

REGIONAL SCHOOL UNIT NO. 18
BOARD OF DIRECTORS
JUNE 15, 2011
MINUTES

Chair Laura Tracy called the meeting of the Board of Directors to order at 7:07 p.m. in the Mid-Day Café at the Mid-Maine Technical Center in Waterville. Directors Lawrence Brown, Charley Clark, Lora Downing, Elwood Ellis, Doreen Leighton, Kerri Oliver, Dennis Purington, Rebecca Seel and Laura Tracy were present. Director Donna Doucette was absent. A quorum was declared. Also present at all or parts of the meeting were Gwen Bacon, Irene Belanger, Lois Bowden, Karalynn Gibson, Monique Gilbert, Bobbi Godin, Catherine Gordon, Christie Guite, Peter Hallen, Kathy Harris-Smedberg, Mark Hatch, Linda Laughlin, Jennifer McGee, Cheryl Mercier, Jonathan Moody, Darlene Pietz, Mark Powers, Nancy Reynolds and Dana Wrigley.

Mark Powers, Director of the Mid-Maine Technical Center (MMTC), reviewed with the Board the 2010-11 MMTC goals, Program Advisory Committee information, dual college credit data, national and state licensing data, program updates, staff professional development, SkillsUSA State Championship medal placement, MMTC enrollment and Messalonskee High School student highlights. The MMTC goals for 2010-11 were as follow.

- Implement StandardsScore skill grading system, which includes Instructional Planner and Curriculum Mapper.
- Establish procedures to prepare all students for State and National certifications.
- Review plans to complete the self-study for the State's school review.
- Implement Harry Wong's classroom management procedures.
- Review plans to complete the self-study for the OSHA SHAPE Safety Award.
- Update program specific OSHA safety procedures based on MMTC's safety policies.

The Program Advisory Committees have business/industry representation, with eight members per program. There are 98 business/industry representatives. Meetings are conducted twice each year, with Local Skills Championships held in January.

In terms of dual college credits, 110 students earned 540 college credits. The average cost per course was \$442, including tuition, fees and textbooks. Total cost savings for students and parents equals \$79,560. Regarding National and State licensing, for 2010-11 there were 46 industry recognized certifications, with 522 total student certifications. This represents 68.8% student achievement, a 1.1% increase over 2009-10. The cost to the Federal Cark Perkins grant was \$12,150.48.

Apple Computer recognized the Computer Technology Program with the Apple Exemplary Program Award. The MMTC is an Apple authorized service-training center. Reggie Grenier, a Computer Technology Program instructor, is certified as a T3 instructor (Apple Certified Macintosh Technician). Jason Whittemore, CTE Academy Instructor, participated in the OSHA Train the Trainer course.

Twenty-three students competed in 18 competitions in the SkillsUSA State Championships on March 10-11, 2011, with 5 gold medals and 5 bronze medals being awarded to MMTC students.

- Gold: Advertising Design, Architectural Drafting, Cabinetmaking, Collision Repair Technology and Culinary Arts
- Bronze: Automotive Refinishing Technology, Computer Maintenance Technology, First Aid/CPR, Precision Machining and Web Design

Regional School Unit No. 18 Board Meeting Minutes

June 15, 2011

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There were 408 students enrolled at MMTC for the 2010-11 school year, representing 95.3% of enrollment capacity. The statewide average enrollment is 71.1%. There were 132 students from Messalonskee High school, representing 33% of the MMTC total enrollment for 2010-11.

Messalonskee High School student highlights include the following.

- SkillsUSA competition: 10 State skills competitors, with 2 gold and 4 bronze medallists
- Ryan Logan, gold medallist in Collision Repair, and Ethan Vonderheide, gold medallist in Architectural Drafting competed at the National SkillsUSA competition.
- Ten MHS students were inducted into the National Technical Honor Society.
- Forty-two students earned 203 college credits
- There were 10% more students who were proficient in Accuplacer Arithmetic.

7:17 – 7:37 p.m. – Mid-Maine Technical Center Tour

Chair Laura Tracy thanked Mr. Powers for the update and tour of the Center and acknowledged the great job the Tech Center is doing with students.

As another year comes to an end, two Board members, Larry Brown and Dennis Purington, completed their service on the Board and were recognized for their service on the Board and dedication to RSU 18 students. Superintendent Smith noted that this is the last meeting for Gwen Bacon in her role as Associate Principal of Messalonskee High School. Bobbi Godin this week began her assignment as District Business Manager. Assistant Superintendent Linda Laughlin noted that tomorrow evening RSU 18 will hold its 2nd Annual Staff Recognition Celebration, to be held at the Waterville Elks' Banquet and Conference Center, beginning at 5:30 p.m.

7:41 – 7:49 p.m. – Reception

Chair Laura Tracy thanked Mr. Brown and Mr. Purington for their service on the Board.

There were no delegations to be heard.

Purington/Seel The minutes of the June 1, 2011 meeting be approved as printed.

Motion carried: 8-0-1.

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

Opposed: None

Abstained: Brown

The Superintendent's Report was updated. Cathy McKelway will be the new Belgrade representative on the Board, replacing Dennis Purington, and Christie Guite will represent the Town of Rome, replacing Larry Brown. Since the last Board meeting the Central Maine Learning Center and Messalonskee High School held their graduation ceremonies. Next week China Middle School will hold its Promotion Ceremony, and Messalonskee Middle School will hold its Recognition Night. In addition, many year-end activities are occurring at all of the District Schools, as well as at Central Office.

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

Cheryl Mercier, Special Education Director, provided a report of the Central Maine Learning Center (CMLC) graduation held on June 3, 2011. The CMLC is a state of Maine, Department of Education, approved special private purpose school, and is approved to provide educational services to those students identified as special education. Currently, CMLC provides special education services to students in grades 4-12. The graduation ceremony focused on students' strengths. Four students graduated from CMLC, and one student participated in the Messalonskee High School graduation as well. Dot D'Alessandro, Special Education Administrator for CMLC, organized the event. A student from the Class of 2012 was chosen as the speaker. The CMLC staff welcomes anyone who is interested in graduation, which is usually held the first Friday in June.

Gwen Bacon, Associate Principal, provided a report of the Messalonskee High School (MHS) graduation held on June 9, 2011. There were 185 students who participated in the ceremony, and 191 diplomas were awarded. Carolyn Holz was the valedictorian, and Alison Omsberg was the salutatorian. Over the last several years there has been a decline in behavior, with noisemakers, beach balls, confetti, etc., from both the audience and senior class members. This behavior has taken place all throughout the awarding of diplomas. As students' names are called, the focus is on other activities. Next week the staff and MHS administration will meet to review the behavior that occurred at graduation. The MHS administration has been very proactive with students and families. Once the staff has met, information will be collected and brought to the Board for review and input. This is not a ceremony the School wants to continue to have; the staff looks forward to the Board's input.

There was no report of the Mid-Maine Regional Adult Community Education Advisory Board meeting held on June 13, 2011, but Gwen Bacon will forward the meeting minutes to Board members.

Lora Downing provided a report of the Educational Programming Committee meeting held on June 15, 2011. The agenda included an update regarding the No Child Left Behind (NCLB) grant and entitlement grant, and an update regarding progress of standards based implementation work and summer work. Trainings in spring 2011 included beacon training March 17-22, 2011, with 50 teachers participating in the training; and another Beacon training session on May 16-19, 2011, which included additional teachers participating. On June 27-28, 2011 there will be training with Bea McGarvey of the Marzano Lab. Teachers attend voluntarily, and the focus will be on the standards-based system, to project out what students know and need to do. On July 27-28, 2011 there will be nine school systems coming together, with multiple high schools, to work on training across cohort schools. On August 1-3, 2011 there will be training on the Educate software, which was purchased to follow where students are meeting standards and reaching proficiency. The Marzano Lab is reviewing curriculum documents before they can be entered into the Educate software. Messalonskee High School will be working with Maine Course pathways in the fall. At the Superintendents' Conference June 27-28, 2011 some of the schools involved in standards-based implementation work will showcase their work. Commissioner of Education Stephen Bowen is supportive of standards-based education.

Under Unfinished Business, the Board reviewed the hourly non-union support staff compensation scale for 2011-12. The scale represents four steps to include a step for greater than 10 years of experience. The probationary period for new employees will be 18-months. These rates, as with other RSU 18 compensation scale rates, represent a 2% increase.

Ellis/Brown The hourly non-union support staff compensation scale for the 2011-12 school year be adopted as presented. (See attached copy of compensation scale.)

Motion carried unanimously.

Mr. Smith apprised the Board of the following resignations.

- Elizabeth Gilley, grade 5, Belgrade Central School
- Katie Gorham, Class of 2013 advisor, Messalonskee High School
- Justin Laverriere, cross-country coach, Messalonskee High School
- Brittany O'Brien, kindergarten aide, China Primary School
- Bonnie Sammons, science teacher, Messalonskee High School

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

- Scott Curtis, girls' varsity soccer coach, Messalonskee High School
- Travis Dorsey, boys' freshmen basketball coach, Messalonskee High School
- Ryan Martin, boys' JV basketball coach, Messalonskee High School
- Dana Michaud, grade 8 assistant football coach, Messalonskee Middle School
- Beth Pregovisk, physical education teacher, Messalonskee High School

Motion carried unanimously.

The Board reviewed the present and anticipated staff vacancies as of June 15, 2011. (See attached list of vacancies.) Superintendent Smith noted that the District is getting some outstanding applications, and finalists are accepting the positions.

The Board reviewed Policy File: IKFA, Graduation Requirements – Adult Education. Linda Laughlin, Assistant Superintendent, noted that this policy was reviewed with members of the Educational Programming Committee.

Downing/Purinton Policy File: IKFA, Graduation Requirements – Adult Education, be adopted as presented. (See attached copy of policy.)

Motion carried unanimously.

Linda Laughlin, Assistant Superintendent, provided the Board with an update regarding federal funds. The majority of federal funds are either No Child Left Behind (NCLB) or Title I grant funds. Ms. Laughlin reviewed a four-year history of federal grants received. The first two years represented 2007-08 and 2008-09 figures on the former MSAD 47 system. The next two years 2009-10 and 2010-11 reflect funds received after consolidation. Title I funds are based on the District's free/reduced lunch count. Once funds arrive in District they are dedicated based on building level free/reduced lunch

amount. Once dedicated to a building the funds are then distributed by student eligibility based on academic performance. ARRA (American Recovery and Reinvestment Act) stimulus funds were extended into the current school year, as well as the next school year, and the funds need to be spent this year. Tough decisions will need to be made, as the effect of stimulus money will be over. Due to federal cutbacks, \$513,533 in 2009-10 is not reflective of what both MSAD 47 and China School systems used to receive combined. RSU 18 manages grants for Erskine Academy Title II (monies dedicated to RSU 18). Title II D funds have stopped, and the Title IV, Drug Free Schools grants, have stopped as well. These grants used to pay for substance abuse counseling, as well as supplies for the elementary guidance curriculum. Title V grant monies stopped after the 2007-08 school year. Title VI grant monies pay for the elementary math coach's salary, as well as some start-up programs, such as the four-year old program, the ESL (English as a Second Language) program, and the Virtual High School (VHS) program. These now come forward to local funds to support these programs. A couple weeks ago the District was notified that it would receive a 10% decrease in Title IIA funds. (See attached copy of grant summary.)

Cheryl Mercier, Special Education Director, provided an update regarding the local entitlement grant, which is supplementary to the District's budget. If spending less locally the District has to provide reasons as to why it is spending less, such as cutting positions. The bulk of the local entitlement money is spent on ed tech salaries and benefits. The funds also pay for out-of-district placements, which cost about \$60,000 each, upwards to \$120,000. This year there was an extra special education teacher at Messalonskee High School and an extra special education teacher at the elementary level, as well as an additional speech pathologist. This grant has paid for the DIBELS database and LEXIA, students' testing data, which provides a quick glance of every test a student has taken since enrolling in the District.

Superintendent Smith provided the Board with an update regarding the biomass project and timeline for a referendum vote. The project continues on a very tight pace. A design review is scheduled for tomorrow. A meeting with the Oakland Planning Board is scheduled for June 21. Work has begun on the public notice for an emissions license. Final numbers on the project will come July 15 or July 22. A tentative referendum date is August 23, if the Board authorizes proceeding with project.

Nancy Reynolds, Principal of the James H. Bean School, reviewed with the Board the expenses to be charged to the Anson Tillson Fund for the 2010-11 school year. The fund was created in 1968. In past years there was more interest. Last year the School did not spend any of the funds. The Anson-Tillson Fund had a total value of \$67,099 on June 30, 2011. Earned interest was \$224.82. The Fund received a donation of \$700, which was earmarked for the Summer Library Program. The Anson-Tillson Fund Committee met and determined that with the limited interest no funds would be expended except for the \$700 donation for the Summer Library Program, and to use the \$224.82 interest to seed the Project Scholar Program.

Oliver/Downing The Board approves the recommendation of the Anson-Tillson Fund Committee to disburse \$700 for the Summer Library Program and \$224.82 to seed the Project Scholar Program.
Motion carried unanimously.

Catherine Gordon, Principal of Belgrade Central School, reviewed with the Board the expenses for the Don C. Stevens Fund. The Fund provides for students in many ways, including additional programs during school, additional materials and resources, and new experiences above and beyond what the District is able to provide. The Fund enriches the educational experiences of all Belgrade students. The Fund is administered through the Town of Belgrade, and Pam Prescott, a teacher at Belgrade Central School, is Chair of the Advisory Committee. Expenses are as listed below.

Don C. Stevens Trust Fund			
	2010 Proposed	2010 Spent	2011 Proposed
General			
Miscellaneous	\$500	\$285	\$500
Art			
Teacher Supplies	\$1,000	\$979.33	\$1,000
Laminator	\$500	\$151.50	\$500
Enrichment			
PCAC	\$6,000	\$6,290	\$5,000
Math/Science Materials	\$500	\$442.00	\$500.00
Field Trips	\$2,200	\$1,000	\$1,000
Reading/Writing			
Reference	\$500	\$283.20	\$500
Library	\$1,700	\$1,500	\$1,500
Kennebec Valley Book Awards	\$200	\$200	\$200
Pride Books	\$300	\$334.22	\$0.00
Supplemental	\$3,200	\$2,615.98	\$2,000
Totals	\$16,600	\$14,081.23	\$12,700

As this was an informational item only, no action was needed or taken.

Kathy Harris-Smedberg, Principal of Williams Elementary School, reviewed with the Board the Kappler Fund expenses for the 2010-11 school year. The Kappler Dental Program currently services students in grades 2 and 3. Last year 24 students received dental sealants. Listed below is a summary of the Kappler Fund account as of June 15, 2011. The request of \$1,460.00 for the 2011-12 school year will come from interest only. No principal will be used. The Kappler Committee agreed to add grade 5 back into the Program. Additionally, the Lions' Club of Oakland, a group required for the Kappler Committee, asked if they could include a visual screening for grades K and 1. They would provide the necessary materials and staff. The Kappler Fund Committee voted to provide up to \$150.00 should more than 70 students opt into the visual screening.

Kappler Fund

Beginning balance 6/30/09	
Reserved Principal	50,000.00
Unreserved	28,429.50
Total	78,429.50
Revenues	
Dividends	
September	687.50
December	687.50
March	656.88
May	656.88
Total	2,688.76
Expenses	
Salary	779.00
Total expenses	779.00

Summary

Revenues	2,688.76
Expenses	-779.00
Balance	1,909.76

Reserved Principal	50,000.00
Unreserved	30,339.26
Total	80,339.26

Requesting for 2011-12 School Year:

Salary	1,200.00
Supplies	200.00
Pay Increase	<u>60.00</u> (5%)
Total	1,460.00

Oliver/Brown The administration be authorized to use \$1,460.00 of interest from the Kappler Fund for the dental sealant program for the 2011-12 school year.

Motion carried unanimously.

The Board reviewed the assessment of Regional School Unit Tax.

Purington/Seel The administration be authorized to submit to the District towns the assessment of Regional School Unit tax as presented.

Belgrade:	\$4,769,277.94
China:	\$3,430,557.68
Oakland:	\$3,702,112.91
Rome:	\$1,380,084.14
Sidney:	\$2,916,673.94

Motion carried unanimously.

Superintendent Smith reviewed the School Nutrition prices for the 2011-12 school year. Prices will remain at the 2010-11 level, with the exception of the adult lunch price, which will increase from \$3.50 to \$4.00. Prices are as listed below.

Level	Regular Lunch	Reduced Lunch	Regular Breakfast	Reduced Breakfast	Milk
K-5	\$2.00	\$.40	\$.75	\$.30	\$.30
6-12	\$2.50	\$.40	\$.75	\$.30	\$.30
Adults	\$4.00		\$1.25		

Ellis/Clark The school nutrition prices for the 2011-12 school year be adopted as presented.
 Motion carried unanimously.

The Board reviewed bids for the Kennebec Alliance for paper and laminating supplies for the 2011-12 school year as listed below.

2011-12 Results of Kennebec Alliance Bid - May 23, 2011

	W.B. Mason	Cascade School Supplies	Contact Paper Group
Paper 8.5" x 11"			
00184 Lavender	\$3.39	\$4.57	\$3.21
10003 White	\$2.61	\$2.95	\$2.68
10002 Blue	\$3.39	\$4.61	\$3.21
10006 Green	\$3.39	\$4.62	\$3.21
10008 Canary	\$3.39	\$4.62	\$3.21
10010 Pink	\$3.39	\$4.62	\$3.21
10011 Ivory	\$3.39	No Bid	\$3.21
Paper 8.5" x 14"			
10001 White	\$3.75	\$4.51	\$3.79
Paper 11" x 17"			
10004 White	\$6.10	\$10.52	\$11.92
Laminating Film			
00193 12" x 1"	\$10.29	\$10.28	No Bid
00194 18" x 1"	\$14.25	\$13.66	No Bid
00197 25" x 1"	\$14.99	\$19.01	No Bid
00414 27" x 1"	No Bid	No Bid	No Bid

Oliver/Leighton The Board approves the recommended bid proposal of Contact Paper Group as listed above for the purchase of white and colored paper for the 2011-12 school year through the Kennebec Alliance.
 Motion carried unanimously.

Superintendent Smith requested preauthorization for fuel oil bids. With respect to fuel oil prices, three years ago when prices were high the Board authorized the Superintendent to, at the right time, get fuel prices. As oil is now to \$98 per barrel and is tracking in the right direction, the District would not want to lose an opportunity.

FURTHER VOTED: That the Computation and Declaration of Votes be entered upon the records of the Regional School Unit No. 18 (the "Regional School Unit").

FURTHER VOTED: That a certified copy of the Computation and Declaration of Votes be sent to each of the Municipal Clerks within the Regional School Unit.

Motion carried unanimously.

Recess: 8:44 – 8:50 p.m.

Downing/Clark The Board enter executive session to meet with the incoming principal of Messalonskee High School per 1 M.R.S.A. §405(6)(A).

Motion carried unanimously.

Time: 8:50 p.m.

The Chair declared the Board out of executive session at 9:07 p.m.

Ellis/Brown 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: 9:07 p.m.

The Chair declared the Board out of executive session at 9:27 p.m.

Ellis/Oliver The teachers' comprehensive contract between the Regional School Unit No. 18 Education Association and the Regional School Unit No. 18 Board of Directors for the 2010-11 school year be adopted as presented.

Motion carried unanimously.

Leighton/Brown The teachers' comprehensive contract between the Regional School Unit No. 18 Education Association and the Regional School Unit No. 18 Board of Directors for 2011-12 through 2013-14 be adopted as presented.

Motion carried unanimously.

Clark/Ellis The meeting be adjourned.

Motion carried unanimously.

Time: 9:35 p.m.

Respectfully submitted,

Gary N. Smith
Superintendent of Schools

MEETINGS

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

June 20, 2011 – James H. Bean School 5th Grade Recognition Ceremony – 6:00 p.m. – James H. Bean School

June 21, 2011 – District Leadership Team- 6:00 p.m. – Central Office

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

June 22, 2011 – Williams Elementary School 5th Grade Recognition Ceremony – 9:00 a.m. – Williams Elementary School

June 22, 2011 – Belgrade Central School 5th Grade Recognition Ceremony – 1:00 p.m. – Belgrade Central School

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

June 27, 2011 – District Leadership Team – 4:30 p.m. – Central Office

July 13, 2011 – Teacher Negotiations Session – 4:30 p.m. – Central Office

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

July 20, 2011 – Oakland Town Council Meeting (District Biomass Project) – 6:00 p.m. – Oakland Town Office

August 3, 2011 – Educational Programming Committee – 6:00 p.m. – Central Office

August 3, 2011 – Regular Board Meeting – 7:00 p.m. – Central Office

August 17, 2011 – Regular Board Meeting – 7:00 p.m. – Central Office

**Messalonskee School District
41 Heath Street
Oakland, Maine 04963**

PLEASE POST

TO: All District Staff
FROM: Gary N. Smith, Superintendent of Schools
DATE: June 15, 2011
SUBJECT: District Vacancies

Messalonskee High School

Physical Science Teacher
Part-time AP Biology Teacher (one year position)
Girls' JV Field Hockey Coach
Girls' JV Soccer Coach
Fall Cross Country Coach
Assistant Cook (5 hrs a day)
(2) Advisors for the Class of 2015

Messalonskee Middle School

Assistant Principal
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)
Anticipated Title I Ed Tech

Williams Elementary School

Teacher - Grade 3-5

Atwood Primary School

Teacher - Grade K-2

District

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

Summer Need

(2) One on One Ed Tech II (ABA Experience)
Regional Summer School Science Teaching Position

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

REGIONAL SCHOOL UNIT NO. 18

File: IKFA

GRADUATION REQUIREMENTS – ADULT EDUCATION

Adults may earn a Mid-Maine Regional Adult Community Education (MMRACE) diploma by attending the daytime/evening program and completing the course requirements outlined below:

Graduation:

Beginning with those who would have graduated in 2001, 22 credits are required for graduation. Students who would have graduated prior to 2001 will be expected to complete the credit hour requirements of Messalonskee High School in the projected year of graduation had they stayed in the regular day program. All students must satisfy the following core requirements: English (4 credits); Social Studies (3 credits, one (1) credit of which will be in U.S. History, one (1) of which will be in U.S. Government/Civics, and (1) of which will be a Social Studies credit); Mathematics (3 credits); Science (2 credits with laboratory study recommended); and a Computer/Technology Education Course (1 credit). The remaining credits are to be earned in courses approved by the school counselor/director. Every effort should be made to provide students with experiences in the areas of Fine Arts, Health, Consumer Economics, and Career Exploration/Personal Development as their educational plans are being developed. Each adult high school course entails 45 hours of class time and is worth one (1) credit, with the exception of credits pursued through the External Credit Option (ECO). Students may take a maximum of four courses per semester. Additionally, credits may be awarded from the following out-of-school experience(s):

1. Enrollment in an approved correspondence school (maximum of two (2) credits)
2. Completion of Maine State Apprenticeship Council approved apprenticeship programs
3. One (1) credit will be awarded for military service of not less than two (2) successive years, resulting in an honorable discharge or separation. The military experience criterion also covers candidates who have spent a minimum of six (6) years in the National Guard or in the Reserves and hold an honorable discharge.
4. One (1) credit will be awarded for three (3) consecutive years of work experience in no more than one occupation of family skills, and two (2) credits for work experience of five (5) years or more in length in no more than two occupations. The work experience regulations also cover adults who spend their day working in the home. These adults may be awarded up to one (1) credit for three (3) years of homemaking experiences and up to two (2) credits for five (5) or more years.
5. Credits may be earned by an adult through independent study or external credit option (ECO). Students who qualify for ECO must meet the criteria outlined by the Maine Department of Education.
6. A maximum of two (2) credits may be awarded an adult participating in a planned volunteer work activity. A minimum of forty-five (45) hours is required for one (1) credit.

7. Career exploration is a concept, which allows diploma candidates to earn up to one (1)-credit for forty-five (45) hours of supervised observation/practicum experiences in business, industry, institutions, and agencies.

No person will be awarded a high school diploma unless he/she has earned a minimum of one (1) credit in a group/classroom learning experience offered by the Mid-Maine Regional Adult Community Education (MMRACE) Program.

A day high school student who is 17 years of age and has completed four (4) years of high school and fails a subject(s) may enroll in a course(s) offered by Adult Education. A Mid-Maine Regional Adult Community Education (MMRACE) diploma will be awarded after successful completion of course work and credit requirements.

A day high school student who wishes to meet credit requirements for a Messalonskee High School diploma (23 credits) through an alternative method may earn up to two credits through an Adult Education Program. In addition, a student may obtain credit recovery through a standards-based summer school program or through an adult education course. These recovery credits may be in addition to the two (2) earned credits through Adult Education. The student must have prior written approval from the Guidance Director and Principal. These courses must be completed prior to the student's graduation.

A day school student with an approved alternative plan who chooses to meet the twenty-two (22) credits required for adult education completion will receive a Mid-Maine Regional Adult Community Education (MMRACE) diploma and not a Messalonskee High School diploma. Twenty-three (23) credits and meeting all day school requirements are necessary for a student to receive a Messalonskee High School diploma.

The graduation requirements set forth in this policy will apply to all students enrolling in the Adult Education Program after July 1, 2011.

Legal Reference: MRS Chapter 308A, Section 2384
Rules and Regulations, Adult Education High School Completion
Chapter 225, DECS, October, 1987

Date of Adoption: June 15, 2011

**Regional School Unit No. 18
Hourly Support Staff Pay Scale - NonUnion**

Effective Date: July 1, 2011

Position <i>(completed years)</i>	Step I	Step II	Step III	Step IV	Health	Dental	Sick/Pers	Work	Vacation**
	<1 Yr Exp	>1 <2 Yr Exp	>2<10yrs	> 10 yrs	Insurance**	Benefit**	Leave**	Year	
After-school Supervisor/Detention Supervisor	\$10.97	\$12.92	\$13.29	\$13.79	NONE	NONE	NONE	37 weeks	NONE
Grounds/Building Maintenance	\$12.56	\$14.56	\$15.66	\$16.16	\$12,190	\$1,200	15/2 days	52 weeks	2/3/4 weeks
Grounds Worker	\$11.87	\$13.29	\$14.92	\$15.42	\$12,190	\$1,200	15/2 days	52 weeks	2/3/4 weeks
Interpreter - Hearing Impaired	\$13.40	\$15.66	\$16.86	\$17.36	\$12,190	\$1,200	12/2 days	37 weeks	NONE
Monitor (Study Hall/Cafeteria)	N/A	N/A	\$12.14	\$0.00	NONE	NONE	NONE	37 weeks	NONE
Nurse (LPN)	\$14.56	\$16.50	\$17.05	\$17.55	\$12,190	\$1,200	12/2 days	37 weeks	NONE
Nurse Assistant	N/A	N/A	\$11.93	\$0.00	None	None	None	37 weeks	NONE
Occupational Therapy Assistant (COTA)	\$16.20	\$18.82	\$20.28	\$20.78	\$12,190	\$1,200	12/2 days	37 weeks	NONE
PAC Tech	N/A	N/A	\$12.85	\$0.00	NONE	NONE	NONE	VARIABLE	NONE
Playground Monitor	\$9.45	\$11.09	\$11.93	\$12.43	NONE	NONE	NONE	37 weeks	NONE
Secretary	\$11.62	\$13.65	\$14.75	\$15.25	\$12,190	\$1,200	15/2 days	44 weeks	2/3/4 weeks

- Adult Education Instructor (Diploma) \$18.00
- Adult Education Instructor (General) \$16.00
- Student Rate \$8.25
- Tutor * \$11.00
- Tutor (Certified Teacher) \$18.00
- Substitute Custodian \$9.50
- Substitute Maintenance \$9.50
- Substitute Mechanic \$9.50
- Substitute Nurse \$12.50
- Substitute Nutrition Worker \$9.00
- Substitute Secretary \$10.00

Benefits for all support staff (non-union and union) will be the same.

* or at their current ed tech rate, whichever is higher

- Substitute Support Staff (Long Term) *Substitute support staff long term receive Step I of the hourly rate for that position*
- Substitute Teacher/Aide 9.50/hr up to \$62/dy
- Substitute Teacher/Long Term/Cert for position \$135.00 *A long-term sub works 11 or more days in the same position. Sub starts at long-term rate if initially hired for long term*
- Substitute Teacher/Long Term/Non-Cert for position \$100.00 *A long-term sub works 11 or more days in the same position. Sub starts at long-term rate if initially hired for long term*

***This benefit may be different depending on the date of hire.**

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

- NOTE:
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.
 3. The probationary period for these employees will be 18 months.
 4. Changes in hourly salary rates will be July 1 for full-time employees and in September for school year employees.

Approved: _____

**RSU 18, MSAD #47, CHINA SCHOOLS
NCLB & ENTITLEMENT GRANT REVIEW**

	Title IA	Title IIA Teacher Quality	Title IID Enhancing Education through Technology	Title IV Drug Free Schools	Title V Innovative Education	Title VI Rural Low- Income	NCLB Total	Entitlement
2007-2008**	\$395,681	\$121,021	\$5,498	\$10,854	\$13,187	\$77,556	\$623,797	\$503,937.00
2008-2009**	\$443,515	\$124,636	\$5,857	\$10,855	\$0	\$63,997	\$648,860	\$528,760.00
2009-2010	\$513,533	\$161,190	\$6,472	\$15,528	\$0	\$77,040	\$773,763	\$725,777.00
	ARRA: \$379,870	Erskine: \$25,697	ARRA: \$15,907					
2010-2011	\$520,640	\$158,234	\$0	\$0	\$0	\$72,538	\$678,874	\$745,868.00
	\$5,800 from IIA	Erskine: \$19,728 Title IA \$5,800						
2011-2012	??	??	\$0	\$0	\$0	??		??

** Pre-Consolidation (MSAD #47 only)