

Mandates, Benefits and Grants

Boyertown Area School District
2011-2012 Budget Forum
October 19, 2010

Mandate Definition

Man-date [man-deyt]

–noun

a command or authorization to act in a particular way on a public issue given by the electorate to its representative

–verb (used with object)

to authorize or decree (a particular action), as by the enactment of law, or

to order or require; make mandatory: to mandate sweeping changes in the election process.

Public School Beginnings

America's public schools can be traced back to the year 1640. The Massachusetts Puritans established schools to:

1. Teach basic reading, some writing and arithmetic skills, and
 2. Cultivate values that serve a democratic society (some history and civics implied).
- ▶ The founders of these schools assumed that families and churches bore the major responsibility for raising a child.
 - ▶ Gradually, some science and geography were added, but the curriculum was limited and remained focused for 260 years.

Mandates Start

At the beginning of the 20th century, society began to assign additional responsibilities to the schools. Politicians and business leaders saw the schools as a logical site for both the assimilation of immigrants and the social engineering of citizens of the "Industrial Age." The trend of increasing the responsibilities of the public schools has accelerated ever since.

Mandates - 1900 to 1930

Added to the schools responsibilities were:

1. nutrition
2. immunization
3. health
4. Phys. Ed., including organized athletics
5. the practical arts
6. vocational education, including home economics and agricultural education, and
7. school transportation began to be mandated

Mandates – 1940s

8. business education
9. art and music
10. speech and drama
11. half day kindergarten, and
12. school lunch programs appeared

(We take this for granted today. It was, however, a significant step to shift to the schools the job of feeding America's children 1/3 of their daily meals.)

Mandates – 1950s

13. expanded science and math education
14. safety education
15. driver's education
16. expanded music and art education
17. foreign language requirements were strengthened, and
18. sex education was introduced (topics continue to escalate)

Mandates – 1960s

19. Advanced Placement programs
20. Head Start
21. Title I
22. adult education
23. consumer education
24. career education, and
25. peace, leisure, and recreation education

Mandates – 1970s

26. special education (mandated by federal government)
27. Title IX programs (greatly expanded athletic programs for girls)
28. drug and alcohol abuse education
29. parent education
30. behavior adjustment classes
31. character education
32. environmental education
33. women's studies
34. African-American heritage education, and
35. school breakfast programs appeared

Mandates – 1980s

36. keyboarding and computer education
37. global education
38. ethnic education
39. multicultural/non-sexist education
40. English-as-a-second-language and bilingual education
41. teen pregnancy awareness
42. Hispanic heritage education
43. early childhood education
44. Jump Start, Early Start, Even Start, and Prime Start
45. full day kindergarten
46. pre-school programs for children at-risk
47. after school programs for children of working parents
48. alternative education in all its forms
49. stranger/danger education
50. anti-smoking education
51. sexual abuse prevention education
52. health and psychological services were expanded, and
53. child abuse monitoring became a legal requirement for all teachers

Mandates – 1990s

54. conflict resolution and peer mediation
55. HIV/AIDS education
56. CPR training
57. death education
58. expanded computer and Internet education
59. inclusion
60. Tech Prep and School to work programs
61. gang education (in urban centers), and
62. bus safety, bicycle safety, gun safety, and water safety education

Mandates – 21st Century

*WE HAVE SUPERIMPOSED UPON
EVERYTHING ELSE*

63. A layer of high-stakes, standardized tests

Mandates added this past week

- ▶ Require school boards to develop a policy that permits students of school age to possess and self-administer an epinephrine auto-injector (epi-pen) while in a school setting
- ▶ Require school entities to include food allergy reaction management in their local wellness policies
- ▶ Require PDE to report graduation and dropout rates in the state (disaggregated by various demographic characteristics) and implement a data collection and reporting system
- ▶ Require school districts to develop a dating violence policy, conduct dating violence training for staff, and incorporate dating violence education into the health curriculum in grades 7-12. Students can be exempt from the education program if their parents do not wish for them to participate

EDUCATION TIME AND MONEY

- ▶ IN MOST STATES WE HAVE NOT ADDED A SINGLE MINUTE TO THE SCHOOL CALENDAR IN FIVE DECADES
- ▶ FUNDING OF MOST SCHOOLS HAS BEEN REDUCED ALSO
- ▶ PRIOR TO THE 1980s, THE STATE FUNDED 50% OF EACH PA PUBLIC SCHOOLS BUDGET
- ▶ THE FUNDING FORMULA WAS CHANGED TO INCORPORATE SEVERAL VARIABLES INCLUDING POVERTY AND ENGLISH LANGUAGE LEARNERS
- ▶ CURRENTLY THE STATE FUNDS LESS THAN 30% OF THE BOYERTOWN AREA SCHOOL DISTRICT

Mandates and Funding

Federal Stimulus Funds

- ▶ **ARRA IDEA** – \$1.4 million to fund special education for 09-10 and 10-11. Funding disappears for 11-12. How do we fund the 10 positions created with these funds?
- ▶ **ARRA SFSF** – State Fiscal Stabilization Funds have been utilized in Harrisburg to increase the Basic Ed Subsidy to all school districts. What happens next year when the SFSF funds are no longer available?

Mandated Benefits

All employees have government mandated benefits, including:

FICA – Employee and Employer each contribute 6.2% for Social Security benefits. The State assumes 50% of cost.

Medicare – Employee and Employer each contribute 1.45% for Medicare benefits. The State assumes 50% of cost.

State Unemployment – Employees can apply for unemployment benefits if laid off or no work. BASD pays actual benefit costs as approved by State.

Workers' Compensation – Employers are required to have workers' comp insurance to cover employees if hurt at work.

Mandated Benefits

School employees have additional government mandated benefits, including:

Retirement Benefits – All State employees are covered by one of two pension plans, PSERS (School Employees) or SERS (State Employees). The benefits are mandated by the legislators and the funding of pensions is administered by a State appointed Pension Board, which establishes the rate of each districts contribution rate based on actuarial calculations. The State shares in at least 50% of the cost of this benefit.

Mandated Benefits

Boyertown School employees have additional mandated benefits based on collective bargaining agreements and compensation plans. These include:

Health Benefits, including medical, prescription, dental, and vision

Welfare Benefits, including life and long-term disability insurance (for some employee classes)

Educational Benefits, including tuition reimbursement

Benefit Costs

Based on estimated payroll of \$48.366 million

FICA & Medicare – Budget \$3.7 million

Retirement (PSERS) – Budget at 5.64% = \$2.7 million

Projected rate for 11-12 @ 10.59%

Projected rate for 12-13 @ 29.46%

Projected rate for 13-14 @ 32.32%

PA Unemployment – Budget \$33,000

Actual cost based on unemployment claims

Benefit Costs

Health Insurance - Budget \$6.7 million

Self Insured for 2010-2011

Budgeted expenditure rose 6% in 2010-11

Early projections mirror BCSHIC increase of 9% for 2011-12

Employee Contributions for 2011-12 - Administrators (13%)
Professionals (10%) Classified (8.25%)

Dental Insurance – Budget \$587,000

Self Insured for over 10 years

Rate of expenditure provided by Delta Dental premium

No contributions from employees

Vision Insurance – Budget \$65,000

Basic coverage – \$ allowance every 24 months

Minimal cost \$4.74 single, \$10.84 family/mo.

Benefit Costs

Life Insurance – Budget \$50,000

Coverage varies by Group from \$50,000 professionals to \$250,000 for administrators

Cost less than \$.09 per \$1,000 per month including ADD

Long Term Disability Insurance – Budget \$18,000

Administrators and classified staff covered

No benefit for Professionals

Option to buy LTD coverage offered

Workers' Comp Insurance – Budget \$300,000

.75 % of annual payroll is budgeted as expenditure

Retro-premium plan of insurance based on working safely

Experience has been good with a State rating of less than 1.00 (mod)

Benefit Costs

Tuition Reimbursement – Budget \$500,000

- ▶ Offered to all employees to maintain and improve education
- ▶ Professionals are reimbursed for approved education credits up to \$3,000 per year
- ▶ Administrators at \$3,000 unless enrolled in approved degree program
- ▶ Classified Staff are eligible for reimbursement at lower levels

Other Benefits

Sick Days at 1 per month

Personal Days 2 per year

Emergency Days up to 3 per year

Bereavement Leave

Family Medical Leave

Sabbatical Leave

Administrators and Classified staff eligible for vacation

Daily absences relate to the substitute expenditures for required coverage when employees are absent from work –
Budget \$750,000

Other Benefits

Administrative staff receive reimbursement of physical examination

Central Administration receive contribution to retirement accounts

Retirement severance amount for administrative, professional and classified employees

Post retirement benefits for long-term employees

Questions

