



September Financial, Facilities & Operations Committee Meeting  
Friday, September 12, 2025  
9:00 AM  
Zoom Webinar

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- I. Update of Facilities and Grounds Maintenance
- II. Capital Projects Update
- III. Discussion on Healthy Building Initiative
- IV. Financial Update
  - A. FY24 Encumbrance Update
  - B. Update on Non-Lapsing Account
  - C. FY25 End of Year Financial Report
- V. Approval of May Financial, Facilities and Operations Committee Minutes
- VI. Other Business



September 12, 2025

**TO:** BOE Finance Committee

**FROM:** Michael DeMastro, Director of Facilities

**SUBJECT:** FY26 Capital Project Update

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Below please find an update of FY26 Capital projects.

**1) District Wide Security Initiatives**

This project is currently ongoing.

**2) District Wide PA Replacement**

This is currently in progress, as we are having some difficulties integrating the new system with the old one.

**3) Energy Management Software/Hardware Upgrade**

The equipment has been ordered and the software update should be completed by October 1.

**4) WIS Playground Site Renovation**

The site work and paving are complete, and the equipment will be installed between 9/12 – 9/16.

**5) District Wide Parking Lot/Driveway Maintenance and Paving**

This project is complete, except for a couple of striping repairs.

**6) District Wide Furniture Purchase**

This project is currently in progress.

**7) District Wide Energy Efficiency Upgrades Including:**

*WHS Locker Room Replacement of Heating Unit/Install Heating & Cooling*

This project will take place either during school breaks during the year, or summer of 2026.

*WIS VAV Box Electronic Valve Actuator Replacement*

The equipment has been ordered and there is currently a 10-12 week lead time.

The actual installation will take place during school breaks during the year.

*HES Core Boiler & Pumps Replacement*

This will be completed during the summer of 2026.

*HES North House HVAC Replacement - Phase 1*

Field analysis complete, currently awaiting report.

**8) Radio Upgrade**

The system is currently being engineered, with the goal of completing the project during the summer of 2026.

**9) WIS Cafeteria Table Purchase**

The furniture has been ordered and currently has a 10-12 week lead time. The expected arrival date is early fall.

**10) Revson Field Site Work**

This project is complete.



September 12, 2025

**TO:** BOE Finance Committee

**FROM:** Phillip Cross, Chief Financial & Operations Officer

**SUBJECT:** Fiscal Year Ending June 30, 2024 Unliquidated Encumbrance

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At the end of fiscal year 2024, there were encumbrances totaling \$860,731. We have liquidated \$625,328; leaving an unliquidated balance of \$235,403 to be returned to the town.



September 12, 2025

**TO:** BOE Finance Committee

**FROM:** Phillip Cross, Chief Financial & Operations Officer

**SUBJECT:** Non-Lapsing Account

The current non-lapsing account was created with the ending balance from FY24. The expenditures made during FY25 are below:

FY 24 Non-Lapsing Account		
FY 24 Operating Budget Balance (9/2024)	597,370	
Funds Returned to town	(230,000)	
Funds Available For Non-lapsing Account		367,370
Audit Adjustment		(39,705)
Revised Opening Balance		327,665
<u>Expenditures - FY25</u>		
WIS Generator Replacement	(73,916)	
Senior Center Cameras	(15,511)	
WHS Security Gate	(26,510)	
Total Expenditures		(115,937)
Ending Balance - 6/30/2025		\$ 211,728



September 12, 2025

**TO:** BOE Finance & Operations Committee

**FROM:** Phillip Cross, Chief Financial & Operations Officer

**SUBJECT:** Unaudited FY25 Financial

Fiscal year 2025 was marked by extreme volatility, driven primarily by increases in electric delivery rates, legal fees and projected increases in PPS costs, including a significantly reduced reimbursement rate. Late in the year, the State provided relief by the way of supplemental funding for special education cost (Bill No.71630).

Despite these challenges, we ended the year with a favorable unaudited balance of \$233,881 or 0.39%. This was largely due to:

- Salary savings (\$464,926),
- Benefits (\$338,088) and
- Gross RFP savings of \$344,029.

These favorable balances allowed us to mitigate the unfavorable variances in other account categories.

<b>FYE 25 UNAUDITED BALANCE SUMMARY</b>			
<b>Description</b>	<b>Amount</b>		<b>%</b>
Budget		\$59,339,701	
Actual Expenditures	(58,374,416)		98.37%
Open Encumbrances	(731,404)		1.23%
<b>Total Actual &amp; Open Encumbrances</b>		<b>(59,105,820)</b>	<b>99.61%</b>
<b><i>Net Surplus to Town's Unassigned Fund Balance</i></b>		<b>\$ 233,881</b>	<b>0.39%</b>

## Category Summaries and Significant Variances

FY 2024-25 CATEGORY SUMMARY					
Object Series	Adjusted Budget	Actuals	Encumbrance	Total Expenditures	Balance
Salaries (1000's)	36,444,080	35,979,154	-	35,979,154	464,926
		98.72%	0.00%	98.72%	1.28%
Benefits (2000's)	10,643,788	10,305,700	-	10,305,700	338,088
		96.82%	0.00%	96.82%	3.18%
Professional Services (3000's)	1,584,714	1,537,321	10,515	1,547,836	36,878
		97.01%	0.66%	97.67%	2.33%
Property Services (4000s)	2,266,696	2,191,905	185,035	2,376,940	(110,244)
		96.70%	8.16%	104.86%	-4.86%
Other Services (5000s)	6,635,775	6,168,971	263,349	6,432,319	203,456
		92.97%	3.97%	96.93%	3.07%
Supplies (6000s)	2,881,453	3,084,481	151,094	3,235,574	(354,122)
		107.05%	5.24%	112.29%	-12.29%
Equipment (7000s)	274,579	292,639	120,847	413,486	(138,907)
		106.58%	44.01%	150.59%	-50.59%
Other Objects (8000s)	133,013	108,470	565	109,035	23,978
		81.55%	0.42%	81.97%	18.03%
Revenue (9000s)	(1,524,396)	(1,294,225)	-	(1,294,225)	(230,172)
		84.90%	0.00%	84.90%	15.10%
<b>Total</b>	<b>\$ 59,339,701</b>	<b>\$58,374,416</b>	<b>\$ 731,404</b>	<b>\$ 59,105,820</b>	<b>\$233,881</b>
<b>Total %</b>		<b>98.37%</b>	<b>1.23%</b>	<b>99.61%</b>	<b>0.39%</b>

### Salary

The savings were primarily driven by turnover and FML savings, worker's compensation reimbursement, and unfilled positions.

### Benefits

Lower employee enrollment and dental claims resulted in lower overall health insurance costs. FY25 was the second year of the HDHP. Employee enrollment remains below historical averages and dental claims were 9% lower than the three-year average.

**Property Services**

Expenditures included repairs to the HVAC and mechanical systems, generators, sidewalk, fences, building repairs (roof leaks, flooring, painting, tennis courts, etc.).

**Other Services**

Transportation

There were combined savings of \$379,655 that stemmed from a new contract resulting from an RFP, students transitioning back to district, and athletic charters. For the first time since the pandemic, our transportation provider (First Student, Inc.) was fully staffed, which avoided costs from another provider.

Tuition and Settlements

Earlier in the year the final expenditures were projected to be significantly greater than the actuals. The PPS team was able to transition students back to district and were also able to shift some outplaced tuition to settlement agreements.

**Supplies**

Electricity

While KWH and supply charges remained relatively flat year over year, there was a significant increase in delivery charges that resulted in 30.5% deficit in the account.

ELECTRICITY - FY 2025						
Description	KWH	Generation/ Supply Cost	Delivery Cost	VNM Gen	VNM Credit	Total
Budget - FY25	5,124,962	562,208	428,200	280,476	(439,139)	831,746
Actual	5,057,218	554,777	693,998	258,731	(421,892)	1,085,613
<b>Variance</b>	<b>67,744</b>	<b>\$ 7,431</b>	<b>\$ (265,798)</b>	<b>\$ 21,745</b>	<b>\$ (17,246)</b>	<b>\$(253,867)</b>
%	1.3%	1.3%	-62.1%	7.8%	-3.9%	-30.5%

**Equipment**

Expenditures included the ongoing roll out of flexible furniture in two Middle School classrooms, replacement/addition of two ATVs for grounds and facilities, and accelerated purchases of smart displays and staff laptops.

**Internal Service Fund**

Dental claims were \$41,490 lower than budgeted and 9% below the three-year average.

<b>FY22-25 Dental Claims &amp; Fees</b>			
<b>FY 25</b>	<b>FY 24</b>	<b>FY 23</b>	<b>FY 22</b>
<b>\$ 344,428</b>	<b>\$ 367,729</b>	<b>\$ 379,637</b>	<b>\$ 392,200</b>
\$ 379,855	FY 22-24 Average Claims		
\$ (35,427)	FY 25 V. Average (\$)		
-9.33%	FY 25 V. Average (%)		

**WESTON PUBLIC SCHOOLS  
INTERNAL SERVICES FUND  
FOR HEALTH BENEFITS PROGRAM**

Fiscal Year Ended	2025				
<b>STATEMENT OF REVENUES AND EXPENDITURES</b>					
Fund Balance -July 1, 2024	\$	418,466			
Revenues:					
General Fund	\$	370,107			
Reimbursements	\$	-			
Total Contributions	\$	370,107			
Total Revenues (A)	\$	370,107			
Dental Claims and Fees:					
Delta Dental:					
Claims	\$	344,428			
Administrative Fees	\$	25,679			
Total Dental Claims (B)	\$	370,107			
Net Change (A-B)		-			
<b>Dental- Actual Claims &amp; Fees</b>					
<b>Month</b>			<b>Claims &amp; Fees</b>		
July			37,461		
August			33,544		
September			22,959		
October			26,780		
November			22,392		
December			31,927		
January			24,689		
February			27,402		
March			31,530		
April			26,640		
May			32,387		
June			26,718		
<b>Total</b>			<b>\$ 344,428</b>		
Actual YTD Spend Rate			89.2%		
Theoretical YTD Spend Rate			100.0%		
YTD Variance %			-10.8%		











WESTON PUBLIC SCHOOLS											
FYE 25 FINANCIAL REPORT (UNAUDITED)											
As of June 30, 2025											
Period: 12 of 12											
2021-2022 Year-End Expense	2022-2023 Year-End Expense	2023-2024 Year-End Expense	Object Code	Description	2024-2025						
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Expended & Encumbered To EOY	Balance Available
				<i>Equipment (7000's)</i>							
541,176	192,826	262,615	7300	Equipment	274,579	-	274,579	292,639	120,847	413,486	(138,907)
<b>\$ 541,176</b>	<b>\$ 192,826</b>	<b>\$ 262,615</b>		<b>TOTAL EQUIPMENT</b>	<b>\$ 274,579</b>	<b>\$ -</b>	<b>\$ 274,579</b>	<b>\$ 292,639</b>	<b>\$ 120,847</b>	<b>\$ 413,486</b>	<b>\$ (138,907)</b>
								106.6%	44.0%	150.6%	-50.6%
				<i>Other Objects (8000's)</i>							
87,211	87,938	89,670	8100	Dues, Fees and Memberships	105,668	-	105,668	76,038	229	76,267	29,400
24,317	32,434	38,529	8900	Other Objects	27,345	-	27,345	32,432	336	32,768	(5,423)
<b>\$ 111,528</b>	<b>\$ 120,372</b>	<b>\$ 128,199</b>		<b>TOTAL OTHER OBJECTS</b>	<b>\$ 133,013</b>	<b>\$ -</b>	<b>\$ 133,013</b>	<b>\$ 108,470</b>	<b>\$ 565</b>	<b>\$ 109,035</b>	<b>\$ 23,978</b>
								81.5%	0.4%	82.0%	18.0%
				<i>Revenue Offset (9000's)</i>							
(29,042)	(29,462)	(29,903)	9200	Technology Revenue	(29,903)	-	(29,903)	(31,457)	-	(31,457)	1,554
(73,800)	(74,800)	(78,660)	9201	Participation Fees, Athletics	(64,133)	-	(64,133)	(75,600)	-	(75,600)	11,467
(18,350)	(21,689)	(13,475)	9202	Gate Receipts, Athletics	(14,000)	-	(14,000)	-	-	-	(14,000)
(77,445)	(89,987)	(25,495)	9204	Transportation Credits	(14,805)	-	(14,805)	(22,425)	-	(22,425)	7,620
(812,440)	(928,213)	(839,156)	9205	Excess Cost Reimbursement	(711,339)	-	(711,339)	(733,726)	-	(733,726)	22,387
(79,561)	(121,242)	(156,288)	9206	Pre School Tuition	(188,361)	-	(188,361)	(192,195)	-	(192,195)	3,834
(75,981)	(119,873)	(141,162)	9207	Non-Resident Tuition	(116,623)	-	(116,623)	(121,752)	-	(121,752)	5,129
(19,878)	(61,203)	(42,681)	9208	Parks & Rec Portion of Field Maintenance	(42,681)	-	(42,681)	(35,111)	-	(35,111)	(7,570)
(40,000)	(30,800)	-	9209	Parking Fees	(24,075)	-	(24,075)	(24,075)	-	(24,075)	-
(46,050)	(42,223)	(53,727)	9210	Theater Receipts	(51,025)	-	(51,025)	(16,870)	-	(16,870)	(34,155)
-	-	-	9212	Facility Use Rental	(27,500)	-	(27,500)	(27,500)	-	(27,500)	-
(4,768)	(14,336)	(50,764)	9215	Medicaid Revenue	(18,060)	-	(18,060)	(13,513)	-	(13,513)	(4,547)
				Board of Finance Reduction - TBD	(221,891)	-	(221,891)	-	-	-	(221,891)
<b>(\$1,277,316)</b>	<b>(\$1,533,828)</b>	<b>(\$1,431,311)</b>		<b>Total Revenue Offset</b>	<b>(\$1,524,396)</b>	<b>\$ -</b>	<b>(\$1,524,396)</b>	<b>(\$1,294,225)</b>	<b>\$0</b>	<b>(\$1,294,225)</b>	<b>(\$230,172)</b>
								84.9%	0.0%	84.9%	15.1%
<b>\$ 53,679,039</b>	<b>\$ 55,355,779</b>	<b>\$ 57,347,685</b>		<b>GRAND TOTAL</b>	<b>\$ 59,339,701</b>	<b>\$ -</b>	<b>\$ 59,339,701</b>	<b>\$ 58,374,416</b>	<b>\$ 731,404</b>	<b>\$ 59,105,820</b>	<b>\$ 233,881</b>
								98.37%	1.23%	99.61%	0.39%

**Minutes**  
**Financial, Facilities & Operations Committee**  
**May 16, 2025**

Present:

Deborah Low, Interim Superintendent  
Steve Ezzes, Committee Chair  
Peter Gordon, Committee Member  
Michael Guido, Committee Member  
Phil Cross, Director of Finance and Operations  
Mike DelMastro, Director of Facilities

The meeting was called to order by Mr. Ezzes at 9:31 a.m.

The Committee discussed the following items regarding an update of facilities and grounds maintenance:

- Mr. DelMastro reported that everything has been moving along smoothly without any issues, and the facilities staff is getting ready for the graduation and moving up ceremonies. Mr. DelMastro informed the Committee that emergency repairs were performed on the tennis courts earlier in the spring, but the District needs to start thinking long term regarding their condition and whether or not they should be renovated or moved to a completely new location given the fact that they are built on wetlands and will continue to have issues.

The Committee discussed the following items regarding recent bid results:

- Mr. DelMastro informed the Committee that the District went out to bid for the FY26 district wide paving capital project. Bids were received from seven companies. Based on several factors, he recommended awarding the project to American Pavement. They were the second lowest bidder, and additionally, they have done excellent work for the District in the past and have also worked with the Town. The Committee agreed to move forward with awarding the project to American Pavement.
- Mr. DelMastro reported that the District also went out to bid for phase one of the FY26 HES North House HVAC replacement capital project. Bids were received from two companies – Landmark Facilities Group and Southport Engineering. Based upon the submitted costs, Southport's costs were more than double Landmark's, as well as

reference checks and their past project experience, Mr. DelMastro recommended moving forward with Landmark Facilities Group.

- In response to a question from Mr. Guido as to why there is such a wide price difference between the two firms, Mr. DelMastro and Mr. Cross both agreed that it could be due to the fact that Southport was purchased by a much larger firm.
- The Committee agreed to move forward with Landmark Facilities Group.

The Committee discussed the following regarding the Healthy Building Initiative:

- Mr. Gordon reported that he will present an update of that morning's Education Optimization Committee meeting at the following week's Board meeting that will address the status of the health of the middle school.

The Committee discussed the following items regarding the FY25 (through April) financial report including internal services fund (for dental):

- Mr. Cross reported that as of April 30, the projected year-end balance is \$126,273, representing an increase of \$170,374 since February. This change is due in large part to staff turnover in several areas, leading to a higher than anticipated balance in the salary account. There is also a higher-than-expected balance in the benefits account, as well as higher revenue from non-resident tuition due to two students being added mid-year.
- Regarding the Internal Services Fund, dental claims and fees are trending slightly lower than historical averages. As a result, total dental claims are expected to be lower than previously anticipated.

The Committee discussed the following regarding FY26 preschool tuition rates:

- Mr. Cross informed the Committee that the full rates for pre-school are established by the Pupil Services Department in collaboration with the business office. Periodically, the District compares its tuition rates with other DRG A counterparts and local private pre-schools to ensure that its tuition remains competitive. Since this comparison was just made last year, Mr. Cross recommended that the FY26 Pre-K tuition for Weston residents' children without special needs be increased by the approved budget increase of 2.96%. This will increase the tuition rate to \$8,277 for FY26. Per Federal mandate, Weston residents with special needs are admitted to the program tuition free.
- The Committee agreed to move this recommendation forward to the full Board.

The Committee discussed the following regarding FY26 tuition rates for non-residents:

- Mr. Cross reported that each year the District increases the non-resident tuition rates by that year's approved budget increase. He recommended that the FY26 tuition rate for non-resident students be increased by 2.96%.
- The Committee agreed to move this recommendation forward to the full Board.

The Committee discussed the following regarding FY26 utility and user fees for facility rentals:

- Mr. Cross recommended that the FY26 utility and user fees be increased by the FY26 budget increase of 2.96%.
- The Committee agreed to move this recommendation forward to the full Board.

The Committee discussed the following regarding site feasibility for electric buses:

- Mr. Cross informed the Committee that there is a State mandate that all school bus fleets be electric by 2040. The Town has engaged the services of a company out of Vermont called VEIC to determine if there is an alternative site for the District's buses. Whatever location is chosen; adequate power needs to be able to reach the new location. Mr. Cross added that the town in general is looking at multiple alternative uses for the current bus yard location and that's why they may be moving forward with VEIC at this time. The District's part in the process at this time is just to provide routing information to VEIC to determine what the need for electricity will be and how many charging stations will be required. There's a lot of work involved in electrifying buses, and the Town and the District need to ensure that Eversource can meet the demand of electrification. Additionally, electric buses cost close to three times what regular buses cost, so this will have significant budget implications.
- Mr. Ezzes added that the District would need to have a conversation with the Town regarding what their intentions are for the current bus depot location. They can't use that property for any kind of commercial purposes as it's too close to the elementary school. The Committee was in agreement with this point.

The Committee discussed the following regarding approval of the March minutes:

- The Committee approved the March minutes without any changes.

There being no further business to discuss, the meeting adjourned at 10:15 a.m.

Respectfully submitted:

Andrew Galli

Administrative Assistant to the Director of Finance and Operations