliminate the eighth grade trip.

5. Cost savings realized for reducing the music program. Cost of reinstituting the full music program in elementary.

13-14 budget cost savings - .5 Teaching Position \$30,000

14-15 budget additional cost - .5 Teaching Position \$34,000

6. Cost of adding Grammar assessments to grade 2-8 (pre, progress, mastery assessments)

The assessment of grammar skills is currently conducted throughout the writing process. This was also reflected in the former Connecticut Mastery Tests. SBAC writing tests will include embedded assessments on grammar. These future assessments will be available as progress monitoring tools throughout the school year as well as in a summative format at no cost to the district. This information is preliminary and no release dates have been shared. If Fairfield chooses to include additional grammar testing, it would need to be developed by our curriculum leaders and teachers. The cost of that would be \$9768.

7. How many para professionals are required by ppt in the district? How many paras are required for managing larger class sizes excluding Kindergarten and first.?

All Sped Para's are in some way required by ppt. There are 194.4 Para FTE's in total. 132.5 FTE's are Sped and 61.9 FTE are regular. The details can be found on Pages 63-64 and Page 139 in the budget book.

8. What are the minimum hours for part-time workers to qualify for benefits? Please separately indicate the benefit associated. How many part-time secretarial and clerical are under 3 years and under 5 years employed.

Non-Certified minimum hours to qualify for benefits – 20 hours. Benefits include medical, Rx, Dental, pension, LTD, Life (depending on BU)

1 part time bargaining unit secretary employed less than 3 years.

14 part time clerical are employed less than 3 years. 1 part time clerical employed under 5 years.

9. What % of secretarial and clerical part time employees qualify for benefits?

1% of secretarial p/t (BU) employees qualify for benefits

0% of clerical p/t employees qualify for benefits

10. What is the average benefit to secretarial/ clerical staff, both full time and part time, respectively?

See other information provided.

11. Want to confirm how many secretaries and support staff serve the curriculum leaders and administrative staff:

The breakdown of secretarial and support staff for central office, including curriculum leaders, can be found on pages 146 and 147 of the budget book, starting with the heading "Instructional Services." The 6 Curriculum Leaders can be found as School Administration Staff under the heading for Instructional Services. There are 5 secretaries/clerical staff who support this office, which includes support of the Deputy Superintendent, Elementary and Secondary Directors of Education, the 6 Curriculum Leaders, and Adult Education. Last year the secretary who supported the work of the Curriculum Leaders was cut from the budget, and that work has been re-distributed to the remaining clerical staff or done directly by each Curriculum Leader. Please keep in mind that during the reduction in clerical staff, the CO clerical staff has taken on the additional work of all new student registrations. Each year, FPS registers 1,100+ new students, including kindergarten and pre-school students. During the current year, central office staff have also had to assume the responsibilities of setting up and training all certified staff in the use of the new Educator Evaluation Plan software tracking program.

18. Please indicate cost savings realized by consolidating various Business Services secretarial and clerical positions with the Town. Specifically 51620, 51635, 51650, 51655, and 51657. Please separately indicate the benefit associated.

No cost savings. The positions specified are Clerical Services, Accounts Payable Staff, Payroll Staff, Insurance Staff and Maintenance Secretary. The Clerical Services position operates the Copy Center at Central Office and supports the administrative and instructional copy needs of the school system in a cost efficient manner. Accounts Payable for the BOE were processed by the town until January 2013. Since that time BOE Accounts Payable staff have taken on that duty without additional FTE's. Payroll is processed for over 1,400 FTE's in addition to stipends, substitutes, and other seasonal staff payroll i.e., coaches, summer school etc. BOE payroll processing is entirely different from town departments and the volume (over 2,100 W-2's in 2013) does not lend itself to consolidation with the town. Managing the benefits for BOE employees is another enormous task and given the requirements of the ACA, consolidation is not practical. The Maintenance Secretary is located at the maintenance site and provides secretarial/bookkeeping support to the department i.e., enters/monitors purchasing etc.

19. Please define the role of the new Accounting Specialist position. Please separately indicate the benefit associated.

This is not a new position. Business Office Secretary and Payroll Staff classifications on page 62 of the budget book were separated to more accurately describe the positions.

20. What is the average Benefits for each staff position type provided above (support staff, maintenance staff, teachers, paras, admin...etc)

Average Employer Cost of Health Benefits by Bargaining Unit 2013-2014

BU		Single	Family
04	Secretarial	\$ 7,742	\$ 20,314
05	Paraprofessionals	\$ 8,310	\$ 19,712
07	Managers/Supervisors	\$ 9,026	\$ 25,171

13	Support Staff	\$	8,919	\$	25,171
24	SE Trainers	\$	8,525	\$	18,676
25	Info Tech	\$	8,540	\$	24,063
33	Teachers	\$	7,659	\$	21,312
35	Administrators	\$	7,595	\$	21,154
35	Central Office Admin	\$	8,612	\$	24,014
46/49	Custodial/Maintenance	\$	8,297	\$	23,094

21. What is the OT paid for custodial services for the year? How many hours does that correlate?
 YTD @ 1/28/14 is \$300,109 – 8,075 hours

22. Under Technology, 503, is the installation of multi-media projectors for elementary of \$294,350.00 inclusive of white boards/smart boards as well? Or just projection system and install? Where are these 68 classrooms and what grades? These are multimedia projectors, with audio systems which are fully cabled to a master interface at the teacher’s station, and they have the capacity to support SMART technology. There are no interactive white boards involved, although they could be added in the future, if desired, with a small move of the projector. This figure also includes funding to mount PTA purchased equipment at Sherman school and the associated audio equipment and cabling installation. Pricing is under State of CT contract.

The distribution of projectors is across classrooms in 9 of the 11 elementary schools ranging from 12 at McKinley, 11 at Mill Hill, 10 at North Stratfield and Riverfield, 7 at Sherman, Stratfield, and Holland Hill, and 2 at Jennings and Dwight. All classrooms at Burr and Osborn Hill have been completed. The distribution of classrooms is across grade levels and the PTAs continue to support the schools with the acquisition of interactive whiteboards.

23. Do grant financed employees receive benefits? Does the BOE pay the benefits?
 Yes, if eligible and no, some grants fund their own benefits.

January 24 Questions

4. Please break out fuel costs in transport and itemize by pre- k, special Ed, general, extra- curric busing (specials or after school)

Regular transp. Fuel	\$ 394,303
Sped transp. Fuel	\$ 106,821
PK transp. Fuel	<u>\$ 22, 680</u>
Total Fuel	\$523,804

5. Legal Fees Chart
 Provided separately.