



October Financial, Facilities & Operations Committee Meeting
Friday, October 17, 2025
9:00 AM
Zoom Webinar

- I. Update of Facilities and Grounds Maintenance
- II. Discussion on Healthy Building Initiative
- III. FY26 Monthly Financial Update (through September) Including Internal Services
- IV. Approval of September Financial, Facilities and Operations Committee Minutes
- V. Other Business



October 17, 2025

TO: BOE Finance & Operations Committee

FROM: Phillip Cross, Chief Financial & Operations Officer

SUBJECT: September Financial Report for FY 25-26

Financial Summary

Below is the financial summary for the Period ending September 30, 2025 as well as trends and highlights.

FY 2025-26 CATEGORY SUMMARY						
Object Series	Adjusted Budget	YTD Actuals	Encumbrance	Anticipated	Total Expenditures	Projected Balance
Salaries (1000's)	36,547,828	5,048,353	29,688,838	2,021,986	36,759,178	(211,350)
		13.81%	81.23%	5.53%	100.58%	-0.58%
Benefits (2000's)	11,595,878	2,952,468	7,433,564	1,209,846	11,595,878	-
		25.46%	64.11%	10.43%	100.00%	0.00%
Professional Services (3000's)	1,575,231	245,344	1,204,166	193,176	1,642,686	(67,454)
		15.58%	76.44%	12.26%	104.28%	-4.28%
Property Services (4000s)	2,290,134	417,866	1,430,964	441,304	2,290,134	-
		18.25%	62.48%	19.27%	100.00%	0.00%
Other Services (5000s)	6,217,244	2,417,292	3,680,347	239,400	6,337,040	(119,796)
		38.88%	59.20%	3.85%	101.93%	-1.93%
Supplies (6000s)	3,437,762	935,711	1,985,469	516,582	3,437,762	0
		27.22%	57.75%	15.03%	100.00%	0.00%
Equipment (7000s)	413,932	360,671	6,756	46,505	413,932	-
		87.13%	1.63%	11.23%	100.00%	0.00%
Other Objects (8000s)	144,451	54,342	76,959	13,150	144,451	-
		37.62%	53.28%	9.10%	100.00%	0.00%
Revenue (9000s)	(1,123,771)	(104,079)	(1,121,207)	-	(1,225,286)	101,515
		9.26%	99.77%	0.00%	109.03%	-9.03%
Total	\$ 61,098,689	\$12,327,968	\$ 44,385,857	\$ 4,681,949	\$ 61,395,774	\$ (297,085)
Total %		20.18%	72.65%	7.66%	100.49%	-0.49%

Trends and Highlights:

As we keep the Board apprised of current trends, the balance presented at this time is not indicative of the end of year results.

Salaries:

We have started the year almost fully staffed. In recent years, combined turnover and FML savings have exceeded expectations. Given those results, the FY26 budgeted turnover and FML offset was increased from \$170,000 to \$370,000. This year’s YTD realized gross turnover savings is \$268,986. This amount includes a vacant position that is being covered internally. It is highly probable that there will be additional FML savings as the year progresses.

Prior to the start of the year, a 2nd grade section was added. This additional expenditure has reduced the realized turnover savings.

Finally, increases relating to degree level/column changes is slightly over budget by \$13,715.

The combined effects of these items is an initial deficit salary deficit of (\$211,350).

FY 2025 -26 Salary Variance		
Description	Amount (\$)	
Turnover Savings- Actual	268,986	
Turnover Savings- Budgeted	(370,000)	
<i>Net Turnover Savings</i>		(101,014)
Degree Level Change - Actual	(58,105)	
Degree Level Change - Budgeted	44,390	
<i>Net Degree Level Change</i>		(13,715)
Post budget Section Added (2nd Grade)		(96,622)
Total Variance		(211,350)

Health Insurance:

Active Employee Group

The July update from the State Partnership Plan (SPP) has indicated that the plan experienced high medical and prescription claims for the year ended June 30th, 2025. It was also reported that the plan has a negative fund balance. These results will not have any effect for the current year but may result in higher premiums for upcoming years.

The plan's year-end financial overview is included for your review.

Medicare Supplement Plan

Recent legislative changes, high claims and increased prescription claims is having a significant impact to the Medicare market. We have been informed by our provider that there will be a 29% premium increase for the plan year beginning January 1, 2026.

There are fewer alternative plan options as more providers are exiting the market, including our provider of many years, Anthem Blue Cross/Blue Shield, who exited this calendar year (2025). CT Care and United Health Care (small group) have also exited the market

The drivers for current market conditions are:

Impact of the Inflation Reduction Act on Prescription Drug Programs

The IRA, while aiming to lower drug costs for Medicare beneficiaries, fundamentally shifts financial responsibility for prescription drugs to private plan sponsors. This results in higher costs for Medicare Part D plans due to:

- **Loss of Federal Reinsurance:** The federal government's reinsurance for catastrophic drug costs has been drastically reduced from 80% to 20% for brand-name drugs. This means these plans must now absorb a much larger share of the highest drug expenses.
- **Loss of Manufacturer Discounts:** The IRA eliminates mandatory manufacturer discounts in the Medicare Part D "coverage gap." This removes a significant financial offset that plans previously received.
- **Decreased Member Rx Cost Share:** The IRA introduced a new annual out-of-pocket cap of \$2,000 (\$2,100 for 2026) for Medicare beneficiaries. While beneficial for retirees, plans are now responsible for 100% of drug costs once a member reaches this cap, increasing the overall liability of these prescription drug plans.
- **Overall Increased Plan Liability:** These changes combined significantly increase the total financial exposure for prescription drug costs. Although there's an increased CMS Direct Subsidy for the CMS Standard Plan design, it is not sufficient to counteract the other substantial cost shifts.

Medical Trend Increases in Supplemental Plans

Beyond the IRA's impact on prescription drugs, the premiums for supplemental Medicare plans are also rising due to significant healthcare trends:

- **Higher Health Care Costs (Medical Inflation):** The cost of medical services, including hospital care, physician visits, and procedures, continues to rise faster than general inflation. As original Medicare costs increase, supplemental plan's responsibility for deductibles, copayments, and coinsurance also increase.
- **Higher Utilization:** The retiree population is living longer, which naturally leads to a greater demand for healthcare services. This increased frequency and intensity of medical care,

including treatment for chronic conditions, results in more claims being filed against these Medicare supplemental plans.

●**Higher Utilizers Living Longer on More Expensive Drugs/Treatments:** Another contributing factor is that individuals with higher healthcare needs and those on expensive maintenance medications are living longer. This demographic shift means the average cost within these retiree groups increases as these higher utilizers continue to require significant and often more costly medical and prescription drug interventions.

Professional Services:

Technology

There was a significant increase to the annual subscription fee for our virtual server environment. This increase necessitated migrating these servers to another provider at cost of \$18,390.

In addition, the network support and critical server hosting fees has steadily increased in recent years. This increase was not accounted for in the budget.

Management Services

In switching to the SPP plan we did not account for the consulting fee (\$35,000) for our health insurance consultant, a fee that was previously paid by the health insurance provider.

Special Education (SPED):

The budget lines for transportation, tuition and settlement agreements are highly variable and dependent on individual student needs. The needs of multiple students have changed, resulting in either recommendations for a placement change or for placements outside of the district.

Revenue Offset:

The number of non-resident tuition students has increased compared to budget resulting in a projected increase of \$101,515.

Internal Service Fund

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

Fiscal Year Ended						2026
STATEMENT OF REVENUES AND EXPENDITURES						
Fund Balance -July 1, 2025						\$ 418,466
Revenues:						
General Fund						\$ 385,919
Reimbursements						\$ -
Total Contributions						\$ 385,919
Total Revenues (A)						\$ 385,919
Projected Claims:						
Delta Dental:						
Claims						\$ 362,535
Administrative Fees						\$ 23,384
Total Dental Claims (B)						\$ 385,919
Net Change (A-B)						-
Projected Fund balance June 30, 2026						\$ 418,466
Dental- Actual Claims & Fees						
Month						Claims & Fees
July						27,402
August						44,585
September						26,669
Total						\$ 98,655
Actual YTD Spend Rate						25.6%
Theoretical YTD Spend Rate						25.0%
YTD Theoretical variance %						0.6%

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of Septmeber 30, 2025

Period: 3 of 12

2022-2023	2023-2024	2024-2025	Object Code	Description	2025-2026							
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Salaries & Wages (1000s)</i>								
2,854,614	3,375,352	3,487,109	1110	Administrators	3,593,896	-	3,593,896	765,504	2,749,300	-	3,514,804	79,092
14,827,266	15,169,704	15,671,065	1111	General Ed. Teachers	15,722,608	-	15,722,608	1,847,419	13,796,108	87,747	15,731,274	(8,666)
2,522,780	2,359,825	2,584,821	1112	Special Ed. Teachers	2,823,721	-	2,823,721	329,535	2,482,938	-	2,812,473	11,248
1,021,018	948,323	984,850	1113	Guidance	1,012,568	-	1,012,568	117,537	901,116	-	1,018,653	(6,085)
397,172	418,788	432,187	1114	Psychologist	468,481	-	468,481	54,056	414,426	-	468,481	-
353,558	410,444	485,393	1115	Social Worker	510,512	-	510,512	57,314	429,013	-	486,327	24,185
539,131	510,769	530,574	1116	Speech & Hearing	548,276	-	548,276	71,869	476,407	-	548,276	-
887,328	1,261,271	1,275,481	1117	Academic Assistants	1,264,381	-	1,264,381	156,352	1,053,947	-	1,210,299	54,082
110,854	59,724	61,217	1118	Talented & Gifted	-	-	-	-	-	-	-	-
400,239	455,475	456,095	1119	Library/Media	505,044	-	505,044	58,274	446,770	-	505,044	-
57,886	51,774	43,514	1135	Transition Coordinator	56,320	-	56,320	10,831	83,035	-	93,866	(37,546)
847,138	877,957	899,825	1139	Certified Stipends	991,761	-	991,761	46,153	230,362	715,246	991,761	-
651,668	969,094	1,015,169	1140	Academic Leader (CIL's)	955,516	-	955,516	103,717	756,659	95,140	955,516	-
1,852	2,571	1,532	1141	Mentor Teacher	2,300	-	2,300	1,000	-	1,300	2,300	-
113,090	0	78,000.00	1142	Behavioral Analyst	180,400	-	180,400	14,713	169,959	-	184,672	(4,272)
58,267	68,897	66,541	1145	Multilingual Learner	81,521	-	81,521	10,580	76,216	-	86,796	(5,275)
\$ 25,643,861	\$ 26,939,968	\$ 28,073,373		Sub-Total Certified Salaries	\$ 28,717,306	\$ -	\$ 28,717,306	\$ 3,644,853	\$ 24,066,257	\$ 899,432	\$ 28,610,542	106,763
								12.7%	83.8%	3.1%	99.6%	0.4%
				<i>Other Certified Salaries</i>								
40,788	25,138	24,735	1131	Homebound Tutor	44,500	-	44,500	457	-	44,043	44,500	-
-	-	-	1136	Degree Level Change	44,390	-	44,390	-	-	-	-	44,390
246,814	216,491	239,946	1137	Substitute Teacher	178,801	-	178,801	3,656	-	175,145	178,801	-
189,064	194,739	167,395	1138	Summer Work -Certified Staff	212,408	-	212,408	119,229	-	93,180	212,408	-
127,403	152,490	140,966	1143	Building Substitutes	203,175	-	203,175	9,880	154,830	38,465	203,175	-
385,336	215,245	251,666	1144	Long term Substitute	118,000	-	118,000	25,158	50,754	42,087	118,000	-
-	-	-	1160	Turnover Savings	(370,000)	-	(370,000)	-	-	-	-	(370,000)
\$ 989,404	\$ 804,103	\$ 824,707		Sub-Total Other Certified Salaries	\$ 431,274	\$ -	\$ 431,274	\$ 158,380	\$ 205,584	\$ 392,919	\$ 756,884	\$ (325,610)
								36.7%	47.7%	91.1%	175.5%	-75.5%

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of Septmeber 30, 2025

Period: 3 of 12

2025-2026												
2022-2023	2023-2024	2024-2025	Object Code	Description	Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
Year-End Expense	Year-End Expense	Year-End Expense										
				<i>Non-Certified Salaries</i>								
413,013	496,658	497,025	1210	Non-Cert. Supervisors	558,548	-	558,548	117,909	437,263	-	555,172	3,376
213,706	238,317	223,285	1211	Nurses	250,912	-	250,912	32,907	218,064	-	250,971	(59)
247,373	279,358	338,189	1215	Occupational & Physical Therapists	345,422	-	345,422	31,307	216,165	97,950	345,422	-
1,156,839	1,328,819	1,361,800	1221	Administrative Support	1,388,117	-	1,388,117	259,460	1,108,942	19,715	1,388,117	-
1,697,360	1,828,311	1,865,189	1231	Para Educators	1,914,820	-	1,914,820	231,249	1,617,799	65,772	1,914,820	-
156,413	141,394	108,135	1234	Bus Aides	147,297	-	147,297	10,504	-	136,793	147,297	-
495,877	505,325	523,857	1235	Technicians	537,922	-	537,922	114,012	422,960	-	536,972	950
65,017	46,914	69,477	1237	Vocational Specialist	69,229	-	69,229	4,217	65,012	-	69,229	-
262,406	276,448	301,659	1241	Safety Monitors	316,063	-	316,063	41,718	271,341	-	313,059	3,004
513,999	514,241	538,892	1251	Custodians	570,282	-	570,282	114,336	455,700	-	570,036	246
477,370	543,741	568,199	1261	Maintenance Mechanics & Grounds	585,183	-	585,183	114,350	470,854	-	585,204	(21)
90,458	103,682	107,218	1269	Athletic Support Staff	124,751	-	124,751	7,308	42,227	75,216	124,751	-
192,939	188,200	199,708	1280	Non Certified Stipends	204,550	-	204,550	17,957	90,671	95,922	204,550	-
\$ 5,982,771	\$ 6,491,407	\$ 6,702,634		Sub-Total Non-Certified Salaries	\$ 7,013,096	\$ -	\$ 7,013,096	\$ 1,097,234	\$ 5,416,997	\$ 491,368	\$ 7,005,599	\$ 7,497
								15.6%	77.2%	7.0%	99.9%	0.1%
				<i>Other Non-Citified Salaries</i>								
39,524	39,305	34,159	1213/12 23/1233	Non-Certified Substitutes	47,500	-	47,500	151	-	47,349	47,500	-
199,553	230,025	241,665	1212/22 38/42/52	Overtime	203,700	-	203,700	34,393	-	169,307	203,700	-
114,912	101,739	102,616	1268	Summer Work-Non-Cert.	134,952	-	134,952	113,342	-	21,610	134,952	-
\$ 353,988	\$ 371,068	\$ 378,440		Sub-Total Other Salaries	\$ 386,152	\$ -	\$ 386,152	\$ 147,885	\$ -	\$ 238,267	\$ 386,152	-
								38.3%	0.0%	61.7%	100.0%	0.0%
\$ 32,970,025	\$ 34,606,546	\$ 35,979,154		TOTAL SALARIES	\$ 36,547,828	\$ -	\$ 36,547,828	\$ 5,048,353	\$ 29,688,838	\$ 2,021,986	\$ 36,759,178	\$ (211,350)
								13.8%	81.2%	5.5%	100.6%	-0.6%

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of Septmeber 30, 2025

Period: 3 of 12

2022-2023 Year-End Expense	2023-2024 Year-End Expense	2024-2025 Year-End Expense	Object Code	Description	2025-2026								
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available	
				<i>Benefits (2000's)</i>									
9,202,598	8,801,704	9,093,058	2000	Health Insurance	10,623,056	-	10,623,056	2,676,000	7,897,202	49,853	10,623,056	-	
(1,705,489)	(1,410,661)	(1,554,889)	2022	Premium Cost Share	(1,963,364)	-	(1,963,364)	(322,819)	(1,640,545)	-	(1,963,364)	-	
1,020,503	1,032,102	1,067,168	2001	Social Security & Medicare	1,160,817	-	1,160,817	160,455	1,000,362	-	1,160,817	-	
175,214	180,451	186,333	2003	Workers Compensation	191,436	-	191,436	191,383	-	53	191,436	-	
14,660	1,644	35,171	2004	Unemployment Compensation	20,000	-	20,000	400	-	19,600	20,000	-	
130,080	-	-	2005	Early Retirement Incentive	-	-	-	-	-	-	-	-	
1,328,122	1,192,864	1,325,069	2007	Pension Contributions	1,356,477	-	1,356,477	227,754	32,110	1,096,613	1,356,477	-	
91,124	101,963	54,001	2010	Tuition Reimbursement	85,500	-	85,500	-	85,500	-	85,500	-	
63,051	71,543	72,641	2011-12	Life & Disability Insurance	76,956	-	76,956	19,294	58,935	(1,273)	76,956	-	
56,400	22,381	27,148	2014	Sick Bank	45,000	-	45,000	-	-	45,000	45,000	-	
\$10,376,262	\$9,993,990	\$10,305,700		TOTAL BENEFITS	\$ 11,595,878	\$ -	\$ 11,595,878	\$ 2,952,468	\$ 7,433,564	\$ 1,209,846	\$ 11,595,878	\$ -	
								25.5%	64.1%	10.4%	100.0%	0.00%	
				<i>Professional & Technical Services (3000s)</i>									
504,232	525,441	174,021	3210	Contracted Services Educational	238,176	-	238,176	40,291	142,594	55,291	238,176	-	
149,405	176,454	154,137	3220-21	Consulting Services	168,935	-	168,935	43,414	130,176	27,800	201,389	(32,454)	
75,937	94,342	94,477	3235	Testing	144,421	-	144,421	42,809	97,755	3,857	144,421	-	
106,990	260,876	302,332	3239	Other Pupil Services	301,200	-	301,200	21,383	275,477	4,340	301,200	-	
66,056	34,711	37,221	3303	Management Services	37,714	-	37,714	18,499	54,215	-	72,714	(35,000)	
2,064	3,145	2,048	3304	License Fees-Facilities	3,500	-	3,500	769	2,550	181	3,500	-	
232,999	183,838	339,334	3306	Legal Fees-SPED	240,000	-	240,000	40,598	199,402	-	240,000	-	
187,860	162,916	148,456	3306	Legal Fees- Districtwide	150,000	-	150,000	28,836	111,164	10,000	150,000	-	
106,091	109,322	118,358	3308	Police/Fire	118,741	-	118,741	-	110,786	7,955	118,741	-	
67,685	155,452	123,318	3309	Professional & Technical Services	114,558	-	114,558	8,746	22,060	83,753	114,558	-	
41,996	41,210	54,136	3310	Sports Officials	57,987	-	57,987	-	57,987	-	57,987	-	
\$ 1,541,315	\$ 1,747,705	\$ 1,547,836		TOTAL PROF. & TECH SERVICES	\$ 1,575,231	\$ -	\$ 1,575,231	\$ 245,344	\$ 1,204,166	\$ 193,176	\$ 1,642,686	\$ (67,454)	
								15.6%	76.4%	12.3%	104.3%	-4.3%	

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of Septmeber 30, 2025

Period: 3 of 12

2025-2026												
2022-2023	2023-2024	2024-2025	Object Code	Description	Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
Year-End Expense	Year-End Expense	Year-End Expense			Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Property Services (4000s)</i>								
907,204	969,175	991,847	4200	Cleaning Services	994,738	-	994,738	248,413	746,325	-	994,738	-
50,825	66,687	65,839	4202	Rubbish Removal	75,877	-	75,877	10,967	50,704	14,206	75,877	-
82,370	171,370	181,873	4302	Equipment Repairs	188,898	-	188,898	6,176	54,077	128,645	188,898	-
184,530	189,525	199,670	4400	Equipment Rental	187,115	-	187,115	6,801	178,479	1,835	187,115	-
213,171	215,350	224,644	4500	Repair Allowance	150,000	-	150,000	3,326	36,027	110,647	150,000	-
30,182	40,740	49,171	4514	Fire Alarm System	44,400	-	44,400	34,682	3,418	6,300	44,400	-
201,994	191,606	169,137	4518	Sewer System Plant Maintenance	184,795	-	184,795	25,423	157,321	2,050	184,795	-
205,809	247,875	187,095	4520	Service Contracts	194,724	-	194,724	55,940	95,089	43,695	194,724	-
93,203	66,984	82,676	4530	Parks & Recreation	86,547	-	86,547	-	62,000	24,547	86,547	-
39,271	31,644	107,951	4540	Athletic Facilities Repairs	59,500	-	59,500	20,355	21,145	18,000	59,500	-
195,029	74,974	111,169	4541	Contracted Services	102,300	-	102,300	3,623	25,298	73,379	102,300	-
109,755	-	-	4600	Special Projects	-	-	-	-	-	-	-	-
11,275	6,377	-	4604	Snow Plowing	10,500	-	10,500	-	-	10,500	10,500	-
35,888	35,100	5,869	4701	Security System Monitoring	10,740	-	10,740	2,160	1,080	7,500	10,740	-
\$ 2,360,505	\$ 2,307,405	\$ 2,376,940		TOTAL PROPERTY SERVICES	\$ 2,290,134	\$ -	\$ 2,290,134	\$ 417,866	\$ 1,430,964	\$ 441,304	\$ 2,290,134	\$ -
								18.2%	62.5%	19.3%	100.0%	0.0%

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of Septmeber 30, 2025

Period: 3 of 12

2022-2023	2023-2024	2024-2025	Object Code	Description	2025-2026								
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available	
				<i>Other Services (5000s)</i>									
1,592,600	1,737,496	1,724,934	5100	Regular Transportation	1,777,015	-	1,777,015	1,759,079	17,936	-	1,777,015	-	
843,911	935,160	869,290	5101	SPED Transportation	815,957	-	815,957	263,069	672,684	-	935,753	(119,796)	
218,024	100,391	113,287	5104	Athletic Transportation	116,093	-	116,093	-	90,000	26,093	116,093	-	
12,802	4,237	4,524	5105	Extra-Curricular Transportation	16,360	-	16,360	-	5,000	11,360	16,360	-	
160,181	107,032	107,125	5112	Diesel & Gasoline	101,265	-	101,265	3,235	92,210	5,820	101,265	-	
128,142	136,003	134,609	5200	General Liability Insurance	154,233	-	154,233	30,038	97,907	26,288	154,233	-	
14,400	15,008	15,008	5202	Athletic Insurance	15,758	-	15,758	-	-	15,758	15,758	-	
104,154	106,579	109,196	5205	Property Insurance	114,250	-	114,250	112,350	-	1,901	114,250	-	
87,714	89,414	96,937	5300	Communications	94,106	-	94,106	18,706	65,149	10,252	94,106	-	
27,469	27,030	31,991	5400	Postage	29,383	-	29,383	6,871	20,062	2,450	29,383	-	
853	1,626	2,417	5500	Advertising	2,000	-	2,000	757	725	518	2,000	-	
16,962	18,356	18,519	5501	Printing	23,578	-	23,578	943	11,390	11,245	23,578	-	
2,367,437	2,232,934	2,045,796	5600	Out of District Tuition	1,652,829	-	1,652,829	161,738	1,592,553	(101,462)	1,652,829	-	
1,063,918	1,147,396	1,098,685	5601	Tuition Settlements	1,223,256	-	1,223,256	46,205	1,002,033	175,018	1,223,256	-	
41,076	39,352	44,431	5800	Travel & Conference	59,045	-	59,045	13,821	6,284	38,939	59,045	-	
3,803	3,282	2,901	5801	Mileage Reimbursement	12,167	-	12,167	-	1,345	10,822	12,167	-	
5,684	3,905	12,670	5900	Other Purchased Services	9,949	-	9,949	480	5,070	4,399	9,949	-	
\$ 6,689,130	\$ 6,705,201	\$ 6,432,319		TOTAL OTHER SERVICES	\$ 6,217,244	\$ -	\$ 6,217,244	\$ 2,417,292	\$ 3,680,347	\$ 239,400	\$ 6,337,040	\$ (119,796)	
								38.9%	59.2%	3.9%	101.9%	-1.9%	
				<i>Supplies & Materials (6000's)</i>									
884,656	889,057	532,944	6110	Materials	697,780	-	697,780	57,220	335,728	304,832	697,780	-	
36,390	32,719	29,480	6120	Office Materials	35,328	-	35,328	3,568	30,981	779	35,328	-	
174,050	173,801	192,226	6130	Maintenance Materials	181,624	-	181,624	42,265	110,424	28,935	181,624	-	
95,137	98,514	132,842	6131	Custodial Materials	78,348	-	78,348	5,423	66,993	5,932	78,348	-	
21,943	43,776	14,895	6132	Security Materials	26,284	-	26,284	3,499	4,701	18,084	26,284	-	
517,581	570,217	642,148	6140	Software	657,407	-	657,407	583,965	56,485	16,957	657,407	-	
98,833	104,825	105,727	6410	Books	186,730	-	186,730	18,906	92,026	75,797	186,730	-	
325,229	467,063	496,828	6510	Heating Oil	515,195	-	515,195	16,957	454,850	43,388	515,195	-	
482,463	644,985	1,085,613	6520	Electricity	1,056,067	-	1,056,067	203,907	833,282	18,878	1,056,067	-	
2,890	2,377	2,870	6530	Propane	3,000	-	3,000	-	-	3,000	3,000	-	
\$ 2,639,172	\$ 3,027,334	\$ 3,235,574		TOTAL SUPPLIES & MATERIALS	\$ 3,437,762	\$ -	\$ 3,437,762	\$ 935,711	\$ 1,985,469	\$ 516,582	\$ 3,437,762	\$ -	
								27.2%	57.8%	15.0%	100.0%	0.0%	

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of Septmeber 30, 2025

Period: 3 of 12

2025-2026												
2022-2023	2023-2024	2024-2025	Object Code	Description	Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
Year-End Expense	Year-End Expense	Year-End Expense										
				<i>Equipment (7000's)</i>								
192,826	262,615	413,486	7300	Equipment	413,932	-	413,932	360,671	6,756	46,505	413,932	-
\$ 192,826	\$ 262,615	\$ 413,486		TOTAL EQUIPMENT	\$ 413,932	\$ -	\$ 413,932	\$ 360,671	\$ 6,756	\$46,505	\$ 413,932	\$ -
							87.1%	1.6%	11.2%	100.0%	100.0%	0.0%
				<i>Other Objects (8000's)</i>								
87,938	89,670	76,267	8100	Dues, Fees and Memberships	110,106	-	110,106	45,112	63,950	1,045	110,106	-
32,434	38,529	32,768	8900	Other Objects	34,345	-	34,345	9,231	13,009	12,105	34,345	-
\$ 120,372	\$ 128,199	\$ 109,035		TOTAL OTHER OBJECTS	\$ 144,451	\$ -	\$ 144,451	\$ 54,342	\$ 76,959	\$13,150	\$ 144,451	\$ -
							37.6%	53.3%	9.1%	100.0%	100.0%	0.0%
				<i>Revenue Offset (9000's)</i>								
(29,462)	(29,903)	(31,457)	9200	Technology Revenue	(31,946)	-	(31,946)	-	(31,946)	-	(31,946)	-
(74,800)	(78,660)	(75,600)	9201	Participation Fees, Athletics	(70,475)	-	(70,475)	-	(70,475)	-	(70,475)	-
(21,689)	(13,475)	-	9202	Gate Receipts, Athletics	(14,000)	-	(14,000)	-	(14,000)	-	(14,000)	-
(89,987)	(25,495)	(22,425)	9204	Transportation Credits	-	-	-	-	-	-	-	-
(928,213)	(839,156)	(733,726)	9205	Excess Cost Reimbursement	(526,014)	-	(526,014)	-	(526,014)	-	(526,014)	-
(121,242)	(156,288)	(192,195)	9206	Pre School Tuition	(249,209)	-	(249,209)	(86,117)	(163,092)	-	(249,209)	-
(119,873)	(141,162)	(121,752)	9207	Non-Resident Tuition	(28,755)	-	(28,755)	(17,245)	(113,025)	-	(130,270)	101,515
(61,203)	(42,681)	(35,111)	9208	Parks & Rec Portion of Field Maintenance	(72,712)	-	(72,712)	-	(72,712)	-	(72,712)	-
(30,800)	-	(24,075)	9209	Parking Fees	(24,075)	-	(24,075)	-	(24,075)	-	(24,075)	-
(42,223)	(53,727)	(16,870)	9210	Theater Receipts	(51,025)	-	(51,025)	-	(51,025)	-	(51,025)	-
-	-	(27,500)	9212	Facility Use Rental	(37,500)	-	(37,500)	-	(37,500)	-	(37,500)	-
(14,336)	(50,764)	(13,513)	9215	Medicaid Revenue	(18,060)	-	(18,060)	(718)	(17,343)	-	(18,060)	-
				Board of Finance Reduction - TBD	-	-	-	-	-	-	-	-
(\$1,533,828)	(\$1,431,311)	(\$1,294,225)		Total Revenue Offset	(\$1,123,771)	\$ -	(\$1,123,771)	(\$104,079)	(\$1,121,207)	\$ -	(\$1,225,286)	\$101,515
							9.3%	99.8%	0.0%	109.0%	109.0%	-9.0%
\$ 55,355,779	\$ 57,347,685	\$ 59,105,820		GRAND TOTAL	\$ 61,098,689	\$ -	\$ 61,098,689	\$ 12,327,968	\$ 44,385,857	\$ 4,681,949	\$ 61,395,774	(\$297,085)
							20.18%	72.65%	7.66%	100.49%	100.49%	-0.49%



Financial Overview

Actives & Non-Medicare Retirees

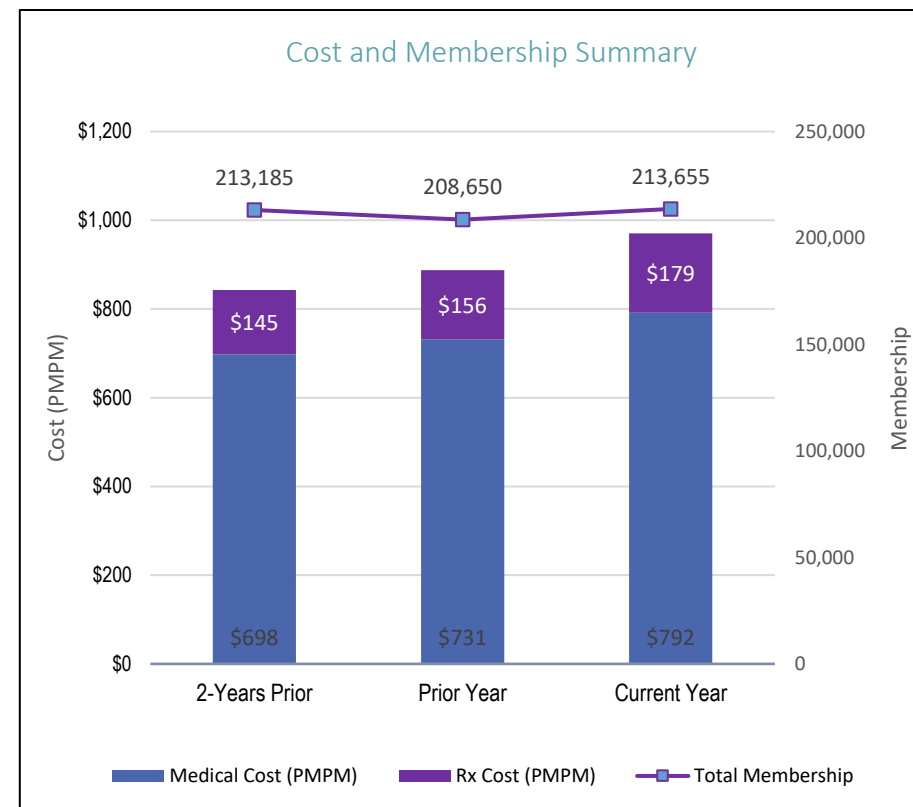
All Plans

Claims Summary¹

	Total Cost (PMPM)	% of Total Cost	Current Trend
Medical	\$791.73	82%	▲ 8.3%
Inpatient Facility	\$158.62	16%	▲ 7.7%
Outpatient Facility	\$309.14	32%	▲ 8.1%
Professional Services	\$302.30	31%	▲ 9.5%
Ancillary	\$21.67	2%	▼ 1.3%
Pharmacy²	\$178.86	18%	▲ 14.5%
Total Cost	\$970.59		▲ 9.4%

Drivers of Trend

Service Category	Current PMPM	Prior PMPM	Change
Pharmacy - Specialty	\$60.92	\$40.01	▲ \$20.91
Outpatient - Pharmacy	\$60.46	\$52.75	▲ \$7.71
Outpatient - Surgery	\$98.10	\$90.75	▲ \$7.35
Professional -E&M	\$57.33	\$50.30	▲ \$7.03
Prescription Drugs - Brand	\$93.01	\$87.57	▲ \$5.44



Observations

- PMPM medical costs have increased 8.3% Year-over-Year (“YoY”) and accounted for 82% of total spend.
- PMPM Rx costs have increased 14.5% YoY and accounted for 18% of total spend.
- The second table above illustrates the top 5 drivers of trend. Pharmacy - Specialty was the top driver of spend on a PMPM basis, increasing \$20.91 PMPM over last year.

¹ Reflects paid claims through May 2025. Claims for the current period have been completed using a factor of 0.95

² Pharmacy costs reflect PrudentRx savings through April 2025.

Partnership FAD Balances

- What is the Partnership 2.0 FAD balance used for?
 - The Partnership 2.0 FAD (Funds Awaiting Distribution) balance represents the funds collected from monthly medical and Rx premiums paid by participating Partnership 2.0 groups. These funds are held temporarily and used to pay insurance carriers and other vendors for claims and services provided to covered members.
- Why does the Partnership 2.0 FAD balance fluctuate?
 - The balance fluctuates due to timing differences between when premium payments are received and when payments are made to carriers and vendors. Partnership 2.0 groups typically wire payments weekly, while the State makes payments to vendors on a bi-weekly or monthly schedule. This timing mismatch causes the balance to rise and fall throughout the month.
- As of 6/30/25, the Partnership 2.0 FAD balance was **-\$18.6M**
 - The FAD balance is lower than projected because actual medical and pharmacy costs have exceeded expectations. The primary causes are an unexpected spike in in-patient hospital spending, due to increased emergency room use and a high number of large-dollar claimants. As well as a surge in Pharmacy costs due to rising utilization of GLP-1 medications and increased use and prices of specialty drugs.

Partnership FAD Balances

- Will a negative balance impact coverage for Partnership 2.0 members?
 - No, the State is both statutorily and contractually obligated to pay claims on behalf of Partnership 2.0 members. Claims will continue to be paid in a timely manner, and member coverage will not be affected.
- What is the outlook for the FAD balance moving forward?
 - As of July 2025, updated premium rates are in effect. These revised rates are expected to stabilize the account and gradually rebuild the FAD balance. However, to avoid sharp year-over-year premium swings, the Partnership 2.0 plan smooths gains and losses over multiple years. For that reason, the fund is not expected to return to its full target balance during the current fiscal year.

CONNECTICUT
PARTNERSHIP PLAN



Questions?

Please remain on mute and use the chat function.

The presentation will be posted to the Partnership Site: [The CT Partnership Plan 2.0](#)

osc.ct.gov/ctpartner

Appendix

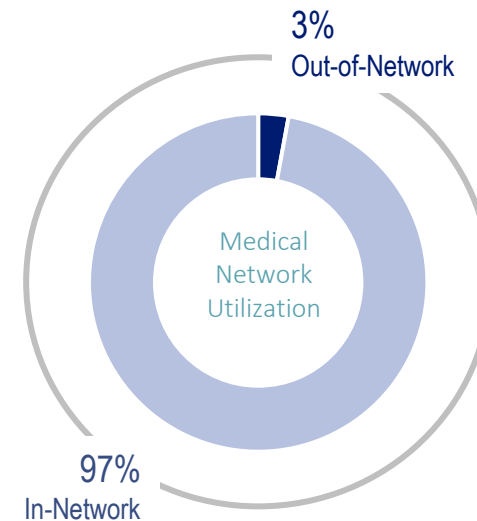
- State of CT & Partnership Utilization Dashboard
 - Key Utilization Metrics
 - Disease Prevalence
 - Care Gaps & Compliance Rates
 - High-Cost Claimants

Actives & Non-Medicare Retirees

All Plans

Key Utilization Metrics

Category (Utilization per 1,000)	Current Period	Prior Period	% Change
Office Visits	5,125	4,889	4.8%
Preventive Services	4,376	4,455	-1.8%
Inpatient Admissions	76	74	3.2%
Average Cost Per Admission	\$25,031	\$23,985	4.4%
Emergency Room (ER) Visits	205	202	1.5%
Average ER Visit Cost	\$2,852	\$2,789	2.3%
Urgent Care (UC) Visits	374	404	-7.5%
Average UC Visit Cost	\$242	\$224	7.7%
Rx Scripts	11,927	11,675	2.2%
Average Cost per Script	\$180	\$161	12.1%



Observations

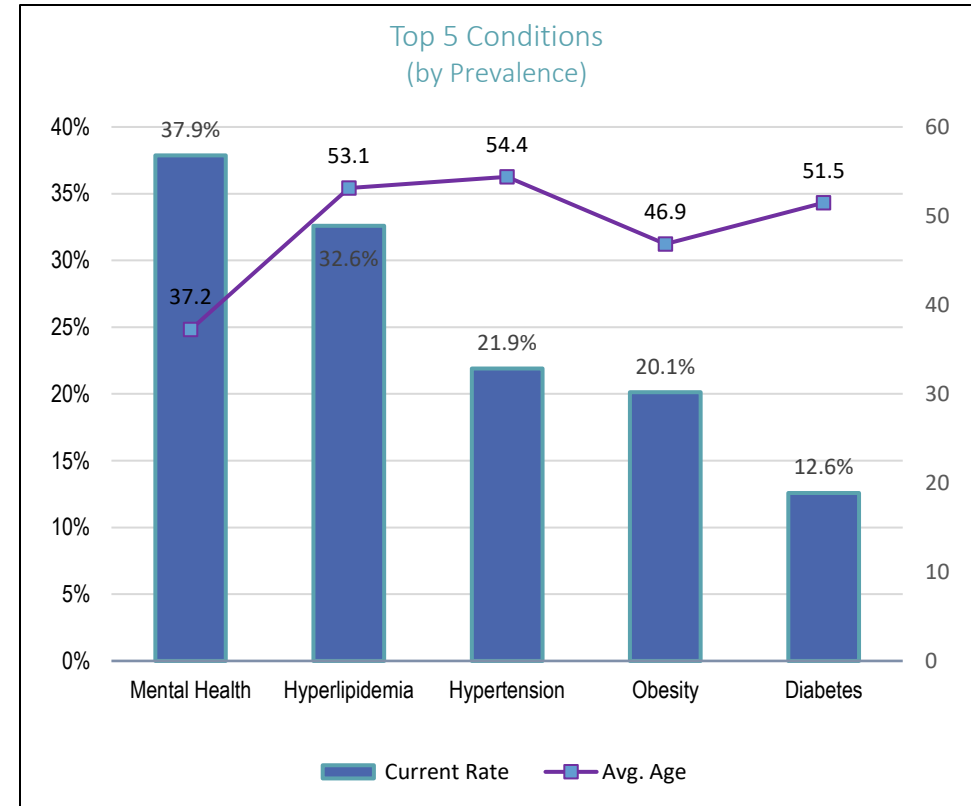
- Office visits per 1,000 increased 4.8% YoY, while preventive services decreased 1.8% YoY.
- Inpatient admissions per 1,000 increased 3.2% YoY, and average cost per admission increased 4.4% YoY.
- ER visits per 1,000 remained relatively stable YoY, but the average cost per visit increased 2.3% YoY.
- Urgent care visits per 1,000 decreased 7.5% YoY, while the average cost per visit increased 7.7% YoY.
- Rx scripts per 1,000 increased 2.2% YoY, and unit cost trend increased 12.1% YoY.

Actives & Non-Medicare Retirees

All Plans

Disease Prevalence (sorted by prevalence)

Chronic Condition	Current Rate	Prior Rate
Mental Health	37.9%	36.6%
Hyperlipidemia	32.6%	31.2%
Hypertension	21.9%	21.8%
Obesity	20.1%	19.0%
Diabetes	12.6%	10.4%
Asthma	7.5%	7.6%
Substance Abuse	4.0%	4.1%
Coronary Artery Disease (CAD)	3.6%	3.2%
Breast Cancer	1.0%	1.0%
Chronic Obstructive Pulmonary Disease (COPD)	0.6%	0.6%
Prostate Cancer	0.6%	0.5%
Congestive Heart Failure (CHF)	0.5%	0.5%
Colorectal Cancer	0.2%	0.2%
Cervical Cancer	0.0%	0.0%



Observations

- Mental health remained the State's top disease condition with 37.9% of total members (prevalence) and has increased 1.3 percentage points (pp) YoY.
- Continuing increases in Hyperlipidemia, Obesity, and Diabetes

Actives & Non-Medicare Retirees

All Plans

Care Gaps and Compliance Rates

Chronic Condition	Clinical Quality Metrics	All Members				Gender Distribution		Compliance Rate by Gender	
		Population	Current Period	Change (pp)	SHAPE BoB ¹	F	M	F	M
Diabetes	At least 1 hemoglobin A1C test	26,927	84%	▲ 1.8	82%	60%	40%	82%	86%
	Screening for diabetic nephropathy	26,927	59%	▼ 5.0	62%	60%	40%	58%	60%
	Screening for diabetic retinopathy	26,916	49%	▼ 3.8	25%	60%	40%	49%	48%
Hypertension	On anti-hypertensives and serum potassium	29,576	64%	▼ 1.3	61%	41%	59%	64%	64%
Hyperlipidemia	Total cholesterol testing	69,679	79%	▼ 0.9	72%	49%	51%	81%	78%
COPD	Spirometry testing	1,270	35%	▼ 1.4	26%	52%	48%	35%	35%
CAD	Patients currently taking an ACE-Inhibitor or ARB Drug	7,642	39%	▼ 0.7	41%	34%	66%	30%	44%
	Patients currently taking a statin	7,647	82%	▲ 0.7	70%	34%	66%	71%	87%
Preventive Screening	Breast cancer	55,082	68%	▲ 2.2	56%	100%		68%	
	Cervical cancer	88,763	52%	▲ 0.4	46%	100%		52%	
	Colorectal cancer	71,072	51%	▼ 3.7	41%	54%	46%	55%	47%
	Prostate cancer	32,681	70%	▼ 1.3	38%		100%		70%

Observations

- All preventive screening compliance rates are critically important. Early detection of chronic conditions gives the patient a higher probability of a positive outcome. Expensive treatments in the future can be avoided if these conditions are caught/managed early.
- While most compliance rates are down YoY, the State's compliance rates remained favorable in most categories when compared to the SHAPE BoB.
- The Plan should continue to frequently communicate the value and importance of preventive screenings.

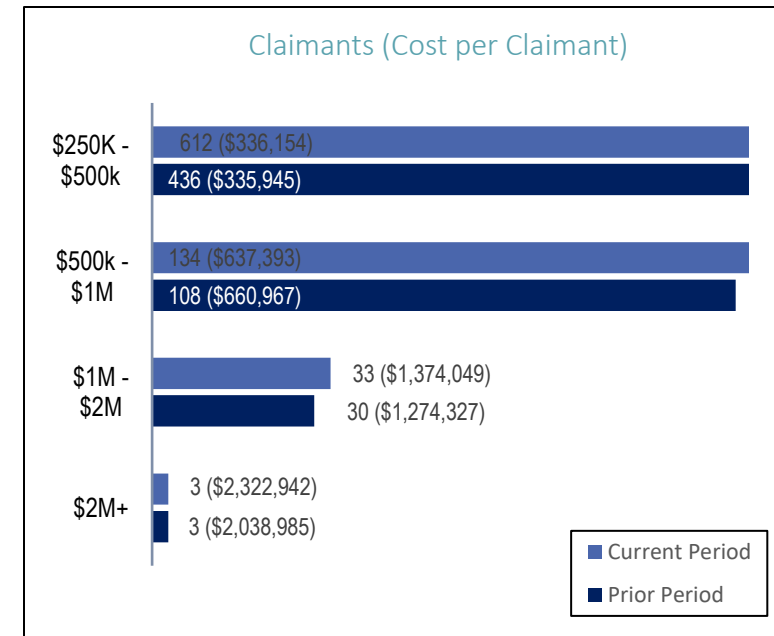
¹ SHAPE Book-of-Business reflects compliance rates for calendar year 2023 Compliance statistics have not been adjusted for risk or severity

Actives & Non-Medicare Retirees

All Plans

High-Cost Claimants (Medical & Rx \$250k+)

Category (sorted by Members)	Current Period		Prior Period	
	Claimants	Cost per Claimant	Claimants	Cost per Claimant
Episodic w/ Underlying Health Conditions ¹	192	\$452,306	155	\$460,505
Non-Screenable Cancer	178	\$477,400	117	\$523,646
Chronic	148	\$444,365	124	\$438,397
Rx Dominant	109	\$404,227	71	\$425,762
Screenable Cancer	93	\$412,276	77	\$411,680
Episodic w/o Underlying Health Conditions ¹	30	\$387,276	13	\$516,488
Mental Health	25	\$379,677	16	\$338,627
Substance Use	7	\$335,889	4	\$284,075
Total High-Cost Members	782	\$439,194	577	\$454,425



Observations

- 782 claimants exceeded the \$250k in combined medical and Rx spend during the current period. Compared to 577 in the prior period.
- Episodic w/ Underlying Health Conditions was the top category with about 25% of high-cost claimants falling into this category. Non-Screenable Cancer was the second highest category.
- Rx dominant, which reflects claimants exceeding the threshold mainly due to prescription drug costs rather than medical costs, ranked third.

¹ Underlying conditions reflect members with the following conditions: Mental Health, Hyperlipidemia, Hypertension, Obesity, Diabetes, Asthma, Substance Abuse, Coronary Artery Disease (CAD), Chronic Obstructive Pulmonary Disease (COPD), and Congestive Heart Failure (CHF).

Minutes
Financial, Facilities & Operations Committee
September 12, 2025

Present:

Steve Ezzes, Committee Chair
Peter Gordon, Committee Member
Phil Cross, Director of Finance and Operations
Mike DelMastro, Director of Facilities

Absent:

Michael Guido, Committee Member

The meeting was called to order by Mr. Ezzes at 9:03 a.m.

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

- Mr. DelMastro reported that it has been a very productive summer and a positive beginning to the school year. The moderate temperatures have helped to keep the temperatures in the schools at a comfortable level. A lot of work was completed over the summer, including painting, filter and belt replacement for all fans, parking lot striping and fan motor replacements.
- Mr. DelMastro also reported on some of the specific projects that were completed at each school:
 - At the high school, a new security gate was installed by the main office, both gym floors were re-finished, tiles were replaced, added fob access to some doors, installed 10 televisions throughout the building where schedules and information can be displayed, and renovations began in one of the courtyards.
 - At the middle school, a SPED room was transformed to a community room, converting it to a full kitchen which included the installation of a refrigerator and stove, both gym floors were re-finished, and the three way valve for the chiller was replaced.
 - At the intermediate school, a portion of the sidewalk was repaired, and the replacement of two pieces of playground equipment is scheduled to take place

in a week, after a long lead time. The installation of the new generator is delayed due to shipping delays, but it is scheduled to be delivered on 10/13.

- At the elementary school, lighting has been added to the flag pole, the split system A/C in South House 45 was replaced after it failed, all other split systems were washed and disinfected, and a storm drain was added to the NH playground, and the playground itself was repaved.

The Committee discussed the following items regarding an update of capital projects:

• Mr. DelMastro updated the Committee on the current status of capital projects, including:

- The district wide PA replacement is currently in progress, but experiencing some difficulty integrating the new system with the old one.
- The equipment has been ordered for the energy management software/hardware upgrade, and the project should be completed by October 1st.
- The site work and paving for the WIS playground site renovation is complete, and the equipment will be installed between 9/12 and 9/16.
- The district wide parking lot/driveway maintenance and paving is complete except for a couple of minor striping repairs.
- The radio upgrade system is currently being engineered, with an estimated start date in the summer of 2026.
- The tables for the WIS cafeteria have been purchased, but there is a 10-12 week lead time, with an expected arrival date of early fall.
- The Revson Field site work has been completed.
- The HES North House HVAC replacement project is underway. A walk-thru with Landmark Facilities Group was held over the summer, and the report from the walk-thru was just received. Mr. DelMastro and Mr. Cross will meet with Landmark during the following week to review the report. The plan is to have Landmark present at the October meeting of the Board of Education.

The Committee discussed the following regarding the Healthy Building Initiative:

• Mr. Gordon reported that everything he wanted to discuss was already reviewed in the maintenance and capital projects.

The Committee discussed the following items regarding the FY24 encumbrance:

- Mr. Cross reported that at the end of FY24 there were encumbrances totaling \$860,731. The District has liquidated \$625,328, leaving an unliquidated balance of \$235,403 to be returned to the Town.

The Committee discussed the following items regarding the non-lapsing account:

- Mr. Cross informed the Committee that the current non-lapsing account was created with the ending balance from FY24, which amounted to \$327,665. The expenditures made against the account in FY25 included the WIS generator replacement, addition of cameras to the senior center, and the installation of the security gate at the high school. The ending balance as of June 30 is \$211,728, and it will remain in the account.

The Committee discussed the following items regarding the FY25 end of year financial report including internal services fund (for dental):

- Mr. Cross reported that FY25 was marked with 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 costs.

Despite these challenges, the District ended the year with a favorable unaudited balance of \$233,881, or 0.39%. This was largely due to salary savings, savings in benefits, and gross RFP savings. These favorable balances allowed the District to mitigate unfavorable variances in other account categories. The anticipated surplus will be returned to the Town.

- Mr. Cross anticipates that the delivery costs for electricity will still be high going forward. While the District has locked in a rate for the supply side, the delivery costs are beyond the District's control, but the District does receive VNM credits which help offset the cost.
- Mr. Ezzes brought up the point that if tariffs are still in play during budget creation for FY27, that will need to be accounted for in the budget request.
- Regarding the Internal Services Fund, dental claims were \$41,490 lower than budgeted and 9% below the three year average.

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

- The Committee approved the May minutes without any changes.

There being no further business to discuss, the meeting adjourned at 9:39 a.m.

Respectfully submitted,

Andrew Galli

Administrative Assistant to the Director of Finance and Operations

DRAFT