

EDUCATION AND CULTURAL

PROGRAM DESCRIPTION

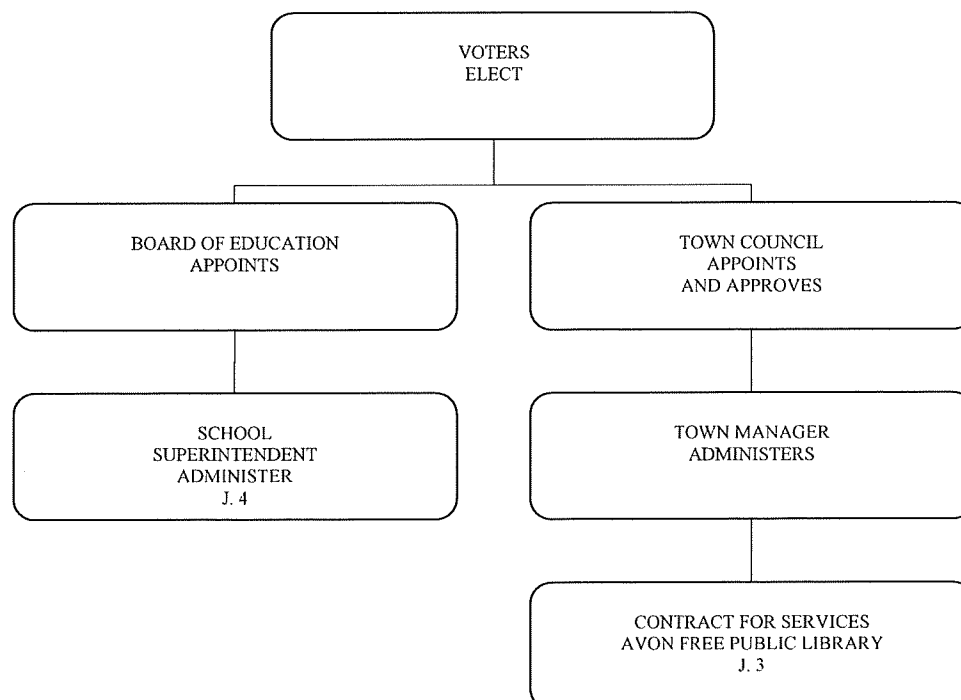
The Education and Cultural expenditures include the Avon School System and the Avon Free Public Library. The accounting structure utilized by the Board of Education in managing the school system is mandated by the State of Connecticut. The Board of Education is an elective body composed of nine (9) persons for overlapping four-year terms. The Board of Education hires a Superintendent to manage the School System. The Board of Education, by Charter, submits its budget to the Town Council by February 15th of each year.

The Avon Free Public Library provides library services to the Town of Avon by written contract. The Library Trustees, as part of the contract, provide a detailed budget in the format requested by the Town. The Town of Avon owns and operates the Library Building.

PERSONNEL AND EXPENDITURES

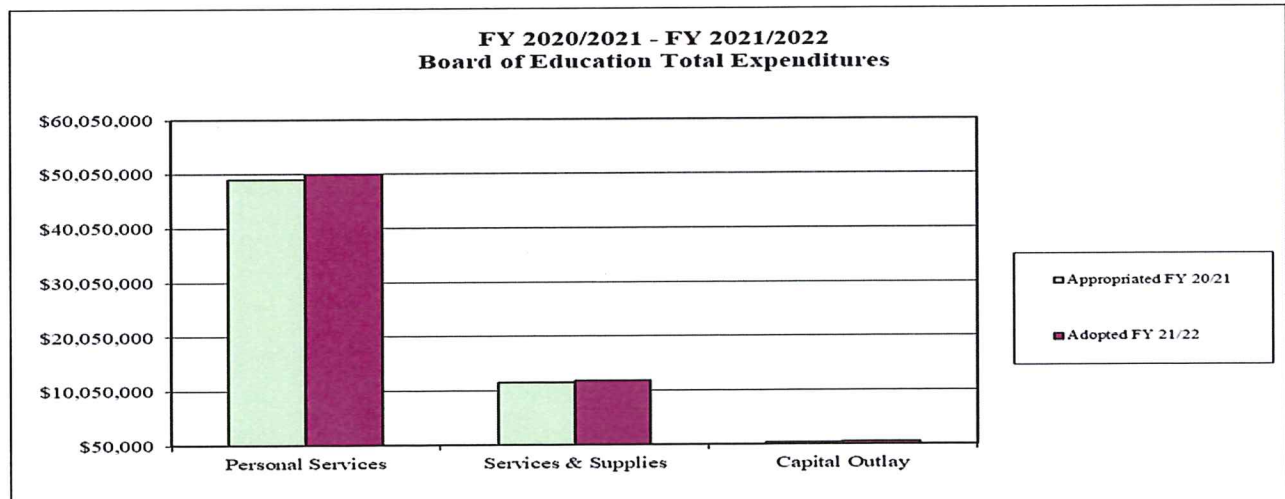
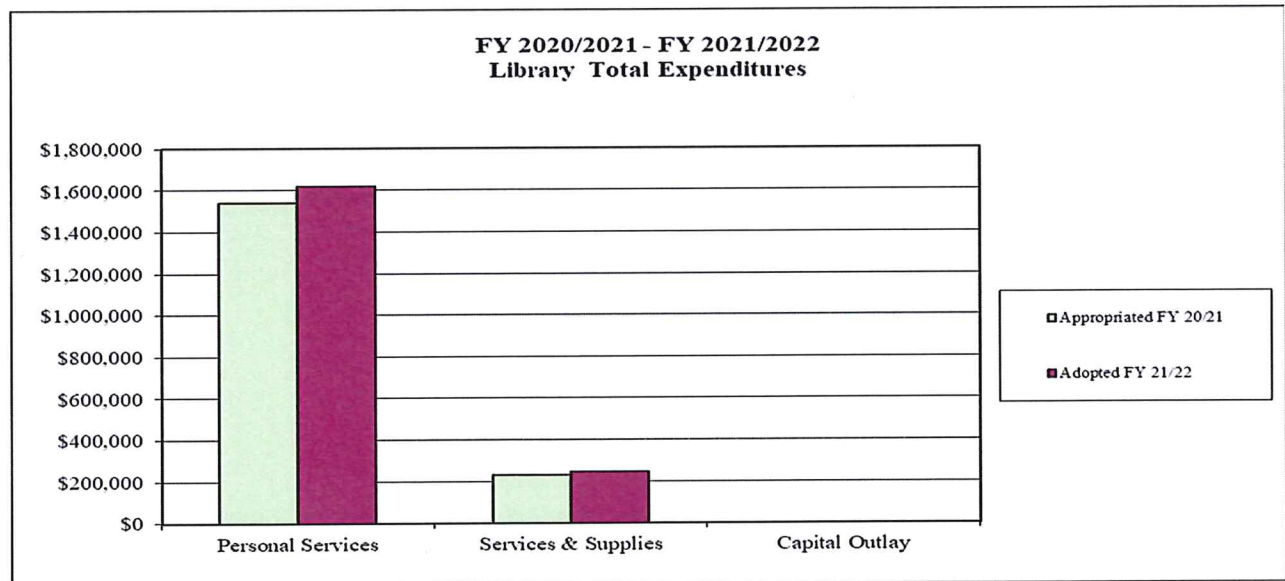
	2017/ 2018	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	\$ Inc/(Dec)	% Inc-/Dec
Avon Public Library							
Full-Time Positions	8	8	8	8	8	0	0.00%
Part-Time Positions	30	28	28	35	37	2	5.71%
Expenditures	\$1,637,129	\$1,683,700	\$1,736,517	\$1,768,042	\$1,864,393	\$96,351	5.45%
Board of Education							
Full-Time Positions	467.7	481.74	488.03	487.11	490.11	3	0.61%
Expenditures	\$58,292,975	\$59,383,115	\$60,047,357	\$62,941,294	\$64,558,457	\$1,617,163	2.57%

EDUCATION AND CULTURAL ORGANIZATIONAL CHART



**ADOPTED BUDGET SUMMARY
CULTURAL AND EDUCATION**

	Appropriated FY 2020/2021	Requested FY 2021/2022	Adopted FY 2021/2022	Inc/(Dec) \$	Inc/-Dec %
Library					
Total Personal Services	\$1,539,142	\$1,629,579	\$1,621,003	\$81,861	5.32%
Total Services & Supplies	\$228,900	\$243,390	\$243,390	\$14,490	6.33%
Total Capital Outlay	\$0	\$0	\$0	\$0	0.00%
Total Library	\$1,768,042	\$1,872,969	\$1,864,393	\$96,351	5.45%
Board of Education- General Fund					
Total Personal Services	\$49,073,230	\$50,075,100	\$50,075,100	\$1,001,870	2.04%
Total Services & Supplies	\$11,565,310	\$11,938,721	\$11,938,721	\$373,411	3.23%
Total Capital Outlay	\$376,685	\$620,482	\$620,482	\$243,797	64.72%
Sub-Total Board of Education General Fund	\$61,015,225	\$62,634,303	\$62,634,303	\$1,619,078	2.65%
Board of Education - Special Revenue Fund					
State and Fed. Education Grants - Fund 13	\$864,800	\$905,914	\$905,914	\$41,114	4.75%
School Cafeteria - Fund 14	\$1,011,269	\$993,240	\$993,240	(\$18,029)	-1.78%
Use of School Facilities - Fund 15	\$50,000	\$25,000	\$25,000	(\$25,000)	-50.00%
Sub-Total Board of Education Special Revenue	\$1,926,069	\$1,924,154	\$1,924,154	(\$1,915)	-0.10%
Total Board of Education	\$62,941,294	\$64,558,457	\$64,558,457	\$1,617,163	2.57%





461.01 LIBRARY

PROGRAM DESCRIPTION

The Avon Free Public Library (AFPL) is a private organization under the management of a Board of Trustees. The majority of the operating funds are supplied by the Town under a written contract for services. The Town owns and operates the Library Building. The AFPL serves as the center of enrichment for the community, providing free and convenient access to information, literature, culture and the arts through a variety of media and technologies.

PROGRAM COMMENTARY

The fiscal year 2021/2022 budget request reflects the need to augment our collection of downloadable e-content, plans to add an electric vehicle charging station in the library's parking lot, requests additional personnel funds for current staff and includes small increases for library software and hardware licensed through the LCI consortium.

WORKLOAD MEASURES	2017/ 2018	2018/ 2019	2019/ 2020	Est. 2020/ 2021	Proj. 2021/ 2022
# Card Holders	7,948	7,769	8,257	8,000	8,250
Items Circulated	258,724	255,318	217,594	170,000	250,000
Items Returned	182,211	182,148	134,368	115,000	175,000
Public Computer Logins	14,528	14,773	8,234	4,200	14,000
Hours of Public Wifi Usage ¹	22,237	17,848	14,238	5,000	18,000
Database Searches	83,340	94,212	75,012	50,000	80,000
Website Visits ²	197,769	92,586	100,776	112,00	115,000
Interlibrary Loan Transactions	23,570	25,189	16,945	25,000	25,000
Reserves	25,558	26,948	25,890	50,000	30,000
Visits to Library	156,275	156,168	127,172	42,500	150,000
Connecticard (loans to non-residents)	56,107	55,189	42,207	28,000	50,000
Library Sponsored Children's Programs	763	820	670	380	600
Library Sponsored Adult Programs	365	343	362	430	400
Books Owned	103,019	100,390	98,456	103,000	105,000
Total Collection Size (physical & digital)	194,727	195,637	190,995	205,000	210,000
Library Service Hours	2,830	2,938	2,040	1,200	2,938
Population, estimated	18,352	18,365	19,795	19,795	19,795
Cardholders % of Population	43%	42%	42%	40%	42%
Circulation Per Capita*	14.1	13.9	11	8.6	12.6
Average # of Items Loaned Per User	33	33	26	21	30
Average # of Visits Per Capita*	8.5	8.5	6.4	2.1	7.6
Circulation Per Service Hour	91.4	86.9	106.7	141.7	85
# of Participants in Children's Programs	25,735	22,213	17,978	6,000	18,000
# of Participants in Adult Programs	13,309	12,890	12,204	11,000	12,500
Total program attendance per capita*	2.1	1.9	1.5	0.9	1.5
Turnover Rate (avg. loan per item, physical items only)	2.0	2.3	1.6	1.2	1.9

¹Note: Separate staff wifi network introduced in spring 2018 so metric is trending lower, but is a more accurate measure.

²Note: A change in how we collect website statistics eliminated visits from indexing bots from this total beginning in 2018/19.

PROGRAM OBJECTIVES

- To provide convenient access to relevant collections, innovative library services, and quality programs.
- Expand community use of library resources through outreach and building upon existing partnerships.
- Ensure broad public access to existing and emerging technologies.
- Continue the cross functional development of the staff in order to maximize their skills and abilities.

PERFORMANCE MEASURES*

One of the Town's long-term goals is to "provide a quality educational system and supportive learning environment." In support of this goal, the AFPL aims to exceed the State's average circulation per capita, visits per capita, and program attendance per capita for public libraries. In fiscal year 2018-19, the latest year for which such State data is available, the State circulation per capita was 6.87, visits per capita was 5.27, and program attendance per capita was 0.63. By comparison, in fiscal year 2019-20, Avon's circulation per capita was 11, visits per capita were 6.4, and program attendance per capita was 1.5 despite closing due to coronavirus for over two months.

Town of Avon

Board of Finance's Budget Summary

Budget Fiscal Year: 2022 to 2022

Account# and Description	2020 Actual	2021 Base Budget	2021 Actual YTD	Department Head	Town Manager	Town Council	Board of Finance	Inc/Dec	%
6101 LIBRARY									
PERSONAL SERVICES									
WAGES & SALARIES	1,030,900	1,057,148	908,631	1,069,389	1,098,582	1,099,968	1,099,968	42,820	4
EMPLOYEE BENEFITS	170,641	161,220	147,946	157,258	159,448	153,637	153,637	(7,583)	(5)
Total PERSONAL SERVICES	1,201,541	1,218,368	1,056,577	1,226,647	1,258,030	1,253,605	1,253,605	35,237	3
SERVICES & SUPPLIES									
EMPLOYEE BENEFITS	308,772	320,774	330,863	362,287	371,549	367,398	367,398	46,624	15
AUTO ALLOWANCE	1,859	1,600	578	1,600	1,600	1,600	1,600	0	0
TRAVEL & MEETING EXP	215	0	0	250	250	250	250	250	0
ADVERTISING	422	300	0	300	300	300	300	0	0
MEMBERSHIP FEES	2,451	860	860	2,810	2,810	2,810	2,810	1,950	227
BOOKS & PERIODICALS	165,017	165,000	146,830	180,000	170,000	170,000	170,000	5,000	3
RECRUITMENT & TRAINING	3,269	0	0	2,000	2,000	2,000	2,000	2,000	0
UTILITIES	6,396	5,750	3,995	6,000	6,000	6,000	6,000	250	4
CONTRACTUAL SERV & PRINTING	48,777	49,890	49,890	55,680	54,930	54,930	54,930	5,040	10
POSTAGE	430	500	606	500	500	500	500	0	0
MATERIALS AND SUPPLIES	5,045	5,000	3,415	5,000	5,000	5,000	5,000	0	0
Total SERVICES & SUPPLIES	542,653	549,674	537,037	616,427	614,939	610,788	610,788	61,114	11
CAPITAL OUTLAY									
CAPITAL EQUIP EXP	0	0	0	7,370	0	0	0	0	0
Total CAPITAL OUTLAY	0	0	0	7,370	0	0	0	0	0
Total 6101 LIBRARY	1,744,194	1,768,042	1,593,614	1,850,444	1,872,969	1,864,393	1,864,393	96,351	5

Board of Finance's Budget Detail

Budget Fiscal Year: 2022 to 2022

Account# and Description	2020 Actual	2021 Base Budget	2021 Actual YTD	Department Head	Town Manager	Town Council	Board of Finance	Inc/Dec	%
01-6101-52221 POSTAGE	430	500	606	500	500	500	500	0	0
01-6101-52231 OFFICE SUPPLIES	5,045	5,000	3,415	5,000	5,000	5,000	5,000	0	0
01-6101-53319 OTHER EQUIP	0	0	0	7,370	0	0	0	0	0
Electric Vehicle Charger for									
AFPL parking lot									
\$4,120 - equipment									
\$3,250 - labor									
(TOWN MANAGER REDUCED)									
Total LIBRARY	1,744,194	1,768,042	1,593,614	1,850,444	1,872,969	1,864,393	1,864,393	96,351	5
Total 6101 LIBRARY	1,744,194	1,768,042	1,593,614	1,850,444	1,872,969	1,864,393	1,864,393	96,351	5

**Town of Avon
Personnel Wage Analysis**

<u>Account</u>	<u>Employee</u>	<u>Empl#</u>	<u>%</u>	<u>Grade</u>	<u>Hours</u>	<u>HR Rate</u>	<u>Annual</u>	<u>Total</u>
01-6101-51011	Leona Mae Page						60,424	60,424
01-6101-51011	Kari Ann St. Jean						69,984	69,984
01-6101-51011	Patricia Valsecchi						69,299	69,299
01-6101-51011	Glenn Grube						123,151	123,151
01-6101-51011	Tina Panik						77,502	77,502
01-6101-51011	Anna Korkus						60,645	60,645
01-6101-51011	Jessica Noble						70,658	70,658
01-6101-51011	Marisa Hicking						62,887	62,887
01-6101-51011								594,550
01-6101-51012	Gayle Black						2,823	2,823
01-6101-51012	Karen Vallee						691	691
01-6101-51012	Gail Weed						32,012	32,012
01-6101-51012	Noel Silva						3,889	3,845
							3,794	
01-6101-51012	Holly Greer						32,012	32,012
01-6101-51012	Kevin Ouellette						2,823	2,823
01-6101-51012	Toni DeLuca						32,012	32,012
01-6101-51012	Trevor Gladwin						658	651
							642	
01-6101-51012	Kristen Skelton						1,989	1,954
							1,940	
01-6101-51012	Janice Whitcomb						31,320	31,320
01-6101-51012	Michelle Farella						658	651
							642	
01-6101-51012	Victoria Kiszka						22,573	22,339
							22,022	
01-6101-51012	Library Pages						21,943	21,943
01-6101-51012	Sara Ray						1,140	1,131
							1,112	
01-6101-51012	Danielle Murray						37,077	36,324
							36,173	
01-6101-51012	Alyssa Skorski						35,290	35,290
01-6101-51012	Mary Fletcher						38,004	38,004
01-6101-51012	Marisa Tassinari						1,140	1,134
							1,112	
01-6101-51012	Jaimie Eldred						21,506	21,504
							20,981	
01-6101-51012	Suzanne Lancaster						3,668	3,668
01-6101-51012	Vacant - Clonan						892	892
01-6101-51012	Susan Reboul						7,855	7,855
01-6101-51012	Jennifer Wilson						3,619	3,619

**Town of Avon
Personnel Wage Analysis**

<u>Account</u>	<u>Employee</u>	<u>Empl#</u>	<u>%</u>	<u>Grade</u>	<u>Hours</u>	<u>HR Rate</u>	<u>Annual</u>	<u>Total</u>
01-6101-51012	Carol Woznicki						2,299	2,299
01-6101-51012	Juliana Mills						2,271	2,271
01-6101-51012	Rhoda Valentine						43,107	43,107
01-6101-51012	Wanda Oprica						22,802	22,802
01-6101-51012	Sara Ray						915	915
01-6101-51012	Elizabeth Nardi						837	837
01-6101-51012	Cynthia Larsen						42,341	42,341
01-6101-51012	Gene Grass						1,313	1,313
01-6101-51012	Marissa Gauthier						2,406	2,406
01-6101-51012	Barbara Greenleaf						38,735	38,735
01-6101-51012	Emily Berardino						2,268	2,268
01-6101-51012	Lisa Lavoie						6,505	6,505
01-6101-51012	Josh Spiro						827	827
01-6101-51012	Donald Myers						827	827
01-6101-51012	Judy Njoroge						2,268	2,268
01-6101-51012								504,218
01-6101-51014	Clerk Library Board						1,200	1,200
01-6101-51014								1,200
<u>Total 6101</u>								<u>1,099,967</u>

463 BOARD OF EDUCATION

PROGRAM DESCRIPTION

The Avon Board of Education is responsible, under town charter and state statute, for the operation of the Town of Avon's public schools. The Board hires a Superintendent of Schools as its Chief Executive Officer. The school system includes two (2) elementary schools (Roaring Brook and Pine Grove Elementary School), one (1) grade 5/6 school (Thompson Brook School), one (1) middle school (Avon Middle School), and one (1) high school (Avon High School).

PROGRAM COMMENTARY

Account/Expenditures General Fund		2018/2019 Budgeted	2019/2020 Budgeted	2020/2021 Budgeted	2021/2022 Adopted
100	Salaries	\$36,256,049	\$36,542,908	\$38,718,888	\$39,215,846
200	Employee Benefits	9,464,656	9,956,034	10,354,342	10,859,254
300	Purchased Professional & Tech Services	1,658,204	1,367,231	1,449,368	1,393,370
400	Property Services	778,600	934,936	778,770	790,665
500	Other Purchased Services	6,526,318	5,979,432	7,089,577	7,332,640
600	General Supplies & Utilities	2,305,396	2,648,624	2,150,275	2,326,392
700	Equipment	382,519	550,846	376,685	620,482
800	Fees & Memberships	106,863	82,512	97,320	95,654
TOTAL GENERAL FUND		<u>\$57,478,605</u>	<u>\$58,062,523</u>	<u>\$61,015,225</u>	<u>\$62,634,303</u>
Special Revenue Fund					
	Cafeteria Operation	\$1,018,710	\$881,548	\$1,011,269	\$993,240
	Prepaid State & Federal Grants	834,800	1,073,691	864,800	905,914
	Use of School Facilities	51,000	29,595	50,000	25,000
Total Special Revenue Fund		<u>\$1,904,510</u>	<u>\$1,984,834</u>	<u>\$1,926,069</u>	<u>\$1,924,154</u>
ALL FUNDS		<u>\$59,383,115</u>	<u>\$60,047,357</u>	<u>\$62,941,294</u>	<u>\$64,558,457</u>

The adopted fiscal year 2021/2022 budget displays salaries and benefits as the major drivers influencing the \$1,619,078 increase from the prior fiscal year. In general, salaries and benefits comprise 80% of the District's annual operating budget. Transportation and tuition account for 11% of the total budget, followed by contracted services, utilities, supplies, equipment and all other line item expenditures.

The Avon Board of Education and the Town of Avon have seen annual health insurance increases ranging between -4.35% and 6.1% over the last five years. Following a competitive bidding process, the Town of Avon recently appointed a new insurance consultant, Lockton Companies, in fiscal year 2019/2020. Lockton, following and intensive review and audit of the health insurance data, including analyzing the current claims activity between September 2019 and October 2020, has recommended both the Town and Board to increase health insurance premiums by 11.2% (premium rates) for the upcoming year. This increase, over a 5-year period, begins to plan to fully fund the account to the appropriate levels. The 2021/2022 budget is \$6,607,170, a 3.32% increase.

The Town of Avon investment retirement accounts are overseen by the Ad Hoc Pension Investment Advisory Committee. The July 1, 2020 valuation provides a funded ratio for the Board of Education Town of Avon Pension Plan of 79.7%. Milliman, the Town of Avon's consulting actuarial firm, projected the funded ratio to grow as of

463 BOARD OF EDUCATION, continued

July 1, 2021 to 80.5%, should the Board remain diligent in funding its pension obligation annually. Assumptions regarding performance were adjusted down due to a decrease in earnings based on the interest rate. The 2021/2022 budget includes \$856,552, an increase of \$137,624 over the prior year, for the Board's actuarially determined pension contribution.

The Board has also been attentive to funding its OPEB (Other Post Retirement Benefits) obligations according to the actuarially determined amount beginning in fiscal year 2017/2018. The 2021/2022 budget continues to fund this responsibility in full totaling \$1,066,000, an increase of \$143,318 from the 2020/2021 budget. The estimated funded ratio as of July 1, 2020 is 31% based on the updated mortality tables and lower interest rate.

Technology continues to be a driver resulting in increases of \$74,562 for Chromebook leases, \$150,359 in equipment needs and \$12,500 in supplies. These increases support the district move forward to a 1:1 environment for our students.

Transportation has remained relatively stable due to the negotiated fixed annual increase of 1.774% through 2024. The 2021/2022 budget includes a 4.48% increase of transportation related expenses driven by anticipated special education needs. Projected tuition costs also rose for the upcoming budget year by 5.10%, due an increase in cost special education placements and decrease in Magnet School enrollment. Special education outplacement facilities and magnet school tuition obligations continue to escalate between 4.0% and 8.0% annually, accounting for the estimated funding.

The District's property, liability, auto and athletic / student activities insurance coverages are projected to increase a total of \$25,231 for fiscal year 2021/2022, determined by property insurance coverage following an increase to building replacement costs. Property insurance is the primary driver under the other insurances' category, representing a 15.04% increase, or \$20,326 for the new budget year.

Avon students continue to score well above the state average on Smarter Balanced Assessments, (English Language Arts, Literacy and Mathematics) and the Connecticut School Day SAT. In some grades and subjects Avon students are at or near the top ranking among similar DRG B schools as noted below.

Smarter Balanced Assessment

- #1 in Grade 7 for English Language Arts / Literacy
- #7 in Grade 4 for English Language Arts / Literacy
- #7 in Grade 8 for English Language Arts / Literacy
- #1 in Grade 7 for Mathematics
- #3 in Grade 8 for Mathematics
- #7 in Grade 4 for Mathematics
- #7 in Grade 6 for Mathematics

CT School Day SAT

- #8 Statewide for overall SAT scores

MISSION

Our mission is to inspire each student a joy and passion for learning and a commitment to excellence, personal integrity and social responsibility.

Board of Finance's Budget Summary

Budget Fiscal Year: 2022 to 2022

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Board of Finance's Budget Detail

Budget Fiscal Year: 2022 to 2022

Account# and Description	2020 Actual	2021 Base Budget	2021 Actual YTD	Department Head	Town Manager	Town Council	Board of Finance	Inc/Dec	%
01-9401-52285 BOE EXP PAID BY	65,288	0	31,855	0	0	0	0	0	0
01-9401-53918 EXPENDITURE TO	5,540,065	4,609,758	2,733,946	6,607,171	6,607,171	6,607,171	6,607,171	1,997,413	43
01-9401-55000 BOE EXPENSES	52,121,652	56,405,467	32,088,212	56,027,132	56,027,132	56,027,132	56,027,132	(378,335)	(1)
01-9401-55002 CREDITS AGAINST	(72,493)	0	(61,066)	0	0	0	0	0	0
Total BOARD OF EDUCA	57,654,512	61,015,225	34,792,947	62,634,303	62,634,303	62,634,303	62,634,303	1,619,078	3
Total 9401 BOARD OF EDU	57,654,512	61,015,225	34,792,947	62,634,303	62,634,303	62,634,303	62,634,303	1,619,078	3

