



BUDGET & STRATEGIC PLAN

2025-26

Board of Education Meeting
April 15, 2025

2025-26 Preliminary Budget - Calendar

December	10	Board Meeting	Budget Planning – Review objectives, planning principles, & accumulated surplus	✓
January	21	Board Meeting	Review Q2 financial results Revised Provincial Operating Grant 24-25	✓
	31		Final Day for School/Dept. Amended Budget revisions	✓
February	3		Begin preliminary enrolment estimates from schools	✓
	11	Board Meeting	Amended 2024-2025 Budget approval	✓
	14		Submit enrolment estimates to the Ministry	✓
March	11	Board Meeting	2025-2026 Budget: Preliminary Budget estimates (Preliminary planning, enrolment projections)	✓
	13	Public Information Meeting	2025-2026 Public Budget Information Meeting & begin consultation process.	✓
April	8	Finance & Facilities	Review of Strategic & Operational Plans Review of Budget information Review of school/department allocations	✓
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	15	Board Meeting	Revised strategic plan information. Preliminary Budget estimates including Q3 Financial results and 24-25 forecast	
May	6	Finance & Facilities	Budget Review	
	8	Public Information Meeting	Budget Information Meeting	
	13	Board Meeting	Forecast of current year financial results and preliminary budget estimates	
	30		Finalize school-based staffing estimates, final day for schools/departments to complete spending estimates	
June	17	Board Meeting	Approval of 2025-2026 Budget and updated Strategic Plan	
	27		Deadline for Budget Submission to Ministry	



Budget & Strategic Planning Cycle

September-December

- School & District plan implementation
- Analysis from previous year
- Board reporting commences
- Schools publish results
- Budget analysis
- Financial statements

January – February

- Ongoing district and school implementation
- “Measuring Up” Report
- Budget estimates & forecasting

February - March

- Environmental assessment updates
- Updated SWOT analysis
- Enrolment projections
- Commence community engagements
- Complete Program/Service Reviews
- Ministry funding announcement

July

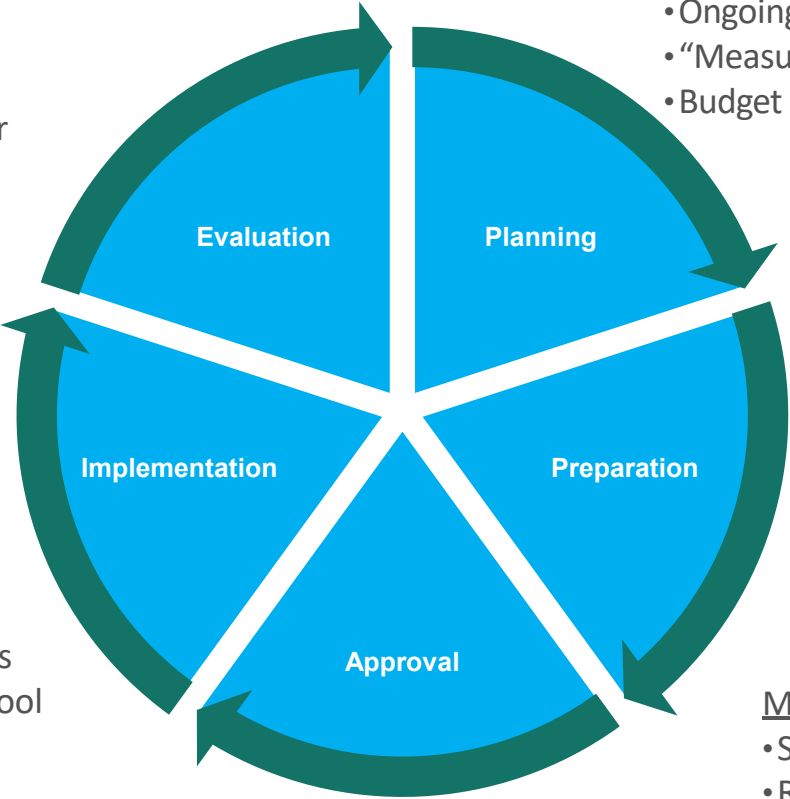
- School budget allocations
- Updated Strategic & School Plans published

June

- Budget & Updated Strategic Plan Approval

March - May

- Strategic Plan and School Plan reformulation
- Revise and update goals and objectives
- Staffing Estimates
- Operating Budget Estimates



Budget Guiding Principles

Guiding Principles

Maximize the allocation of resources to support the goals & priorities in the Strategic Plan.

Commit to building a strong understanding of budget information through ongoing communications.

Maintain a three-year budget plan to ensure funding sources can support program initiatives.

Maintain surplus/reserve balances to respond to emergent needs.

Maintain strong fiscal management policies.

Aligning the Budget to our Strategic Plan



Progressive Workforce

We provide a workplace that fosters creativity, inspires excellence, and challenges everyone to embrace growth



Engaging Opportunities

We provide engaging opportunities for every member of our learning community to contribute to student success.



Optimized Resources

We are creative and responsible in the management of educational resources.



Student Success

Our students are engaged, challenged and prepared for a lifetime of success.

Goals

Objectives

Projects

Accumulated Surplus

Operating Reserves (Accumulated Surplus) *AP 524 – Accumulated Surplus*

- Indicator of *financial health*
- Reserves are **one-time funding** sources that cannot sustain on-going services or programs.
- Reserves are necessary to **cover unexpected** and unavoidable expenditures.
- Recommended unrestricted accumulated surplus
 - **1% to 3%** of operating expenses (**\$2.4 M - \$7.3 M**)

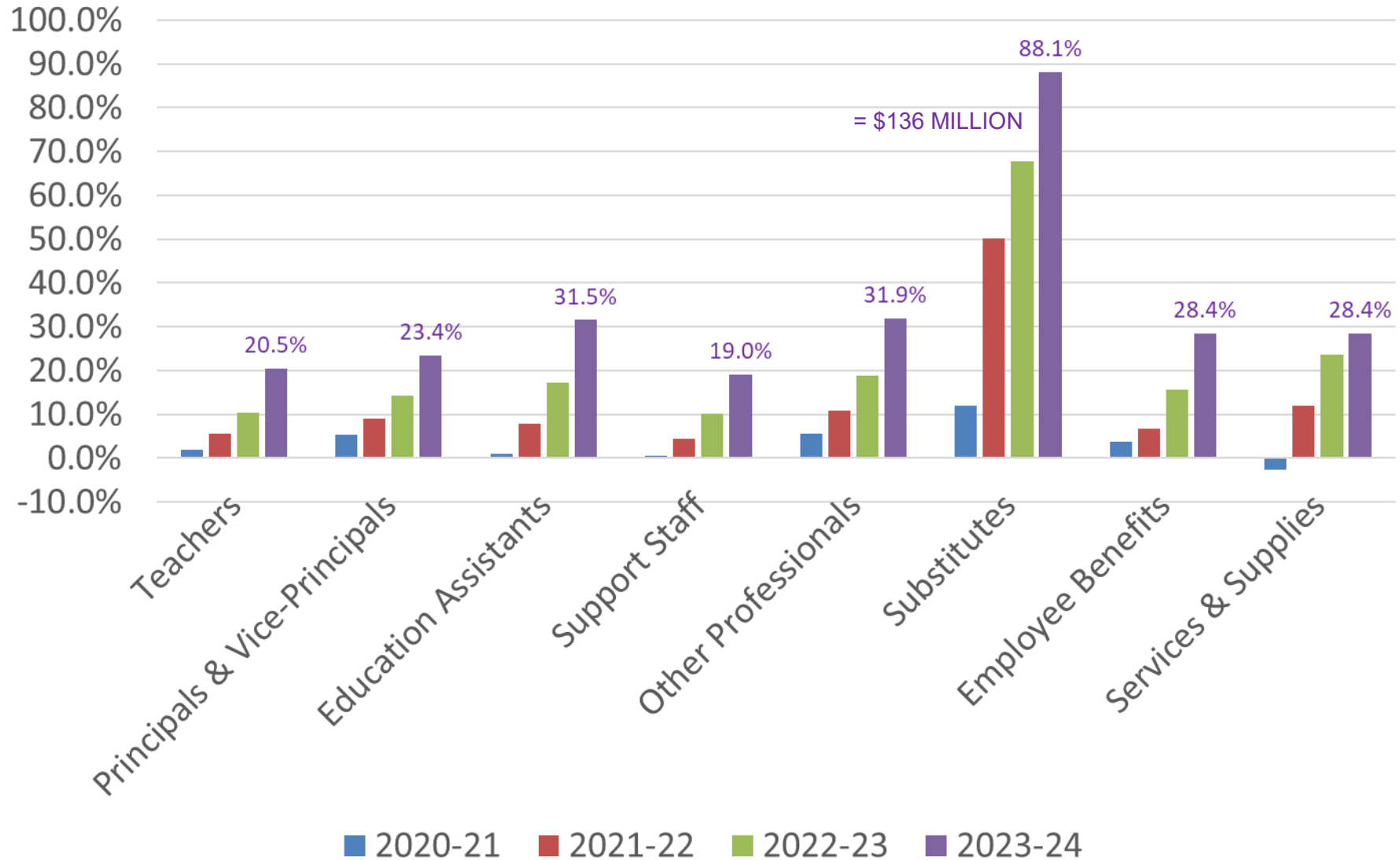


Accumulated Surplus

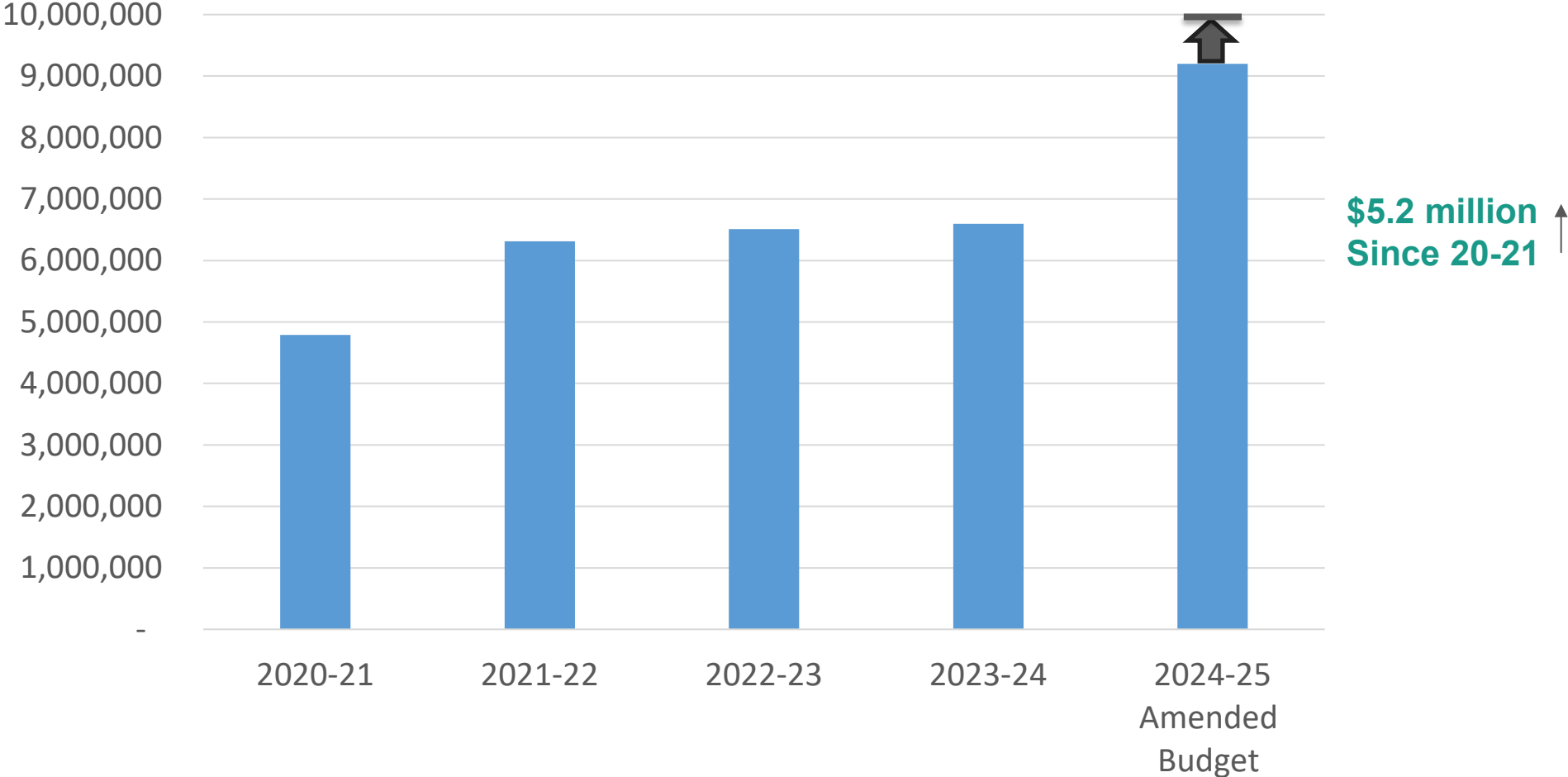
Accumulated Operating Surplus	2023-24
Internally restricted due to constraints on funds	529,042
Internally restricted for planned future operations	1,180,006
Internally restricted for future requirements	1,351,000
Unrestricted Operating Surplus	5,653,918
Total Accumulated Operating Surplus	8,713,966

← Range
\$2.4M - \$7.3M

Cumulative Change In Provincial Operating Fund Expenditures



Substitute Employee Costs




2025-26 Operating Budget – Update on current year

Operating Fund Budget (millions)	2024-25 Budget	2024-25 Forecast
Total Revenue	242.62	243.15
Total Expense	243.87	242.40
Net Revenue (Expense)	-1.25	0.75
Total Interfund Transfers	-0.43	-0.65
Surplus (Deficit) for Year	-1.68	0.10
Accumulated Surplus (Deficit), Beginning of Year	8.71	8.71
Accumulated Surplus (Deficit), End of Year	7.03	8.81

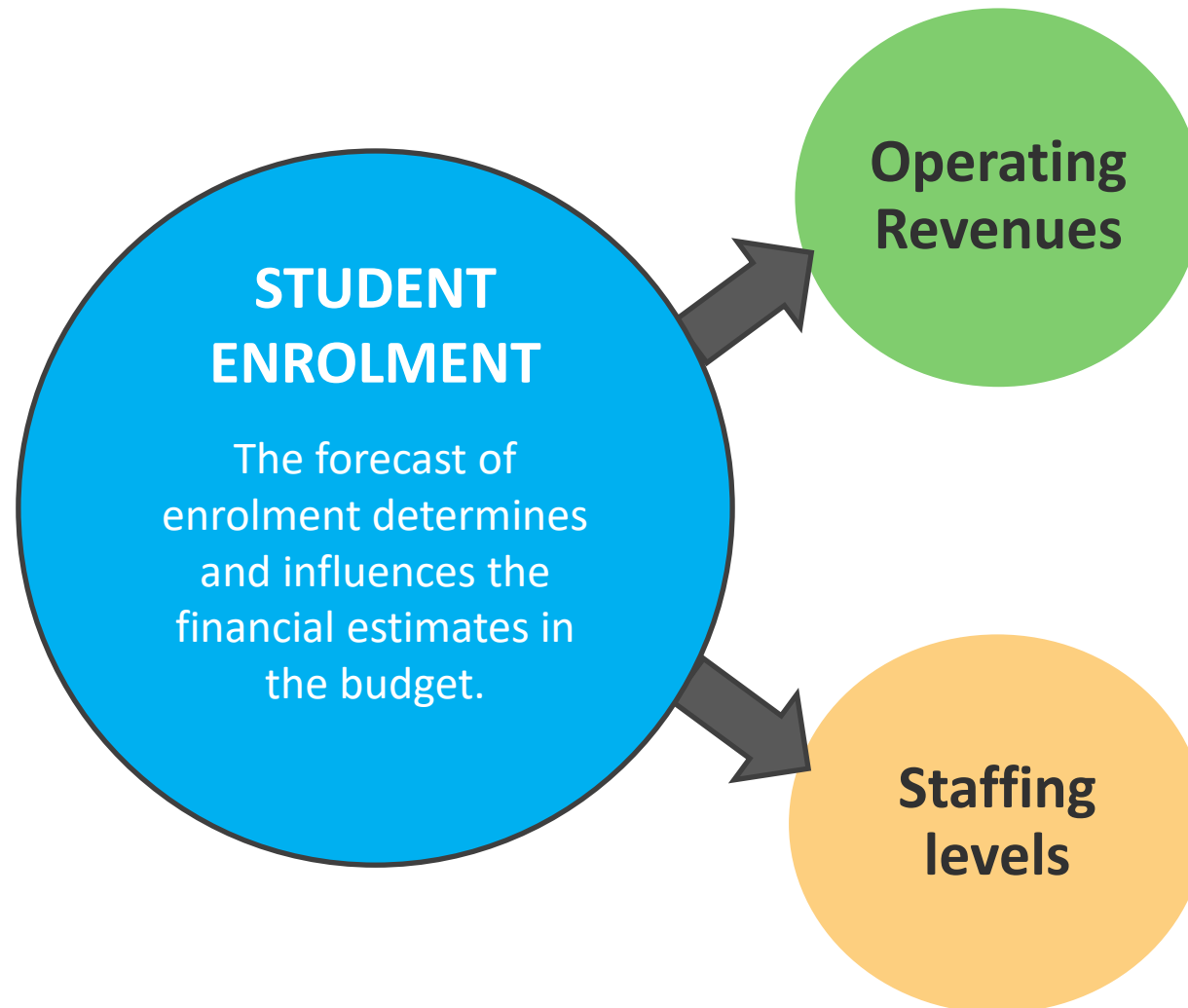
2024-25 Forecast

Operating Fund Budget (in Millions)	2024-25 Budget	2024-25 Forecast	Change
REVENUE			
Provincial Grants, Ministry of Education	233.22	233.72	0.50
Provincial Grants, Other	0.25	0.25	-
Federal Grants	0.00	0.00	-
Tuition	6.35	6.35	-
Other Revenue	1.65	1.65	-
Rentals & Leases	0.47	0.50	0.03
Investment Income	0.68	0.68	-
Total Revenue	242.62	243.15	0.53

2024-25 Forecast

Operating Fund Budget (in Millions)	2024-25 Budget	2024-25 Forecast	Change
EXPENSE			
Salaries			
Teachers	103.92	104.00	0.08
Principals & Vice-Principals	14.50	14.30	-0.20
Education Assistants	22.13	20.60	-1.53
Support Staff	19.69	18.60	-1.09
Other Professionals	6.56	6.50	-0.06
Substitutes	9.20	10.00	0.80
Total Salaries	176.01	174.00	-2.01
Employee Benefits	44.65	45.20	0.55
Total Salary & Benefits	220.65	219.20	-1.45
Services & Supplies	23.22	23.20	-0.02
Total Expense	243.87	242.40	-1.47
Net Revenue (Expense)	-1.25	0.75	
Total Interfund Transfers	-0.42	-0.65	
Surplus (Deficit) for Year	-1.68	0.10	

Enrolment & Staffing



- Enrolment determines **98%** of total revenues

- Staffing costs account for almost **90%** of operating costs
Most staffing costs are allocated based on the number of students.

Budget Drivers



Enrolment Information	2024-25	2025-26
September Funded Students	20,280	20,417
Unique Student Needs:		
ELL	3,564	3,903
Indigenous Education	2,034	2,034
Special Education	1,353	1,399
Enrolment (Feb) Total	120	120
Enrolment (May) Total	90	90
Total Funded Students	20,490	20,627
International Students (HC)	389	325



Budget Drivers – Under Review (all Funds)



Staffing	2024-25	2025-26	Change
Teachers	1,192.11	1,191.75	(0.36)
Principals/VP	93.00	93.00	-
Education Assistants	494.8	478.8*	(16.0)
Support Staff	341.18	341.18	-
Other Professionals	48.00	48.00	-
Trustees	7.00	7.00	-

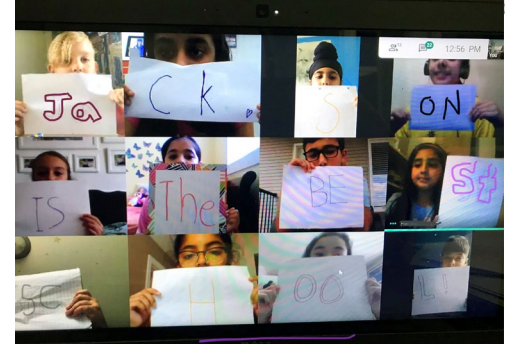
*Current EA FTE totals =/- 464 FTE



2025-26 Preliminary Budget - Assumptions

Current Budget Assumptions

- Enrolment increase of approximately 137 FTE students
- Staffing adjustments relate to enrolment increases only
- No major service or programming changes
- Staffing increases related to class size/composition will be funded by CEF
- Increasing use of Canadian suppliers for goods and services
- Suspending US based trips (student field trips, conferences)



2025-26 Preliminary Budget - Budget Pressures

Budget Pressures

- International student decline (\$1.2 million)
- Teacher salaries (increments) (\$1.4 million)
- Inflationary pressures (\$0.5 million)
- Increasing substitute employee costs (\$1.2 million - \$3.8 million since 2024)
- Employee benefits – increasing costs and utilization
- Technology refresh plan – supplemental resources (\$0.50 million)
- Student transportation – service level demands



Preliminary Estimates

Status of Budget Adjustments & Considerations

- Proposed staffing changes:
- Net teacher reduction of 0.36 FTE.
 - Note: This is a 6.36 FTE reduction in Operating Fund teachers. (mainly in non-enrolling positions outside of CA requirements)
- Increase 14 FTE Education Assistant positions from current year (decrease of 16 from prior budget)
- Increase estimates for employee absence costs by \$1.2 million
- No changes to wage levels
- Benefit cost increases reflect plan adjustments & utilization (\$1.1 million)
- Portable classroom relocation costs \$0.50 million
- Additional staffing adjustments – under review



STUDENT
SUCCESS



OPTIMIZED
RESOURCES



ENGAGING
OPPORTUNITIES



PROGRESSIVE
WORKFORCE

Budget Estimates

Operating Fund Budget (in Millions)	2023-24	Preliminary		Change
		2024-25 Budget	2025-26 Budget	
REVENUE				
Provincial Grants, Ministry of Education	223.01	233.22	236.35	3.13
Provincial Grants, Other	0.25	0.25	0.25	0.00
Federal Grants	0.01	0.00	0.00	0.00
Tuition	5.20	6.35	5.20	-1.15
Other Revenue	2.48	1.65	1.65	0.00
Rentals & Leases	0.54	0.47	0.47	0.00
Investment Income	0.83	0.68	0.65	-0.03
Total Revenue	232.31	242.62	244.57	1.95

Budget Estimates

Operating Fund Budget (in Millions)	2023-24	2024-25 Budget	Preliminary	Change
			2025-26 Budget	
EXPENSE				
Salaries				
Teachers	99.03	103.92	104.87	0.95
Principals & Vice-Principals	13.81	14.50	14.50	0.00
Education Assistants	20.45	22.13	21.40	-0.73
Support Staff	17.93	19.69	19.10	-0.59
Other Professionals	6.17	6.56	6.60	0.04
Substitutes	6.60	9.20	10.40	1.20
Total Salaries	163.99	176.01	176.87	0.86
Employee Benefits	41.69	44.65	45.70	1.05
Total Salary & Benefits	205.68	220.65	222.57	1.92
Services & Supplies	22.84	23.22	23.30	0.08
Total Expense	228.52	243.87	245.87	2.00
Net Revenue (Expense)	3.79	-1.25	-1.30	
Total Interfund Transfers	-2.13	-0.42	-0.80	
Surplus (Deficit) for Year	1.66	-1.68	-2.10	

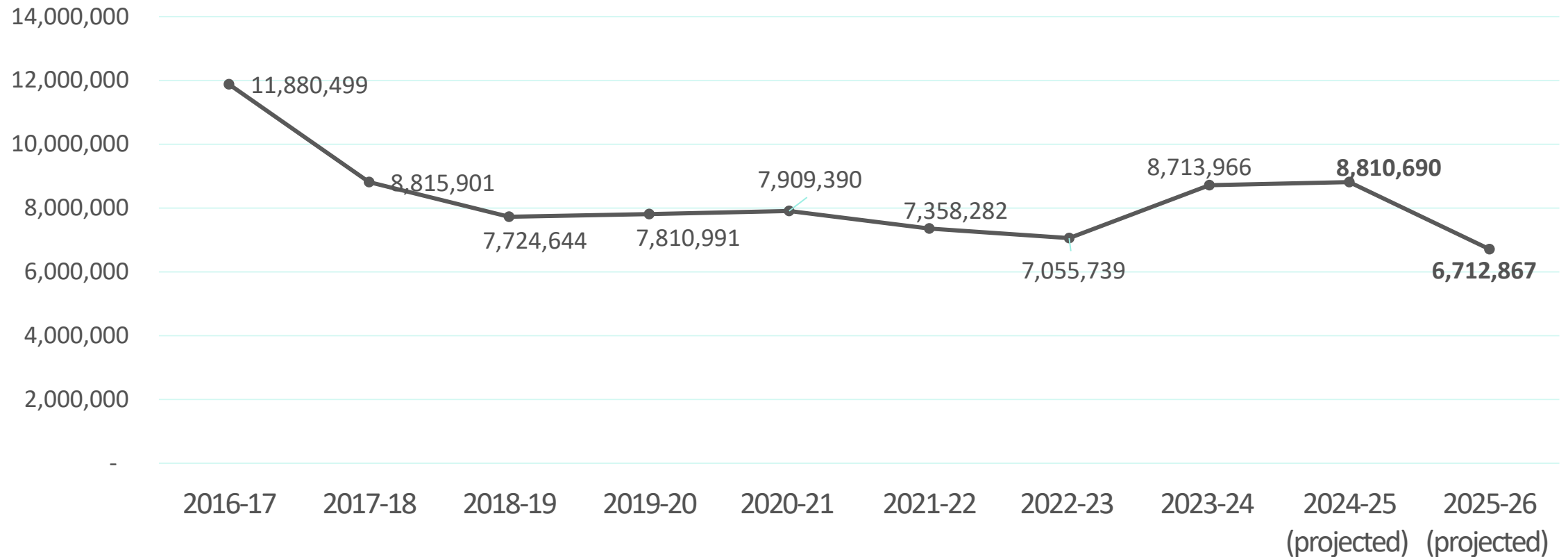
2025-26 Preliminary Operating Budget – March 2025

Operating Fund Budget (millions)	2024-25 Budget	2025-26 Budget
Total Revenue	242.62	243.16
Total Expense	243.87	248.51
Net Revenue (Expense)	-1.25	-5.35
Total Interfund Transfers	-0.43	-0.30
Surplus (Deficit) for Year	-1.68	-5.65
Accumulated Surplus (Deficit), Beginning of Year		8.76
Accumulated Surplus (Deficit), End of Year		3.11

Accumulated Surplus



Accumulated Operating Surplus



Consider Risks

Risks to the Budget

- Unplanned enrolment changes
- International enrolment fluctuations
- Increasing employee absence costs
- Staffing shortages
- Increased inflation, tariffs
- Unplanned expenditures
- Technology security risks
- Demand for temporary portables
- Unfunded wage & benefit increases



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Questions

