

# NEEDHAM PUBLIC SCHOOLS LEADERSHIP TEAM

**STEPHEN J. THEALL**  
**SUPERINTENDENT**

## **CENTRAL ADMINISTRATION:**

Mildred Beane, Ed.D.  
Personnel Resources

Anne Gulati,  
Financial  
Operations

George Johnson,  
Student Development  
& Evaluation

Terry Duggan, Ed.D.  
Program Development &  
Implementation

## **PRINCIPALS**

Paul Richards  
Needham High School

Joseph Barnes, Ed.D.  
William Pollard Middle School

Anne M. Whittredge  
Broadmeadow School

Suzanne Wilcox  
John Eliot School

Andrea Wong  
Hillside School

Michael Schwinden, Ed.D.  
William Mitchell School

Robert Abbey  
Derwood Newman School

## **PREK - 12 DIRECTORS**

Diane Panich  
Fine & Performing Arts

Bruce Palombo  
Guidance & Psychology

Linda P. Conneely  
Media & Technology

Val Davis  
Metropolitan Council for Educational  
Opportunity (METCO)

Kathy M. Pinkham, Ed.D.  
Physical & Health Education

Marcia J. Berkowitz  
Director of Student Support Services,  
Needham High School

Valerie A. Flynn, Ed.D.  
Director of Special Education Intermediate  
& Middle School

Phyllis K. Uhl  
Director of Special Education  
Preschool & Primary Grades

## NEEDHAM PUBLIC SCHOOLS

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April 1, 2005

Dear Town Meeting Members:

The Needham School Committee invites you to consider its operating budget request for the fiscal year ending June 30, 2006 (FY06). This budget, which totals \$36,373,138, represents a \$1,749,868 (5.1%) increase over the FY05 budget of \$34,623,270.

This request represents the end result of an intensive, six-month process of weighing needs and balancing priorities within the framework of limited resources and high expectations. This process has been very difficult again during this budget period. In the end, we believe we were successful at balancing the need to provide high quality education in the core subjects, with the need to continue providing high quality education in the arts, physical education, world languages and technology. We were also able to fund the additional teachers needed to maintain class sizes at the elementary level, while meeting the projected enrollment increase of 1.6%. The recommended budget also provides \$1.3 million in additional funds to meet the contractual increase in salary that our teachers, who had foregone a cost of living increase during the last contract period to help balance the budget, deserve, while meeting our other contractual obligations and mandates. Finally, it restores some funding for critical items cut during the previous fiscal year, while providing continued funding for the 7.75 FTE classroom teachers and special educators hired after the FY05 budget was built to meet unanticipated enrollment growth and special education requirements in the current fiscal year.

However, this request also represents a significant reduction from the \$37.5 million needs-based budget proposed by the Superintendent in December. In order to help balance a \$1.9 million Town-wide budget deficit in FY06, the School Committee cut \$1,165,061 from the Superintendent's request. These cuts included \$597,998 in funding for worthy new programs and positions, \$318,084 in requested restorations (of items which had been cut from the budget during the prior fiscal year), and \$248,979 in cuts to the existing level service budget. The FY06 budget again reduces funding for textbooks and general supplies, dramatically reduces professional development funds available to teachers, and increases class sizes slightly at the High School. It also reduces the School Department's ability to meet unanticipated increases in elementary enrollments, and to address the needs of schools which have grown larger due to re-districting. Finally, it relies on the use of current year budget savings to meet FY06 spending requirements on special education tuitions and collaborative dues, to provide for basic textbooks and supplies, and to meet school technology and copier replacement needs.

### **WHY IS THE TOWN'S BUDGET SO TIGHT IN FY06?**

Although preliminary revenue projections from all sources indicate a modest increase in Town revenue of 5.49%, the Town's fixed-cost expenses continue to rise, however, by 10.9%. Most of the rapid increase in fixed costs is due to a 31.1% (\$1.8 million) increase in debt service (on previously approved debt issues). As a result, only half of the new funds for FY06 are available to Town departments to fund contractual salary increases, enrollment growth, and operational needs.

The FY06 School Department budget is presented in greater detail on the following pages.

## **WHAT WERE THE ASSUMPTIONS USED TO DEVELOP THIS BUDGET?**

- The recommended budget assumes an increase of \$1,749,868 for School Department operations in FY06.
- A projected enrollment increase of 77 students, from 4,838 (FY05 October 1<sup>st</sup> enrollment) to 4,915 (1.6%) is projected.
- Contractual salary obligations totaling \$1,312,641 are met in this budget, including the cost of steps, lane changes and the contractual cost of living adjustment (COLA). The FY06 contracts for teachers and administrators recently were finalized, while the contracts for secretaries and cafeteria workers still are under negotiation. These contracts will be funded within the constraints of the proposed budget.
- Mandated/contractual increases totaling \$75,410 are met through an additional allocation of funds in FY06 (of \$11,716), and a commitment to pre-purchase \$63,694 in required additional SPED tuitions from available FY05 budget surplus.
- Continued funding of \$190,197 is provided for the 7.75 FTE added after the FY05 budget was built to meet prior year enrollment increases and SPED requirements. These positions include 5.5 FTE teaching positions, 1.73 FTE special education teaching assistants, and 0.52 FTE office aides.
- The School Committee's top priority in reducing its budget was to preserve, to the extent possible, core instructional areas, including class size.

## **WHAT ABOUT CAPITAL PROJECTS?**

Funding of \$87,210 is recommended to upgrade and reconfigure the Hillside School Media Center. Currently, the Media Center contains shelving and furniture dating from the 1960's, when the center was added to the Hillside School. This project includes \$42,210 to upgrade and reconfigure shelving, furniture and the two technology instructional areas housed in the center. It also includes \$45,000 to provide needed maintenance/repair, including carpet replacement, electrical expansion, window glass replacement, window treatment replacement and ceiling fan replacement, under the direction of the Municipal Building and Maintenance Board (MBMB).

Funding of \$187,000 also is recommended from borrowed sources to upgrade the Pollard Middle School data network. The ten-year old Pollard network was designed and built with limited resources as a part of the Pollard renovation project in 1993-1995. As a result, the network cannot adequately support the 1,200 current users of the system, 230 computers, and a variety of educational applications. This project would upgrade the network to provide expanded access and improve performance.<sup>1</sup>

Additionally, MBMB has requested funds to continue the replacement of worn and damaged floor tile and carpeting at Hillside School (\$75,000), to paint the exterior of the Mitchell School and Daley Building (\$95,000), and paint the interior of several schools (\$75,000.)

For the past several years, the School Department also has requested capital funding to replace school technology. To balance the FY06 budget, this request has been withdrawn and will be funded with available surplus funds from the FY05 school operating budget. To maintain the 7-year replacement schedule, \$187,000 is required to replace 139 computers, 45 printers and network hardware at the Hillside and Mitchell Elementary Schools.

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<sup>1</sup> As this letter is mailed, there is continuing discussion going on between the School Department, the School Committee and other town boards about this capital project. It is possible that by the time that Town Meeting convenes, this capital proposal may be modified.

Also withdrawn is our the second-year funding request of \$40,000 to replace 15% (5) of school photocopy machines and one RISO reproduction machine, on a 7 year replacement cycle. These machines also will be replaced with remaining available funds from the School Department's FY05 operating budget.

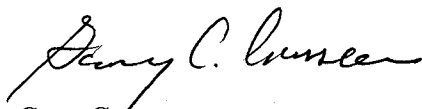
Finally, the School Department submitted second-year funding requests for school furniture and musical equipment replacement (totaling \$37,050 and \$15,000 respectively), as well as a new request to install a point-of-sale computerized cash register system in the cafeterias of the Pollard, Hillside, Mitchell and Newman Schools (totaling \$32,600). Although recommended as projects by the Town capital funds review committee, capital funding is not available at this time for these projects. The School Food Services Department will attempt to finance the point-of-sale project using surplus funds from cafeteria operations.

### **CONCLUSION**

Many pages could be filled with good news about the accomplishments of our students, but this letter is limited to budgetary matters. Evidence of our high performing school system is provided at the end of this document, and was presented in detail in the 2004 Performance Report, which was mailed to every home this past fall. If you wish to learn more about Needham Public Schools, its programs and accomplishments, please visit our web site at: [WWW.NEEDHAM.K12.MA.US](http://WWW.NEEDHAM.K12.MA.US).

We appreciate the continued support of the Town's committees, boards and citizens, as well as the efforts of the School Department staff in preparing the budget, and we ask for your support at Town Meeting.

Sincerely,

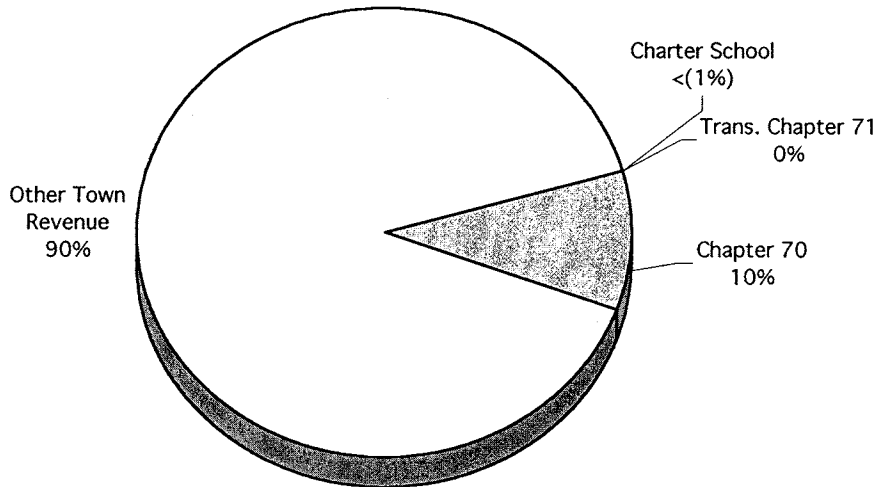


Gary Crossen  
Chairman '05  
Needham School Committee

# BUDGET SUMMARY INFORMATION

## REVENUES:

### FY06 PROPOSED SCHOOL DEPARTMENT OPERATING BUDGET REVENUE \$36,373,138



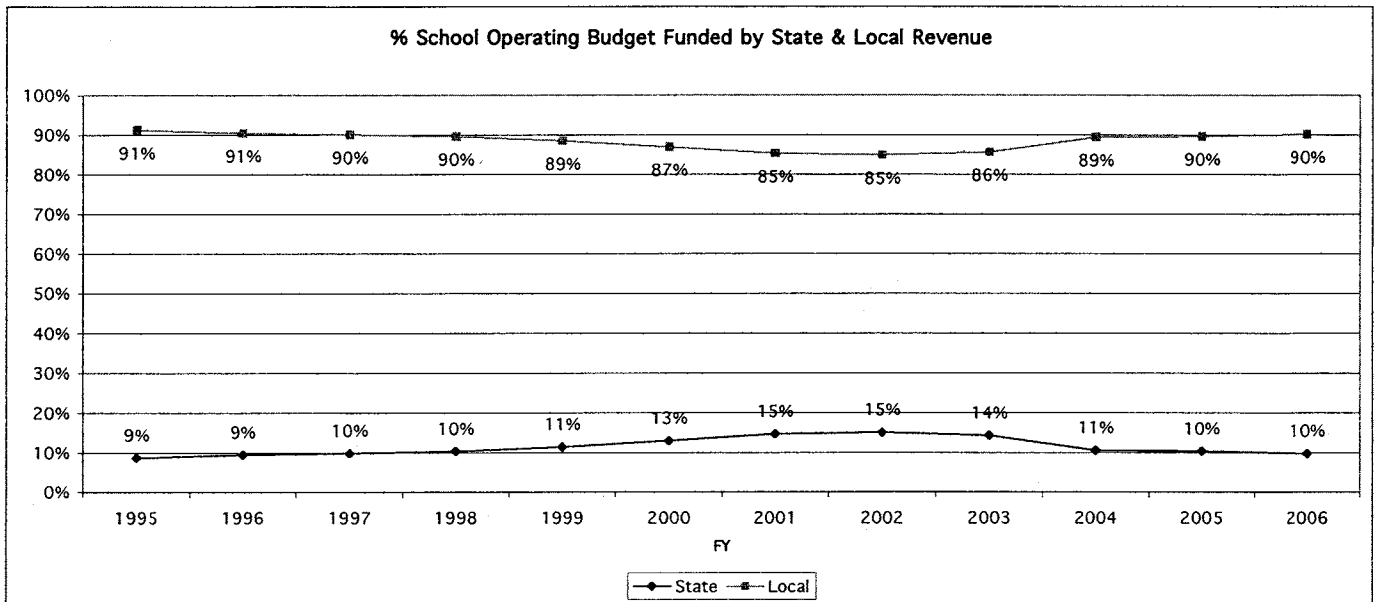
School Department revenues for FY06 reflect level-funded Chapter 70 Education Reform Revenue, and the continued elimination of Chapter 71 School Transportation Reimbursement funds. One hundred percent of the \$1,749,868 recommended budget increase is funded by local revenue, including property taxes and other Town receipts.

The FY06 budget continues the general trend seen since FY01 toward a greater reliance on local revenues to finance local education, as increases in state aid fail to keep pace with expenditures. The table below and the chart on the next page illustrate this trend.

School Revenue	FY04 Actual	% Total	FY05 TM Budget	% Total	FY06 Supt Request	FY06 SC Recomm	\$ Inc/(Dec) Over FY05	% Inc/(Dec)	% Total
Other Town Revenue	29,632,603	89%	31,019,272	90%	33,971,323	32,806,263	1,786,991	5.8%	90%
Trans. Chapter 71	-	0%	-	0%	-	-	-	0.0%	0%
Charter School (1)	(5,568)	0%	-	0%	(37,123)	(37,123)	(37,123)	0.0%	0%
Educ. Chapter 70 (2)	3,603,998	11%	3,603,998	10%	3,603,998	3,603,998	-	0.0%	10%
<b>Totals</b>	<b>33,231,033</b>	<b>100%</b>	<b>34,623,270</b>	<b>100%</b>	<b>37,538,198</b>	<b>36,373,138</b>	<b>1,749,868</b>	<b>5.1%</b>	<b>100%</b>

(1) Revenue Allocation Net Offsetting Charter School Tuition Assessment  
 (2) Chapter 70 Excludes School Construction Chapter 645; Chapter 511; METCO & School Lunch Reimbursement

## TREND IN SCHOOL BUDGET REVENUES:

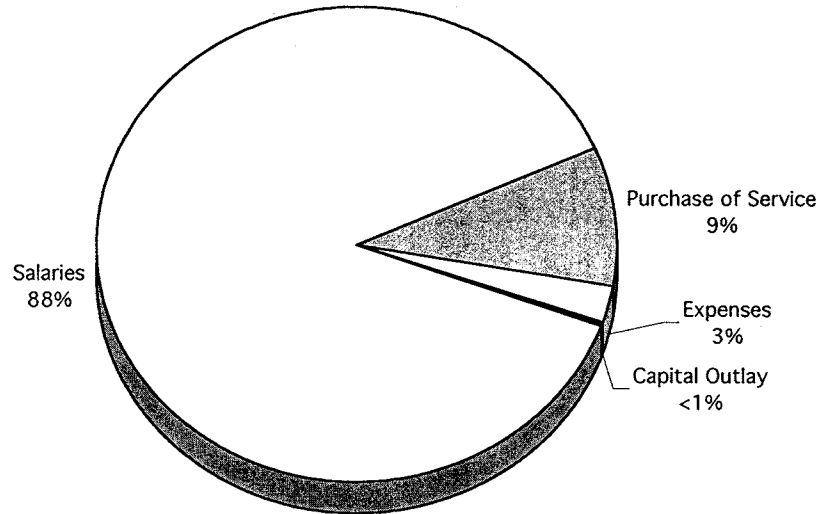


Between FY95 and FY01, state revenues for school operations (including Chapter 70 Education Reform revenue and Chapter 71 Transportation Program revenue) increased steadily and paid for a large percentage of annual school budget increases. These additional state funds lessened the burden on local funding sources, such as property tax revenues. After FY01, however, state funding for education slowed dramatically, thereby requiring local revenue sources to fund a greater share of school budget increases. In FY01, state revenues for education totaled \$4.3 million, and funded 15% of the school operating budget. Since then, the amount of state revenue has declined to \$3.6 million, or 10% of the FY06 budget. It is important to note that the FY06 allocation includes \$2.7 million in hold-harmless funding, which was granted by the State to keep Needham's allocation at FY05 levels. Without this hold-harmless assistance, Needham's allocation would have been \$890,340, or 2.4% of the school budget.

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**EXPENDITURES:**

**FY06 SCHOOL DEPARTMENT OPERATING BUDGET  
SCHOOL COMMITTEE PROPOSAL  
\$36,373,138**



Expenditures	FY03 Actual	FY04 Actual	FY05 IM Budget	FY06 Supt Request	\$ Inc/(Dec) Over FY05	% Inc/(Dec)	FY06 SC Recomm	\$ Inc/(Dec) Over FY05	% Inc/(Dec)	% Total
Salaries	27,387,261	28,458,866	29,835,477	32,388,672	2,553,195	8.6%	31,913,491	2,078,014	7.0%	87.7%
Purchase of Service	3,545,642	3,683,300	3,821,515	3,816,670	(4,845)	-0.1%	3,400,510	(421,005)	-11.0%	9.3%
Expenses	673,738	807,559	808,718	995,251	186,533	23.1%	908,531	99,813	12.3%	2.5%
Capital Outlay	124,861	281,308	157,560	337,605	180,045	114.3%	150,605	(6,955)	-4.4%	0.4%
<b>Totals</b>	<b>31,731,502</b>	<b>33,231,033</b>	<b>34,623,270</b>	<b>37,538,198</b>	<b>2,914,928</b>	<b>8.4%</b>	<b>36,373,138</b>	<b>1,749,868</b>	<b>5.1%</b>	<b>100.0%</b>

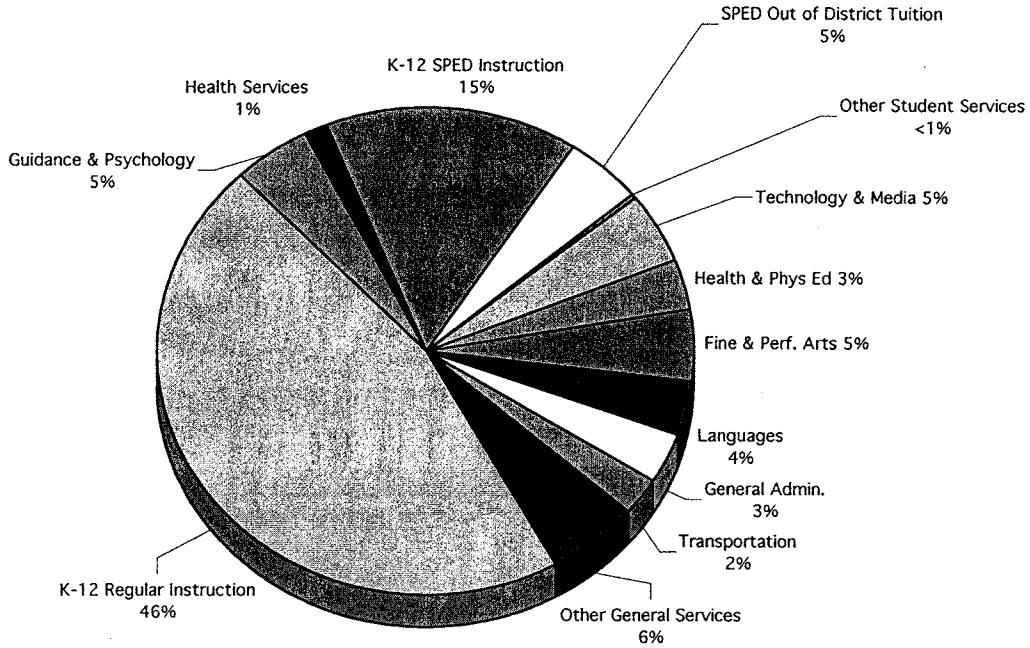
Total School Committee expenditures for FY06 total \$36,373,138, and represent a \$1,749,868 (5.1%) increase over the FY05 adopted budget of \$34,623,270. Salaries account for about 88% of the total budget pie, while purchase of service, expenses and capital outlay accounts total 9%, 3%, and <1%, respectively. Salary expenses increase by \$2.1 million (7.0%), reflecting contractual salary obligations of \$1.3 million and \$0.2 million in continued funding for 7.75 FTE staff positions added in mid-FY05 to meet enrollment growth and special education needs. In addition, 9.86 FTE net new positions are funded to meet projected enrollment growth and special education requirements for FY06. These contractual salary obligations and personnel costs are funded both by new revenue and reductions to the non-salary accounts. Purchase of service accounts are reduced by \$421,005 (11%) and capital accounts are reduced by \$6,955 (4.4%).

The cost of educating children represents 40 % of the Town’s total operating budget for FY06 of \$90 million.



**EXPENDITURE BREAKOUT BY FUNCTIONAL AREA & DEPARTMENT:**

**FY06 SCHOOL DEPARTMENT OPERATING BUDGET  
SCHOOL COMMITTEE PROPOSAL  
\$36,373,138**



Functional Area & Department	FY03 Actual	FY04 Actuals	FY05 IM Budget	FY06 Supt Request	\$ Inc/(Dec) Over FY05	% Inc/ (Dec)	FY06 SC Recomm	\$ Inc/(Dec) Over FY05	% Inc/ (Dec)	% FY06 TL
General Administration										
School Committee	122,729	137,520	144,000	144,000	-	0.0%	144,000	-	0.0%	0.4%
Superintendent	213,734	225,828	227,627	260,178	32,551	14.3%	230,723	3,096	1.4%	0.6%
Financial Operations	349,416	261,059	256,256	278,263	22,007	8.6%	268,263	12,007	4.7%	0.7%
Maintenance	-	-	-	-	-	0.0%	-	-	0.0%	0.0%
Personnel Resources	248,452	265,514	271,928	283,077	11,149	4.1%	264,669	(7,259)	-2.7%	0.7%
Student Development	148,881	155,170	159,403	166,382	6,979	4.4%	166,382	6,979	4.4%	0.5%
Program Development	141,865	148,477	154,716	157,270	2,554	1.7%	157,270	2,554	1.7%	0.4%
External Funding	36,562	42,236	17,344	17,504	160	0.9%	17,504	160	0.9%	0.0%
Subtotal	1,261,639	1,235,802	1,231,274	1,306,674	75,400	6.1%	1,248,811	17,537	1.4%	3.4%
Transportation										
Transportation	865,283	757,931	859,475	844,901	(14,574)	-1.7%	844,901	(14,574)	-1.7%	2.3%
Subtotal	865,283	757,931	859,475	844,901	(14,574)	-1.7%	844,901	(14,574)	-1.7%	2.3%
Other General Services										
General Curriculum	151,492	59,111	191,000	222,500	31,500	16.5%	222,500	31,500	16.5%	0.6%
Curriculum Develop./ Dir Elem.	148,091	151,110	156,978	162,715	5,737	3.7%	162,715	5,737	3.7%	0.4%
Reading	387,496	414,661	433,458	460,445	26,987	6.2%	460,445	26,987	6.2%	1.3%
Staff Development	237,485	305,599	281,851	410,091	128,240	45.5%	288,721	6,870	2.4%	0.8%
General Services	376,665	205,885	497,152	532,334	35,182	7.1%	499,875	2,723	0.5%	1.4%
Collaboratives - Tuition & Dues	99,435	108,814	440	34,260	33,820	7686.4%	-	(440)	-100.0%	0.0%
Science Center	197,222	212,388	224,849	241,156	16,307	7.3%	240,156	15,307	6.8%	0.7%
Vocational Tuition	-	-	-	-	-	0.0%	-	-	0.0%	0.0%
Administrative Technology	-	210,260	124,404	141,164	16,760	13.5%	141,164	16,760	13.5%	0.4%
Production Center	-	51,891	93,136	98,715	5,579	6.0%	68,715	(24,421)	-26.2%	0.2%
Subtotal	1,597,886	1,719,719	2,003,268	2,303,380	300,112	15.0%	2,084,291	81,023	4.0%	5.7%

(Continued on next page.)

## EXPENDITURE BREAKOUT BY FUNCTIONAL AREA & DEPARTMENT (CONTINUED):

K-12 Regular Instruction										
Broadmeadow Elementary	941,343	1,309,669	1,409,464	1,629,894	220,430	15.6%	1,629,894	220,430	15.6%	4.5%
Eliot Elementary	968,266	1,009,043	978,041	1,152,657	174,616	17.9%	1,152,657	174,616	17.9%	3.2%
Hillside Elementary	1,475,052	1,455,506	1,510,711	1,327,296	(183,415)	-12.1%	1,327,296	(183,415)	-12.1%	3.6%
Mitchell Elementary	1,474,717	1,433,382	1,476,641	1,554,569	77,928	5.3%	1,554,569	77,928	5.3%	4.3%
Newman Elementary	1,896,691	1,973,860	2,080,015	2,245,652	165,637	8.0%	2,223,152	143,137	6.9%	6.1%
<b>Elementary Faculty</b>	-	-	-	-	-	0.0%	-	-	0.0%	0.0%
Subtotal Elementary	6,756,069	7,181,460	7,454,872	7,910,068	455,196	6.1%	7,887,568	432,696	5.8%	21.7%
Pollard Middle School	3,144,135	3,355,283	3,422,120	3,608,626	186,506	5.5%	3,595,126	173,006	5.1%	9.9%
<b>High School</b>	<u>4,656,297</u>	<u>4,940,587</u>	<u>5,045,123</u>	<u>5,432,863</u>	<u>387,740</u>	<u>7.7%</u>	<u>5,158,331</u>	<u>113,208</u>	<u>2.2%</u>	<u>14.2%</u>
Grand Total K-12 Regular Inst	14,556,501	15,477,330	15,922,115	16,951,557	1,029,442	6.5%	16,641,025	718,910	4.5%	45.8%
Guidance & Psychology										
Guidance	1,215,879	1,372,406	1,329,760	1,482,767	153,007	11.5%	1,482,767	153,007	11.5%	4.1%
Psychology	194,346	171,864	185,427	197,140	11,713	6.3%	197,140	11,713	6.3%	0.5%
Subtotal	1,410,225	1,544,270	1,515,187	1,679,907	164,720	10.9%	1,679,907	164,720	10.9%	4.6%
Health Services										
Health/Nursing	373,097	413,202	495,781	539,495	43,714	8.8%	514,985	19,204	3.9%	1.4%
Subtotal	373,097	413,202	495,781	539,495	43,714	8.8%	514,985	19,204	3.9%	1.4%
K-12 SPED Instruction										
SPED	4,312,892	4,459,418	4,812,752	5,617,958	805,206	16.7%	5,581,958	769,206	16.0%	15.3%
Subtotal	4,312,892	4,459,418	4,812,752	5,617,958	805,206	16.7%	5,581,958	769,206	16.0%	15.3%
SPED Out of District Tuition										
Collaborative	283,804	331,080	335,439	390,794	55,355	16.5%	390,794	55,355	16.5%	1.1%
Mass Public	48,172	38,704	21,195	21,195	-	0.0%	21,195	-	0.0%	0.1%
Private Schools	1,521,402	1,594,053	1,743,356	1,592,850	(150,506)	-8.6%	1,327,850	(415,506)	-23.8%	3.7%
Subtotal	1,853,378	1,963,837	2,099,990	2,004,839	(95,151)	-4.5%	1,739,839	(360,151)	-17.2%	4.8%
Other Student Services										
504 Compliance	14,195	13,652	32,606	55,193	22,587	69.3%	55,193	22,587	69.3%	0.2%
Attendance	1,254	3,310	3,289	3,337	48	1.5%	3,337	48	1.5%	0.0%
Subtotal	15,449	16,962	35,895	58,530	22,635	63.1%	58,530	22,635	63.1%	0.2%
Technology & Media										
Computer Education	95,197	107,128	668,946	909,449	240,503	36.0%	712,699	43,753	6.5%	2.0%
Media Services	1,334,451	1,453,946	868,349	936,513	68,164	7.8%	917,284	48,935	5.6%	2.5%
Network Administration	31,934	32,635	96,812	98,727	1,915	2.0%	98,727	1,915	2.0%	0.3%
Subtotal	1,461,582	1,593,709	1,634,107	1,944,689	310,582	19.0%	1,728,710	94,603	5.8%	4.8%
Physical Education & Health										
Physical Education	966,318	985,492	999,897	1,113,432	113,535	11.4%	1,090,932	91,035	9.1%	3.0%
Health	161,328	166,201	140,934	99,143	(41,791)	-29.7%	99,143	(41,791)	-29.7%	0.3%
Subtotal	1,127,646	1,151,693	1,140,831	1,212,575	71,744	6.3%	1,190,075	49,244	4.3%	3.3%
Fine & Performing Arts										
Fine Arts (Art)	907,379	882,550	879,770	994,510	114,740	13.0%	949,510	69,740	7.9%	2.6%
Performing Arts (Music)	691,799	728,279	778,172	798,486	20,314	2.6%	798,486	20,314	2.6%	2.2%
K-12 Director	45	-	-	-	-	0.0%	-	-	0.0%	0.0%
Subtotal	1,599,223	1,610,829	1,657,942	1,792,996	135,054	8.1%	1,747,996	90,054	5.4%	4.8%
World Languages										
ESL	108,421	110,652	113,091	116,213	3,122	2.8%	116,213	3,122	2.8%	0.3%
World Languages	1,188,280	1,175,679	1,101,562	1,164,484	62,922	5.7%	1,195,896	94,334	8.6%	3.3%
Subtotal	1,296,701	1,286,331	1,214,653	1,280,697	66,044	5.4%	1,312,109	97,456	8.0%	3.6%
<b>GRAND TOTAL</b>	<b>31,731,502</b>	<b>33,231,033</b>	<b>34,623,270</b>	<b>37,538,199</b>	<b>2,914,928</b>	<b>8.4%</b>	<b>36,373,138</b>	<b>1,749,868</b>	<b>5.1%</b>	<b>100.0%</b>

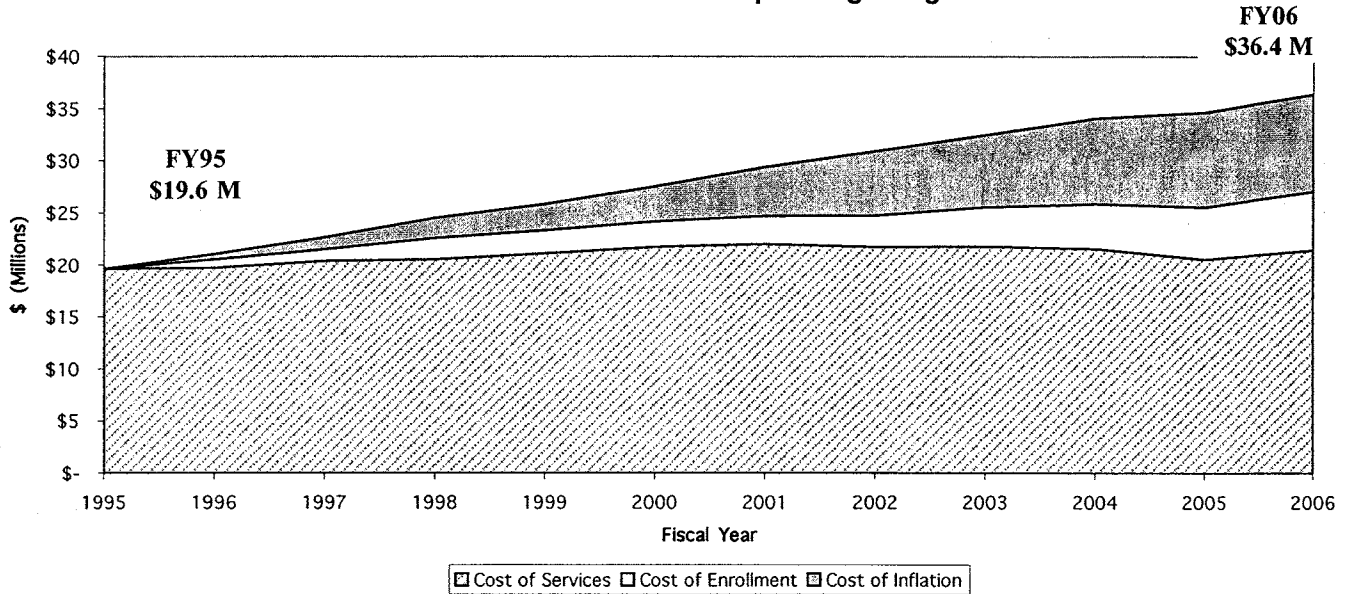
## EXPENDITURE BREAKOUT BY LINE ITEM:

Category/ Line Item	FY03 Actual	FY04 Actual	FY05 Final TM	FY06 Supt Request	\$ Inc/(Dec) Over FY05	% Inc/(Dec)	FY06 SC Recomm	\$ Inc/(Dec) Over FY05	% Inc/(Dec)	% Total
<b>Salaries:</b>										
Salaries	27,387,261	28,458,866	29,835,477	32,388,672	2,553,195	8.6%	31,913,491	2,078,014	7.0%	87.7%
Subtotal	27,387,261	28,458,866	29,835,477	32,388,672	2,553,195	8.6%	31,913,491	2,078,014	7.0%	87.7%
<b>Purchase of Service:</b>										
Utility Services	-	-	-	-	-	0.0%	-	-	0.0%	0.0%
Repairs & Maint.	47,419	61,408	69,925	82,125	12,200	17.4%	81,225	11,300	16.2%	0.2%
Rental & Lease	496	-	-	-	-	0.0%	-	-	0.0%	0.0%
Professional & Tech.	508,939	683,613	623,215	698,025	74,810	12.0%	587,765	(35,450)	-5.7%	1.6%
Other Prof. Svcs.	1,913,074	1,998,952	2,099,990	2,004,839	(95,151)	-4.5%	1,739,839	(360,151)	-17.2%	4.8%
Transportation	809,362	699,324	784,211	767,457	(16,754)	-2.1%	767,457	(16,754)	-2.1%	2.1%
Printing/ Mail	79,856	91,834	80,095	82,145	2,050	2.6%	52,145	(27,950)	-34.9%	0.1%
Other Services	186,496	148,169	164,079	182,079	18,000	11.0%	172,079	8,000	4.9%	0.5%
Subtotal	3,545,642	3,683,300	3,821,515	3,816,670	(4,845)	-0.1%	3,400,510	(421,005)	-11.0%	9.3%
<b>Expenses:</b>										
Office Supplies	26,409	40,165	74,680	72,902	(1,778)	-2.4%	71,792	(2,888)	-3.9%	0.2%
Educ. Supplies	468,523	585,423	550,714	657,692	106,978	19.4%	607,692	56,978	10.3%	1.7%
Other Supplies	70,804	58,548	45,991	103,879	57,888	125.9%	82,139	36,148	78.6%	0.2%
Conferences	31,678	38,876	43,316	51,431	8,115	18.7%	51,431	8,115	18.7%	0.1%
Dues/Subscriptions	41,692	51,774	41,021	41,481	460	1.1%	41,481	460	1.1%	0.1%
Other Expenses	34,632	32,773	52,996	67,866	14,870	28.1%	53,996	1,000	1.9%	0.1%
Subtotal	673,738	807,559	808,718	995,251	186,533	23.1%	908,531	99,813	12.3%	2.5%
<b>Capital Outlay</b>										
New/Repl. Equipment	124,861	281,308	157,560	337,605	180,045	114.3%	150,605	(6,955)	-4.4%	0.4%
Subtotal	124,861	281,308	157,560	337,605	180,045	114.3%	150,605	(6,955)	-4.4%	0.4%
<b>GRAND TOTAL</b>	<b>31,731,502</b>	<b>33,231,033</b>	<b>34,623,270</b>	<b>37,538,199</b>	<b>2,914,928</b>	<b>8.4%</b>	<b>36,373,138</b>	<b>1,749,868</b>	<b>5.1%</b>	<b>100.0%</b>

## TRENDS IN SCHOOL BUDGET EXPENDITURES:

Over the past ten years, the Town Meeting-approved school operating budget has grown from \$19.6 million in FY95 to \$36.4 million in FY06, an increase of \$16.7 million (85%). Nearly all of that increase is attributed to the combined impact of inflation and growth, rather than changes in service levels. During this period, inflation increased by 35%, and enrollments increased by a cumulative factor of 26%. The first chart on the next page illustrates the portion of operating budget increases since FY95 that are due to inflation and growth.

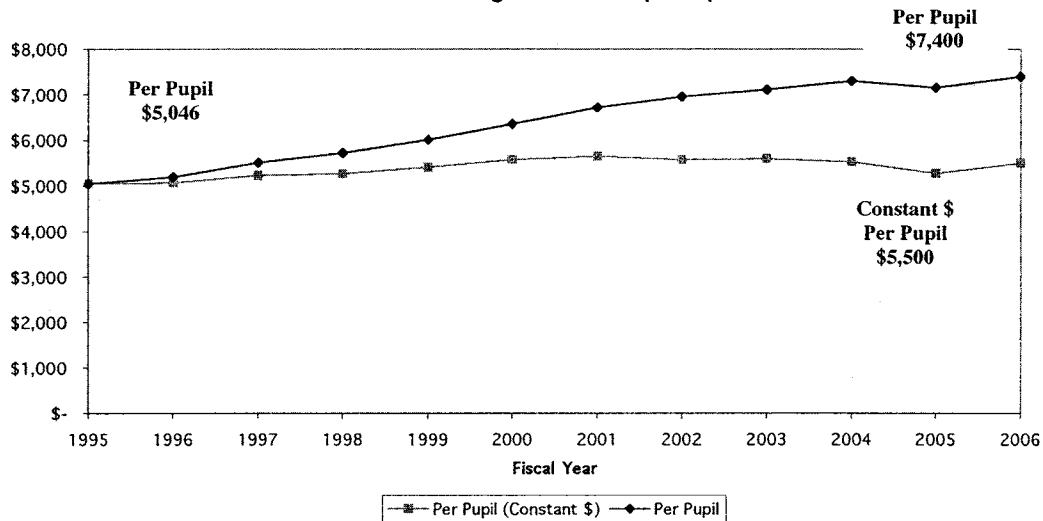
### FY95-06 Needham School Operating Budget



Source: Annual Town Meeting Budgets FY90-06, Needham Public Schools  
 School Enrollments, Future School Needs Committee, Needham Public Schools  
 Boston Area CPIU, FY95=100, US Department of Labor, Bureau of Labor Statistics

As evident in the per pupil expenditure chart below, the amount of real spending per pupil has remained relatively constant over time. In FY95, per pupil expenditures equaled \$5,046. In FY06, the inflation adjusted per pupil expenditure amount remains relatively flat at \$5,500.

### FY95-06 Needham Budgeted Per Pupil Expenditures



Source: Same as above.

## SUMMARY OF FY06 BUDGET CHANGES:

	Superintendent's Request	School Committee Recommended
<b>FY05 Budget (ATM Adopted)</b>	<b>34,623,270</b>	<b>34,623,270</b>
<b>Plus Level Funded Restoration of Positions:</b>		
- Fully Fund Director of Guidance	41,472	41,472
0.20 Restore Elementary Phys Ed Teacher Cut	9,000	9,000
0.20 Restore HS Social Studies Teacher Cut	9,000	-
0.57 ETC/Media Ctr Restore 0.57 Media Secretary Cut	19,229	0
0.30 Restore MS Journalism Teacher Cut	13,500	-
1.27 Subtotal Level Funded Restoration of Positions	<b>92,201</b>	<b>50,472</b>
<b>Plus Level Funded Restoration of Non-Salary Funds:</b>		
Restoration of SPED Tuition Funds - THIS ALSO MANDATED INC.	55,355	-
Restoration of TEC Collaborative Dues Funds - THIS ALSO MANDATED INC.	36,000	-
Restoration of Copier Maintenance Contractual Funds - THIS ALSO CONTRACTUAL	10,000	-
Restore Reduction to Town-Wide Paper Account	50,000	-
Restore Reductions to Professional Development Funds (Elem, Middle, High)	75,000	-
Restore Reduction to High School Textbook Account	50,000	-
Subtotal Level Funded Restoration of Non-Salary Funds	<b>276,355</b>	<b>-</b>
<b>Plus FY06 Base Salary Costs</b>		
Cost of Steps	748,310	748,310
Cost of Lane Changes	156,500	156,500
Cost of Other (retirement, turnover, other)	407,831	407,831
Subtotal Base Salary Costs	<b>1,312,641</b>	<b>1,312,641</b>
<b>Plus Contractual/ Mandated Increases:</b>		
Laser Printer Maintenance (Instructional & Administration)	8,500	8,500
Increase in Postage	1,850	1,850
Reduction in FY06 TEC Assessment (Estimated- reflects \$4000 credit)	(2,180)	(2,180)
Increase in School Physician Contract	1,000	1,000
Health Screenings	500	500
504 Student Accommodation - Classroom Carpet Installation	4,000	4,000
504 Student Accommodation - Contractual Vision/Hearing Specialist	12,000	12,000
Increase in SPED Tuitions	63,694	-
Increase in SPED Transportation Contractual Expense	30,749	30,749
Decrease in Regular Transportation Contractual Expense	(47,503)	(47,503)
PowerSchool Contract Increase	2,800	2,800
Subtotal Mandated/Contractual	<b>75,410</b>	<b>11,716</b>
<b>Less Reductions to Existing Budget</b>		
- Reduction to SPED Tuition Account - Prepurchase Tuitions	-	(145,951)
(0.50) Phys Ed/Health Director Assumes .5 Teaching Load (Cut 0.5 Teacher)	-	(22,500)
(0.10) Consolidate 0.5 ES/MS & 0.6 HS World Language Chairs to 1.0 K-12 Director Position	-	(39,620)
(0.50) Newman K/1 Teacher	-	(22,500)
(0.50) Personnel Secretary	-	(18,408)
(1.60) Subtotal Reductions to Existing Budget	<b>-</b>	<b>(248,979)</b>

(Continued on next page.)

**SUMMARY OF FY06 BUDGET CHANGES (CONTINUED):**

Plus FY05 Continuation Positions				
0.03	Broadmeadow	0.03 Broadmeadow TA Reclassification to Program Specialist	1,529	1,529
1.00	Eliot	1.0 Eliot Grade 2 Classroom Teacher	46,336	46,336
1.00	Eliot	1.0 FTE Eliot SPED Language Program Teacher from Tuitions	23,536	23,536
0.35	Eliot	.35 Eliot SPED Language Program TA from Tuitions	597	597
0.35	Eliot	.35 Eliot SPED TA	9,597	9,597
0.22	Eliot	0.22 FTE Eliot Office Aide (Funded by TEC in FY05)	4,983	4,983
0.24	Eliot	0.24 Eliot Office Assistant Hours Increased	5,792	5,792
0.06	Eliot	0.06 Eliot Office Assistant Hours Increased	1,888	1,888
0.35	Eliot	.35 Eliot SPED TA	9,597	9,597
0.07	Hillside	0.07 FTE Exp Hillside TA - Additional Hours	2,246	2,246
1.00	HS	1.0 HS SPED Teacher from Tuitions	1,688	1,688
(0.20)	HS	0.7 TA Convert to 0.5 FTE HS SPED Teacher	14,939	14,939
0.70	HS	0.7 HS SPED TA (Tuitions)	1,194	1,194
-	HS	0.6 Increase in Permanent Subs at High School	10,719	(0)
-	HS	MCAS Math Tutoring Stipend @ High School	9,800	9,800
(0.20)	Mitchell	0.7 TA Convert to 0.5 FTE Mitchell SPED Teacher	18,418	18,418
1.00	MS	1.0 MS SPED for ELC Program from Tuitions	1,688	1,688
1.00	MS	1.0 MS SPED Teacher from Tuitions	10,750	10,750
0.10	MS	0.1 MS Expanded Music Teacher	4,121	4,121
0.28	MS	0.28 MS SPED TA from Tuitions	478	478
0.20	Newman	0.2 FTE Expanded Newman Phys Ed Teacher	11,683	11,683
0.20	Preschool	0.2 FTE Preschool Speech & Language Teacher	9,338	9,338
7.75		Subtotal Continuation Positions from FY05	200,916	190,197
Plus Funded Level Service Requests for FY06:				
1.00	Broadmeadow	Grade 2 Classroom Teacher Broadmeadow (w/ \$2000 Classroom Supplies)	47,000	47,000
0.05	Broadmeadow/ Music	Expanded Music Teacher - New Grade 2 @ Broadmeadow	2,250	2,250
0.05	Broadmeadow/ Phys E	Expanded Phys Ed Teacher - New Grade 2 @ Broadmeadow	2,250	2,250
2.10	Broadmeadow/ SPED	(3) Full-Time (0.7FTE) SPED TA's - Broadmeadow	55,500	55,500
0.05	Broadmeadow/Art	Expanded Art Teacher - New Grade 2 @ Broadmeadow	2,250	2,250
		Subtotal Broadmeadow	109,250	109,250
1.00	Eliot	Grade 5 Classroom Teacher Eliot (w/ \$2000 Classroom Supplies)	47,000	47,000
-	Eliot	Expand 10 Month Secretary to 11 Month @ Eliot (Already in budget)	-	-
0.05	Eliot/ Art	Expanded Art Teacher - New Grade 5 @ Eliot	2,250	2,250
0.05	Eliot/ Music	Expanded Music Teacher - New Grade 5 @ Eliot	2,250	2,250
0.05	Eliot/ Phys Ed	Expanded Health & Phys Ed Teacher for new Eliot 5th Grade	2,921	2,921
0.10	Eliot/ SPED	Expanded Eliot SPED Teacher from 0.5 to 0.6 FTE	4,500	4,500
0.20	Eliot/ETC Media	Expanded Eliot Media Specialist (.6 to .8 FTE)	11,324	11,324
		Subtotal Eliot	70,244	70,244
0.20	ES/ World Lang.	ES Spanish Teacher	9,000	9,000
0.50	Hillside	Expanded SPED Teacher (0.5 to 1.0)	29,071	29,071
1.80	HS	HS Teachers	81,000	-
	K-12 Admin. Tech.	Power School Training (one tuition @\$3000 +\$900 train new scheduler)	3,900	3,900
	K-12 Health	Additional Health Office Supplies to Meet rate of \$1.50/student/year	2,388	2,388
0.93	HS/ ETC Comp. Ed.	Computer Technician for HS (Hire 4/06)	19,500	9,750
		Subtotal K-12	25,788	16,038

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## SUMMARY OF FY06 BUDGET CHANGES (CONTINUED):

0.50	Mitchell	Grade 1 Classroom Teacher Mitchell (w/ \$2000 Classroom Supplies)	24,500	24,500
0.05	Mitchell/ Art	Expanded Art Teacher - New Grade 1 @ Mitchell	2,250	2,250
0.05	Mitchell/ Phys Ed	Expanded Phys Ed Teacher - New Grade 1 @ Mitchell	2,250	2,250
0.70	Mitchell/ SPED	(1) Full-Time (0.7FTE) SPED TA - Mitchell	18,500	18,500
0.05	Mitchell/Music	Expanded Music Teacher - New Grade 1 @ Mitchell	2,250	2,250
		Subtotal Mitchell	49,750	49,750
1.00	MS	Additional MS Teacher for Enrollment (w/ \$0 Classroom Supplies)	45,000	-
0.50	MS/ Health	Add Half-Time Nurse - Pollard (w/ desk, chair, file cabinet \$1110)	23,610	-
1.40	MS/ SPED	(2) Full-Time (0.7FTE) SPED TA's - Pollard	37,000	37,000
		Subtotal Middle School	105,610	37,000
1.00	Newman	Grade 2 Classroom Teacher Newman (w/ 3 computers \$4500 & Supplies \$2000)	51,500	51,500
0.05	Newman/ Art	Expanded Art Teacher - New Grade 1 @ Newman	2,250	2,250
0.05	Newman/ Phys Ed	Expanded Health & Phys Ed Teacher for new Newman 2nd Grade	2,806	2,806
0.05	Newman/Music	Expanded Music Teacher - New Grade 1 @ Newman	2,250	2,250
		Subtotal Newman	58,806	58,806
0.80	Preschool/SPED	Preschool Speech & Language Pathologist	36,000	-
0.50	Preschool/SPED	Half-Time Preschool Teacher	22,500	22,500
0.73	Preschool/SPED	Program Specialist for Preschool (w/ computer \$1500)	32,160	32,160
		Subtotal Preschool	90,660	54,660
	Staff Development	Additional Funding to Meet Old Mandate of \$125/Student	13,870	-
		Subtotal Central Office/ General Services	13,870	-
<b>15.56</b>		<b>Subtotal Funded Level Service Requests FY06</b>	<b>643,050</b>	<b>433,820</b>
<b>Plus Funded Additional Funds Requests for FY06:</b>				
1.00	HS	HS Teacher for Alternative Program Options	45,000	-
0.70	HS	HS TA for Alternative Program Options	18,500	-
		Subtotal High School	63,500	-
-	K-12/ Health	Maintenance for 7 New External Defibrillators purchased in FY05	900	0
		Subtotal High School	900	0
	Science Center	Emergency Vet Care - Science Center	1,000	-
	Staff Development	Second Year of Mentoring for Teachers \$650 x 50	32,500	-
0.83	Superintendent	K-8 Registrar/ Sr. Secretary for Superintendent's Office	29,455	0
-	K-12/ Comp Ed	Technology Replacement within Operating Budget	187,000	-
<b>2.53</b>		<b>Subtotal Funded Additional Funds Requests FY06</b>	<b>314,356</b>	<b>0</b>
		<b>TOTAL FY06 BUDGET REQUEST</b>	<b>37,538,199</b>	<b>36,373,138</b>
		<b>\$ Inc Over FY05</b>	<b>2,914,928</b>	<b>1,749,868</b>
		<b>% Inc Over FY05</b>	<b>8.4%</b>	<b>5.1%</b>

## SCHOOL BUDGET FTE SUMMARY:

School Budget FTE Summary (Excludes Grants & Revolving Funds)								
Position Category	FY04 Actual	FY05 TM Budget	Restore One-Time Cuts FY05	FY05 Revised Budget	FY05 Actuals	FY06 Supt Request	FY06 SC Recomm	Inc/(Dec) Over FY05
Administrator (1)	30.89	30.55	-	30.55	30.55	30.75	30.15	(0.40)
Teacher (2)	374.86	376.15	0.70	376.85	382.80	393.80	387.70	10.85
Instructional Support (3)	60.14	63.20	-	63.20	65.03	70.54	69.84	6.64
Non-Instructional (4)	<u>53.51</u>	<u>52.94</u>	<u>0.57</u>	<u>53.51</u>	<u>53.27</u>	<u>54.67</u>	<u>52.77</u>	<u>(0.74)</u>
TOTALS	519.40	522.84	1.27	524.11	531.65	549.76	540.46	16.35

(1) Central Administrators, Principals, Assistant Principals, House Administrators, System Directors, Department Chairs. These administrators hire, supervise and evaluate staff and other contracted employees.

(2) Staff who provide direct instructional and/or professional services to students and who require certification and/or licenses (e.g., classroom teachers, guidance counselors, psychologists, nurses.)

(3) Staff who do not require certification or license, and who support instruction (e.g., special education teaching assistants.) Instructional Support FTE have been recast against the common hourly standard for 1.0 FTE = 1,820 hours worked per year.

(4) Staff who provide secretarial or specialized support for the general operation of a department or entire school system (e.g., secretaries, clerks, school aides, etc.)