

# South Lewis Central Schools 2016-17 Budget



## CURRENT 2015-16 Budget \$25,138,993

- Cost-Drivers:
  - Salaries:
    - Administrative/Supervisory/Confidential: 2.75%
    - SRP: 3.31% (average increase over term of contract)
    - SLTA: 2.97% (average increase over term of contract)
  - Healthcare: 5%
  - Pensions: **DECREASE**
    - ERS: 18.2% to 15.5% of payroll
    - TRS: 13.26% to 11.72% of payroll
  - Building/Department Budgets: **DECREASE** of .1% (total = \$3,099,903)
  - BOCES and RIC Budgets: Increase of 2% (total = \$3,560,889)
- State Aid:
  - With Building Aid: -\$420,970 (due to payoff of the 2002 refinance of the 1995 project)
  - Without Building Aid: +\$218,141 (**1.71% increase**)
    - Includes \$95,627 Community Schools Aid
      - "...community hubs to deliver...co-located or school-linked academic, health, mental health, nutrition, counseling....services to students and their families..."
  - Expense Based-Aids (Transportation, BOCES, etc...) – No Formula Change
  - Enrollment Based-Aid (Textbook/Software, Library, etc...) – No Formula Change

## 2016-17 Budget \$24,773,105

- **What is in/not in this budget compared to this year?**
  - All current programs and opportunities for students
  - Building/Department Budgets as presented/requested
  - Minor Staffing/Program Changes
    - Elimination of two vacant elementary tenure area positions
    - Increase in Port Leyden Cleaner position
      - From 10-month/6 hours day to 12-months/8 hours day
  - Expiration of the Extended-School Day Grant
    - Reduction in AM/PM AIS
    - Costs placed in General Fund
      - Summer School, KidsKamp/Challenge Week, MVPS, Salaries, etc...
  - Mini-Renovation/Capital Outlay Project
    - Direct Digital Control (DDC) System (HVAC Controls)
    - Up to \$100,000 district-funded up front monies with SED reimbursement the following year at our aid ratio (85%)

## 2016-17 Budget \$24,773,105

### **MAJOR HIGHLIGHTS**

- Spending **decrease** of approximately 1.46%
  - Current budget is \$25,138,993
  - Cost Drivers (Salaries, Health Insurance, and Mini-Renovation/Capital Outlay Project)
  - Cost Savers (Pensions, 1995/2002 Capital Project Bond paid off, change in Worker's Compensation provider, and elimination of two vacant elementary tenure area positions due to enrollment)
  
- 0% Tax Levy Increase Recommendation (Allowable Limit is .12%)

## 2016-17 Elementary (UPK-6) Enrollment (After Elimination of 2 Vacant Positions)

<i>(Enrollment as of 4/1/16)</i>	Glenfield	Port Leyden
UPK	Up to 18 (1 class)	Up to 18 (1 class)
<i>K (Projected)</i>	30 (15, 15)	33 (17, 16)
1	41 (21, 20)	43 (22, 21)
2	44 (22, 22)	33 (17, 16)
3	51 (17, 17, 17)	39 (20, 19)
4	26 (13, 13)	24 (12, 12)
	<i>Total = 210/12 = 17.5</i>	<i>Total = 190/11 = 17.3</i>
	<b>Middle School</b>	
5	76/4 = 19	
6	79/4 = 19.8	

## 8-Year Budget History 2008-09 to 2016-17

- Average Spending Increase: 0.94%
- Average Tax Levy Increase: 2.006%
- Spending History: \$23,037,538 (2008-09) to \$24,773,105 (2016-17)
  - 7.5% total spending increase over 8 years
  - 0.94% average spending increase/year
- Tax Levy History
  - 2009-10: 1.79%
  - 2010-11: 3.4%
  - 2011-12: 2.98%
  - 2012-13: 1.97% (Allowable Limit was 3.46%)
  - 2013-14: 1.98% (Allowable Limit was 4.95%)
  - 2014-15: 1.98% (Allowable Limit was 5.96%)
  - 2015-16: 1.95% (Allowable Limit was 3.45%)
  - 2016-17: 0.00% (Allowable Limit is 0.12%)

## SOUTH LEWIS CENTRAL SCHOOLS 2016-17 Budget

### SCHOOL DISTRICT TAX REPORT CARD

	BUDGETED 2014-15	BUDGETED 2015-16	BUDGETED 2016-17	% CHANGE From 2015-16
<b>Total Spending</b>	\$24,575,418	\$25,138,993	\$24,773,105	-1.46%
<b>Estimated School Tax Levy</b>	\$8,146,169	\$8,303,849	\$8,303,849	0%
<b>Enrollment</b>	1050 (March 2014 Data)	1027 (March 2015 Data)	1023 (March 2016 Data)	-0.4%
<b>Consumer Price Index</b>				0.12%

## SOUTH LEWIS CENTRAL SCHOOLS 2016-17 Budget

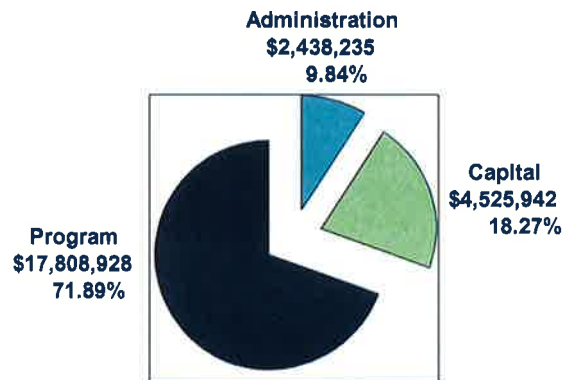
### PROPOSED BUDGET REVENUE COMPARISON

	2014-15 Estimated Revenue	2015-16 Estimated Revenue	2016-17 Estimated Revenue	% Change From 2015-16
<b>Property Tax</b>	\$8,146,169	\$8,303,849	\$8,303,849	0%
<b>State Aid</b>	\$14,291,840	\$14,782,735	\$14,398,847	-2.6%
<b>Other Income</b>	\$648,000	\$563,000	\$581,000	3.2%
<b>Fund Balance</b>	\$1,489,409	\$1,489,409	\$1,489,409	0%
<b>Total</b>	\$24,575,418	\$25,138,993	\$24,773,105	-1.46%

# **SOUTH LEWIS CENTRAL SCHOOLS**

## **2016-17 Budget**

### **PROPOSED COMPONENT BUDGET**



## **Quick Recap**

### **\$24,773,105**

(1.46% Spending DECREASE & 0.00 % Tax Levy Increase)

#### **► Highlights**

- All current programs and opportunities for students
- Building and Department Budgets as requested/presented
- Elimination of two elementary tenure area positions
- Increase in Port Leyden cleaner hours
- Expiration of Extended-School Day Grant
- Mini-Renovation/Capital Outlay Project (DDC Control System)

**1.46% SPENDING DECREASE**

**0.00% TAX LEVY INCREASE**

## PROPOSITION #1

- Resolved, that the Board of Education of the South Lewis Central School District, Lewis County, New York be authorized to levy the necessary tax for and appropriate a sum not to exceed \$24,773,105.00 for the purpose of the General Fund Budget for the 2016-17 school year.

## PROPOSITION #2

- Resolved, that the Board of Education of the South Lewis Central School District, Lewis County, New York is hereby authorized to purchase three 66-passenger buses for a total maximum aggregate cost of \$309,919.00 and that sum of \$309,919.00, or as much thereof as may be necessary shall be raised by the levy of the tax upon the taxable property of said school district and collected in annual installments as provided by Section 416 of the Education Law and in anticipation of such tax, obligations of said school district shall be issued.

## Board of Education Election

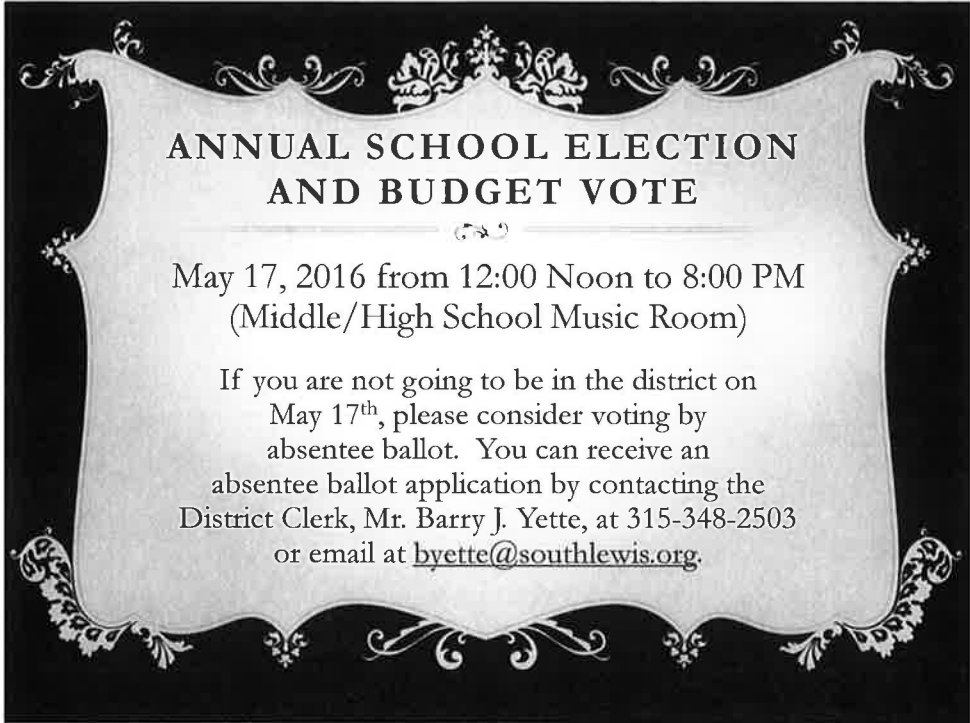
- Candidates for the two, five-year term seats on the Board of Education will be listed on the ballot.
- Seats Expiring:
  - Michael Lisk
  - Tina Stanford
- Candidates:
  - Michael Lisk
  - Jessica Carpenter
  - Lynnette Parker



## BUDGET PUBLIC HEARING

Tuesday, May 10, 2016 at 6:30 PM

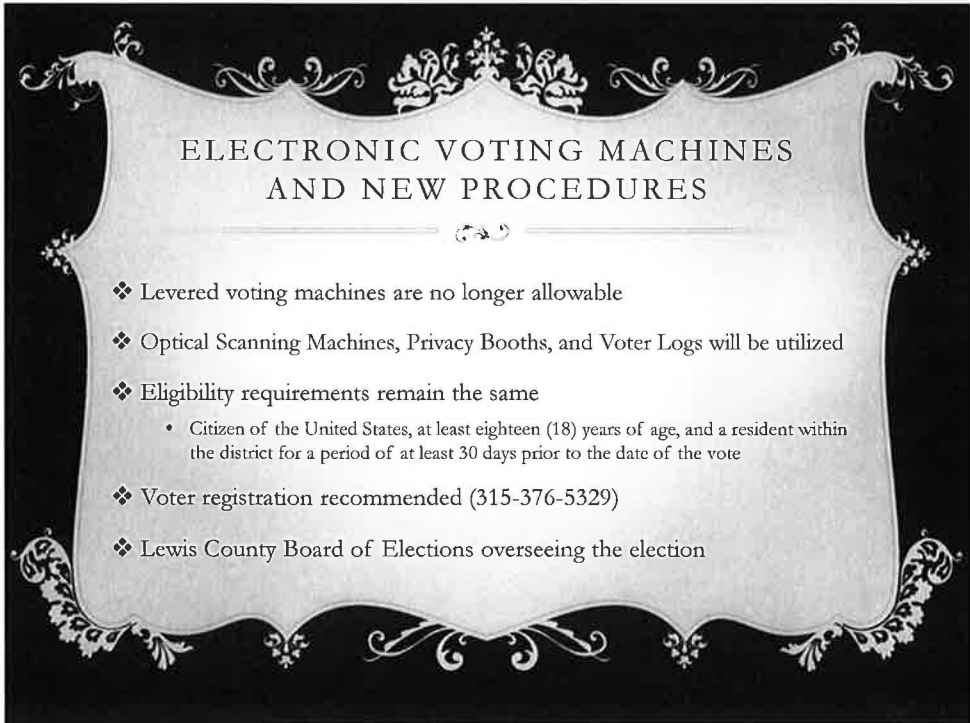
(Middle/High School Library)



**ANNUAL SCHOOL ELECTION  
AND BUDGET VOTE**

May 17, 2016 from 12:00 Noon to 8:00 PM  
(Middle/High School Music Room)

If you are not going to be in the district on  
May 17<sup>th</sup>, please consider voting by  
absentee ballot. You can receive an  
absentee ballot application by contacting the  
District Clerk, Mr. Barry J. Yette, at 315-348-2503  
or email at [byette@southlewis.org](mailto:byette@southlewis.org).



**ELECTRONIC VOTING MACHINES  
AND NEW PROCEDURES**

- ❖ Levered voting machines are no longer allowable
- ❖ Optical Scanning Machines, Privacy Booths, and Voter Logs will be utilized
- ❖ Eligibility requirements remain the same
  - Citizen of the United States, at least eighteen (18) years of age, and a resident within the district for a period of at least 30 days prior to the date of the vote
- ❖ Voter registration recommended (315-376-5329)
- ❖ Lewis County Board of Elections overseeing the election



# 2016-17 Budget

## Comments-Questions-Discussion

If you would like more information on the Budget Propositions, please see me at the end of the presentation or contact me at:

Phone: 315-348-2508

Email: [dpremo@southlewis.org](mailto:dpremo@southlewis.org)



Utica National Insurance Group®

2016 School Safety



# EXCELLENCE AWARD



*Presented to*

## South Lewis Central School District

In recognition of the school district's outstanding efforts to create a safer school environment, and as a direct result of the district's diligence and adherence to safety principles prescribed to safety group members, this certificate is hereby awarded on

April 20, 2016

*Mark Aquino*

Mark A. Aquino, CSP  
Regional Manager  
Risk Management Department

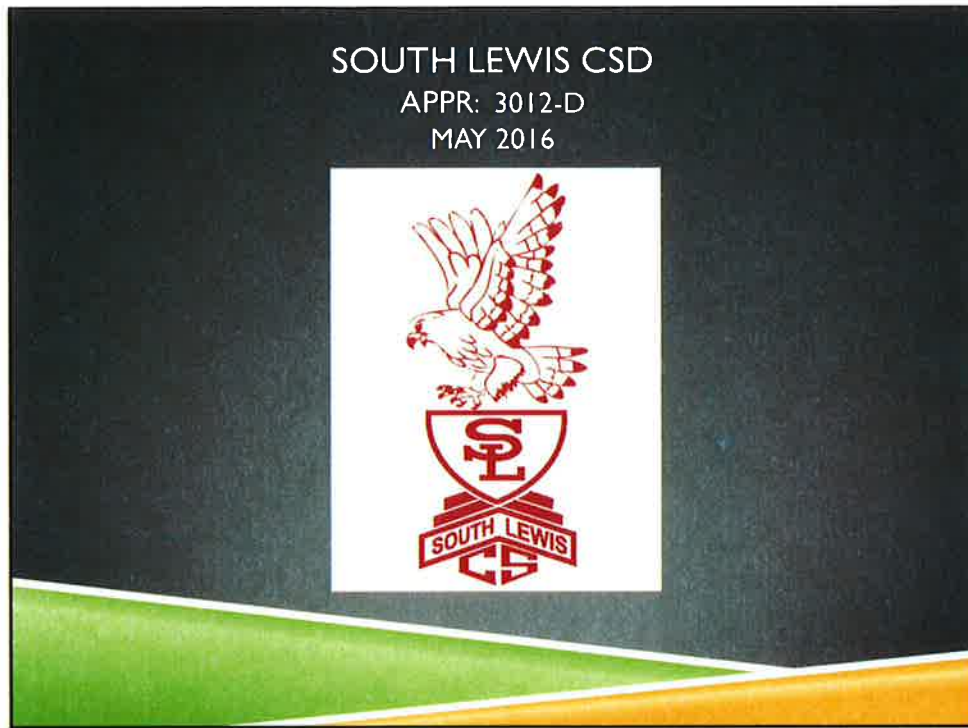
*Brian D. Saville*

Brian D. Saville  
Resident Senior Vice President  
Educational Institutions

*David T. Brown*

David T. Brown, CPCU, AU  
Underwriting Manager

*Over 40 years of keeping kids and school staff safe.*



# FINAL RATING MATRIX

## Observations

Student  
Performance

	H	E	D	I
H	H	H	E	D
E	H	E	E	D
D	E	E	D	I
I	D	D	I	I

## OVERALL OBSERVATION HEDI SCALE

	Minimum	Maximum
H	3.5	4.0
E	2.5	3.49
D	1.5	2.49
I	0	1.49

## OVERALL STUDENT PERFORMANCE HEDI SCALE

	Minimum	Maximum
H	18	20
E	15	17
D	13	14
I	0	12

## SLO TARGET SCALE

SLO	Scoring Range	SLO	Scoring Range
% of students meeting target		% of students meeting target	
0-4%	0	49-54%	11
5-8%	1	55-59%	12
9-12%	2	60-66%	13
13-16%	3	67-74%	14
17-20%	4	75-79%	15
21-24%	5	80-84%	16
25-28%	6	85-89%	17
29-33%	7	90-92%	18
34-38%	8	93-96%	19
39-43%	9	97-100%	20
44-48%	10		

## TEACHER OBSERVATIONS (RUBRIC – OBSERVABLE)

- ▶ 2014 NYSUT Rubric (70 Indicators)
- ▶ Lead Evaluator – 90%
  - ▶ Conducts formal/announced classroom observation
  - ▶ Evaluates FULL Rubric
  - ▶ Utilizes the Formal Observation Process and Forms
- ▶ Independent Evaluator – 10%
  - ▶ Conducts an unannounced/informal classroom observation
  - ▶ Evaluates Standard 3 (Instructional Practice) and Standard 4 (Learning Environment) +
  - ▶ Utilizes a Short Form/Unannounced Walk-Through Observation Form
- ▶ BEDS Code

## TEACHER OBSERVATIONS (RUBRIC – OBSERVABLE)

- ▶ Tenured Teacher (*Minimums*)
  - ▶ 1 Formal/Announced observation by Lead (90%)
  - ▶ 1 Informal/Unannounced by Independent (10%)
- ▶ Non-Tenured Teacher (*Minimums*)
  - ▶ 1 Formal/Announced observation by Lead (80%)
  - ▶ 1 Informal/Unannounced by Lead (20%)
    - ▶ Combined these are 90% of overall observation score/rating
  - ▶ 1 Informal/Unannounced by Independent (10%)

## TEACHER OBSERVATIONS (RUBRIC – OBSERVABLE)

- ▶ FORMS
  - ▶ Formal Observation Process
    - ▶ Professional Growth Plan
    - ▶ Pre-Conference Worksheet
    - ▶ Post-Conference Worksheet
    - ▶ Mid-Year Conference Form
    - ▶ Professional Practice Input Sheet
    - ▶ Summative Conference Worksheet
  - ▶ Informal Process: Short Form/Unannounced Walk-Through Observation Form
  - ▶ Reference Document
  - ▶ General Guidelines
  - ▶ Teaching Standards Reference Guide (2014 NYSUT Edition)

## STUDENT PERFORMANCE

Four Types of Teachers	
A	50%+ of caseload is teaching 3-8 ELA and/or Math
B	50%+ of caseload is teaching Science 8 and/or Regents Courses
C	All Other Teachers (SLO's)
D	Combination – Mixture of A with B and/or C

## STUDENT PERFORMANCE

- ▶ Moratorium on Use of 3-8 State Testing Results with APPR until the 2019-20 school year.
- ▶ Transition Period for 2016-17 through 2018-19
  - ▶ Report Original Score AND Transition Score to SED
- ▶ Use of NYS Regents Exam scores is allowable
- ▶ All locally-developed SLO Assessments must be approved by SED
- ▶ **THEREFORE...our District-Wide SLO Assessment Selection was:**
  - ▶ **ALL NYS Regents Exams (January and June administrations)**
  - ▶ **Formula-Based Targets**

## STUDENT PERFORMANCE

Four Types of Teachers	
A	50%+ of caseload is teaching 3-8 ELA and/or Math
B	50%+ of caseload is teaching Science 8 and/or Regents Courses
C	All Other Teachers (SLO's)
D	Combination – Mixture of A with B and/or C

	Original Score (beginning 2019-20)	Transition Score (through 2018-19)
A	Growth Score from State or % of students who meet targets on 3 <sup>rd</sup> Math and/or ELA	% of students who meet targets on District-Wide SLO (same as Original C)
B	% of students who meet targets	NO CHANGE
C	% of students who meet targets on District-Wide SLO	NO CHANGE
D	Case-by-Case Basis	Eliminate any 3-8 NYS math/ELA portion and use remainder and/or District-Wide SLO



## OTHER

- ▶ Teacher Improvement Plan (TIP)
  - ▶ Required for anyone with an overall rating of Developing or Ineffective
  - ▶ Can be placed on a TIP at anytime for any reason
- ▶ Appeals Process

THANK YOU, QUESTIONS,  
AND FEEDBACK

## SOUTH LEWIS CENTRAL SCHOOLS

### SUPERINTENDENT OF SCHOOLS EVALUATION PROGRAM

#### INTRODUCTION

The South Lewis Central School Superintendent of Schools Evaluation Program is based on criteria developed by the board of education and superintendent of schools. It shall be used: (1) to communicate to the superintendent the board's feelings as to her/his strengths as well as ways to improve performance, (2) to improve the educational program, (3) so the board may gain a better understanding of the position of superintendent as well as the goals, needs and interests of the person holding the position, (4) to allow for an exchange of ideas on the leadership's role and responsibility of the school district among board members as well as between the board and the superintendent.

The criteria shall consist of 10 general areas: (1) Board Meeting Activities, (2) Public Relations, (3) Hiring and Staffing, (4) Curriculum Development, (5) Financial Planning, (6) Personnel Evaluation, (7) Policy Matters, (8) Goals and Objectives, (9) Staff Relationships, and (10) Professional Responsibilities and Leadership.

The annual formal evaluation will be condensed on the form "Superintendent of Schools Evaluation Program" using the established criteria. It shall be signed by the board president and the superintendent. A copy will be retained in the superintendent's personnel file in the District Office and a copy will be given to the superintendent.

The Board of Education, within itself, should agree upon more refined interpretation of the below rating scale prior to its use. The explanation of each rating found below can be defined according to the quantity and quality of the work performed by the superintendent. In each case the criteria should also be judged as to its relative importance to overall job performance.

In the event that the Superintendent's performance in any of the categories is rated marginal or fair, the Board of Education shall describe in writing, in reasonable detail, areas of unsatisfactory performance, indicating specific instances where appropriate. The evaluation shall include recommendations for improvement in any category where the Board of Education determines the Superintendent's performance to be marginal or fair.

The main purpose of the Superintendent's Evaluation is to supply her/him with input apprising her/him of her/his performance. The superintendent will be given one evaluation per year which reflects the opinion of the board as a whole. Each board member will fill out an evaluation sheet which will be discussed in executive session. The board as a whole then will agree on one evaluation which will serve as the evaluation of the superintendent.

SUPERINTENDENT OF SCHOOLS EVALUATION PROGRAM

CRITERIA

EVALUATION SCALE  
RATING

EXPLANATION

- |                             |   |
|-----------------------------|---|
| 1 - Marginal                | Performance is not at an acceptable level. Performance level on job responsibilities is consistently below standards of acceptability.  |
| 2 - Fair                    | Demonstrates inconsistent level of performance in job responsibilities and performs at a level lower than was expected. A need for improvement is recognized.                                 |
| 3 - Thoroughly<br>Competent | Performance meets standards and expectations. Demonstrates an acceptable level of performance in responsibilities and consistently performs at a level generally sufficient for the position. |
| 4 - Commendable             | Usually performs at a level exceeding expectations. Job responsibilities are executed in an excellent fashion.  |
| 5 - Distinguished           | Consistently performs at a level exceeding expectations in most areas. Job responsibilities are handled in a prompt, efficient, and outstanding manner.                                       |

If any area is not applicable for that particular section, it should be so stated in the comments.

APPRAISAL ITEMS

FOR THE SUPERINTENDENT

1. Board Meeting Activities

- a. Makes appropriate recommendations on matters under consideration.
- b. Follows up on all board inquiries.
- c. Implements board action as promptly as possible.
- d. Conducts herself/himself at such meetings that are in the best interest of the district and board of education.
- e. Lets the board know her/his feelings on important issues.
- f. Provides Board Members with meeting agenda and materials in advance of Board meetings and is personally prepared for meeting.

2. Public Relations

- a. Represents the schools before the public.
- b. Represents the district to other educational institutions in the area and in the state.
- c. Demonstrates a concern for good school/community relations.
- d. As an individual, reflects a positive approach when dealing with the public.
- e. Personally encourages the school and community to work together.
- f. Makes an effort to meet with parents and citizen groups.
- g. Promotes academic excellences.
- h. Provides information and programs about education in the way of written materials, resource people or speakers when requested.
- i. Provides news releases and interviews for the print media.
- j. Promotes a school newsletter as well as other reports to the community.

### 3. Personnel Hiring and Staffing

- a. Recommends all individuals for employment in the district.
- b. Recruits and assigns the best available personnel in terms of their competencies.
- c. Assigns and transfers district personnel to create effective staffing.

### 4. Curriculum Development

- a. Evaluates and revises curriculum to advance the educational program of the district.
- b. Recommends to the board all curriculum, major changes in tests and schedules operative in the district.
- c. Plans and presents effective in-service programs in the district.
- d. Participates with staff, board, and community in studying and developing curriculum improvement.
- e. Resourceful in visualizing and developing new ideas, methods and procedures.

### 5. Financial Planning

- a. Assumes responsibility for overall financial planning for the district, including long-range planning.
- b. Oversees the preparation of the budget and presents a financial plan representing the needs of the school system.
- c. Assists the board of education in preparing and explaining the school budget to the community.
- d. Administers the budget provided by the district office.
- e. Requires the school's business office and those areas for which it is responsible to operate on a sound business basis.
- f. Keeps informed on needs of the school program - plant, facilities, equipment, and supplies.

6. Personnel Evaluation

- a. Conducts continuous evaluation of administrative and instructional personnel.
- b. Submits to the board written evaluation of each member of the administrative team.
- c. Develops and executes sound personnel procedures and practices.

7. Policy Matters

- a. Interprets and implements board policy for the district.
- b. Presents facts and explanations necessary to assist the board in its policy decisions.
- c. Assists in the development of new policy in response to district needs.
- d. Interprets and implements state laws relevant to education.

8. Goals and Objectives

- a. Makes recommendations to the board on district goals.
- b. Prepares specific, attainable and measurable objectives to carry out the overall goals.

9. Staff Relationships

- a. Works to create an atmosphere of mutual respect among staff members.
- b. Involves staff members in certain aspects of the decision-making process.
- c. Delegates authority in an appropriate manner according to the district table of organization.

10. Professional Responsibilities and Leadership

- a. Continues to seek self-improvement and keeps abreast of current educational trends and innovations.
- b. Attempts to initiate constructive ideas when applicable.

- c. Participates in or supports professional organizations.
- d. Accepts constructive criticism in a professional manner.
- e. Demonstrates a desire to make an effective contribution to the total school program.
- f. Is honest and trustworthy.
- g. Is reliable and consistent in working with staff members.
- h. Uses confidentiality in a responsible manner.
- i. Assists those responsible to her/him.
- j. Gets work accomplished in a professional manner.
- k. Encourages initiative, innovation and cooperation.
- l. Often communicates with staff and/or board prior to making a decision.

SOUTH LEWIS CENTRAL SCHOOLS

SUPERINTENDENT OF SCHOOLS EVALUATION FORM

	1	2	3	4	5
1. Board Meeting Activities					
2. Public Relations					
3. Personnel Hiring and Staffing					
4. Curriculum Development					
5. Financial Planning					
6. Personnel Evaluation					
7. Policy Matters					
8. Goals and Objectives					
9. Staff Relationships					
10. Professional Responsibilities and Leadership					
Totals by Judged Level of Performance					

Key to Recorded Judgement:

- 1.....Marginal
- 2.....Fair
- 3.....Thoroughly Competent
- 4.....Commendable
- 5.....Distinguished

I have received and read the above report.

Signature \_\_\_\_\_ Date \_\_\_\_\_  
 Board President

Signature \_\_\_\_\_ Date \_\_\_\_\_  
 Superintendent



I. COMMENDATIONS ON PERFORMANCE:

II. RECOMMENDATIONS FOR FUTURE EMPHASIS:

III. SUMMATIVE STATEMENT:

IV. COMMENTS OF SUPERINTENDENT:

V. SIGNATURES:

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Board President's Signature

Date

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Superintendent's Signature

Date