

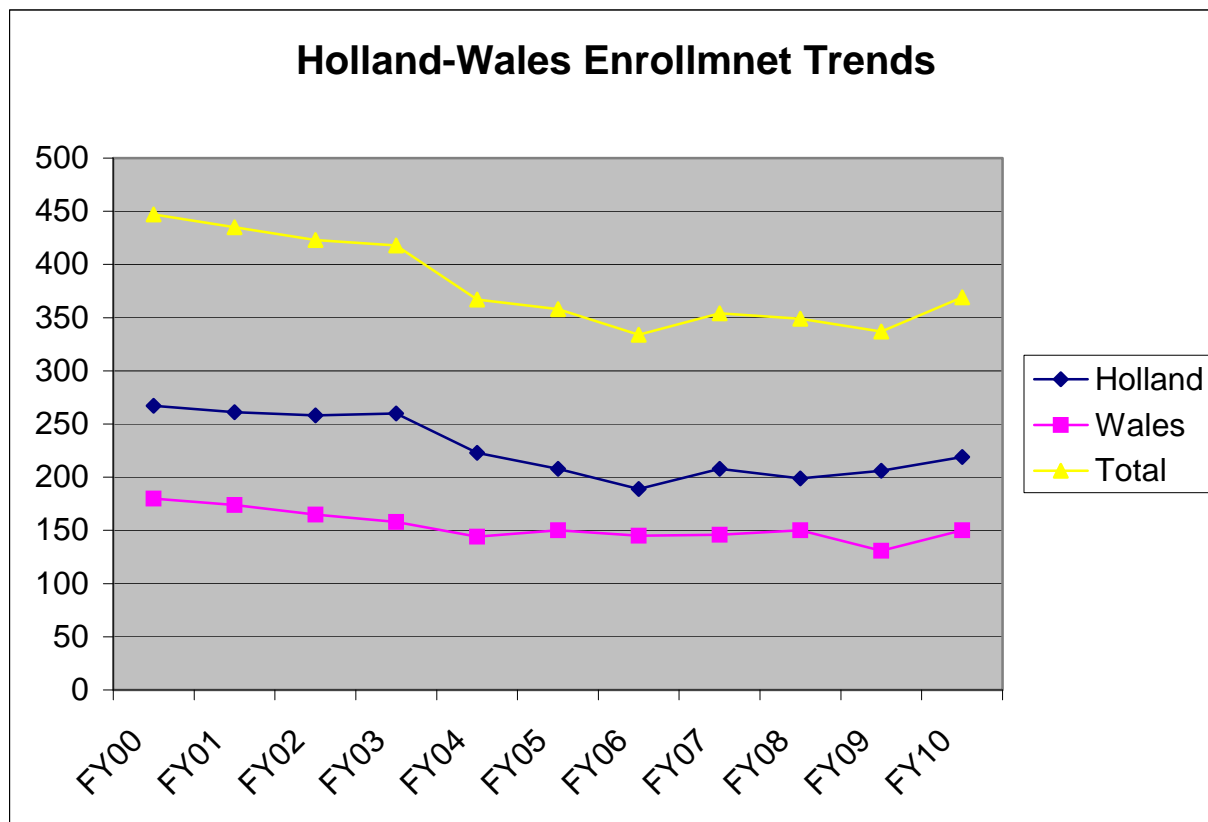
## Holland Wales Regional Proposed

### Holland – Wales Enrollment Trends

Holland- Wales			K-6
	Holland	Wales	Total
FY00	267	180	447
FY01	261	174	435
FY02	258	165	423
FY03	260	158	418
FY04	223	144	367
FY05	208	150	358
FY06	189	145	334
FY07	208	146	354
FY08	199	150	349
FY09	206	131	337
FY10	219	150	369
<b>10 Yr Chg</b>	(48)	(30)	<b>(78)</b>
<b>% Chg 10</b>	-18.0%	-16.7%	<b>-17.4%</b>
<b>5 Yr Chg</b>	11	0	<b>11</b>
<b>5 Yr% Chg</b>	5.29%	0.00%	<b>3.1%</b>

- Enrollment declined over a decade is 17.4% for both towns school districts
- In last five years enrollment in Holland has turned slightly upward and Wales has remained around 150 for a total gain of 3.1% over 5 years
- Together a very small school district of less than 400 students

Graphic Display of Holland -Wales and Total Foundation Enrollment trends



**FY 2008 Simulation of All School Spending Moved to a Simulated Regional School District**

<b>FY 2008</b>	<b>Holland</b>	<b>Wales</b>	<b>Holland</b>	<b>Wales</b>	<b>Total</b>
<b>Net School Spending</b>	<b>S Committee</b>	<b>S Committee</b>	<b>Town</b>	<b>Town</b>	<b>School NSS</b>
Administration	52,694	72,888	<b>30,490</b>	<b>23,551</b>	179,623
Instruction	939,644	1,536,809			2,476,453
Attendance-Health	37,815	38,665			76,480
Food Services					
Athletics/Student Activities					
Maintenance	127,382	170,148			297,530
Employee Benefits			67,676	36,133	103,809
Insurance			222,687	213,720	436,407
Retired Employee Insurance			0	0	
Rentals					
Short Term Interest					
Tuition	423,257	251,356	5,000	22,513	702,126
<b>Total School Spending</b>	<b>1,580,792</b>	<b>2,069,866</b>	<b>325,853</b>	<b>295,917</b>	<b>4,272,428</b>
<b>Combined School Comm</b>		<b>3,650,658</b>			
<b>Combined Towns</b>				<b>621,770</b>	
<b>Town Admin Charges</b>				<b>54,041</b>	
					<b>4,272,428</b>
Other: Circuit Breaker	26,361	182,201			208,562
Grant and Revolving not estimated					

- Town administrative charges would move to region, potential saving of \$54,041 if towns no longer have this responsibility
- Total town expenditures of \$621,770 will move to the region including all active health insurance charges.

**Simulated Salary Schedule of Merged Holland Wales Elementary School District**

**Holland / Wales Elementary Regional Teacher Salary Schedule Simulation FY10 Level-up**

<b><i>2009-2010 1% Holland with Wales Highest</i></b>						
			<b>Bachelors +30</b>			<b>Doctorate/CAGS</b>
<b>Step:</b>	<b>Bachelors</b>	<b>Bachelors + 15</b>	<b>Masters</b>	<b>Masters + 15</b>	<b>Masters + 30</b>	<b>Masters +45</b>
<b>Yrs 1-3</b>	<b>\$41,736</b>	<b>\$42,729</b>	<b>\$43,722</b>	<b>\$45,048</b>	<b>\$46,372</b>	<b>\$46,372</b>
<b>Yrs 4-7</b>	<b>\$47,034</b>	<b>\$48,028</b>	<b>\$49,021</b>	<b>\$51,009</b>	<b>\$52,996</b>	<b><u>\$53,878</u></b>
<b>Yrs 8-10</b>	<b><u>\$53,783</u></b>	<b><u>\$55,003</u></b>	<b><u>\$56,223</u></b>	<b><u>\$58,052</u></b>	<b><u>\$59,881</u></b>	<b><u>\$61,378</u></b>
<b>Yrs 11-14</b>	<b><u>\$57,739</u></b>	<b><u>\$59,324</u></b>	<b><u>\$60,947</u></b>	<b>\$65,583</b>	<b>\$70,219</b>	<b>\$70,219</b>
<b>Yrs 15 +</b>	<b>\$63,837</b>	<b>\$65,239</b>	<b>\$66,641</b>	<b>\$68,268</b>	<b>\$71,323</b>	<b>\$71,659</b>

**HOLLAND**

**WALES**

- Chapter 71, Section 42 B, protects licensed (professional) staff from loss of salary or benefits when their employment changes from town employee to regional school district employee.
- This theoretical Teachers Salary Schedule results from “leveling-up” of two salary schedules to that of the highest paying salaries on both schedules. Correction of salaries can be transitioned or phased in over time
- Setting of a regional salary schedule is subject to collective bargaining provided it protects the employees from loss of salary or benefits

**Holland Wales Elementary School District**

**Regional Correction of Teachers Salary Schedule of Holland - Wales Elementary as Regional Joined** Chapt 71, Section 42B

<b>FY10</b> Districts	FTE Teachers FY10	Total Salaries Present	Merger New Schedule	Leveled-up Correction
Holland	21.92	\$1,314,863	\$1,348,651	\$33,788
Wales	14.8	\$894,069	\$911,614	\$17,544
<b>Total</b>	<b>36.72</b>	<b>\$2,208,932</b>	<b>\$2,260,264</b>	<b>\$51,332</b>
Percent Change>				2.32%

- Applying the simulated salary schedule to FY10 employees on the teacher’s salary schedule would cost an estimated **\$51,332**
- This additional cost is not community specific and would be allocated to member towns according to local required contribution, and for amounts above minimum required according to a regional agreement to be developed
- Other, non-licensed employees would likely receive similar protection.

**2008 Health Insurance Costs Levelled-Up Holland – Wales as Region at 80%**

<b>Holland Wales Region</b>		
<b>Insurance Costs FY 2008</b>	<b>Holland</b>	<b>Wales</b>
Employer Retirement	67,676	36,133
Insurance for Active Employees	222,687	213,720
Insurance for Retired Employees	4,559	0
Other Insurances/ Non-Employee	24,126	0
<b>Total K-6 Insurances</b>	<b>319,048</b>	<b>249,853</b>
<b>Current Employer Percent</b>	<b>65.0%</b>	<b>80.0%</b>
Dental	Yes	
Health Insurance Employer Cost	<b>144,747</b>	170,976
<b>Levelled-up to 80%</b>	<b>178,150</b>	170,976
<b>Incremental Health Cost of Level-up</b>	<b>\$33,403</b>	0

- The Town of Wales employees have 80% of their health insurance cost supported by the town
- The Town of Holland employees have 65% of their health insurance cost supported by the town
- If Holland and Wales were a regional school district in FY2008 and the district support for health insurance for all employees were at 80% it would cost an estimated **\$33,403** to move to 80% for all district employees
- Negotiations with bargaining units on total compensation (salary and benefits) prior to a regional merger could mitigate these adjustments.

**Holland – Wales Transportation Cost with Regional Reimbursement**

<b>FY08 Transportation Costs</b>	<b>Holland</b>	<b>Wales</b>	<b>Total</b>
<b>In-District Transportation</b>	\$122,356	\$97,042	\$219,398
<b>Estimate reimbursement @ 75%*</b>	\$91,767	\$72,782	<b>\$164,549</b>
<b>Net Assessment Regular Transport.</b>	\$30,589	\$24,261	\$54,850
<b>Out-of District Transportation</b>	\$89,859	\$60,881	\$150,740
<b>No Reimbursement available</b>	\$0	\$0	\$0
<b>*Estimate reimbursement @ 56%</b>	\$68,519.36	\$54,343.52	\$122,862.88

- If in FY 2008 Holland and Wales were in a regional agreement and reimbursements were **75%** of transportation then actual costs would have been lowered by **\$164,549**
- Actual FY 2008 reimbursements were at **82%** but 75% simulation is used because some students may live within 1.5 miles of the school attended
- Transportation reimbursements for regional school district for FY10 have been reduced to **56%** of cost and estimates for that rate reduces the cost reduction to **\$122,863**
- Regional school district transportation reimbursement have varied from 36% to 90% over the years

**Net Cost Adjustments as a Two-Town Elementary Regional School District**

<b>TALLY MAJOR FACTORS Holland - Wales</b>	<b>Status Quo</b>	<b>Regional</b>
<b>A net administrative saving</b>	<b>\$54,041</b>	<b>-\$54,041</b>
<b>Town Offices may not be able to reduce</b>	<b>?</b>	
<b>Regional Transportation Potential K-6 Schools @ 75%</b>	<b>\$219,398</b>	<b>-\$164,569</b>
<b>Total Financial Factors Supporting K-6 Consolidation</b>		<b>-\$218,610</b>
<b>Total Key Financial Factors K-12 Regional</b>	<b>Status Quo</b>	<b>Regional</b>
<b>Teacher Salary Schedule Adjustment "Leveled-Up" to highest</b>	<b>X</b>	
<b>K-6 Regional Teacher Salary Correction</b>		<b>\$51,332</b>
<b>Insurance to 80% Correction</b>		<b>\$33,403</b>
<b>Total Financial Corrections K6 Holland - Wales</b>		<b>\$84,735</b>
<b>Total Net Savings K-6 Holland - Wales Merger</b>		<b>-\$133,875</b>

- The administrative reduction of \$54,041 results from less work in town offices and will be realized if the towns can make those reductions and also have resources to carryout other required town functions.
  - Little increase in Tantasqua Regional School District offices would be required to assume these services
  - Regional transportation reimbursements are a variable. Shown is based on FY 2008.
  - Salary and benefit adjustments can be the subject of collective bargaining prior to agreement. Correction of salary parity can be phased-in over time in the collective bargaining, provided no licensed employee receives a salary lower or benefits lower than his or her previous employment. Health Insurance and Benefits can be viewed as the total compensation package.
- This study has shown that formation of a two-town elementary region shows a slight positive result using 2008 data.

If this merger includes requests for school building assistance then up to a 6% incentive on total construction cost could be a substantial benefit.