EDUCATION AND CULTURAL

PROGRAM DESCRIPTION

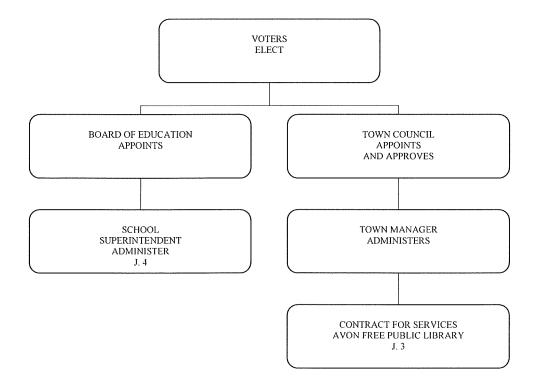
The Education and Cultural expenditures include the Avon School System and the Avon Free Public Library. The accounting structure utilized by the Board of Education in managing the school system is mandated by the State of Connecticut. The Board of Education is an elective body composed of nine (9) persons 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

	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023	\$ Inc/(Dec)	% Inc/-Dec
Avon Public Library							
Full-Time Positions	8	8	8	8	8	0	0.00%
Part-Time Positions	28	28	35	37	37	0	0.00%
Expenditures	\$1,683,700	\$1,736,517	\$1,751,984	\$1,864,393	\$1,689,468	(\$174,925)	-9.38%
Board of Education							
Full-Time Positions	481.74	488.03	487.11	503.11	504.51	1.40	0.28%
Expenditures	\$59,383,115	\$60,529,340	\$63,049,711	\$64,558,457	\$66,523,018	\$1,964,561	3.04%

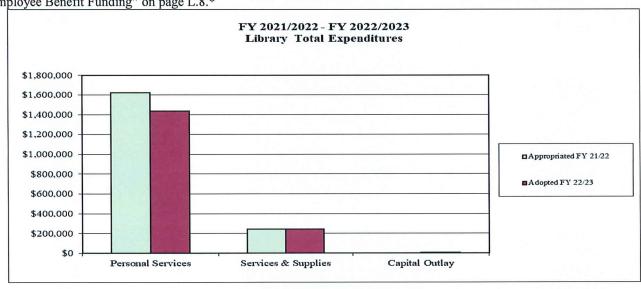
EDUCATION AND CULTURAL ORGANIZATIONAL CHART

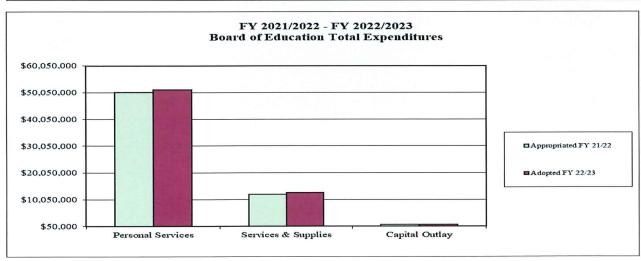


CUL	TURAL AND	EDUCATION	V		
	Appropriated FY 2021/2022	Requested FY 2022/2023	Adopted FY 2022/2023	Inc/(Dec) \$	Inc/-Dec %
Library					
Total Personal Services	\$1,621,003	\$1,415,766	\$1,437,268	(\$183,735)	-11.33%
Total Services & Supplies	\$243,390	\$243,970	\$243,970	\$580	0.24%
Total Capital Outlay	\$0	\$8,230	\$8,230	\$8,230	0.00%
Total Library	\$1,864,393	\$1,667,966	\$1,689,468	(\$174,925)	-9.38%
Board of Education- General Fund					
Total Personal Services	\$50,075,100	\$51,069,216	\$51,069,216	\$994,116	1.99%
Total Services & Supplies	\$11,938,721	\$12,605,206	\$12,605,206	\$666,485	5.58%
Total Capital Outlay	\$620,482	\$681,182	\$681,182	\$60,700	9.78%
Sub-Total Board of Education General Fund	\$62,634,303	\$64,355,604	\$64,355,604	\$1,721,301	2.75%
Board of Education - Special Revenue Fund					
State and Fed. Education Grants - Fund 13	\$905,914	\$950,311	\$950,311	\$44,397	4.90%
School Cafeteria - Fund 14	\$993,240	\$1,153,428	\$1,153,428	\$160,188	16.13%
Use of School Facilities - Fund 15	\$25,000	\$25,000	\$25,000	\$0	0.00%
Technology Protection Plan	\$0	\$38,675	\$38,675	\$38,675	0.00%
Sub-Total Board of Education Special Revenue	\$1,924,154	\$2,167,414	\$2,167,414	\$243,260	12.64%
Total Board of Education	\$64,558,457	\$66,523,018	\$66,523,018	\$1,964,561	3.04%

*NEW FY23: Personal Services object codes 51032 (DB), 51039 (OPEB), & 51040 (Life/LTD) now consolidated under









<u>461.01</u> <u>LIBRARY</u>

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 2022/2023 budget maintains current levels of services, request reflects the need to augment our collection of downloadable e-content, requests additional personnel funds for current staff, and includes a capital outlay request for additional electronic storage necessary for continued digitization of local history content.

	2018/	2019/	2020/	Est. 2021/	Proj. 2022/
WORKLOAD MEASURES	2019	2020	2021	2022	2023
# Card Holders ¹	7,769	8,257	6,197	6,250	6,500
Items Circulated	255,318	217,594	204,815	275,000	300,000
Items Returned	182,148	134,368	90,821	137,500	150,000
Public Computer Logins	14,773	8,234	4,322	6,000	10,000
Hours of Public Wifi Usage ²	17,848	14,238	3,424	10,000	15,000
Database Searches	94,212	75,012	83,528	100,000	115,000
Website Visits	92,586	100,776	110,673	115,000	120,000
Interlibrary Loan Transactions	25,189	16,945	22,213	25,000	25,000
Reserves	26,948	25,890	43,730	30,000	30,000
Visits to Library	156,168	127,172	40,762	65,000	100,000
Connecticard (loans to non-residents)	55,189	42,207	39,018	45,000	55,000
Library Sponsored Children's Programs	820	670	664	450	700
Library Sponsored Adult Programs	343	362	395	300	350
Books Owned	100,390	98,456	96,062	100,000	105,000
Total Collection Size (physical & digital)	195,637	190,995	199,693	195,000	205,000
Library Service Hours	2,938	2,040	1,275	2,908	2,938
Population, estimated	18,365	19,795	18,932	19,000	19,000
Cardholders % of Population	42%	42%	33%	33%	34%
Circulation Per Capita*	13.9	11	10.8	14.4	15.8
Average # of Items Loaned Per User	33	26	33	44	46
Average # of Visits Per Capita*	8.5	6.4	2.1	3.4	5.2
Circulation Per Service Hour	86.9	106.7	160.6	94.6	102.1
# of Participants in Children's Programs	22,213	17,978	13,591	18,000	20,000
# of Participants in Adult Programs	12,890	12,204	11,947	12,500	15,000
Total program attendance per capita*	1.9	1.5	1.3	1.5	1.8
Turnover Rate (avg. loan per item, physical items only)	2.3	1.6	1.7	1.9	2.3

¹Note: Temporary cards issued while library was closed due to the pandemic began expiring in early 2020.

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 2019-20, the latest year for which such State data is available, the State circulation per capita was 5.45, visits per capita was 3.7, and program attendance per capita was 0.53. 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 reduced hours and services due to the pandemic.

²Note: Open wifi access was provided throughout the pandemic, with no login required and no statistics captured.

12619-BUBUDCONNOITM.REP

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Board of Finance's Budget Summary

badget rabear rear. 2023 to 2023									
						=========		=========	======
	2021	2022		Department			Board		
Account# and Description		Base Budget			Town Manager			,	
					========			=========	======
6101 LIBRARY									
PERSONAL SERVICES									
WAGES & SALARIES	1,029,816	1,099,968	929,194	1,122,388	1,122,388	1,142,526	1,142,526	42,558	4
EMPLOYEE BENEFITS	•	521,035		293,378					(43)
Total PERSONAL SERVICES			1,450,331			1,437,268	1,437,268	(183,735)	(11)
TOTAL TERRORIES DERVICES			==========						,
SERVICES & SUPPLIES									
AUTO ALLOWANCE	578	1,600	234	1,600	1,600	1,600	1,600	0	0
TRAVEL & MEETING EXP	0	250	145	250	250	250	250	0	0
ADVERTISING	0	300	405	300	300	300	300	0	0
MEMBERSHIP FEES	860	2,810	1,997	2,810	2,810	2,810	2,810	0	0
BOOKS & PERIODICALS	164,956	170,000	167,993	183,000	172,500	172,500	172,500	2,500	1
RECRUITMENT & TRAINING	0	2,000	2,097	1,000	1,000	1,000	1,000	(1,000)	(50)
UTILITIES	6,962	6,000	5,730	5,500	5,500	5,500	5,500	(500)	(8)
CONTRACTUCTUAL SERV & PRINTING	49,890	54,930	54,594	54,510	54,510	54,510	54,510	(420)	(1)
POSTAGE	679	500	287	500	500	500	500	0	0
MATERIALS AND SUPPLIES	4,035	5,000	4,213	5,000	5,000	5,000	5,000	0	0
Total SERVICES & SUPPLIES	227,960	243,390	237,695	254,470	243,970	243,970	243,970	580	0
		* * * * * * * * * * * * * * * * * * *		=========					======
CAPITAL OUTLAY									
CAPITAL GUILAT	0	0	0	8,230	8,230	8.230	8,230	8,230	0
CAFITAL EQUIF EAF			0	6,230	8,230	8,230	8,230	8,230	
Total CAPITAL OUTLAY	0	0	0	8,230	8,230	8,230	8,230	8,230	0
			=======================================		The ten ten me had any and and and and and	the tip has not the tip the tip to the top of		******	======
Total 6101 LIBRARY	1,751,983		1,688,026	1,678,466				(174,925)	(9)
			=========		=========	=========		=========	======

12624-BUBUDCONITM.REP

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Town of Avon Board of Finance's Budget Detail

Budget Fiscal Year: 2023 to 2023

01-6101-52176 TELEPHONE

01-6101-52181 PRINTING

2021 2022 2022 Department Account# and Description Actual Base Budget Actual YTD Head Town Manager Town Council of Finance 01-6101-51011 REG FULL TIME 584,188 594,550 513,641 609,414 609,414 609,414 609,414 14,864 3 01-6101-51012 REG PART TIME 445,628 504,218 415,553 511,774 511,774 531,912 531,912 27,694 5 0 3 (100) (6) (20) 2 (100) 0 0 Ω 0 0 National professional organization fees for director and managers. State professional organization fees for professional staff. 01-6101-52132 FEES-STATE OR R 860 860 860 860 01-6101-52141 BOOKS & PERIODI 164,956 170.000 167.993 2,500 183,000 172,500 172,500 172.500 1 Current industry standards suggest spending 11% of the operating budget on the collection for public libraries. This request is less than 10% of last year's operating budget ADULT BOOKS \$55,000 ADULT AV \$ 7,000 CHILD/TEEN BOOKS \$30,000 CHILD/TEEN AV \$ 3,000 PERIODICALS \$10.000 E-BOOKS \$38,000 E-REFERENCE \$40,000 (TOWN MANAGER REDUCED) 01-6101-52155 PROFESSIONAL DE 0 2,000 2,097 1,000 1,000 1,000 1.000 (1,000) Eight staff to in-state library conferences at an estimated \$125 per registration

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Board of Finance's Budget Detail

Budget	Fiscal	Year:	2023	to	2023	
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	=========				*********		=========	==========	======
*	2021	2022	2022	Department			Board		_
Account# and Description		Base Budget	Actual YTD		Town Manager			Inc/Dec	*
01-6101-52189 SERVICES - OTHE \$36,275 Library Connection Consortium \$14,875 Bibliotheca equiment lease & maintenance \$ 1,825 Web hosting and internet access \$ 1,275 Software maintenance agreeements	49,890	54,680	54,452	54,260	54,260	54,260	54,260	(420)	(1)
01-6101-52221 POSTAGE 01-6101-52231 OFFICE SUPPLIES 01-6101-53319 OTHER EQUIP One terabyte of perpetual, format-forward digital preservation from CT Digital Archive for storage of digitized local history	679 4,035 0	500 5,000 0	287 4,213 0	500 5,000 8,230	500 5,000 8,230	500 5,000 8,230	500 5,000 8,230	0 0 8,230	0 0 0
Total LIBRARY			1,688,026					(174,925)	(9)
Total 6101 LIBRARY	1,751,983		1,688,026		, ,				(9)

Town of Avon

Personnel Wage Analysis

•	Library Director	0 1011	· .	Annual Total For Split
Account	Title	Car/Stipend	Total	Department Wages
01-6101-51011	ADMINISTRATIVE SECRETARY II		61,935	
01-6101-51011	CHILDREN'S SERVICES MANAGER		71,734	
01-6101-51011	CIRCULATION & OUTREACH MANAGER		71,032	
01-6101-51011	LIBRARY DIRECTOR		126,229	
01-6101-51011	REFERENCE AND ADULT SERVICES MANAGER		79,439	
01-6101-51011	REFERENCE LIBRARIAN		62,162	
01-6101-51011	TECHNOLOGY & TECHNICAL SERVICES MANAG	ER	72,424	
01-6101-51011	TEEN LIBRARIAN		64,459	
01-6101-51012	LIBRARY ASSISTANT SUB		6,252	
01-6101-51012	LIBRARY ASSISTANT		154,552	
01-6101-51012	LIBRARY TECHNICIAN		83,779	
01-6101-51012	LIBRARY SPECIALIST SUB		7,363	
01-6101-51012	LIBRARY PAGE		20,505	
01-6101-51012	LIBRARY SPECIALIST		137,843	
01-6101-51012	REFERENCE LIBRARIAN PT		112,277	
01-6101-51012	REFERENCE LIBRARIAN SUB		9,341	
01-6101-51014	CLERK LIBRARY BOARD		1,200	
		1	,142,526	

<u>Legend:</u> 51011 Full Time 51012 Part Time 51013 Temp Full Time 51014 Temp Part Time



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	2019/2020 Budgeted	2020/2021 Budgeted	2021/2022 Budgeted	2022/2023 Adopted
100	Salaries	\$36,963,959	\$38,718,888	\$39,215,846	\$40,699,418
200 300	Employee Benefits Purchased Professional & Tech Services	9,870,882 1,410,948	10,354,342 1,449,368	10,859,254 1,393,370	10,369,798 1,450,159
400 500	Property Services Other Purchased Services	796,286 6,835,614	778,770 7,089,577	790,665 7,332,640	774,926 7,680,735
600	General Supplies & Utilities	2,198,265	2,150,275	2,326,392	2,571,436
700 800	Equipment Fees & Memberships	419,200 110,395	376,685 97,320	620,482 95,654	681,182 127,950
800	•	,	,	Ź	•
	TOTAL GENERAL FUND	<u>\$58,605,549</u>	<u>\$61,015,225</u>	<u>\$62,634,303</u>	<u>\$64,355,604</u>
	Special Revenue Fund				
	Cafeteria Operation	\$1,048,991	\$1,011,269	\$993,240	\$1,153,428
	Prepaid State & Federal Grants	834,800	864,800	905,914	950,311
	Use of School Facilities	40,000	50,000	25,000	25,000
	Technology Protection Plan	0	0	0	38,675
	Total Special Revenue Fund	<u>\$1,923,791</u>	<u>\$1,926,069</u>	<u>\$1,924,154</u>	<u>\$2,167,414</u>
	ALL FUNDS	<u>\$60,529,340</u>	<u>\$62,941,294</u>	<u>\$64,558,457</u>	<u>\$66,523,018</u>

The adopted fiscal year 2022-2023 budget displays salaries & benefits, tuition and supplies & equipment as the major drivers influencing the \$1,721,301.27 or 2.75% 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, supplies & equipment, utilities and all other line item expenditures.

The Avon Board of Education and the Town of Avon have seen annual health insurance increases ranging between 2.51% and 9.86% over the last five years. The Town and Board renewed our insurance broker contract with Lockton in FY21-22, who following and intensive review and audit of the health insurance data, including analyzing the current claims activity between September 2020 and October 2021, has recommended both the Town and Board to increase health insurance premiums by 9.0% (premium rates) for the upcoming year, this is lower than our initial 5-year plan projected increase of 11.3%. The increased premiums are offset by contractual changes to employer H.S.A contributions and employee contributions. The 2022-23 budget is \$6,543,679.53 or a 1.13% decrease.

The Town of Avon investment retirement accounts are overseen by the Ad Hoc Pension Investment Advisory Committee. The July 1, 2021 valuation provides a funded ratio for the Board of Education Town of Avon Pension Plan of 87.3%. Milliman, the Town of Avon's consulting actuarial firm, had projected the funded ratio to grow as of July 1, 2021 to 80.5%, should the Board remain diligent in funding its pension obligation annually. The plan outperformed expectations and projections remain conservative. The 2022-2023 budget includes \$771,139 a decrease of \$85,413 over the prior year, for the Board's actuarially determined pension contribution.

463 BOARD OF EDUCATION, continued

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 fund has performed very well resulting in a reduction in the liability for FY2021-22 and FY2022-23. The 2022-2023 budget continues to fund this responsibility in full totaling \$743,750, a decrease of \$322,250 from the 2021-2022 budget. The estimated funded ratio as of July 1, 2020 is 31% based on the updated bi-annual mortality tables and lower interest rate.

Tuition for our students with Individualized Education Plans (IEPs) is a major driver for FY2022-2023. The district is seeing rising student emotional, social and educational needs due to the COVID-19 pandemic. The number of students requiring services has increased as well as the cost of the private/residential facilities. FY2022-2023 tuition has increased \$271,028.65 to \$3,869,425 or 7.53%.

Supplies and Equipment continues to be a driver resulting in an overall increase of \$196,468 or 10.30% districtwide. This increase includes \$270,000 for staff laptops, \$90,830 in textbooks, \$165,000 for Chromebook purchases and a reduction of (\$201,401) in Chromebook leases. These increases support the district's 1:1 environment for our students and staff as well as updating our curricular texts.

Utilities, including gas, water/sewer, disposal electric, fuel and solar, have increased significantly over the past year as global inflation has risen. The Town and District renewed our electrical supplier contract for 30 months to stabilize the increase in costs. The budget for FY2022-2023 utilities is increasing \$140,565 or 11.03%.

Transportation has remained relatively stable due to the negotiated fixed annual increase of 1.774% through 2024. The 2022-2023 budget increase is \$54,740 or 1.66%.

During the 2020-2021 school year, there were 3,135 students enrolled in Avon's five public schools. Avon High School, with just under 1,000 students, is consistently ranked among the most competitive high schools at both the state and national levels.

Achievements

- National Merit Scholar winner
- 4 National Merit Finalists
- 18 Commended Scholars
- 94 % of graduates enrolled in college/university

Niche Rankings

- A+ Avon High School and Avon Middle School
- A-- Thompson Brook School, Pine Grove School and Roaring Brook School

MISSION

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

12619-BUBUDCONNOITM.REP Printed 20-May-2022 at 13:59:37 by JWORSMAN
Town of Avon
Board of Finance's Budget Summary

		Boar	rd of Finance	's Budget Sum	mary				
Budget Fiscal Year: 2023 to 2023									
						******			======
	2021	2022	2022	-			Board		
Account# and Description		Base Budget	Actual YTD		_	Town Council		•	
	max max max that COS		AND MAN MAN MAN AND AND AND AND AND AND AND AND AND A						
9401 BOARD OF EDUCATIO									
SERVICES & SUPPLIES									
Board of Education	57,107	0	42,751	0	0	0	0	0	0
Total SERVICES & SUPPLIES	57,107	0	42,751	0	0	0	0	0	0
					=========				======
CAPITAL OUTLAY									
Board of Education	6,446,403	6,607,171	5,623,353	5,984,670	5,984,670	5,984,670	5,984,670	(622,501)	(9)
Total CAPITAL OUTLAY	6,446,403	6,607,171	5,623,353	5,984,670	5,984,670	5,984,670	5,984,670	(622,501)	(9)
MISCELLANEOUS									
Board of Education	(57,478)	0	(36,979)	0	0	0	0	0	0
Total MISCELLANEOUS	(57,478)	0	(36,979)	0	0	0	0	0	0
701PD 07 PRIVATE AN									
BOARD OF EDUCATION Board of Education	53,155,751	56,027,132	37,569,244	58,370,934	58,370,934	58,370,934	58,370,934	2,343,802	4
Total BOARD OF EDUCATION			37,569,244						4
	******							MA AN PER PER PER PER PER PER PER PER AN	
Total 9401 BOARD OF EDUCATIO	59,601,783	62,634,303	43,198,369	64,355,604	64,355,604	64,355,604	64,355,604	1,721,301	3

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12624-BUBUDCONITM.REP Printed 20-May-2022 at 14:02:39 by JWORSMAN

Town of Avon

Board of Finance's Budget Detail

Budget Fiscal Year: 2023 to 2023

		=========		=========	==========				======
	2021	2022	2022	Department			Board		
Account# and Description	Actual	Base Budget	Actual YTD	Head	Town Manager	Town Council	of Finance	Inc/Dec	8
E M M M M M M M M M M M M M M M M M M M			=========					=========	
01-9401-52285 BOE EXP PAID BY	57,107	0	42,751	0	0	0	0	0	0
01-9401-53918 EXPENDITURE TO	6,446,403	6,607,171	5,623,353	5,984,670	5,984,670	5,984,670	5,984,670	(622,501)	(9)
01-9401-55000 BOE EXPENSES	53,155,751	56,027,132	37,569,244	58,370,934	58,370,934	58,370,934	58,370,934	2,343,802	4
01-9401-55002 CREDITS AGAINST	(57,478)	0	(36,979)	0	0	0	0	0	0
Total BOARD OF EDUCA	59,601,783	62,634,303	43,198,369	64,355,604	64,355,604	64,355,604	64,355,604	1,721,301	3
									DE DE DE DE DE DE DE DE
Total 9401 BOARD OF EDU	59,601,783	62,634,303	43,198,369	64,355,604	64,355,604	64,355,604	64,355,604	1,721,301	3

