



**BERRIEN RESA**



[www.berrienresa.org](http://www.berrienresa.org)

# **2011 Budget & Salary/Compensation Transparency Report**

**June 10, 2011**

## Section 1-Annual Operating Budget and Subsequent Revisions

Berrien Regional Education Service Agency offers educational services to our area's 16 public school districts as well as to the over 20 parochial and private schools and four public school academies of Berrien County (totaling over 26,000 students). Our budget is adopted by an elected local board of education no later than June 30 of each year. This budget is then posted on the District's website within 30 days of adoption. Any subsequent budget amendments are also posted within 30 days. Like other public schools and ISD/RESAs in Michigan, our budget is based on our best estimate of what amount of per pupil funding the state will provide.

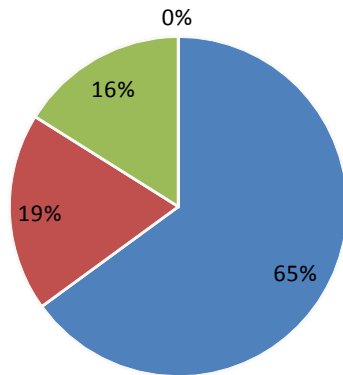
### *2011-12 Fiscal Budget*

2011-2012 Budget Amendment dated January 2012 (to be posted when complete)

## Section 2-Summary of General Fund Expenditures

### Current General Fund Personnel Expenditures for 2009-2010

Because schools are a service industry, the largest share of every school's expenditures are salaries and benefits. Retirement costs are state mandated. Insurance costs include long-term disability health, dental, vision, and life.



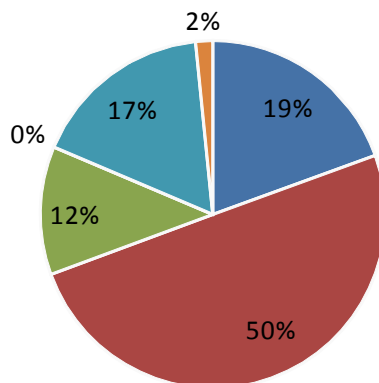
Salaries and Wages:	\$1,907,120
Employee Insurance Costs:	\$ 556,293
Retirement, FICA, & Workers' Comp. Costs:	\$ 472,148
All Other Employee Benefit Costs:	\$ 0

*Berrien RESA Center for Educational Performance and Information Report*

- Salaries and Wages
- Employee Insurance Costs
- Retirement, FICA, & Workers' Comp. Costs
- All Other Employee Benefit Costs

### Current General Fund Operating Expenditures for 2009-2010

Like any organization, Berrien RESA has a variety of expenditures including utilities, technology, facility maintenance, insurance, personnel, and office supplies. Schools also pay for classroom supplies, specialized services for students with special needs, and many other instruction-related items. Public schools, like most government entities, have elected boards that control the expenditure (and receipt) of school funds. The school board members carry out educational obligations at the local level, and they have the ultimate responsibility for school operations. For consistency across fiscal years and between districts, public school districts are required to follow the common chart of accounts defined in Michigan's Public School Accounting Manual.



Classroom Instruction:	\$1,243,816
Pupil and Instructional Staff Support:	\$3,192,153
Business and Administration:	\$ 768,239
Transportation:	\$ 0
Central and Other Support Services:	\$1,088,492
Operations, Maintenance and Facilities:	\$ 101,999

*Berrien RESA Center for Educational Performance and Information Report*

- Classroom Instruction
- Pupil and Instructional Staff Support
- Business and Administration
- Transportation
- Central and Other Support Services
- Operations, Maintenance and Facilities

## Section 3-Collective Bargaining Agreements, Health Care Plans and Audit Report

### **Collective Bargaining Agreements**

*Professional Staff Master Agreement*

*Paraprofessional Staff Master Agreement*

### **Health Care Benefit Plans**

<b>BENEFITS</b>	<b>ALL EMPLOYEES</b>
Health	<i>ASR Physicians Care</i>  <i>Point of Service Plan</i>
RX	<i>ASR - \$10/\$20</i>
Dental	<i>ASR Dental</i>
Vision	<i>ASR Vision</i>
Long Term Disability	<i>Sunlife</i>
Life Insurance (\$50,000)	<i>Sunlife</i>

### **Berrien RESA Audit Report**

Each year, Berrien RESA is required to hire an independent auditor to complete a comprehensive audit which evaluates and reports on the financial condition of the district. The audit includes a thorough analysis of all business operations as well as a compliance review for the requirements of the many programs we operate.

*2009-2010 Audit*

## Section 4-Salary and Benefit Description of Superintendent and Employees with Salaries Exceeding \$100,000

All Berrien RESA employees are categorized by classification of position held. All classifications are established according to demands of the position, level of responsibility, job functions performed, credentials and skills required, etc. Each classification falls into at least one established salary schedule, which takes into account such factors as seniority in position or in similar positions, comparison to similar jobs elsewhere in the community, cost of living factors, etc. The Berrien RESA Board of Education determines matters related to school employees including pay and benefits.

The following data is based on the 2010-11 school year.

	Base Salary	Travel	Stipend	Annuity	Life / LTD	Cash in lieu of Health Ins.	Dental/ Vision/ Health Ins.	Cafeteria Plan	Total Salary
Superintendent	\$138,000	n/a	n/a	\$22,669	\$872		\$19,932		\$187,997
Director - Business & Finance	\$101,447	n/a	n/a		\$301		\$19,932	(\$611)	\$121,069
Director - Data Center	\$101,447	n/a	n/a		\$301	\$2,685			\$104,433
Director - Career & Technical Education	\$101,447	n/a	n/a		\$301		\$19,932		\$121,680

## Section 5-Annual Amount Spent on Dues Paid to Associations

Dues and fees paid with district funds are limited to professional associations. Memberships in professional associations provide added opportunities, resources, continuing education, and professional development. They also make it possible for our district to conduct business in more efficient ways.

### Professional Associations:

Association for Career and Technical Education (ACTE)	\$80.00
Association for Supervision & Curriculum Development (ASCD)	\$323.00
Association of School Business Officials (ASBO)	\$190.00
Cornerstone Chamber of Commerce	\$500.00
Council for Exceptional Children (CEC)	\$640.00
Phi Delta Kappa	\$100.00
Macomb Intermediate School District	\$100.00
Michigan Association for Computer Users in Learning (MACUL)	\$85.00
Michigan Association of Administrators of Special Education (MAASE)	\$240.00
Michigan Association of Intermediate School Administrators (MAISA)	\$5,723.12
Michigan Association of School Administrators (MASA)	\$1,199.72
Michigan Association of School Administrators Region VII	\$50.00
Michigan Association of School Boards (MASB)	\$3,965.00
Michigan Association of School Personnel Administrators (MASPA)	\$115.00
Michigan Assoc. for Infant Mental Health (MI-AIMH)	\$60.00
Michigan Institute for Educational Management (MIEM)	\$315.00
Michigan Negotiators Association (MNA)	\$200.00
Michigan School Business Officials (MSBO)	\$407.00
Michigan School Public Relations Association (MSPRA)	\$85.00
Midwest Collaborative for Library Services	\$125.00
National Assoc. Education of Young Children (NAEYC)	\$110.00
National Association of Secondary School Principals (NASSP)	\$234.00
National Career Pathways Network	\$75.00
National Dropout Prevention Network	\$85.00
National School Boards Assoc. (NSBA)	\$3,275.00
Shiawassee Regional Education Service Agency	\$85.00
State of Michigan	\$180.00
<b>Total Dues Paid to Associations with District Funds</b>	<b>\$18,546.84</b>

## Section 6-District Paid Lobbying Costs

No school district funds were spent on lobbying services in 2010-11.

This is a publication of



For questions or additional information please contact  
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United States Department of Education and the Michigan State Department of Education.*