

**REGIONAL SCHOOL UNIT NO. 18**  
**BOARD OF DIRECTORS**  
**JUNE 1, 2011**  
**MINUTES**

Chair Laura Tracy called the meeting of the Board of Directors to order at 7:05 p.m. in the cafeteria at Williams Elementary School in Oakland. Directors Charley Clark, Donna Doucette, Lora Downing, Elwood Ellis, Doreen Leighton, Kerri Oliver, Dennis Purington, Rebecca Seel, and Laura Tracy were present. Director Lawrence Brown was absent. A quorum was declared. Also present at all or parts of the meeting were Gwen Bacon, Marshalyn Baker, Irene Belanger, Lois Bowden, Dan Bowers, Paula Callan, Kristi Chiasson, Robin Colby, Carl Gartley, Karalynn Gibson, Robert Gierie, Jr., Monique Gilbert, Catherine Gordon, Laura Hansen, Kathy Harris-Smedberg, Mark Hatch, Hope Herrick, Linda Laughlin, Jill Mackenzie, Peter McLaughlin, Jennifer McGee, Cheryl Mercier, Nancy Mitchell, Jonathan Moody, Julie Oliver, Kirsten Pelletier, Michael Peterson, Darlene Pietz, Nancy Reynolds, Kelly Roderick, Heidi Stout, Melinda Thibeault and Megan Wedge.

There were no delegations to be heard.

Purington/Downing The minutes of the May 11, 2011 meeting be approved as printed.

Motion carried: 8-0-1.

For: Clark, Downing, Ellis, Leighton, Oliver,  
Purington, Seel and Tracy

Opposed: None

Abstained: Doucette

The Superintendent's Report was updated. The end of the school year is upon us, as well as the end of the financial year. The Budget Validation Referendum is scheduled for June 7, and efforts are underway to help people remember to vote. People were encouraged to get the word out and to support the budget and cost-sharing proposal recommended by the Cost Sharing Committee. Bea McGarvey, an educational consultant, is in District for two days, with respect to student-centered learning. John Everetts, President of The Bank of Maine, offered to pay for her services. As a token of appreciation, Superintendent Smith gave him two copies of the book, Inevitable: Mass Customized Learning – Learning in the Age of Empowerment, by Bea McGarvey and Charles Schwahn.

Superintendent Smith noted that Heather Wilson, a grade 5 teacher at the James H. Bean School, was awarded a \$100 grant from Time and Tide. The money will be used to provide a working garden at the James H. Bean School. The American Choral Directors' Association selected Kevin Rhein, choral music teacher at Messalonskee High School, as the 2011 Maine Distinguished Choral Director.

There were no additions to the agenda by the Chair or Directors.

Marshalyn Baker, a mathematics teacher at Messalonskee Middle School, provided the Board with an update regarding the ARES (Astromaterials Research and Exploration Science) initiative she is involved with through NASA. Laura Hansen and Kirsten Pelletier, grade 7 students at Messalonskee Middle School, took part in the presentation as well. Mrs. Baker began this project about three years ago when someone who was writing a grant regarding astronaut photography approached her. It evolved so that a grant was written and funded by NASA.

The grant afforded opportunities for both outside and inside the classroom. The grant is currently in year three, and a proposal has been submitted for further funding. Mrs. Baker worked with Michelle Mailhot, a mathematics specialist of the Maine Department of Education (MDOE), Charles Lindgren a retired science teacher, and Timothy McCollum, a science teacher, on this project. The project is entitled, "Oh, What a View: The Mathematics in Astronaut Photography", part of Expedition Earth and Beyond. Expedition Earth is a student-centered program where students conduct authentic research using images of Earth acquired by astronauts while modeling the process of science.

Laura Hansen, a grade 7 student at Messalonskee Middle School, discussed her project, "Oh, What Do You See", an inquiry based activity with a mathematical approach to investigating windows on Earth and in space. She recorded the shapes of windows she saw and how many of each shape she observed, determining the case for the most popular kind of window, any patterns in shape, and what the purpose of the window might be. She recorded two windows from her home, two windows from Messalonskee Middle School and one from a neighbor's home.

Kirsten Pelletier, also a grade 7 student at Messalonskee Middle School, discussed her project, "Oh, What a Pane", a stained glass window activity. She identified shapes of windows and their functions; investigated and calculated the area, cost and cost analysis for various window shapes; analyzed data from NASA astronaut photography; and interpreted the lens size and area of coverage information.

Mrs. Baker noted that a student guide and teacher guide have been written as a result of this project. She shared an activity from the guide entitled, "Oh, What A Vision!" where sets of astronaut photographs were viewed. Each image was taken of the same area with camera lenses of different focal lengths. The task was to match the camera lens with the acquired astronaut photograph. Each activity is submitted to NASA, and there is extensive review. Once approved, all materials are free to public educators to use. People all over the country and world are starting to use these materials. The next steps for EEAB are to continue the pilot that is currently taking place; continue development of launch pad activities, including mathematics behind images from space; full launch of the program after the pilot is complete; continue promoting awareness of the program; and to continue working towards funding for future years. Mrs. Baker noted that the ability to do this project is a credit to this District for the support she has received, and she thanked Superintendent Smith and former Superintendent James C. Morse, Sr. for their support of this initiative.

Superintendent Smith provided the Board with an update regarding the public hearings relating to the 2011-12 school budget and cost sharing held on May 12, 2011 in Belgrade and May 16, 2011 in China. There was light attendance at the hearings, and that may be attributed to the hard work that was begun a couple years ago, as well as a sign that the community is supporting the work that has been completed thus far.

Linda Laughlin, Assistant Superintendent, provided a report of the Beacon training held May 16-19, 2011. Participants included RSU 2, RSU 18 and the Auburn School Department.

Highlights of the training were the student presentations. Stakeholder groups were brought in, including students, parents and business representatives. James H. Bean School, Messalonskee Middle School and Messalonskee High School students spoke about what it's like in their classrooms. Parents spoke about what it is like for their students to use the standards-based model. Business members were asked what they desired.

Gwen Bacon provided a report of the Mid-Maine Regional Adult Community Education Graduation held on May 25, 2011. There were seven former day school students who received Messalonskee High School diplomas.

Elwood Ellis provided a report of the Budget, Finance and Property Committee meeting held on June 1, 2011. With 24 payrolls processed through April 30, 2011, there should be 8% of the budget remaining. Total budget to actual including debt service, prepaid expenses and encumbrances shows 12.27% remaining. Adjusted budget to actual, less debt service, prepaid expenses and encumbrances extending to year-end shows 13.17% remaining. The District is on track at this point in the year.

Lora Downing provided a report of the June 1, 2011 meeting of the Educational Programming Committee. The main agenda item was a review of Policy File: IKFA, Graduation Requirements for Adult Education. The policy reflects language from the adult education statute, and the policy will be presented to the Board for review on June 15, 2011. Meeting dates were scheduled for June 15, 2011 (agenda: update/information regarding No Child Left Behind grant review, progress in standards-based implementation work and summer work), August 3, 2011 (agenda: Messalonskee High School student handbook, sophomore English curriculum), and September 21, 2011 (agenda: further policy review for RSU 18).

Gwen Bacon, Associate Principal, provided a report of end of the year activities at Messalonskee High School and plans for the graduation ceremony. Final exams begin on Friday, June 3, with senior activities kicking off on Sunday, June 5, 2011. Beginning at 2:00 p.m. on Sunday, Messalonskee High School will hold baccalaureate, followed by entertainment (senior video) and a parent reception. At 3:30 p.m. on the 5<sup>th</sup>, there will be a presentation of scholarship awards. The graduation ceremony is scheduled for Thursday, June 9, 2011 at 7:00 p.m. at the Augusta Civic Center. There will be 196 graduates who will receive diplomas.

Mark Hatch, Principal of Messalonskee Middle School, provided a report regarding end of the year activities at the Middle School and plans for Recognition Night. Recognition Night is scheduled for June 22, 2011 at 6:00 p.m. at Messalonskee High School, with certificates and awards to be presented to students. The day will begin with practice in the gymnasium, and then the 8<sup>th</sup> grade students will be treated to a cookout. After the Recognition Night ceremony, the students will head to the Alford Youth Center for an evening of activities. Mr. Hatch distributed to Board members a letter that he will be sending home to parents with information regarding graduation activities.

Carl Gartley, Principal of China Middle School, provided a report regarding end of year activities at the Middle School and plans for the School's Promotion Ceremony. The China Middle School Promotion Ceremony will be held on June 21st at 6:30 p.m. at the China Lake Conference Center. Immediately following the promotion ceremony students will go back to the Middle School gym for an evening of activities. The following day they will go over to the Alford Youth Center for a day of activities.

Jennifer McGee, Principal of the Atwood Primary School, provided the Board with an update regarding end-of-year activities at the School. Last week the School held a school-wide one-mile walk and raised \$3,000 for the Juvenile Diabetes Foundation. Tomorrow night is the final Atwood Family Dinner, where parents are given economical shopping tips and cooking lessons. On June 15 there will be a school-wide one-mile walk in support of the American Cancer Society. The Title I Outreach Picnic is scheduled for June 16. On June 20 the School will hold its annual parade, in conjunction with the Williams Elementary School field day. There will be a traveling zoo coming, which is sponsored by the PTA. Step up day is scheduled for June 23.

Catherine Gordon, Principal of the Belgrade Central School, provided the Board with an update regarding end-of-year activities at the School. On Friday, June 3, the School will hold the annual speech festival for 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> graders. Field Day is scheduled for June 21, with a Hawaiian luau theme. June 22 is step-up day, and the 5<sup>th</sup> grade recognition ceremony is also scheduled for the 22<sup>nd</sup> at 1:00 p.m. On June 23 teachers will have picnics and BBQs with their students to say goodbye.

Carl Gartley, Principal of the China Primary School, provided the Board with an update regarding end-of-year activities at the School. June 3 is step-up day for 4<sup>th</sup> graders. The 4<sup>th</sup> grade National Park Fair is scheduled for June 16 at 12:45 p.m. Field Day is scheduled for Monday, June 20. The end-of-year assembly is scheduled for June 23.

Nancy Reynolds, Principal of the James H. Bean School, provided the Board with an update regarding end-of-year activities at the School. Today kindergarten students visited York Animal Park. Tomorrow there is a District 5<sup>th</sup> grade chorus concert at the Performing Arts center at Messalonskee High School. June 16 is the 5<sup>th</sup> grade step-up to Messalonskee Middle School. June 17 is the volunteer tea. There are 85-90 volunteers at the School, and approximately 35 attend the tea. June 18 is the PTO Fun Fair. June 20 is the 5<sup>th</sup> grade Recognition Ceremony, with awards presented to students and a reception for and video of the 5<sup>th</sup> grade class. June 21 is Beach and Field Day, and June 23 is step-up day.

Kathy Harris-Smedberg, Principal of the Williams Elementary School, provided the Board with an update regarding end-of-year activities at the School. The 4<sup>th</sup> grade is scheduled to go to Gray Animal Farm tomorrow, and the 5<sup>th</sup> grade concert is also scheduled for tomorrow evening. Field Day is scheduled for June 20, and the 5<sup>th</sup> grade recognition ceremony is scheduled for June 22.

Board members met in public session with teachers eligible for continuing contract status.

Leighton/Downing The nominations of the Superintendent be accepted, and the following slate of teachers be elected to continuing contract status.

- Erin Bennett-Wade, occupational therapist, District
- Kristi Chiasson, grade 3, Williams Elementary School
- Robert Gierie, Jr., Technology Education, Messalonskee High School
- Hope Herrick, Mathematics, Messalonskee Middle School
- Colin Hickey, English, Messalonskee High School
- Peter McLaughlin, Social Studies, Messalonskee Middle School
- Nancy Mitchell, English language arts, China Middle School
- Julie Oliver, gifted and talented program, District
- Michael Peterson, band director, Messalonskee Middle School
- Lynn Richard, special education, Williams Elementary School
- Heidi Stout, kindergarten, China Primary School
- Melinda Thibeault, Title I mathematics, District
- Megan Wedge, grade 6, China Middle School
- Linda Wilson, physical therapist, District

Motion carried unanimously.

Downing/Doucette The nominations of the Superintendent be accepted, and the following slate of first-year probationary teachers be offered contracts for the 2011-12 school year.

- Margaret Booth, pre-k, Atwood Primary School
- Megan Childs, mathematics, China Middle School
- Jaime Dorion, English language arts, Messalonskee Middle School
- Elizabeth Gilley, grade 5, Belgrade Central School
- Emily Hall Greeley, English as a second language, District
- Jill Mackenzie, kindergarten, Belgrade Central School
- Alyssa Michaud, kindergarten, China Primary School
- Ryan Reed, social studies, China Middle School
- Mathias Ringle, grade 5, Williams Elementary School
- Erin Tripp, English, Messalonskee High School
- Pia Whitehouse, Science, Messalonskee High School
- Erika Wing, special education, James H. Bean School
- Jenna Zemrak, grade 3, James H. Bean School

Motion carried unanimously.

Recess: 7:50 p.m. – 8:05 p.m.

Mr. Smith apprised the Board of the following resignations.

- Megan Breton, speech clinician, James H. Bean School
- Kristi Chiasson, playground monitor, Williams Elementary School
- Keith Derosby, junior varsity boys' basketball coach, Messalonskee High School
- Janet Trembly, playground monitor, Williams Elementary School

Ellis/Downing        The nominations of the Superintendent be accepted, and the following slate of individuals be elected for the 2011-12 school year.

- Bobbi Godin, Business Manager, District
- Jonathan Moody, Principal, Messalonskee High School
- Keith Derosby, varsity girls' basketball coach, Messalonskee High School
- Katie Gorham, varsity field hockey coach, Messalonskee High School
- Sylvie Magri, half-time French teacher, Messalonskee High School
- Eunice Loreda, Spanish teacher, Messalonskee High School
- Ryan Martin, social studies teacher, Messalonskee High School

Motion carried unanimously.

Superintendent Smith provided the Board with an update regarding enrollment for the 2011-12 school year. Enrollment reflects the possibility of another teacher at either the kindergarten or grade 2 level at the Atwood School, and those numbers will continue to be monitored. An additional teacher has been added at the grade 4 level at Belgrade Central School. A kindergarten position has been moved to grade 1 at China Primary School. (See attached enrollment summary.) The District applied for and received a one-year waiver from the Department of Education to allow RSU18 Pre-K class sizes to go up to 17 students each due to an unexpected large enrollment and lack of available space. The current maximum class size for Pre-K is 15.

The Board reviewed the present and anticipated staff vacancies as of June 1, 2011. (See attached list of vacancies.)

Superintendent Smith requested authorization to offer contracts to qualified teachers and staff during the summer months so that the District would not face the possibility of losing good candidates between Board meetings.

Ellis/Clark        The Superintendent is authorized to offer contracts to qualified teachers and staff after consultation with the Board Chair and/or Vice Chair.

Motion carried unanimously.

The Board reviewed the schedule for summer Board meeting dates. Summer Board meetings were scheduled for July 13, August 3 and August 17.

The Board reviewed the Kennebec Alliance bids for dairy and related products, bakery products, all other food products, and paper and janitorial products for the Nutrition Program for the 2011-12 school year.

Oliver/Doucette        The Kennebec Alliance bids for dairy and related products, bakery products, all other food products, and paper and janitorial products for the Nutrition Program for the 2011-12 school year be awarded as follows.

- Northcenter – food products other than dairy and bakery products
- Northcenter – paper and janitorial supplies for the Nutrition Program
- Oakhurst – dairy and related products
- Bimbo Bakeries – bakery and related products

Motion carried unanimously.

The Board discussed the budget schedule and input regarding the number of public forums or meetings with selectboards from each town. Due to budget season, the District was able to move things out and hold the Budget Validation Referendum on primary day this year, saving money for the District and the District towns, as there was no need for a special referendum. Tying in the vote with the state referendum may allow for an increase in voter turnout at the polls. The perspective is that having that extra couple of weeks allowed for more time to deal with the budget. If the budget is defeated at referendum the budget would revert back to the current year budget. Superintendent Smith noted that a possibility could be for him to attend selectboard and council meetings to discuss the budget with them, perhaps allowing for less public hearings. Attending these meetings and presenting the budget might also garner more support and more people at the polls. Currently there are four public hearings, but only one is legally required. The *Messalonskee Messenger* was out early, and Superintendent Smith worked with the *Kennebec Journal* and *Sentinel* staffs regarding budget articles. There will be a reminder regarding the June 7 referendum, and Mr. Smith will contact Beth Staples, *Sentinel* correspondent, regarding the budget vote. A call to parents will be made through the School Messenger call system, and a notation will be made on the Williams Elementary School marquis board.

Superintendent Smith provided the Board with an update regarding the biomass energy project. RSU 18 received a Maine Forestry Service grant of \$500,000, stimulus money which has to be accounted for by June 30, 2012, as required by State of Maine governmental accounting requirements. The construction timeframe is estimated at nine months, with an August start date and a referendum possibly this summer. The biggest challenge is the absentee ballot window of 30 days. (See attached copy of timeline.)

Downing/Leighton The Board enter executive session to discuss negotiations with the Regional School Unit No. 18 Education Association per 1 M.R.S.A. §405(6)(D).

Motion carried unanimously.

Time: 8:32 p.m.

The Chair declared the Board out of executive session at 8:42 p.m.

Ellis/Clark The Board enter executive session to review the support staff contract with the Regional School Unit No. 18 Education Association per 1 M.R.S.A. §405(6)(D).

Motion carried unanimously.

Time: 8:43 p.m.

The Chair declared the Board out of executive session at 8:49 p.m.

Ellis/Clark The comprehensive contract between the Regional School Unit No. 18 Board of Directors and the Regional School Unit No. 18 Education Association for 2011-12 be adopted as presented.

Motion carried unanimously.

Regional School Unit No. 18 Board Meeting Minutes

June 1, 2011

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Ellis/Downing        The agreement between the Messalonskee Transportation Association and the Regional School Unit No. 18 Board of Directors be approved as presented. This agreement serves as the official record of a side agreement between the Regional School Unit No. 18 Board of Directors and the Messalonskee Transportation Association in relation to the pay rates for the 2011-12 school year. As agreed, the hourly pay rates for regular full-time employees covered by the Transportation Agreement for the 2011-12 school year will increase 2% over the 2010-11 pay rates. This agreement shall not be cited by any party as precedent or past practice, and shall not be admissible in any negotiations or other proceedings involving the parties.

Motion carried: 8-1.

For: Clark, Doucette, Downing, Ellis, Leighton,  
Oliver, Purington and Tracy

Opposed: Seel

Clark/Downing        The Regional School Unit No. 18 Salaried Support Staff Compensation Schedule for 2011-12 be approved as presented. (See attached copy of salary scale.)

Motion carried: 8-1.

For: Clark, Doucette, Downing, Ellis, Leighton,  
Oliver, Purington and Tracy

Opposed: Seel

The Regional School Unit No. 18 hourly support staff non-union pay scale was tabled until the June 15, 2011 Board meeting to correct the steps and years of experience.

Downing/Leighton    The Board enter executive session to discuss the administrative salary schedule for the 2011-12 school year per 1 M.R.S.A. §405(6)(A).

Motion carried unanimously.

Time: 9:37 p.m.

The Chair declared the Board out of executive session at 9:55 p.m.

Ellis/Downing        The administrative salary schedule for the 2011-12 school year be approved as presented. (Please see attached copy of salary schedule).

Motion carried: 6-3.

For: Clark, Downing, Ellis, Leighton,  
Oliver and Tracy

Opposed: Doucette, Purington and Seel

Doucette/Oliver       The meeting be adjourned.

Motion carried unanimously.

Time: 9:56 p.m.

Respectfully submitted,

Gary N. Smith  
Superintendent of Schools

**MEETINGS**

**June 9, 2011** – Messalonskee High School Graduation – 7:00 p.m. – Augusta Civic Center

**June 15, 2011** – Educational Programming Committee – 6:00 p.m. – Room 160 – Mid-Maine Technical Center

**June 15, 2011** – Regular Board Meeting – 7:00 p.m. – Mid-Day Café – Mid-Maine Technical Center

**June 16, 2011** – District Staff Celebration – 5:30 p.m. – Waterville Elks' Banquet and Conference Center

**June 21, 2011** – China Middle School Promotion Ceremony – 6:30 p.m. – China Lake Conference Center

**June 22, 2011** – Messalonskee Middle School Recognition Night – 6:00 p.m. – Messalonskee High School Gymnasium

**July 13, 2011** – Regular Board Meeting – 7:00 p.m. – Messalonskee Middle School

**REGIONAL SCHOOL UNIT NO. 18**

**PROJECTED ENROLLMENTS 2011-12 (as of June 1, 2011)**

*Atwood Primary School*

<b>Teacher</b>	<b>PreK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Totals</b>
Teacher 1	30	19	15	19				Staff = 14
Teacher 2		19	16	19				
Teacher 3		20	16	19				
Teacher 4		20	16	19				
Teacher 5 ?								
<b>Totals</b>	<b>30</b>	<b>78</b>	<b>63</b>	<b>76</b>				<b>247</b>

*Belgrade Central School*

<b>Teacher</b>	<b>PreK *</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Totals</b>
Teacher 1	31	17	14	18	15	15	15	Staff = 19
Teacher 2		17	14	19	15	15	15	
Teacher 3		17	15	18	16	16	14	
<b>Totals</b>	<b>31</b>	<b>51</b>	<b>43</b>	<b>55</b>	<b>46</b>	<b>46</b>	<b>44</b>	

\* wait list of 5 students

*China Primary School*

<b>Teacher</b>	<b>PreK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Totals</b>
Teacher 1	24	15	15	15	16	16	Staff = 17
Teacher 2		16	15	15	16	16	
Teacher 3		15	14	14	16	16	
Teacher 4			14				
<b>Totals</b>	<b>24</b>	<b>46</b>	<b>58</b>	<b>44</b>	<b>48</b>	<b>48</b>	

*James H. Bean School*

<b>Teacher</b>	<b>PreK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Totals</b>
Teacher 1	28	14	17	17	20	20	19	Staff = 19
Teacher 2		14	17	17	20	20	18	
Teacher 3		13	16	18	20	20	18	
Teacher 4								
<b>Totals</b>	<b>28</b>	<b>41</b>	<b>50</b>	<b>52</b>	<b>60</b>	<b>60</b>	<b>55</b>	

*Williams Elementary School*

<b>Teacher</b>	<b>PreK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Totals</b>
Teacher 1					18	19	20	Staff = 12
Teacher 2					18	18	20	
Teacher 3					17	18	20	
Teacher 4						18	19	
Teacher 5				1			1	
<b>Totals</b>				<b>1</b>	<b>53</b>	<b>73</b>	<b>80</b>	<b>207</b>

*China Middle School*

<b>Grade</b>	<b>School</b>	<b># Staff</b>	<b>Messalonskee Middle School # Staff</b>
5		54	3
6		60	3
7		49	3
8		57	3
Specialists		7.1	
<b>Totals</b>		<b>220</b>	<b>19.1</b>

*Messalonskee Middle School*

<b>Grade</b>	<b># Staff</b>
5	18/class
6	20/class
7	17/class
8	19/class
Specialists	18.67
<b>Totals</b>	<b>564</b>

*Messalonskee High School*

9	192
10	195
11	186
12	208
<b>Totals</b>	<b>781</b>

*Tuioned High School Students*

Erskine Academy	198
Other Schools	22
<b>Total</b>	<b>220</b>

NOTE: The Planning Decisions' Enrollment Study projects Pre-k at 99 and K at 241.

**PLEASE POST**

TO: All District Staff  
FROM: Gary N. Smith, Superintendent of Schools  
DATE: June 1, 2011  
SUBJECT: District Vacancies

**Messalonskee High School**

Part-time AP Biology Teacher (one year position)  
Physical Education Teacher  
Girls' JV Field Hockey Coach  
Girls' Varsity Soccer Coach  
Girls' JV Soccer Coach  
Boys' JV Basketball Coach  
Fall Cross Country Coach

**Messalonskee Middle School**

Science Teacher Grade 7/8  
Life Skills Special Education Teacher Grades 6-8(282 Certified)

**China Primary School**

2-4 hr. Pre-K Ed Tech Positions (one am & one pm)  
Kindergarten Aide (am)

**District**

District Speech and Language Pathologist (DOE certified & licensed)  
Substitute Custodians  
Substitute Nutrition Workers

**Summer School**

Regional Summer School Science Teaching Position  
Openings for Summer School (Reading Camp)  
Additional information to follow at a later date.  
Please send letter of interest to the Superintendent's Office.

***Members of the staff interested in the above positions should submit a letter to the Central Office.***

## **BIOMASS PROJECT DISCUSSION TOPICS**

**5-26-11**

### **Design and Construction:**

- Preliminary Site Plan Feedback by June 1<sup>st</sup>
- Automatic ash removal system
- Sprinkler the boiler room or not
- 35% Design Drawings by June 1<sup>st</sup>
- 90% Design Drawings by June 30<sup>th</sup>
- 100% Design Drawings by July 8<sup>th</sup>
- Project Bidding 3 weeks concluding on July 22nd
- Permitting
  - o Town site plan & building permit
  - o Maine Fire Marshall building permit
  - o Maine DEP Air Quality permit
- Construction timeframe- estimated at 9 months starting around August 15th

### **Construction Issues/ Challenges:**

- Complete underground piping pre frost
- Student security from equipment, trenches and piping
- Maine Forestry Service completion deadline (TBD)
- Building site/ exterior construction pre-winter
- One boiler in the HS during a portion of construction
- Air permit: public notice and application (fees)
- Heating cut-over at each boiler room
- Electrical cut-over from MS

### **Referendum/Project Financing:**

- Determine referendum date
- Referendum marketing plan
- Financing type & source

### **Next Steps:**

- Meeting with Tom Wood to address questions and review design concept
- Design review meeting schedule
- Determine referendum date/ financing type & source
- RFP for wood supply

**REGIONAL SCHOOL UNIT NO. 18**  
**SALARIED SUPPORT STAFF COMPENSATION**  
**2011-12**

<b>Position</b>	<b>Compensation</b>	<b>Insurance/Fringe Benefits**</b>	<b>Dental Benefit**</b>	<b>Sick Leave**</b>	<b>Work Year</b>	<b>Vacation**</b>
Administrative Assistant: Registrar	\$32,000 - \$34,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Administrative Assistant: School Lead (less than 500 students)	\$32,000 - \$34,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Administrative Assistant: School Lead I (greater than 500 students)	\$33,000 - \$35,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Administrative Assistant I	\$34,000 - \$39,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Administrative Assistant II - Office Manager - Central Office	\$48,000 - \$54,000	\$12,190	\$1,200	15 days	52 weeks	4 weeks
Business Office Specialist: Financials	\$42,000 - \$48,000	\$12,190	\$1,200	15 days	52 weeks	4 weeks
Business Office Specialist: Payroll/Benefits	\$42,000 - \$48,000	\$12,190	\$1,200	15 days	52 weeks	4 weeks
Computer/ Network Support Technician (Based on Salary Scale)	\$33,758 - \$50,368	\$12,190	\$1,200	15 days	VARIABLE	2/3/4 wks
Coordinator of Information Systems *	\$66,000 - \$72,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Information Systems Support Technician (Based on Salary Scale)	\$31,417 - \$46,819	\$12,190	\$1,200	15 days	VARIABLE	2/3/4 wks
Maintenance Director *	\$60,000 - \$65,000	\$12,190	\$1,200	15 days	52 weeks	4 weeks
Maintenance/Grounds - Lead	\$34,000 - \$36,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Maintenance Worker-Lead	\$34,000 - \$36,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Maintenance Worker-Supervisor	\$44,000 - \$47,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Nurse	\$44,081 - \$45,675	\$12,190	\$1,200	15 days	37 weeks	NONE
Nurse (Director of Nursing)	\$44,000 - \$50,000	\$12,190	\$1,200	15 days	37 weeks	NONE
Performing Arts Center Director	\$27,000 - \$30,000	\$12,190	\$1,200	15 days	52 weeks	2/3/4 wks
Psychological Evaluator	\$46,000 - \$50,000	\$12,190	\$1,200	15 days	37 weeks	NONE
Service Manager/Trip Coordinator	\$38,000 - \$42,000	\$12,190	\$1,200	15 days	52 weeks	4 weeks
Social Worker	\$40,000 - \$45,000	\$12,190	\$1,200	15 days	37 weeks	NONE
Transportation Director *	\$54,000 - \$60,000	\$12,190	\$1,200	15 days	52 weeks	4 weeks
Summer School & Assigned Curriculum Work-certified teacher/hr (per contract) Supt. Approved tutoring (certified teacher)	to be negotiated	NONE	NONE	NONE	VARIABLE	NONE

\* 5 weeks vacation after 20 years of service completed

**\*\*All benefits are pro-rated for less than full-time employees. Vacation benefits (2/3/4) = 2 weeks during first contract year, 3 weeks after 5 full contract years, 4 weeks after 10 full contract years.**

Notes: 1. Travel Allowance \$.44 per mile for approved travel.

2. Employees working 6 or more hours/day and who are eligible for sick leave will be charged the following:  
1/2 day for using up to 3.5 hrs; 1 day for using over 3.5 hrs.

Approved: \_\_\_\_\_

Date: Effective Date: July 1, 2011

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**REGIONAL SCHOOL UNIT NO. 18  
ADMINISTRATIVE SALARIES  
2011-12  
(as approved by the Board on 6/1/11)**

Position	Location	Proposed Base Salary 2011-12	Contract Salary 2010-11	Contract Duration
Principal	Messalonskee High School	\$89,900.00	\$102,044.85	7/1/11 - 6/30/12
Assistant Principal/ Guidance Director	China Middle School	\$67,666.80	\$66,340.00	7/1/11 - 6/30/14
Assistant Principal/ Co- and Extracurricular Coordinator	Messalonskee High School	\$73,460.00	\$70,460.00	7/1/11 - 6/30/14
Assistant Principal	Messalonskee High School	\$80,740.64	\$83,380.64	7/1/11 - 6/30/14
Principal	China Middle School/China Primary School	\$84,532.50	\$82,875.00	7/1/11 - 6/30/14
Principal	Belgrade Central School	\$80,782.92	\$79,198.94	7/1/11 - 6/30/14
Principal	Williams Elementary School	\$79,251.61	\$77,697.66	7/1/11 - 6/30/14
Principal	Messalonskee Middle School	\$87,982.61	\$86,257.46	7/1/11 - 6/30/14
Assistant Superintendent	District	\$101,389.42	\$99,401.39	7/1/11 - 6/30/14
Principal	Atwood Primary School	\$82,729.11	\$81,106.97	7/1/11 - 6/30/14
Special Education Director	District	\$85,965.60	\$84,280.00	7/1/11 - 6/30/14
Assistant Principal	Messalonskee Middle School	\$71,869.20	\$70,460.00	7/1/11 - 6/30/14
Business Manager	District	\$78,000.00	\$83,860.30	7/1/11 - 6/30/12
Assistant Principal/Special Services Coordinator	China Primary School	\$67,666.80	\$66,340.00	7/1/11 - 6/30/14
Principal	James H. Bean School	\$86,527.62	\$84,831.00	7/1/11 - 6/30/14

Other benefits provided administrators for 2011-12:

Insurance: up to \$12,190 annually toward health insurance or the equivalent toward tax-sheltered annuities, income protection insurance or state group insurance

Vacation: 30 days vacation as approved by the Superintendent

Sick Leave: 15 days per year cumulative to 165

Professional Credits: full tuition at University of Maine cost plus fees and books

Personal Days: 3

Dental: \$1,200 annually toward dental insurance or the equivalent toward tax-sheltered annuities, income protection, or state group insurance

Holidays: 12

Salaries/Administrative salaries 2011-12 - Board Approved