

BROOKDALE



Operating and Capital Budget

Fiscal Year 2016

Prepared by

Finance & Operations, Brookdale Community College, February 26, 2015

BROOKDALE COMMUNITY COLLEGE FY16 BUDGET

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Enrollment Tables: FY12 - FY16

- Headcount Table 1
 - From a high in FY12 of 39,889 to the FY16 budget of 38,186
 - Headcount impacts the following student services:
 - Admissions
 - Registration
 - Financial Aid
 - Accounts Receivable
 - Counseling
 - o And the following College services:
 - · Facilities parking, custodial, furniture & equipment
 - Safety & Security
 - · Information Technology
- Full Time Equivalent Student (FTEs) Table 2
 - An FTE is one or more student(s) taking a total of 30 credits
 - FTEs are the basis for projecting State aid, tuition income and general service fees
 - For the period FY12 FY14, audited credit enrollment decreased 12.2%, for an average of 4.1% per year
 - Cost per credit FTE for the period FY12-FY16 has only increased on average 1.8% per year, a reflection of a continued focus on cost containment and fiscal responsibility

Table No. 1

Brookdale Community College Full and Part Time Student Headcount FY12 - FY16

	FY12	FY13	FY14	FY15	FY16
Term	Actual	Actual	Actual	Projected	Budget
Summer III	2,563	2,400	2,420	2,291	2,291
% of Year	6.4%	6.2%	6.3%	%0'9	90.9
Fall	15,918	15,640	15,187	15,209	15,209
% of Year	40.0%	40.1%	39.6%	39.8%	39.8%
Spring	14,934	14,610	14,407	14,462	14,462
% of Year	37.4%	37.5%	37.5%	37.9%	37.9%
Summer I & II	6,474	6,311	6,375	6,224	6,224
% of Year	16.2%	16.2%	16.6%	16.3%	16.3%
Total	39,889	38,961	38,389	38,186	38,186
% Increase/(Decrease)	(4.8%)	(2.3%)	(1.5%)	(0.5%)	960.0

Table No. 2

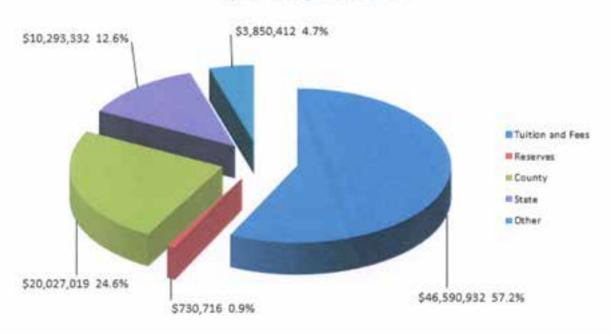
Brookdale Community College Enrollment History - FTEs FY12 - FY16

	FY12	FY13	FY14	FY15	FY16
	Actual	Actual	Actual	Projected	Budget
Credit FTEs:					
Summer III	334	315	313	299	293
% of Year	2.8%	2.7%	2.8%	2.7%	2.7%
Fall	5,267	5,076	4,920	4,817	4,721
% of Year	44.2%	44.2%	43.7%	43.7%	43.6%
Spring	4,657	4,524	4,432	4,343	4,238
% of Year	39.1%	39.4%	39.4%	39.3%	39.1%
Summer I & II	928	668	910	892	892
% of Year	7.8%	7.8%	8.1%	8.1%	8.2%
Credit Subtotal	11,186	10,814	10,575	10,351	10,144
% of Year	93.9%	94.1%	94.0%	93.7%	93.6%
% Increase/(Decrease)	(8.7%)	(3.3%)	(2.2%)	(2.1%)	(2.0%)
Non-Credit FTEs:					
Non-Fundable FTEs	726	680	672	693	693
% of Year	6.1%	5.9%	9,009	6.3%	6.4%
Total	11,912	11,494	11,247	11,044	10,837
% Increase/(Decrease)	(6.2%)	(3.5%)	(2.1%)	(1.8%)	(1.9%)

Operating Revenue: FY16

The following pages provide a comprehensive look at the College's projected revenue streams for FY16.

Operating Revenue



FY16 Budget Parameters

- State aid remains stable
- County aid remains stable
- · 3.4% tuition increase
- · Total financial impact to student taking 15 credits in a semester \$74.40 increase
- · Reduction in our reliance on self-financing operating budget

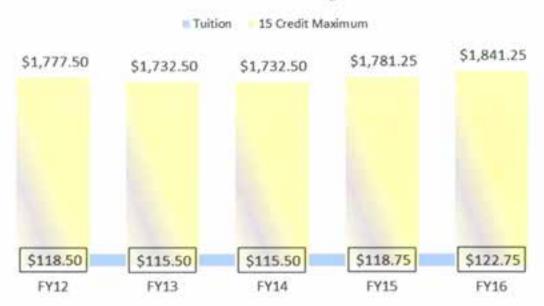
OPERATING REVENUE

In support of the FY16 Operating Budget, Brookdale anticipates that revenue will consist of the following:

A. <u>Tuition</u> \$ 40,494,768 49.7%

The current tuition charged by the College is \$118.75 per Student Credit Hour (SCH) to a maximum of \$1,781.25 per term. Since FY12, the College's tuition rates are as indicated below:

Tuition Analysis



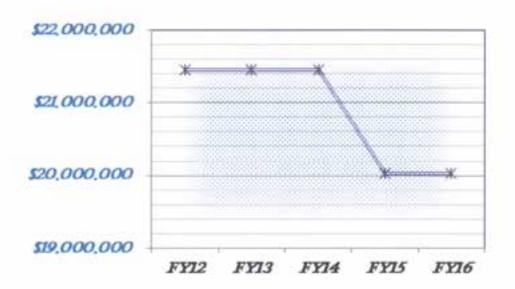
The tuition revenue estimated for FY16 is based on the College raising tuition to \$122.75 per SCH, to a maximum of \$1,841.25 per semester. This represents a \$4.00 or 3.4% increase over FY15, but equates to less than a .75% increase over the five year period.

The Board of Trustees and Senior Executive Staff of the College are sensitive to the financial impact a tuition increase can have on students. In response to this concern, the College is undergoing an extensive reorganization, which includes a reduction in force, the restructuring of academic disciplines for educational optimization, and moving forward with the development of a 5-year responsible, predictable and fair tuition long range plan, which will allow students to predict with greater certainty their college expense.

B. <u>County</u> \$ 20,027,019 24.6%

The College received the following operating support from FY12 - FY16:

County Aid



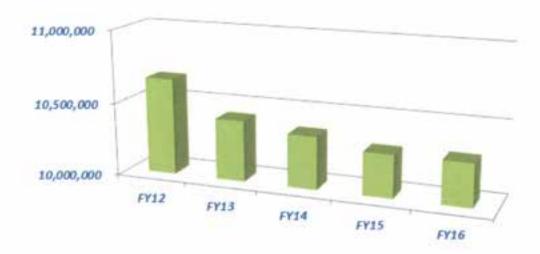
The request for FY16 is \$20,027,019, which represents no change from the FY15 budget due to the continued economic constraints faced at the County level. It should be noted that the County's contribution to the overall operating budget is a critical funding source for the College and continues to be significantly higher than the State's contribution.

The County's allocation to the College's Operating Budget is approved by the Monmouth County Board of Chosen Freeholders at the Board of School Estimate meeting, which will take place sometime in March 2015.

C. <u>State Support</u> \$ 10,239,332 12.6%

The College anticipates the following Operating Aid from the State from FY12 - FY16:

State Aid



FY15 State Operating Aid to the sector was \$134,123,000; the preliminary FY16 allocation of aid to Brookdale is \$10,293,332, which reflects no change over FY15 aid. The actual allocation of aid will be determined after all of the audited enrollments of the 19 community colleges have been received by the Office of Management and Budget, sometime in January of 2015. For FY16, Brookdale's budgeted allocation is expected to remain stable.

Governor Christie presented a draft budget in February; after a series of hearings with the Senate and Assembly Appropriations Committee, modifications maybe made, with the Governor approving the final budget on or about June 30, 2015.

State support for the College has varied from 24.4 percent in FY89, to 12.1% in FY15.

D. General Service Fees

\$ 4,666,231 5.7%

The General Service Fee supports various student services and operations, including the Associated Students for Brookdale Community College (ASBCC), the Technology Improvement Plan (TIP), and the annual debt service obligations of the College. A portion of the fee also supports facility needs, such as roadway and lot maintenance, lighting and grounds upkeep. The budget for FY16 is based on the fee increasing from \$28.50 to \$29.46 per SCH or 24% of tuition.

E. Non-Credit Income

\$ 2,875,000 3.5%

In FY16, the College is projecting revenue of \$2,875,000 from Continuing & Professional Services (CPS) operations. The projected revenue exceeds the combined operating and capital expenditures for the units involved, and includes programs offered through Career Pathways, Community Outreach and Evening and Weekend Operations. The following are several highlighted programs offered: Lifelong Learning, Career and Professional Development, Workforce and Contract Training, Academic Camps, New Jersey Alternate Route for Teacher Certification, Health Care Training, and Trips and Excursions.

F. Interest Income

\$ 85,000 0.1%

The College is projecting interest income of \$85,000, as interest rates are not predicted to rise significantly in FY16 and the amount of funds available for investing has decreased. Rates are heavily influenced by economic conditions such as unemployment, and are also guided by the Federal Reserve.

G. Other Fees

\$ 1,429,933

1.8%

Other fees include application fees, transcript fees, late fees, installment loan fees, bad check fees, and laboratory fees. Due to the significance of this amount, it is shown as a separate line item in the revenue budget.

H. Other Income

\$890,412

1.1%

Other income includes income from recovery of fringe benefits and indirect costs on grants, International Education, Summer Sports Camps, Use of Facilities and all other miscellaneous sources. I. <u>Reserves</u> \$ 730,716 0.9%

The College has reduced the allocation of reserves in the FY16 operating budget from a projected \$5.9M in earlier FY16 budget models to \$730,716. Due to economic constraints, enrollment declines, and a directive from the Board to balance the budget, the use of reserves in the operating budget is no longer a sustainable practice for the College.

Measures taken to eliminate this reliance included a two year, in-depth College-wide analysis of the support structure and academic program offerings. The results of this collaborative process were presented to the Board of Trustees in November 2014 and a subsequent reduction in force, restructuring, and realignment of all facets of the College was approved in December 2014.

Brookdale Community College Operating Revenue FY12 - FY16

					2
	Actual	Actual	Actual	Projected	Budget
Tuition	\$ 43,091,728 S0.3%	\$ 40,792,432 \$	40,059,859 \$	40,383,947	\$ 40,494,768
Monmouth County	21,456,909	21,456,909	21,456,909	20,027,019	20,027,019
State Aid	10,660,107	10,417,121	10,293,332	10,293,332	10,293,332
General Service Fees	4,965,438	4,692,795	4,594,280	4,572,415	4,666,231
Non Credit Income	2,887,310	3,000,400	2,797,089	2,780,000	2,875,000
Interest Income	171,310	152,299	96,904	85,000	85,000
Other Fees "	1,509,864	1,477,562	1,454,840	1,429,933	1,429,933
Other Income	956,365	886,414	936,515 1.1%	890,412	890,412
Reserves	9/0'0	2,192,796	1,575,850	4,823,463	730,716
TOTAL	\$ 85,699,031	\$ 85,068,728 \$	83,275,578 \$	85,285,521 \$	\$ 81,492,411
\$ Incr/(Decr) Over Previous Year % Incr/(Decr) Over Previous Year	\$ (9,448,989) \$ (9.9%)		(630,303) \$ (1,793,150) \$ (0.7%)	2,009,943	(\$3,793,110) (4,4%)

[&]quot;Technology and debt service fees are not included in other fees; they are shown in the capital fund.

Brookdale Community College Operating Budget Summary FY16

2708823	FY14 Actual	tual	FY15	FY15 Projected	FY16 Budget	get
Current Revenue:	Amount	% of Total	Amount	% of Total	Amount	% of Total
Tuition	\$ 40,059,859	48.1%	\$ 40,383,947	47.4%	\$ 40,494,768	49.7%
Monmouth County	21,456,909	25,8%	20,027,019	23.5%	20,027,019	24.6%
State Ald	10,293,332	12.4%	10,293,332	12.1%	10,293,332	12.6%
General Service Fees	4,594,280	5.5%	4,572,415	5,4%	4,666,231	5.7%
Non Credit Income	2,797,089	3.4%	2,780,000	3,3%	2,875,000	3.5%
Interest Income	106'96	0.1%	85,000	0.1%	85,000	0.1%
Other Fees	1,464,840	1.8%	1,429,933	1.7%	1,429,933	1.8%
Other Income	936,515	1.1%	890,412	1.0%	890,412	1.1%
Reserves	1,575,850	1.9%	4,823,463	5.7%	730,716	0.9%
Total Current Revenue	\$ 83,275,578	100.0%	\$ 85,285,521	100.0%	\$ 81,492,411	100.0%
Current Expenditures:						
Educational Services	\$ 42,517,294	51.2%	\$ 42,691,991	50.1%	\$ 32,755,985	40.2% Learning Cluster
Office of Bus & Comm Develop	2,715,572	3.3%	2,653,400	3.1%	2,996,401	3.7% Continuing & Prof. Studies
Business & Finance	6,610,633	7.9%	6,462,611	7.6%	10,813,028	13.3% Finance & Operations
President's Office	7,924,465	9.5%	7,904,249	9.3%	571,378	0.7% Presidential Cluster
Develop, Comm & Gov't Rel	577,528	0,7%	395,567	0.5%	1,417,575	1.7% College Advacement Cluster
Benefits	16,952,794	20.4%	17,640,603	20,7%	5,431,049	6.7% Student Success Cluster
General Expenses	3,485,181	4.2%	4,499,700	5.4%	2,266,600	2.8% Human Resources & Safety
Utilities	2,492,111	3.0%	3,037,400	3.6%	470,387	0.6% Planning & Inst. Effectiveness
Total Expenditures	\$ 83,275,578	100.0%	\$ 85,285,521	100.0%	16,758,618	20,6% Benefits
					5,002,228	6.1% General Expenses

3.7% Utilities

3,009,162 \$ 81,492,411

100,0%

Operating Expenditures: FY16

A summary of the College's Operating Expenditures:

- FY16 Budget of \$81,492,411 reflects a reduction of \$5,925,248 or a 6.8% decrease from the FY16 budget model prior to the implementation of the reduction in force staffing changes and other savings initiatives.
- Savings achieved can be attributed to:
 - · Personnel retirements and attrition (salary and benefits)
 - Interest Based Bargaining
 - · Program realignment
 - · Support staff restructure
 - · Reduction in Force
 - · Management and staff's continued commitment to balance the budget

OPERATING EXPENDITURES

The Operating Budget for FY16 decreased by \$3,793,110 or 4.4 percent over the FY15 projected budget. However, it is important to note that this budget represents a \$5,925,248 reduction in the FY16 budget model before the reduction in force staffing changes. Below are those reductions responsible for the most significant impact.

1. Personnel \$ 690,355

The Faculty Association reached a three year agreement effective July 1, 2013 through June 30, 2016; the Administrative Association and Professional Staff Association reached a two year agreement, following a one year rollover agreement, effective July 1, 2014 through June 30, 2016; salary increases have been allocated to the various cost centers. The Fraternal Order of Police has an existing labor contract through June 30, 2015; estimated settlement funds have been reserved in General Institutional for FY16.

2. Interest Based Bargaining Outcomes

\$ (122,000)

In an effort to move away from positional bargaining, which is based on fixed, opposing viewpoints and tends to result in compromise or no agreement at all, the College, the Administrative Association and Professional Staff Association engaged in interest-based bargaining (IBB) in Spring 2014. Committees from the three constituencies focused on developing mutually beneficial agreements based on the interests of the groups as a whole, in an effort to create joint value through creative, integrative solutions. The goal of IBB is a win-win outcome, rather than a loss for either group.

Outcomes included changes to existing hiring practices, choices in health benefit coverage and annual salary increases.

3. Benefits \$ (881,985)

Fringe benefits consist of Social Security, Pension Funds, Workers' Compensation, Health Benefits, Short Term Disability, Dental, NJ Unemployment Insurance, and other miscellaneous items. The College is anticipating an overall decrease in benefits, mainly due to the Reduction in Force staffing changes, offset by a projected 8% annual increase in the cost of healthcare. Benefits constitute 20.6 percent of the overall Operating Budget.

4. Reduction in Force (RIF)

\$ (5,201,683)

The College has projected a savings of \$5,201,683 from staff changes following the implementation of the reduction in force. The associated benefit savings from the staffing changes are noted above. 5. General Expenses \$ 502,528

The general institutional budget increase of \$502,528 was minimized by the reduction in reserve allocations for deferred salaries and vacation accruals, a reduction of bad debt expenses, and various other general other expenses.

Brookdale Community College Operating Expenditures FY12 - FY16

Actual \$ 7,732 \$ 6,165 \$ 3,032	Actual 7,732,726 \$	Actual 8.125.302 S	Actual	Projected	Budget
ter \$ 7,732 tions Cluster 6,165 shessional Studies 3,032 Cluster ss & afety Cluster	32,726 \$	8.125.302 \$			
44,089 sitions Cluster 6,165 ofessional Studies 3,032 Cluster afety Cluster	20.30	a distribution in	7,924,465 \$	7,904,249 \$	571,378
44,089 stions Cluster 6,165 sfessional Studies 3,032 Cluster afety Cluster	315.0	9.6%	9.5%	9.3%	0.7%
5,165 dles 3,032	89,227	43,723,225	42,517,294	42,691,991	32,755,985
6,165 3,032	52.7%	51.4%	51.1%	50.1%	40.2%
3,032	6,165,671	6,636,353	6,610,633	6,462,511	10,813,028
3,032	7.4%	7.8%	7.9%	7.6%	13.3%
3,032					
	3,032,301	2,894,108	2,715,572	2,653,400	2,996,401
	3.6%	3.4%	3,3%	3,1%	3.7%
				0	5,431,049
	760'0	0.0%	0.0%	90.0	6.7%
	٠	ŭ,	SK.		2,266,600
	90.0	9/0'0	9,00	950.0	2.8%
College Advancement Cluster 526,2	526,225	540,315	577,528	395,567	1,417,575
0	%9'0	99.0	0,7%	0.5%	1.7%
Planning and Institutional					
Effectiveness Cluster	, T	i	//4	22	470,387
0	0.0%	960'0	9500	%0.0	99.0
Benefits 15,931,255	31,255	16,649,789	16,952,794	17,640,603	16,758,618
19	19.0%	19.6%	20,4%	20.7%	20.6%
General Expenses 3,680,4	3,680,410	3,941,544	3,485,181	4,499,700	5,002,228
v v	4,4%	4.6%	4.2%	5.3%	6.1%
Utilities 2,593,7	2,593,279	2,558,092	2,492,111	3,037,400	3,009,162
m	3.1%	3.0%	3.0%	3.6%	3.7%
Total \$ 83,751,094	51,094 \$	85,068,728 \$	83,275,578 \$	85,285,521 \$	81,492
S Incr/(Decr) Over Previous Year \$ (4,501,9 % Incr/(Decr) Over Previous Year (5.	(4,501,974) \$ (5.1%)	1,317,634 \$		(1,793,150) \$ 2,009,943 \$ (2.1%) 2.4%	(3,793,110) (4,4%)

Capital Budget FY16

Table 6 summarizes both Capital Budget revenue and expenditure requests:

FY16 Capital Budget is \$9,122,823 and includes

- · Information Technology needs
- · Deferred Maintenance funding
- · Debt service obligations
- · Infrastructure and other renovations
- · Chapter 12 initiatives





Coming soon! The newly designed Wall project

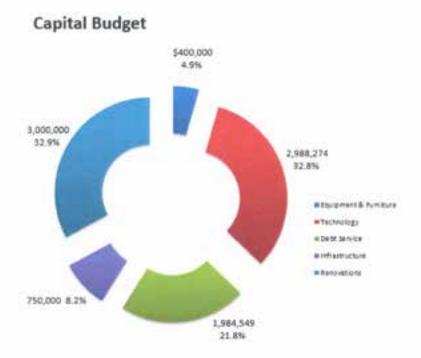


CAPITAL BUDGET REVENUE

Table 6 provides details of the FY16 Capital Budget and summarizes the capital revenue by source and category.

The total anticipated Capital Budget is \$9,122,823.

A portion of the general service fee supports capital and technology initiatives at the Lincroft and Freehold campuses, as well as the Higher Education Centers. The College has also appropriated funds for the balance of annual debt service obligations, infrastructure restorations, and minor capital purchases.



CAPITAL BUDGET EXPENDITURES

Expenditures are broken down into the following categories; Renewals and Replacements and Minor Capital. The College's capital budget includes \$3,750,000 for renewals and replacements, which are the infrastructure projects and deferred maintenance costs identified in the College's Facilities Master Plan.

The College's FY16 Minor Capital Budget is \$5,372,823. This amount represents \$2,988,274 or 32.8% in technology needs, \$400,000 to fund campus wide equipment and furniture requests, and \$1,984,549 or 21.8% for the debt service obligations.

Brookdale Community College Capital Budget Summary FY16

FY15 Revised Budget June 2014 FY16 Request February 2015

			Percent of			Percent of
		Amount	Total		Amount	Total
Revenue						
County:						
County Chapter 12	\$	1,600,000	16.6%	S	1,500,000	16.4%
Subtotal County		1,600,000	16.6%		1,500,000	16.4%
State:						
State Chapter 12		1,600,000	16.6%		1,500,000	16.4%
Subtotal State	2	1,600,000	16.6%		1,500,000	16.4%
Other:						
Other		3,036,247	31.5%		2,763,891	30.4%
Fees		3,406,641	35.3%		3,358,932	36.8%
Subtotal Other		6,442,888	66.8%		6,122,823	67.2%
Total Revenue		9,642,888	100.0%		9,122,823	100.0%
Expenditures:						
Construction		-	0.0%		-	0.0%
Minor Capital		5,442,888	56.4%		5,372,823	58.9%
Renewal & Replacements		4,200,000	43.6%		3,750,000	41.1%
Total Expenditures	\$	9,642,888	100.0%	\$	9,122,823	100.0%

Budget Statistics: FY12 - FY16

Table 7 provides statistics for the following:

o Revenue \$81,492,411

Tuition	+3.4%
State	0.0%
County	0.0%

- o Expense \$81,492,411
- o FTEs

Credit Enrollment -2.0%
 Credit 10,144 FTEs
 Cost \$7,738 per FTE

Table 8 provides Negotiation Data for the four associations

- o Salaries
 - · Fraternal Order of Police (FOP) are currently in negotiations for FY16.

Brookdale Community College Budget Statistics FY12 - FY16 Revenue & Expense

		FY12 Actual		FY13 Actual		FY14 Actual		FY15 Projected		FY16 Budget
Revenue:										
Tuition & Fees	S	49,567,030	47h	\$ 46,962,789	673	46,118,979	io.	46,386,295	10	46,590,932
% of Budget		57.8%		55.2%		55.5%		54,4%		57.2%
% Incr/(Decr) Over Prior Yr		(6.2%)		(5.3%)		(1.8%)		0.6%		0.4%
Monmouth County		21,456,909		21,456,909		21,456,909		20,027,019		20,027,019
% of Budget		25.0%		25.2%		25.8%		23.5%		24.6%
% Incr/(Decr) Over Prior Yr		(21.9%)		90.0		0.096		(6.7%)		0.0%
State Aid		10,660,107		10,417,121		10,293,332		10,293,332		10,293,332
% of Budget		12.3%		12.2%		12,4%		12.1%		12.6%
% Incr/(Decr) Over Prior Yr		(0.2%)		(2.3%)		(1.2%)		9,00		0.0%
Other Income		4,014,985		4,039,113		3,830,508		3,755,412		3,850,412
% of Budget		4.7%		4.8%		4.6%		4.4%		4.7%
% Incr/(Decr) Over Prior Yr		(3.3%)		%9'0		(5.2%)		(2.0%)		2.5%
Reserves				2,192,797		1,575,850		4,823,463		730,716
% of Budget	į	0.0%		2.6%		1.9%		5.7%		0.9%
Total	S	85,699,031	1/2	85,068,729	50	83,275,578	10	85,285,521	103	81,492,411
\$ Incr/(Decr) Over Prior Yr	S	(9,448,989) \$	vi.	(630,302) \$	47	(1,793,151)	1/5	2,009,943	1/1	(3,793,110)
% Incr/(Decr) Over Prior Yr		(%6'6)		(0.7%)		(2.1%)		2.4%		(4.4%)
Tuition Rates	S	118.50	W	115.50	4/5	115.50	S	118.75	4/5	122.75
Tuition & Fees Per Credit FTE	50	4,431.17	S	4,342.78	10	4,368.57	10	4,493.49	4/5	4,592.95

		FY12		FY13		FY14		FY15	146.	FY16
		Actual		Actual		Actual		Projected	ä	Budget
Expenses:										
Total Operating	S	83,751,094	s/s	\$ 85,068,729	105	83,275,577	N/S	85,285,521 \$		81,492,411
\$ Incr/(Decr) Over Prior Yr		(4,501,974)		1,317,635		(1,793,152)		2,009,944	m	(3,793,110)
% Incr/(Decr) Over Prior Yr		(5.1%)		1.6%		(2.1%)		2.4%		(4.4%)
FTES:										
Credit		11,186		10,814		10,557		10,323		10,144
% Incr/(Decr) Over Prior Yr		(6.7%)		(3.3%)		(2.4%)		(2.2%)		(1.7%)
Non Credit		726		680		672		672		693
Total FTE		11,912	١	11,494		11,229		10,995		10,837
% Incr/(Decr) Over Prior Yr		(6.2%)		(3.5%)		[2.3%]		(2.1%)		(1.4%)
Non Credit Expenditures		3,032,301		2,894,108		2,715,572		2,653,400	7	2,996,401
Net Credit Expenditures		80,718,793		82,174,621		80,560,005		82,632,121	78	78,496,010
Cost Per FTE:										
Credit	S	7,216	10	7,599	5/7	7,631	W	\$,000\$		7,738
% Incr/(Decr) Over Prior Yr		1.6%		5.3%		0.4%		4.9%		(3.3%)
Each Tuition % =	W	404,948			7	Tuition % Increase over FY15 = 3.4%	0	er FY15 = 3.4%		
Each State % =		102,933			12	tion Rate \$122.	15	Tuition Rate \$122.75/Credit, Max \$1,841.25	841	25
Each County % =		200,270								
Each General Srv Fee % =		46,662			Tu	Tuition Revenue per FTE	10	TE S		3,992
Each \$1 Tuition Increase =		329,896			99	General Service Fee per FTE	9	erFTE		460
Each \$1 Gen Fee Increase =		41,023			6	Other Fees per FTE	100			141
Each S1 Tech Fee Increase =		19,794								
Each \$1 Debt Serv Fee Incr =		6,897								

State Aid hit a high of 28.8% in FY85

County Support hit a high of 44.1% in FY90

Average increase in County support from FY85-FY89 was 15.4%, with a high in FY89 of 23.4%

Brookdale Community College Negotiation Data FY10 - FY16

Listed below are the negotiated settlements for the major units of the College.

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	FY10	4.0%	FY13	\$500 + 2%
	FY11	\$500+2%	FY14	1.0%
	FY12	\$500+2%	FY15	\$500 or \$1,050 dependent on Health Insurance election
			FY16	\$500 or \$1,050 dependent on Health Insurance election
FACULTY				
	FY10		FY13	\$967 + 2.0%
	FY11	\$907 + 2.0%	FY14	1.0% or \$750, whichever is greater
	FY12		FYIS	2.0% or \$1,400, whichever is greater
			FY16	2.0% or \$1,450, whichever is greater
ADMINISTRATORS	MATORS			
	FY10	\$1,225+2,0%	FY13	\$803 + 2.0%
	FY11	\$754 + 2.0%	FY14	1.0%
	FY12	\$778 + 2.0%	FY15	\$750 or \$1,550 dependent on Health Insurance election
			FY16	\$750 or \$1,550 dependent on Health Insurance election
FOP				
	FY10	3.9%	FY13	1.5%
	FY11	3.75%	FY14	1.5%
	FY12	0.0%	FY15	1.5%

FY16 TBD