

Budget Brief
Ministry of Education
Head 16
Department of Education
Head 17

The Bermuda College
Head 41

7 March 2011

Mr. Chairman, I rise this morning to share the **Estimates of Revenue and Expenditure** in regards to the Ministry of Education for the fiscal year two thousand and eleven and two thousand twelve.

During the debate it is my intent to focus on the line items of our budget to show how they fit in with the policy direction I set out in this Honourable House during the general economic debate.

Mr. Chairman, I invite you and my honourable colleagues to turn to page **B-105**.

You will note the quoted mission statement on the top of the page. It is said that *“There’s many a slip twixt cup and lip”* and this is just such a slip. The statement as printed on this page does not accurately reflect our simplified mission and objectives – you will find them accurately described on **page B-106**.

Now, **Mr. Chairman**, back to page **B-105**, you will note that we have been allocated a total of **one hundred and twenty-eight million, one hundred and fifty-eight thousand dollars**.

This is a reduction of **ten percent** or **fourteen million, nine hundred and seventy-six thousand dollars** from the two thousand ten/two thousand eleven budget.

This amount is comprised of **four million, four hundred and ninety-five thousand dollars** for the **Ministry of Education – Head 16**; **One Hundred and Five Million, five hundred and forty-four thousand dollars** for the **Department of Education – Head 17**; and **Eighteen million, one hundred and nineteen thousand dollars** for the Bermuda College – **Head 41**.

Mr. Chairman, we are anticipating **revenue of two hundred and twenty thousand dollars**; the same as last year, although the **actual** revenue realized was **one hundred and thirty-five thousand dollars**. **Three million, four hundred and eighty-eight thousand dollars** has been allocated for Capital Expenditure; and total staffing is projected to be **one thousand two hundred and forty-six persons** – down by **two** persons on the revised number for this fiscal year; and down by **three** persons on the original budgeted provision.

Mr. Chairman, **Page B-106**, sets out the account estimates for **Head 16, the Ministry of Education – Headquarters**.

Mr. Chairman, we have simplified and focused the Ministry of Education’s mission statement to state clearly our goal. We intend: *“To raise the quality of teaching and learning so that public schools become the number one educational choice for parents and students.”* [I note the omission of the words *“and students”*. This is most important as all we do is for the betterment of students.]

Our Department objectives are:

- **“to support schools to raise teaching levels so that students are encouraged to learn to the highest possible degree;**

- **to provide expertise to support schools in providing services and in reaching agreed standards; and**
- **to assess and evaluate the results of teaching and learning so as to determine progress and to offer help and encouragement where needed.”**

Mr. Chairman, the total budget allocation for the Ministry Headquarters of **four million, four hundred and ninety-five thousand dollars** [up **one million, three hundred and sixty-eight thousand dollars**, or **forty-four percent**] is shown under **Programme 1601 – General**.

Included under this line item are three cost centres: General Administration; Grants to External Bodies; and Scholarships and Awards.

Cost Centre 26000 General Administration – has been allocated **one million, four hundred and ninety-seven thousand dollars**. This cost centre includes salaries for four staff members: the Permanent Secretary, an Administrative Assistant, a Policy Analyst, and a vacant Secretary post. It also includes allocation for training, travel, advertising and promotion, professional services, rentals and office supplies.

Mr. Chairman, you will recall that I have previously announced the move of Ministry Headquarters and the Department of Education to Southside. In this regard, **nine hundred and forty-thousand, eight hundred dollars** will be used towards the relocation costs to Southside and for the deployment of the support services to schools. Any residual monies from this relocation will also be reassigned to schools.

Cost Centre 26080 Grants to External Bodies – is allocated **nine hundred and four thousand dollars**. While it appears that this figure represents a fifty-one percent increase over last year, this is not in fact true.

Mr. Chairman, you will recall that during the general debate, I mentioned the lack of financial discipline, waste and in some cases abuse that was found upon review of the budget.

Unfortunately, the allocation of **grant monies** was the area of concern when we reviewed the budget. Although **all** of our grant recipients provide a much needed and appreciated service to our children, Ministry oversight of the money we were spending was severely lacking.

There were far too many examples of unfunded programmes being paid for services that were not budgeted for. In other cases, we found programmes that were funded without any documents or signed contracts outlining the services being rendered.

As a result, the Permanent Secretary, through our Finance Section has contacted our proposed recipients and advised them that prior to any provision of funding for the upcoming year; there **will** be agreed deliverables and a signed contract in place.

We have removed the grant allocation from all other cost centres and placed them in the Headquarters allocation to ensure that there is appropriate oversight and accountability; they will now be the responsibility of the Permanent Secretary.

Mr. Chairman, the term ‘grants to external bodies’ includes the following recipients for the upcoming year -

- **The Adult Education School – sixty-four thousand, four hundred and ninety-five dollars, an increase of eleven thousand, three hundred and forty-five dollars.**

The Adult Education School provides literacy, numeracy and GED preparation, preparation for college writing and mathematics for students within the qualifying age, who have left the formal school system and have alternative education needs. The increase is in anticipation of additional services that may be requested of the Adult Education School.

- **Bermuda Broadcasting Company – forty thousand, eight hundred and ninety dollars.**

The Bermuda Broadcasting Company provides **five hundred and twenty** hours of educational programming for preschoolers and young children. The programmes, which include Sesame Street, the Electric Company and 3-2-1 Let’s Go, support the curriculum and are broadcast to both Government and private schools.

- **Bermuda National Gallery – sixteen thousand, three hundred and fifty-five dollars.**

This grant supports the **ArtReach** educational programme promoting Bermuda’s visual arts in schools. It supports the student Docent programme, professional development for art teachers, the **Youth Camera Action** (photography programme for middle school students), art camps, educational workshops, school tours and lunchtime and evening lectures.

- **The Bermuda School of Music – thirty-three thousand, six hundred dollars.**

This grant provides for a strings teacher at Dellwood Middle School.

- **The Bermuda Sloop Foundation – two hundred thousand, five hundred dollars, up forty thousand, five hundred dollars over last year.**

This grant supports learning expeditions for M3 students and their teachers on the Spirit of Bermuda. The Bermuda Sloop Foundation also provides support for pre-trip planning within schools, including curriculum alignment, teacher coaching in the field, and onboard leadership during the 5-day learning expeditions.

- **Bermuda Zoological Society – ten thousand dollars – a decrease of forty thousand dollars.**

This grant defrays the cost of the Bermuda Zoological Society’s Schools Programme, which includes free classes and educational tours on Bermuda natural history and life science topics for students from preschool through to senior school. The deduction was made in light of the fact that this is a government department already supported by public funds.

- **CARE Learning Centre – sixty-four thousand, four hundred and ninety-five dollars an increase of ten thousand dollars.**

Like the Adult Education School, CARE Learning Centre assists youth within the qualifying age, who struggle to fit into the traditional school system. It provides GED preparation, an afterschool programme, teaches employability, life skills, and keyboard and computer skills. CARE Learning Centre helps graduates seek further education at Bermuda College; or through the National Training Board for further local or overseas training. CARE’s increase brings it in line with the Adult Education School.

- **The Centre for Talented Youth – one-hundred and four thousand dollars –** provides a Gifted and Talented Programme for students through after school courses to students who have been designated as high achievers in academics and art. The courses include art, sculpture, English, English Literature, SAT mathematics, SAT pre-calculus, pre-algebra, algebra, algebra applications and introduction to logic and cryptography. Last year this grant sponsored one hundred and fifteen students in the programme.

- **The Family Centre – sixteen thousand, three hundred and fifty-five dollars.**

The Family Centre provides therapeutic crisis intervention training for teachers; school based therapeutic services – including school based counseling and clinical consultation services to middle school; a Family Centre counselor provides on-site intensive counseling services for acute concerns; in addition, it conducts the School Climate Survey, an in-depth profile from parents, students and school staff of a school community’s strengths and weaknesses, which is used to inform each school’s school improvement plan.

- **Global Arts (UN) – thirty three thousand, one hundred and twenty dollars.**

This grant provides support for:

- The 2011 United Nations International School Conference (this year four students each from Berkeley Institute and CedarBridge Academy; along with three students each from Mount Saint Agnes, Warwick Academy and Saltus are attending);
- The 8th Bermuda Youth Conference, the follow up conference to the UN Conference where the Government and Global Arts will receive international

youth representing 15 UN member countries. One hundred and fifty to two hundred young people are expected to participate;

- Youthnews.com, the youth newspaper created by student reporters. Twenty editions per year are produced. Twenty thousand to twenty-three thousand are circulated in the Royal Gazette, with an additional four thousand delivered to students in their classrooms. The newspaper is also used as a debate and homework piece for advisory class in the schools;
- The 2011 Global Arts Calendar; and
- The National High School Challenge where all senior schools compete in the national youth fitness programme.

• **The Reading Clinic – sixteen thousand, three hundred and fifty-five dollars.**

This grant provides funding for assessment and consultation services, for tutoring and related interventions for children with dyslexia and learning difficulties. It provides diagnostic screenings for dyslexia, full psycho-educational assessments and diagnostic assessment for dyslexia, the core reading programme for children with dyslexia, early literacy intervention, consultations with parents and educators, and professional development for educators.

• **Sandy's 360 – one hundred thousand dollars.**

This grant is intended to provide support for the training of middle school physical education teachers in swimming certification as well as swimming lessons for all middle school students.

• **Student Leadership Development Programme – ten thousand dollars.**

This grant allows a select group of highly focused senior school students to access a training curriculum that provides skills, knowledge and opportunity to research and explore potential career options. The grant supports student payroll, directors/learning coaches, workshop consultants, student learning lunches, programme materials, marketing and public relations.

• **Windreach – fifteen thousand dollars.**

This grant provides financial support for the following programmes:

- The Therapeutic Riding Programme consists of physical therapy and rehabilitation through riding lessons to help develop cognitive skills and improve social, emotional and physical well-being to all schools with special needs students;
- The Work Experience Programme provides work experience opportunities to help participants gain the work and life skills needed to fulfill their potential;
- Windreach Summer Camp is a fully accessible camp that integrates both able and disabled children between the ages of 5-12;
- The Adaptive Sports Programme provides recreational and competitive sports opportunities to persons with disabilities; and the

- Music Enrichment Programme promotes emotional, mental and physical well-being to special needs children.
- **Teen Services** – receives a grant to support alternate education for school aged pregnant and/or teen mothers aged 13 to 19 years at their Continuation School. It allows students to continue with their education despite the difficult circumstances of pregnancy and teen motherhood. The grant also supports services to non-traditional students. In addition to BSC, pre-GED and GED instruction, students receive individual and group counseling. Family counseling is scheduled according to demand. Parenting courses are also offered.

- **Tomorrow’s Voices – Bermuda Autism Early Intervention Centre –thirty thousand dollars**

This grant supports early intervention services and ongoing therapy and treatment for children and youth with a range of Autism Spectrum Disorders. The early intervention is provided with the purpose of teaching the skills necessary for mainstreaming into the Government school system with minimal assistance. The Bermuda Autism Early Intervention Centre also provides training for teachers and paraprofessionals, as well as parent training.

- **YouthNet – twenty-thousand, four hundred and forty-five dollars.**

This grant provides support for the mentoring of 1000 students (1 in 9 students has a YouthNet mentor). YouthNet works to create awareness of college and career options, increase literacy skills, provide advice and counseling to prevent school dropouts, and character and leadership development through the intergenerational literacy programme, adult mentor programme, sports mentor programme, peer mentor programme, youth peace builders, e-mentoring and worksite mentoring.

Mr. Chairman, these entities represent the many private sector organisations and entities that support and enhance our children’s educational experience.

I want to take this opportunity to publicly thank each and every one of them for the role they play in ensuring that the teaching and learning of our children can take place. Further information on Grants and Contributions is available on page C-20.

Mr. Chairman, Cost Centre 26090 Scholarships and Awards – has been allocated **two million and ninety-four thousand dollars.**

This cost centre includes the salary of the Scholarship Administrator and provides for Teacher Training Awards, the Bermuda Government Scholarship, Mature Student Awards, Further Education Awards and Interest Free Student Loans.

In the two thousand ten/two thousand eleven year, the following scholarships were awarded:

- a) **Eight** Bermuda Government Scholarships (**five hundred and fifty-five thousand, six hundred and thirty-one dollars** has been spent year to date);

- b) **Two Teacher Training Awards (ninety-two thousand, two hundred and twenty nine dollars** has been spent year to date);
- c) **Ten Mature Student Awards (two hundred and fifty thousand, four hundred and fifty-one dollars** has been spent year to date);
- d) **Fifty-six Further Education Awards (four hundred and sixty thousand dollars** has been spent year to date); and
- e) **Twenty-six Interest-Free Student Loans (one hundred and seventy-five thousand dollars** has been spent year to date).

Mr. Chairman, to date, a total of **one million, five hundred and thirty-two thousand, eight hundred and fifty-nine dollars** of this cost centre for the current fiscal year has been spent.

Beginning September two thousand and eleven (the start of the school year), the Ministry will provide scholarships to students who wish to study at the University of The West Indies. The increase of **one hundred and thirty-two thousand dollars** over last year's budget will assist with the establishment of the UWI Scholarship. The criteria for which are being developed and an announcement will be made shortly.

Mr. Chairman, PageB-108 sets out the estimates for **Head 17, the Department** of Education.

Programme 1701 refers to Central Administration.

Cost Centre 27001 Office of the Commissioner - has been allocated **one million, two hundred and twenty-two thousand dollars**.

Five hundred and eighty-four thousand, seven hundred and seventy-four dollars is allocated for the salaries of the Commissioner, the Director of Academics, the Policy and Projects Officer and an Administrative Assistant.

Mr. Chairman, the increase of **four hundred and two thousand dollars** reflects the centralised budgets for consultants, conference fees, travel, photocopiers, office supplies, electricity, books and periodicals for the entire Department. The increased monies have been reallocated from other areas.

This change reflects the work done by the Permanent Secretary and Commissioner of Education to best deliver the changes needed within a constrained budget. And will ensure that we can take advantage of 'economies of scale' by making sure that there is **one** line of accountability for **office supplies, travel, consultants** (both foreign and local), **contracts, grants, professional development** and **training**. These items have been centralised under the Office of the Commissioner for the sake of financial control, scrutiny and efficiency.

Line item 27030 Human Resources – has been allocated **one million, six-hundred and twenty-three thousand dollars**. The decrease of **two hundred and thirty-seven thousand dollars** from last year represents anticipated changes in the operation of the HR department.

Of this amount, **six hundred and eighty-six thousand, seven hundred and seventy four dollars** is for salaries; **two hundred and twenty-five thousand dollars** for Long Service Awards; **five hundred and sixty-five thousand, three hundred and two dollars** for teacher sabbaticals (*four teacher sabbaticals in math and science will be offered to encourage teachers to improve their competence in specialized areas within these subjects*); **sixty-thousand dollars** for job advertisements; and **sixty thousand, five hundred dollars** for photocopiers and software maintenance. This amount will be reassessed when we relocate to Southside where efficiencies will be achieved and any resultant savings applied to schools.

Mr. Chairman, I should note that Long Service Awards and Sabbaticals are mandated by the Bermuda Union of Teachers (BUT) Collective Bargaining Agreement.

Line item 27031 School Improvement and Staff Development - has been allocated **one million, three hundred and eighty thousand dollars**. This line item shows a decrease of **nine hundred and sixty-two thousand dollars**, part of which is due to the one-off costs from the rollout of the Cambridge Curriculum and the remainder to those items that are now included in the Commissioner's budget.

Three hundred and six thousand, three hundred and seventy-five dollars is for the post of Assistant Director, Staff Development and an Administrative Assistant (currently vacant), and for an Education Officer, Staff Development (currently seconded); **six-hundred and five thousand, two hundred and eighty-seven dollars** is for salaries for Mentor Teachers; **four hundred and fifty-thousand dollars** is for the training of twenty teachers to obtain the Cambridge Professional Teaching Certificate; **ten thousand dollars** is for office equipment.

Line item 27090 - Educational Standards and Accountability has been allocated **five hundred and sixty-eight thousand dollars**, which includes salaries for the Director of Educational Standards and Accountability, and one Administrative Assistant.

This line item has been cut by **four hundred and sixty-four thousand dollars**. This funding has been reallocated to line item 27079 for paraprofessional salaries; other funding was reallocated to the Office of the Commissioner.

The cut includes the salaries of the three Assistant Director posts which are vacant.

One thousand dollars has been allocated for local travel.

Line item 27095 School Attendance has been allocated **three hundred and eighty thousand dollars**.

This allocation includes salaries for the Attendance Coordinator and **six** Attendance Officers, local travel and telephone equipment. This cost centre will see a decrease of **sixty-two thousand dollars**.

Mr. Chairman, I know that the public (particularly the public-bus-riding public) has concerns about the work of Attendance Officers - as they report seeing young people who are not in

school during school hours. I am quite aware of the Ministerial responsibility dictated by the Education Act and can assure Members that I will ensure that the letter and the intent of the law to ensure that students are in school is complied with.

Line item 27160 Substitutes allocated five hundred thousand dollars.

This allocation represents salaries for substitute teachers; and as stated during the general economic debate - the role, use and placement of Substitute Teachers will be reviewed to ensure appropriate and optimum utilisation.

Mr. Chairman, I would now focus on **Programme 1702 - Student Services** included under this programme are:

Line item 27060 Special Services –has had no funding for the past several years. In 2009/10, even though there was no Special Services budget, the salaries of Educational Therapists were paid out of this cost centre because of a post identification (PID) problem.

Line item 27061 Behaviour Preschool – has been allocated **eight hundred and eighty-eight thousand dollars**. This line item refers to services to both preschools and primary schools. **Eight hundred and seventy-three thousand dollars** represents salaries for **nine** Educational Therapists who service **both** preschools and primary schools.

Mr. Chairman, Educational Therapists provide support to children who are at risk to themselves or others, or who are extremely disruptive in the classroom. Their work includes one-on-one services to students with severe behaviour challenges: as well as interaction with the classroom teacher.

Ten thousand dollars is for local travel; and **five thousand, seven hundred and ninety-seven dollars** for a photocopier.

Cost Centre 27062 The Educational Centre (TEC) –has been allocated **seven hundred and seventy-six thousand dollars** – a decrease of **two hundred and eight thousand dollars** from last year.

Seven hundred and seventy-five thousand, three hundred and seventy-six dollars is for salaries for **one** Director, **one** Counsellor, **one** Educational Therapist, **two** Teachers, **one** unqualified Teacher (who prefer to be referred to as Instructors), **four** Educational Therapist Assistants; and **one** Administrative Assistant.

Mr. Chairman, as previously stated our intention is to close The Education Centre at the end of the school year and to review and consider the best way to provision such services to our students.

Cost Centre 27063 School Psychology – has been allocated **seven hundred and seventy-three thousand, four hundred and twelve dollars**; a budget decrease of **twenty-eight thousand dollars**.

Seven hundred and seventy three thousand, four hundred and twelve dollars represents the salaries for **six** School Psychologists; while **two thousand four hundred and forty-seven dollars** is for local travel.

Mr. Chairman, School Psychologists are responsible for providing prevention and interventions. Services offered include: psycho-educational assessments, short term-counselling, crisis intervention and school and home-based interventions.

Cost Centre 27064 Adapted Physical Education – has been allocated **two hundred and forty-four thousand dollars**.

Two hundred and forty-one thousand, nine hundred and seven dollars represents the salaries for three Adaptive Physical Education teachers; while **two thousand six hundred and thirty dollars** is for local travel.

Mr. Chairman, the adapted physical education programme is a developmentally appropriate programme which provides the adaptive support necessary for students with movement challenges to meaningfully participate in physical education.

Cost Centre 27065 Hearing – has been allocated **three hundred and seventeen thousand dollars**.

Two hundred and thirty five thousand, eight hundred and twenty-four dollars represents the salaries for three teachers of the hearing impaired; while **seventy-five thousand dollars** is allocated towards the tuition for three hearing impaired students whose needs cannot be met locally.

Mr. Chairman, where the specific and diverse needs of hearing impaired students cannot be met in Bermuda, the Ministry provides financial support for education abroad.

Cost Centre 27066 Vision – has been allocated **ninety-one thousand dollars**.

Eighty-seven thousand, seven hundred and nine dollars - for the salary of one teacher of the visually impaired; **one thousand dollars** is for local travel; and **two thousand dollars** for supplies specific for the visually impaired. This includes talking calculators, computers, CCTV systems and talking books.

Cost Centre 27067 Lion Quest Life Skills –

Mr. Chairman, although there was an allocation of **one hundred and forty-eight thousand dollars** in this cost centre in the 2010/2011 fiscal year, the programme was disbanded at the end of the previous fiscal year. Therefore, no funding has been allocated this year.

Cost Centre 27068 Primary 1 Screening – has been allocated **one hundred and twelve thousand dollars**.

This covers the salary for a school nurse who conducts the vision and hearing Primary 1 screening. **Mr. Chairman**, students are screened in the areas of behaviour, motor, speech and language and concepts by the school nurse, learning support teachers, speech language pathologists and physical therapists from the Ministry of Health.

Cost Centre 27069 Enrichment – has been allocated **three hundred and twenty-eight thousand dollars**.

This allocation represents salaries for one Education Officer for Gifted and Talented and for three Gifted and Talented Resource Teachers (one post is vacant) to support a Gifted and Talented programme in the Dellwood cluster of schools. This includes the Victor Scott, Prospect Primary, Northlands and West Pembroke Primary Schools.

Currently, twenty-five students are being served through a blend of direct teaching and video-conferencing (which allows them to participate in class together). The Ministry will review the ability of other schools participating in the video-conferencing so that all gifted and talented students receive the same opportunity for development.

Cost Centre 27070 Hospital/ Homebound – **Mr. Chairman**, this cost centre sees a budget decrease of **one hundred and three thousand dollars** from the previous year. The workload was not equivalent to a full-time post, so the functions of the Hospital and Homebound teacher have been assumed by a school counsellor.

Cost Centre 27071 Office Support has an allocation of **two hundred and seventeen thousand dollars**.

This allocation includes salaries for the Assistant Director of Student Services and two Administrative Assistants.

Cost Centre 27027 Counselling – this cost centre has been allocated **two million and three thousand dollars** a decrease of **four hundred and seventy-four thousand dollars** from the previous year.

This allocation represents the salaries of **twenty-four** School Counsellors.

Cost Centre 27073 Summer Programme - this line item has been allocated **three hundred and eleven thousand dollars** - a decrease of **four hundred and eight thousand dollars** from the previous year; which brings the allocation closer in line with actual spending for the 2009/2010 school year.

Mr. Chairman, there are three summer programmes:

1. **M3 to S1 Transition** - After **all** appropriate interventions have **first** been made by the schools and the Ministry; the summer programme is the second level of help, designed to assist students meet the transition requirements before the start of the school year;

2. **S4 Graduation** – Again, after all appropriate interventions have been made by the schools and the Ministry; then, this summer programme is designed to help students meet the graduation requirements;
3. **The Dame Marjorie Bean Hope Academy Summer Programme** – This is a full day summer programme specifically designed to help students of the Dame Marjorie Bean Hope Academy.

Salaries for summer school teachers are equal to seven full-time equivalents.

Cost Centre 27074 Learning Support – has been allocated **three hundred and six thousand dollars**.

Mr. Chairman, Learning Support was cut in line with actual expenditure from **four hundred and sixty-seven thousand dollars** to **three hundred and six thousand dollars**.

The allocation represents the salaries for three Education Officers; one Learning Support Officer, one Learning Support and Behaviour Officer and one Early Childhood Learning Support Officer. **One hundred and twenty thousand dollars** was reallocated to the Office of the Commissioner as part of the centralization of general administration costs.

Cost Centre 27075 Instructional Support – no funds have been allocated to this cost centre. **Mr. Chairman**, in the past this cost centre was used to purchase adaptive equipment for students. This equipment is now provided for under the relevant heads.

Cost Centre 27076 Early Childhood Education – no funds have been allocated for this cost centre which is now addressed in **cost centre 27175** – the **Child Development Programme**.

Cost Centre 27078 Professional Development – funds for Professional Development are now spread throughout other cost centres.

Most Education Officers, Psychologists, and other Department staff conduct regularly scheduled workshops and training sessions for teachers and support staff in keeping with Bermuda Educators Council requirements.

Cost Centre 27079 Paraprofessionals – has been allocated **three hundred and seventy-eight thousand dollars**.

This allocation represents salaries for 94 Paraprofessionals. **Mr. Chairman**, this is an area of significant cost to the Ministry. The title '*paraprofessional*' refers to a vast range of people and skills; who, in the main, give support to children in the classroom.

As previously noted, we are reviewing the role, definition, use and placement of paraprofessionals to ensure appropriate and effective utilisation.

Mr. Chairman, I would now like to focus on **Programme - 1703 Finance and Corporate**.

Cost Centre 27002 Finance & Corporate – has been allocated **eight hundred and fifty-two thousand dollars** - which represents the salaries for the Ministry Comptroller and his staff who support the financial administration of the Ministry including payments to schools, payroll administration, scholarship and grant disbursements and financial reporting.

Cost Centre 27003 Office Accommodation – has been allocated **one million, three hundred and sixty-five thousand dollars**.

This allocation represents rent (**four hundred and ninety-seven thousand, six hundred and sixteen dollars**), telephone services, electricity and cleaning services for the Ministry and Department of Education offices.

Mr. Chairman, rent for Dundonald Place is **three hundred and twenty thousand, three hundred and fifty-two dollars** per annum. Rent for Covenant House is **one hundred and seventy-seven thousand, six hundred and sixteen dollars**. Leaving **eight hundred and sixty-seven thousand, three hundred and eighty-four dollars** to assist with the relocation of the Ministry, the Department and Student Services.

The Ministry's anticipated consolidation of its offices at Southside will incur one-off costs for the relocation, but in the long run, cost-savings and efficiencies will be realized as Ministry staff (with the exception of Student Services), will all be located in one building. Further information on rentals can be found on **page C-29**.

Cost Centre 27004 Grants to External Bodies – **Mr. Chairman**, I have already mentioned that these grants have been transferred to Ministry Headquarters in line with the general administration centralisation.

Cost Centre 27005 Education Grants - these grants have also been transferred to Ministry Headquarters.

Cost Centre 27040 Educational Stores – this cost centre has been allocated **eight hundred and fourteen thousand dollars**.

Three hundred and forty-seven thousand, seven hundred and two dollars supports the salaries for the Stores Manager, a Storeman, 2 Truck Drivers and 2 Labourers; **two hundred and fifty-one thousand and twenty-three dollars** has been allocated for schools and Ministry office supplies.

This represents an increase of **two hundred and forty-eight thousand dollars** over last year's budget which is directly attributed to transferring the budget for office supplies from various cost centres throughout the Ministry and Department to Stores.

Mr. Chairman, traditionally Stores have been responsible for the purchase, collection, storage and distribution of school supplies; now with responsibility for all office supplies centralised through Stores - they will also scrutinise requests for supplies to prevent wastage.

Cost Centre 27041 School Transport – has been allocated **three hundred and thirty-three thousand dollars** - a decrease of **twenty-four thousand** from last year's budget. The decrease represents those items which were moved to stores and general as part of the centralisation programme.

The allocation represents the salaries for a Labour and Transport Officer, 3 bus drivers and 2 bus attendants. This line item provides transport for students with special needs whose requirements cannot be met by the regular bus service.

Cost Centre 27042 Buildings, Grounds & Equipment – has been allocated **one million, nine hundred and ninety-five thousand dollars**.

An increase of **one million, four hundred and ninety-eight thousand dollars** over last year's budget, largely due to the fact that security services were brought under the purview of the Facilities Manager.

Mr. Chairman, this allocation supports salaries for the Facilities Manager and custodians; it also includes funding for security, water, maintenance of the Ministry's motor fleet (including buses for students with special needs), oversight of the maintenance of all schools and Education Ministry and Department offices.

Specific responsibilities of the Facilities Manager also included in this line item are maintenance of the potable water supply, marking of school fields, ensuring that industrial staff are in uniform, and complying with health and safety needs,.

Cost Centre 27050 (IT) Support – has been allocated **two million, one hundred and thirty-nine thousand dollars**.

Mr. Chairman, the 2011/2012 budget allocation represents a decrease of **nine hundred and five thousand dollars** from last year's budget and brings the IT budget closer in line with the 2009/2010 actual spend of **two million, five hundred and eight thousand dollars**.

One million, one hundred and two thousand, three hundred and seventy dollars is for salaries for support staff to provide and co-ordinate IT services to Ministry staff, teachers and students in thirty-seven school sites (*Technical Support Officers are on-site at each Middle School*); software agreements; hardware support agreements and staff training.

The IT section uses the services of Bermudian students from CompuCollege as paid interns who obtain practical on-the-job experience, while providing much needed IT support to schools at rates much lower than could be provided by external vendors.

The IT support infrastructure includes: thirty-one local area networks, eighty network servers, one hundred plus network switches, forty routers, network and web-based applications, three thousand desktop computers; one thousand printers; and three hundred plus smartboards.

Mr. Chairman, we now turn to page B 109.

Programme 1704 – Preschools – Mr. Chairman, preschools were reviewed in line with their student intake. Deductions or increases were applied so that the impact of budgetary restrictions was spread across the system. It should be noted that Preschools with higher enrolments (Prospect, St. John’s, Warwick and Southampton) are led by non-teaching Administrators who run the schools and provide support to the teaching staff.

In addition, the Ministry pays rent for St. David’s (in the amount of **fifty-four thousand and six hundred dollars**), Lyceum (in the amount of **twenty thousand dollars**), St. John’s (in the amount of **twenty-six thousand dollars**), St. Paul’s (in the amount of **forty thousand dollars**) and Lagoon Park (in the amount of **one hundred and nine thousand, three hundred and ten dollars**). These amounts make up a significant portion of the budget allocation for preschools.

Specific allocations are as follows:

27190 Southampton Preschool – **five hundred and thirty-nine thousand dollars.**

27200 St. George’s Preschool – **three hundred and forty-one thousand dollars.**

27210 Lyceum Preschool – **three hundred and fifty thousand dollars.**

27220 St. Paul’s Preschool- **three hundred and fifty thousand dollars.**

27230 Warwick Preschool (with eighty students) - **one million and eleven thousand dollars.**

27240 Prospect Preschool – **seven hundred and six thousand dollars.**

27250 St. John’s Preschool – **seven hundred and sixteen thousand dollars.**

27260 Lagoon Park Preschool – **five hundred and thirty-nine thousand dollars.**

27270 St. David’s Preschool – **three hundred and ninety-eight thousand dollars.**

27280 Devonshire Preschool – **six hundred and seventeen thousand dollars.**

Mr. Chairman, Programme 1705 - Primary Schools – Mr. Chairman, Primary Schools were reviewed in line with their student intake, and deductions or increases applied in order that the impact of budgetary contractions was spread across the system. In addition, there was disparity across the system as it related to the budgetary allocations for one, two or three-form entry schools. We have tried to adjust budgets to correct those anomalies.

27320 St. George's Preparatory School – **one million, five hundred and forty-five thousand dollars.**

27330 East End Primary School – **one million, three hundred and fifty-three thousand dollars.**

27340 St. David's Primary School – **one million, three hundred and seventy-eight thousand dollars.**

27350 Francis Patton Primary School – **one million, six hundred and eighty-six thousand dollars.**

27360 Harrington Sound Primary School – **two million, one hundred and fourteen thousand dollars.**

27370 Elliot Primary School – **two million, three hundred and eighty-nine thousand dollars.**

27380 Prospect Primary School – **one million, nine hundred and thirty-six thousand dollars.**

27390 Victor Scott Primary School – **one million, eight hundred and seventy-four thousand dollars.**

27400 Northlands Primary School – **one million, nine hundred and eighty-six thousand dollars.**

27410 West Pembroke Primary School – **two million, four hundred and ninety-three thousand dollars.**

27420 Gilbert Institute Primary School – **one million, three hundred and forty-eight thousand dollars.**

27430 Paget Primary School – **two million, four hundred and fifty-nine thousand dollars.**

27440 Purvis Primary School – **two million, one hundred and fifty-four thousand dollars.**

27450 Heron Bay Primary School – **one million, eighty-five thousand dollars.**

27460 Port Royal Primary School – **one million, three hundred and thirty-eight thousand dollars.**

27470 Dalton E. Tucker – **one million, four hundred and fifty-eight thousand dollars.**

27480 West End Primary School – **one million, eight hundred and ninety-nine thousand dollars.**

27490 Somerset Primary School – **two million, one hundred and eighty-three thousand dollars.**

27510 Departmental Support – Primary Schools – **one hundred thousand dollars**. This line item is used to provide additional funds to individual primary schools if needed.

Mr. Chairman, Programme 1706 - Special Schools – includes only one school the **Dame Marjorie Bean Hope Academy** which is responsible for providing developmentally-appropriate teaching and support services for thirty students with multiple challenges.

Under **Cost Centre 27120** – the school has been allocated **seven hundred and sixty-two thousand dollars**. Their budgetary allocation also includes school supplies, assistive technology, medical equipment, visual aids and consultancy services.

Mr. Chairman, we now turn to page B -110 - Programme 1707 - Middle Schools – you will note that we have attempted to provision funds equally across the system, while still taking into consideration individual schools' needs.

27530 Clearwater Middle School's allocation is – **three million, three hundred and sixty-five thousand dollars**.

27540 Whitney Institute's allocation is – **three million, four hundred and forty-nine thousand dollars**.

27560 Dellwood Middle School's allocation is – **three million, seven hundred and thirty thousand dollars**.

27590 T.N.Tatem Middle School's allocation is – **three million, two hundred and eighty-one thousand dollars**.

27600 Sandy's Secondary Middle School's allocation is – **three million, four hundred and fifty-six thousand dollars**.

Mr. Chairman please note **Programme 1708 - Senior Secondary Schools**.

Cost Centre 27570 The Berkeley Institute –

Mr. Chairman, it will be noted that the 2010/11 allocation for the Berkeley Institute was **thirteen million, four hundred and seventy-five thousand dollars**, or **two million, nine hundred and ninety thousand dollars** more than the upcoming year, which is **ten million, four hundred and eighty-five thousand dollars**. A cut of twenty-two percent - similar to the cut experienced by CedarBridge Academy.

Again, we tried to ensure that the impact of the budget reduction was equally distributed across the system.

Cost Centre 27640 CedarBridge Academy – has been allocated **twelve million, four hundred and seventy-seven thousand dollars** or some **three million, two hundred and eighteen thousand dollars less than last year**.

It should be noted that the allocation decreases for both schools are similar - **twenty-two and twenty-one percent** respectively.

Mr. Chairman, Programme 1709 – funds Curriculum, Assessment

Cost Centre 27010 Literacy Initiative – has been allocated **three hundred and sixty-four thousand dollars** - a budget decrease of **one hundred and seventy-seven thousand dollars**.

This allocation supports the salaries of six Literacy co-teachers who cover the Literacy Coordinators' classrooms when they are training and/or supporting teachers to implement the Literacy Collaborative Framework.

Cost Centre 27077 Mr. Chairman, CI&L Other Programmes – stands for Curriculum and Instructional Leadership Other Programmes. This cost centre has been allocated **three hundred thousand dollars**, an increase of **ninety-five thousand dollars** to include payment for the Cambridge Curriculum registration and assessment for primary, middle and senior school students.

This line item also funds programmes that support the curriculum such as Reading Recovery and Everyday Math.

Cost Centre 27520 Design, Development & Implementation has been allocated **two million, eight hundred and eighty-seven thousand dollars** - a budget decrease of **seven hundred and nine thousand dollars** which is attributed to Ministry imposed cuts of overseas consultants and the reallocation of the purchase of books, periodicals and supplies to the Office of the Commissioner.

This allocation represents salaries for twenty-seven full time equivalent posts, including the Senior Education Officer for curriculum, and subject education officers for mathematics, science, reading, foreign languages, and information technology.

It also supports the implementation of the Cambridge Curriculum at all levels in the areas of English, Math and Science.

Cost Centre 27521 Waterwise Programme – Mr. Chairman, this line item was not funded for the last fiscal year and no official request was received for this year, therefore no funds were budgeted.

Cost Centre 27522 Bermuda Sloop – The Bermuda Sloop allocation has been transferred to grants to external bodies and is now located under Headquarters, Head 16.

Cost Centre 27523 Bermuda School Sports Federation -

Mr. Chairman, although there was no budgetary allocation for this cost centre, I can assure Members and the public that the Ministry has agreed to find funding elsewhere that can be vired

to this line item because this cost centre supports the school sports programme for all schools including all-star football, softball, and netball.

Programme 1711 - Research, Measurement

Cost Centre 27020 Assessment & Evaluation – has been allocated **one million and sixty thousand dollars**.

Mr. Chairman, this cost centre supports the funding for Cambridge Examinations in English, mathematics and science; the Cambridge International Primary Achievement Tests in Primary 6; the Cambridge International (CIE) Exam at Middle 3 and the IGCSE at Senior 2.

Mr. Chairman, Programme 1712 - Early Childhood Education

Cost Centre 27175 - Child Development – has been allocated **one million, three hundred and ninety-four thousand dollars**.

This allocation supports the salaries of seventeen staff, including the Coordinator, Behaviour Management Supervisor, Language Programme Supervisor, Portage Supervisor, Psychologist, Family Counsellor, Home Intervention Workers, Developmental Testers and Parent Support Home Visitors.

The line item also supports the provision of necessary intervention and support services to children and their parents **free of charge**. Early detection of developmental concerns and early intervention to address identified concerns, i.e. speech/language, behavioural, fine and gross motor skills, family stress and the need for enrichment services to children from 0 to 4 years of age and their parents.

Mr. Chairman, the Ministry is also making a concerted effort to ensure that the Child Development Programme (CDP) is fully integrated into the Ministry so as to ensure that their clients are prepared for preschool.

Cost Centre 27700 - After Preschool Care – has been allocated **two hundred and seventy-one thousand dollars**.

Mr. Chairman, this cost centre supports the provision of afterschool care for preschool students at most preschools. You will have noted that **Cost Centres 27710** Devonshire After Preschool Care; **27720** St. John After Preschool Care; **27730** Warwick After Preschool Care; and **27740** Prospect After Preschool Care –all show a budgetary allocation of zero –their budgets have all been moved to **line item 27700**.

Mr. Chairman, we now turn to **Page B-111**. Under Revenue Summary, you will find,

Line item 8421 – it is estimated that **fifty-five thousand dollars** will be collected from Special Education summer programmes.

Line item 8665 – this estimate represents afterschool care for students at Dame Marjorie Bean Hope Academy however, since the income amount is so small, an estimate has not been provided.

Line item 8667 – it is estimated that **eighty-five thousand dollars** will be received as a result of vouchers for the preschool afterschool programme.

Line item 8801 – it is estimated that **eighty thousand dollars** will be collected from the rental of school facilities.

Mr. Chairman, pages – **B-112 and B-113** contain the number of Education **Employees**.

I note that while the number of staff in our schools is correct, the number of staff in the Ministry reflects the number of **posts**, rather than the actual number of current employees. As I have mentioned, some of the posts are vacant as the Ministry has had an internal freeze on vacant posts for the past three years.

Mr. Chairman, we now turn to **Pages – B-114 and B-115- the Output Measures**.

Mr. Chairman, I don't know what the cost of maintenance per school year is supposed to measure – but it is not my intention to continue to report average cost of maintenance per school year. The 'Adopt a School' programme is progressing nicely and my main concern is to see to the health and safety of school environments and to ensure that all schools are ready at the start of the school year. I could see measuring how many schools were ready at the beginning of the school year.

1. School Attendance – Percentage attendance per school level

Mr. Chairman, the percentage of attendance would be more revealing if we could be assured that there was 100 percent reporting. I would think a better output measure would be to reveal how many of those who were not attending school are now returned to full time attendance.

As previously noted, the Ministry will ensure that Attendance Officers are used according to the letter and the intent of the Act to find those who are absent, or often late, and to work with schools to put in place appropriate interventions to ensure that they remain in school.

Curriculum Instructional Evaluation – Mr. Chairman, I will not be continuing the reporting of test scores in this format. I will continue to communicate test scores publicly, as I have done already and to ensure that what is in the Budget book is easily understandable.

1. School Staffing – Student/Teacher Ratio

Mr. Chairman, due to an error, the figures for the student/teacher ratio for the 2010/11 year are incorrect in the Budget Book. In previous years, the figures for student /teacher ratios included Principals, Deputy Principals, Guidance Counsellors, Learning Support Teachers and

Paraprofessionals. The figures for the 2010/11 year, were intended to include only the core classroom teachers.

The corrected figures are as follows:

1. School Staffing – Student Teacher Ratio for the 2010/11 School Year

Core teachers only

Preschool – **nine to one**
Primary – **fifteen to one**
Middle – **seventeen to one**
Senior – **twenty to one**

All teacher ratio

Preschool – **seven to one**
Middle – **ten to one**
Middle – **eight to one**
Senior – **eight to one**

Please note that “all teachers” includes music, physical education and business studies teachers, etc.

1. Student Data – Enrollment in Bermuda Public School System as at September two thousand nine and two thousand ten

September two thousand nine –

Preschool – **three hundred and fifty seven**
Primary – **two thousand, eight hundred and three**
Middle – **one thousand seventy-four**
Senior – **one thousand, three hundred and forty-five**
Total – **five thousand, five hundred and seventy-nine**

September two thousand ten -

Preschool – **three hundred and forty-one**
Primary – **two thousand, seven hundred and thirty-five**
Middle – **one thousand, fifty-seven**
Senior – **one thousand, three hundred and fifty-three**
Total – **five thousand, four hundred and eighty-six**

1. Cost per student (based on September in the Financial Year)

Two thousand ten

Preschool – **sixteen thousand, two hundred and forty-five dollars**

Primary – **twelve thousand, two hundred and seventy-five dollars**

Middle – **eighteen thousand, three hundred and sixty-four dollars**

Senior - **twenty-one thousand, five hundred and ninety six dollars**

Average cost – **seventeen thousand, one hundred and twenty dollars**

Mr. Chairman, there has been a slight decrease in the per student costs as a result of a decrease in the budget allocated to the Ministry of Education and expected efficiencies related to staffing.

Even so, the cost per student in Bermuda is much higher than countries that do better than we do at much lower costs. The problem is not the amount of money that we spend, but what we are achieving with that money.

Mr. Chairman, the number of students reported as receiving adaptive physical education, hearing and vision support services from Student Services in the output measures is incorrect. There is also an unexplained difference in the numbers of students receiving adaptive physical education from year to year. It is my intention in the year ahead to review and correct this indicator.

Mr. Chairman, I now turn to **Capital Development on Page C-7**.

Cost Centre 75008 Education Minor Works – has been allocated **five hundred thousand dollars**. This allocation supports various minor repairs and maintenance for schools.

Mr. Chairman, this year there will be a focus on improving air quality in schools through tiling and replacing older grid ceilings.

Cost Centre 75152 School Safety –has been allocated **one hundred and twenty-five thousand dollars**. This allocation is used to ensure that schools are safe environments. This year monies are budgeted specifically to modernise fire and burglar alarms.

Starting with our primary schools, school bells and public announcement systems will be examined to ensure that they are working correctly. It is expected that upgrades and replacements will be necessary.

Cost Centre 75284 School Bathroom Renovations – is allocated **sixty-three thousand dollars**.

Cost Centre 75310 CedarBridge Academy – has been allocated **seven hundred and fifty thousand dollars**for capital development, this includes updates to their air conditioning system, and a new chiller unit.

Cost Centre 75321 Middle School Lab Upgrade - Mr. Chairman, it should be noted that **two hundred and fifty thousand dollars** was spent in the 2010/2011 fiscal year. These were one-off costs to ensure that our middle school science labs could support the Cambridge Curriculum. Nothing has been budgeted for this line item this year.

Mr. Chairman, I now turn to **Capital Acquisitions** – on **Page C-13**.

Cost Centre 76016 Vehicles – no funding has been allocated this year. **Ninety-six thousand dollars** was allocated in the 2010/2011 fiscal year to purchase a Stores Van. The van has been ordered, but not yet received.

Cost Centre 76077 School Equipment – has been allocated **five hundred and fifty thousand dollars** - for the purchase of school equipment, including playground equipment; an increase of **one hundred and fifty thousand dollars** over last year.

Cost Centre 76081 Computers – the current allocation of **one million dollars** represents a budget increase of **one hundred and ninety-nine thousand dollars**.

Completed and anticipated computer acquisitions are as follows:

1. **One hundred and thirty thousand dollars** - Approximately 25 Smartboards were installed in primary and middle school core classrooms (music, learning support, art, computer labs);
2. **Twenty-eight thousand dollars** – 4 Smart Tables (multi-touch, multiuser interactive learning centers that allow groups of early education students to work simultaneously on one surface) (yet to be deployed);
3. **Ninety thousand dollars** - Video conferencing equipment for Northlands Primary and Victor Scott;
4. **One hundred and twenty thousand dollars** - 100 teacher laptops for new school principals (6); Gifted and Talented Programme (17); primary and middle school teachers at Dellwood (30) and Sandy's (40);
5. **Three hundred and fifty thousand dollars** - 350 replacement desktop computers for five-year-old primary and middle school computers [note that 125 of the 350 were given to CedarBridge Academy as their computer fleet was in desperate need of replacing];
6. **Forty-five thousand dollars** - Citrix Remote Access Solution – this allows for Ministry, Department and school based staff to access their workplace desktop from home;
7. **Twenty-five thousand dollars** - replacement servers in the Data Centre;
8. **Thirty-five thousand dollars** - replacement of servers at Dundonald Place and the Education Centre (TEC); and
9. **Thirty-five thousand dollars** for a new phone system at the Child Development Programme.

This allocation represents an increase of **one hundred and ninety-nine thousand dollars**.

Cost Centre 76600 Second Senior School Furniture – this line item has been allocated **two hundred thousand dollars**, an increase of **fifty thousand dollars**.

Cost Centre 76640 IT Equipment at CedarBridge Academy – three hundred thousand dollars has been allocated. This is for computers and represents an increase of **one hundred thousand dollars**.

Mr. Chairman, please turn to page C-20 - Grants & Contributions.

Under Ministry of Education HQ,

Line item 6864 Teacher Training Awards – **three hundred and fifty thousand dollars.**

Line item 6866 Government Scholarships – **six hundred thousand dollars.**

Line item 6867 Mature Student Award – **three hundred and fifty thousand dollars.**

Line item 6868 Further Education Awards – **seven hundred thousand dollars.**

Line item 6869 Grants to External Bodies (which I have already detailed) – **eight hundred and ninety-four thousand dollars.**

Line item 6992 Science Education BAMZ (but which should read the Bermuda Zoological Society) – **ten thousand dollars.**

Under the Department of Education,

Cost Centre 6854 - Primary Schools – **four hundred and twenty-five thousand dollars.** This allocation represents the operating budget for St. George's Preparatory School, aside from salaries.

Cost Centre 6856 - Aided Schools – Secondary – **twenty-two million, nine hundred and sixty-two thousand dollars** represents the allocation for both senior schools.

Mr. Chairman, although CedarBridge Academy is not an aided school, for the purposes of budgeting, it is classified as one because they are provided a grant.

Cost Centre 6858 - Aided Schools - Middle – **one million, nine hundred thousand dollars.** This allocation for Sandy's Secondary Middle School and the Whitney Institute represents their operating budget, aside from salaries.

Mr. Chairman, cost centres 6867 Mature Student Award, **6868** Further Education Awards, **6869** Grants to External Bodies and **6992** Science Education BAMZ were explained under the Ministry Headquarters where they have now been placed.

Mr. Chairman, this concludes my presentation on the Ministry of Education and the Department of Education – Heads 16 and 17.

**The Bermuda College
Head 41**

Mr. Chairman, we now turn to **Page B-116** for **Head 41, The Bermuda College**.

The Bermuda College has been allocated **eighteen million, one hundred and nineteen thousand dollars**; a decrease of **one million, seven hundred and fifty thousand dollars**.

Mr. Chairman, the global economic recession provided the College with proof positive of its critical role in facilitating economic recovery through the provision of access to higher education. The Free Tuition initiative provided a second opportunity for those who may otherwise have had to defer education plans overseas. Enrolment increased by 3% compared to the previous year.

At the same time, Bermuda College fully came into its own with the historic milestone attained in receiving its accreditation from the New England Association of Schools and Colleges or NEASC (pronounced Nee-ask) in March **two thousand ten**. It is worthy to note that Bermuda College is the only tertiary institution in the Caribbean and Latin America to be so distinguished and only the seventh international higher educational institution to be so awarded.

Mr. Chairman, as the Island seeks to regain its prominence in the hospitality industry, two programmes in the Division of Business Administration & Hospitality – **the Associate in Applied Science** (Culinary Arts) and the **Diploma in Culinary Arts** –were each recently re-accredited by the Accrediting Commission of the American Culinary Federation Education Foundation (ACEF). The College also recorded a 75% enrolment increase in its culinary arts programmes this year.

Mr. Chairman, the college's Division for Professional and Career Education (PACE) has developed a series of fast-track, non-credit, mini-courses that can be completed within six to ten weeks, and are designed to re-equip persons with career-ready skills. Enrolment in such courses has seen a dramatic increase, by 30% last Fall, and 45% this Spring. PACE courses now account for 21% of the College's total enrolment.

Mr. Chairman, the Division of Applied Science & Technology has seen its enrolment increase by 23% over last year.

Mr. Chairman, Bermuda College graduated 94 students with associate degrees, diplomas or certificates in over forty credit programmes. Within that number, 53 were from the Division of Business Administration & Hospitality; 35 from the Division of Liberal Arts; and 6 from the Division of Applied Science & Technology. The College recorded a further 14 persons who received baccalaureate degrees in external programmes offered in partnership with Mount Saint Vincent University, or who completed the first stage of the Law programme offered through the University of Kent. This past December, 117 persons earned external certificates or professional

designations from the 14 programmes and 8 workforce development and training certificates offered through the Division of Professional and Career Education (PACE).

Mr. Chairman, last year, Bermuda College, received 80% or **nineteen million, eight hundred and sixty-nine thousand dollars** of its operating budget from the Government grant. Revenue from other sources totalled **four million, one hundred and twenty-four thousand, two hundred and fifty-eight dollars** for a total two thousand ten/two thousand eleven budget of **twenty-three million, nine hundred and ninety-three thousand, five hundred and seventy-one dollars**.

Salaries totalled **thirteen million, four hundred and ninety-seven thousand, seven hundred and fifty-five dollars**.

Centralised expenses were **three million, seven hundred and twenty-six thousand, nine hundred and twenty-six dollars** (which included benefits - **one million, seven hundred thousand dollars**; and Electricity and Insurance - **one million, six hundred thousand dollars**). Operating expenses were **six million, seven hundred and sixty-eight thousand, eight hundred and ninety dollars**.

Mr. Chairman, one thousand, three hundred and thirteen students enrolled in Fall 2010; and one thousand, two hundred and eleven students in the Spring 2011 – both semesters recorded a slight increase of between 4 – 5%.

The cost of the Free Tuition initiative to Bermuda College as of January 2011 was **one million, one hundred and three thousand, six hundred and sixty dollars** - currently the College absorbs this cost as part of its operations.

Mr. Chairman, in the two thousand eleven/two thousand twelve budget year, the College has a decrease of **one million, seven hundred and fifty thousand dollars**, or nearly 9% of its operating budget. Meeting this deficit will be achieved as follows:

- Omitting the one-time expenses incurred from last year resulting in a reduction of **five hundred and twenty-three thousand, four hundred and eighty-nine dollars**;
- Reduction in salaries through attrition, decreasing the number of adjuncts - **one hundred and thirty-six thousand, one hundred and ten dollars**; and
- Careful review of all operations and procedures to increase efficiencies and the postponement of non-critical activities – **one million, seventy-four thousand, six hundred and fifty dollars**.

Mr. Chairman, the College is also re-examining the Free Tuition initiative and considering the offer of discounted tuition in its place. It will also undertake a review of all of its fees and introduce lab fees for science, culinary and applied science labs. It is also proposing salary-related cost-cutting strategies as part of its upcoming collective bargaining negotiations.

Mr. Chairman, during the next fiscal year, Bermuda College will continue to fulfil its core mission. New programmes, such as the Associate in Nursing and the Associate in Arts

(Criminology) will be pursued based on industry need. The physical plant will continue to be upgraded to make it more accessible to the physically challenged; and the technological infrastructure will be upgraded to ensure that administrative and classroom management systems are operating at optimal levels.

Most importantly, the College will focus on the establishment of the Bermuda College Foundation - a critical component in the College's ability to seek alternative sources of revenue.

Mr. Chairman, this concludes my presentation on the Bermuda College - Head 41.