

# Frequently Asked Questions

Questions	Answers
We saw a list of what the Asst. Super does, what's left for the Super to do?	<a href="#">Superintendent's Job Description</a> <a href="#">Assistant Superintendent's Job Description</a>
We had requested to see Reduction Impact on Central Office positions. The cut proposed was one that directly impacts kids. Can we get info on Reduction impact on central office personnel?	Sharing the Assistant Superintendent information was to share the responsibilities that would need to be absorbed, which would be the impact. <a href="#">Central Office Position Comparison</a>
Evaluations for staff morale. We need to pass out a survey to ALL school staff that can be completed anonymously. It should NOT be sent by any Central Office Personnel. Then we can see what is causing low morale and staff have the ability to be truthful without fear of repercussions!	The Superintendent and Assistant Superintendent meet monthly with the employee union leadership to address concerns that arise from staff. This is an opportunity to discuss morale and garner feedback for areas of improvement.
Can you share test scores for our district? How many kids are meeting state standards for reading, writing and math?	The scores for SY22-23 have not been released yet. Previous data can be accessed using the <a href="#">DOE Dashboard</a> website.
How do we compare to other districts for Evaluation, Median Age, and Median Household Income?	<a href="#">School District Comparisons</a>
Can staff take a reduction in salary in order to reduce taxes?	In order for staff to agree to reducing their compensation, contracts would need to be reopened and renegotiated. It is important to note that in order to have quality staff stay or apply for positions, the district needs to pay them as close to market value as possible. If the district reduces

	compensation, staff may leave to go to other districts and positions may not be filled.
Has the District considered consolidation as an opportunity for potential savings.?	<p>The process to consolidate and potentially close a building has been and will continue to be considered. Last year, the Finance and Facilities Subcommittee reviewed a <a href="#">SY22-23 Restructuring Planning Document</a>. In addition, the Subcommittee heard from a Siemen's representative, who works to maintain our facilities, his opinion as to the status of SPS and LT.</p> <p>There are funds set aside in this budget to conduct a feasibility study to determine which building, SPS or LT, is a more fiscally appropriate choice to maintain. After the Subcommittee reviews the report and makes a recommendation to the Board, any choice to close a building must then be approved by the RSU voters. Upon approval, a building closure plan would need to be generated and implemented to redistribute staff and students.</p> <p>The Subcommittee has not set a timeline for a decision. The Committee meets before every regular Board meeting at 5:30 at Central Office. It is open to the public.</p>
How does RSU 4 compare to 2021 - 2022 Per Pupil Cost Comparison by Expenditure Article?	Information obtained through the Maine Department of Education Website: <a href="#">COMPARISON CHART</a>
Why are there layers of secretaries?	The Central Office has two administrative assistants. One is the Assistant to the Superintendent and one is the Assistant to the Director of Special Education. All the schools have a school secretary and OHHS has a Guidance Department Administrative

	Assistant. There is an additional Administrative Assistant located at Carrie Ricker that supports Special Education teachers.
Are the staff contracts completed before the budget is finalized? If so, how are pay negotiations/raises promised before an actual budget to cover these amounts is approved & put in place?	Contracts are negotiated in the year prior to when a contract expires. Negotiations are not always completed prior to the budget being developed or approved. The Business Manager budgets in anticipation of increases based on patterns of increases in neighboring districts and other recently settled contracts with other employee units. The Board's Negotiations' team works with the Board to set perimeters for the team in regards to salaries and benefits and contract language.
What is the Superintendent and Assistant Superintendent's increase in salary for this coming school year?	Superintendent is 3%. Assistant Superintendent is 3.5%
What did teachers get for salary increases this contract?	Teachers' increases range from 3.18%-7.68% depending on where they fall on the scale.
If this budget doesn't pass, what are the next things that will be considered for cuts?	This is a tough one to answer as the cuts so far have not caused people in positions to lose their jobs. If a teacher or administrator loses their job at this point, there is a 90 day notice, which would impact the overall savings. Support Staff in a Collective Bargaining Unit have a 30 day calendar written notice. Staff that do not have a contract usually receive a two week notice. The Board has not discussed athletics or co-curriculum as a possible reduction. The reductions have left little room for emergencies or unforeseen expenditures, it

	is a very tight budget.
Is there an electric bus in the budget?	No, there is not an electric bus in the budget.
Are nurses required positions?	Districts need to have a nurse to oversee the medical needs of students. RSU #4 has a nurse in every building except for Libby-Tozier, which will have an LPN rather than a nurse.
What positions are located at the Central Office?	Superintendent, Assistant Superintendent, Business Manager, Accounts Payable, Payroll, 2 Administrative Assistants, Director of Special Education, Director of Operations, Director of Technology, Network Specialist, Data Specialist
Which positions are in the System Administration Cost Center?	Superintendent, Assistant Superintendent, Business Manager, Accounts Payable, Payroll, 1 Administrative Assistant
How many Principals?	Four Principals ,Oak Hill High School, Oak Hill Middle School, Sabattus Primary, Libby-Tozier/Carrie Ricker
How many Assistant Principals?	Two positions are in the Budget, Oak Hill High School and Libby Tozier/Carrier Ricker One position is in the ARP funds, Oak Hill Middle School
Why did the System Administration Cost Center increase over the years?	<p><b>*2019-2020: \$624,406</b>  2020-2021: \$651,335  2021-2022: \$666,492  2022-2023: \$842,790  <b>2023-2024: \$855,187</b></p> <p><b>**Rechecked budget booklets took the School Admin number rather than the System Admin number</b>  For the 2022-2023 budget, when the</p>

	Curriculum Director position was changed to the Assistant Superintendent position, the position was moved from Cost Center 5 to Cost Center 6, there was an increase for the new Superintendent's salary/benefits and other salary/benefit increases for positions in this cost center.
How much does it cost to run multiple referendums?	Each mailer that is sent out prior to the town budget meeting has a cost for printing and postage. The mailers range between \$1,000-\$1,500 with the exception of the most recent mailer, which was printed in house to save on cost. The postage for each mailer is between \$450-\$550.
How much money in your proposed 2023-24 budget would be spent on continuing promotion of such WOKE, CRT, and DEI concepts to our children?	The District works to educate students in alignment with State Standards and Educational Policies and Laws. In order to be in compliance there are professional development funds available for workshops and training when required and/or requested from staff and administrators.
What are the class sizes?	Here is a link for <a href="#">Class Sizes</a> .
What is the interest rate on our Debt Service loan through Maine Municipal Bond Bank? How many more payments remain?	The interest rate is currently 4.453% and will be 4.677% next year. There are 2 remaining payments for this Debt Service.
What is being used for the current school budget given that the referendum has not yet passed? What is the basis for this decision?	<u>Per statute</u> , the current operating budget is \$21,760,006.56, the amount that was passed at the September 20th town budget meeting. Each town receives an updated assessment schedule shortly after the most recent town budget meeting that reflects the updated tax assessment amounts.
Where can I find a list of staff and their	We do not publish a list of staff with their

salary?	associated salaries. The budget has a list of salary costs for each Cost Center.
Where can I find a list of stipends that are paid and the names of the people those stipends were paid to?	We do not publish a list of stipends with the associated staff member. A stipend list can be located in the Professionals CBA on the District website.
Where can we find a list of duties of any administrative assistants at the Central Office?	There are two Administrative Assistants at Central Office: <u><a href="#">Administrative Assistant to the Superintendent</a></u> <u><a href="#">Administrative Assistant to the Special Education Director</a></u>
Why does there need to be a Principal at the primary school when it has 2 grades and has been a shared position for years?	The OHMS principal was also covering Sabattus Primary. Due to the middle school adding grade 5, the responsibilities became unmanageable. The Sabattus Primary School Principal has additional district duties, which include Homeless Liaison and district Dropout Prevention Committee.
Why do bus drivers who live in the district drive their buses home? How does this affect the fuel cost? Is that a driver benefit? What about drivers that do not live in the district? Does the district pay for their personal fuel driving back and forth through the day?	Drivers who take the option to bring their buses home save the district fuel. The drivers live close to the start and end of their routes. A bus driver in Litchfield who drives a Litchfield run does not need to drive the bus from Sabattus to Litchfield to start the run and does not need to drive the bus back to Sabattus at the end of the run. We do not pay drivers who pick up their buses at the garage for their mileage to and from their homes. It is a driver benefit that they all have expressed is very important!
Besides the pay, how is the district trying to actively recruit bus drivers?	The district is working to support people who want to be Bus Drivers but do not have their licenses to help them attain their

	licenses. The district has put out information as to how to attain your bus drivers licenses. Advertised positions, attended job fairs, reached out to retired drivers, cold called people who have relevant experience, reached out to the three towns asking for trainer support, reached out to other districts to share bus drivers. Contacted subcontractors to temporarily fill absences, of the five contacted, three can not help the district and the district has not heard from the other two.
What were the positions at the Central Office in yr 20/21? What was added?	The positions in 20/21 are the same as the positions at the Central Office this year. No positions were added.
Do the Superintendent and the Assistant Superintendent get a yearly performance review? Who does it? And if not passing, do they still get their raises?	The Superintendent is evaluated by the Board. The Assistant Superintendent is evaluated by the Superintendent. Pay raises are not connected to performance.
Is there a clause in the admin contract that states if unable to pass a budget due to unsustainability, then there will be no pay increase?	No, there is not.
Who negotiates the contracts and why aren't taxpayers allowed to have a say in what they are stuck paying with?	The Board negotiates four contracts plus the Superintendent's. The Superintendent negotiates contracts for positions that need a contract and are not in the Collective Bargaining Units. Negotiations are a confidential process. Taxpayers elect Board members. One of the functions of Board members is to negotiate contracts.
School staff positions have been cut enough. When are the Central Office	Positions reduced, were identified through the review of class sizes, course enrollment

positions going to take a cut too? Not just changing mail delivery days?	and if the position was reduced would the high quality education for the district's students still be retained. There are no Central Office positions that can be reduced without impact to the Operations of the District.
What admin positions were added during Covid?	Pre-COVID: 2 OHHS, 2 OHMS, 2 Elementary COVID: 2 OHHS, 1 OHMS, .5 OHMS/.5 SPS, .5 OHMS/.5 SPS, 2 Elementary Post COVID: 2 OHHS, 3 OHMS, 3 Elementary
How many times are we going to need to vote on the school budget? There should be a limit. If not passed, then it should run for the same amount as the prior year. The people/taxpayers have spoken.	Here is the link to the Maine Statute explaining what happens when a district fails to pass a budget: <a href="https://drive.google.com/file/d/145QGHvfGzZ85ag9Yglyb48Ufyw50Le2w/view?usp=sharing">https://drive.google.com/file/d/145QGHvfGzZ85ag9Yglyb48Ufyw50Le2w/view?usp=sharing</a>
While informing friends and neighbors of the last vote, I found that 90% were NOT aware of the budget situation. The common statement was that they didn't get anything in the mail or hear anything about it. Many are not on FB or have kids in the school. The majority of people that are aware are because they have FB and kids in school. There needs to be a better way to get communications to the taxpayers.	Not sure why all residents are not receiving the budget mailings as intended.



There needs to be an anonymous survey for staff to do about their leaders to show how they feel about their leadership. Not meeting with staff heads. That would allow them to say truthfully how they feel about their assistant super and superintendent without repercussions.	Thank you for your input.
Can the district please please get the buses all up and running with enough drivers? The driver shortage might be a larger issue but it is a giant issue for this district and getting kids to school, and relying on other people for transportation and changing work schedules. It is a hardship! This needs to be a priority.	<p>The District is working hard to hire more bus drivers! We have two people in training to be drivers. We are working with two people about substituting and possibly doing Pre-K run.</p> <p>The Board raised the pay from \$21-\$23 an hour to \$23-\$25 an hour at the October 11 Board meeting in an MOU with the Union. It is a priority to hire drivers!</p>
Do bus drivers get health insurance?	<p>The Board agrees to pay 100% of single subscriber health insurance for employees who work twenty (20) hours in a week.</p> <p>The Board contributions for health insurance shall be limited to the cost of the Choice Plus plan.</p>
What was the total amount the state provided last year to what is expected this year?	<p>The State school funding formula for all public schools is referred to as the ED 279, which determines the amount that towns (Local) need to contribute in order to receive the State contribution:</p> <p><b>2022-2023</b></p>

	<p>Total Allocation: \$16,925,066.10  Local Contribution: \$5,816,793.32  State Contribution: \$11,108,272.78  <b>2023-2024</b>  Total Allocation: \$17,050,781.13  Local Contribution: \$6,012,554.33  State Contribution: \$11,038,226.80</p>
Please provide the collective bargaining agreements for superintendent and assistant superintendent.	<p>The Superintendent and Assistant Superintendent contracts are not collective bargaining agreements, they are individual contracts.  This information may be requested following the District's <a href="#">KDB policy</a>.</p>
If the superintendent and principals believe that making cuts in the classrooms is okay and the teachers can manage the additional work... why doesn't she think it's fair to also make cuts in administration because they can handle the additional work?	<p>The decision as to which staff reductions would be proposed was not based on who could handle additional work or not.  As stated in a previous question, positions reduced were identified through the review of class sizes, course enrollment and if the position was reduced would the high quality education for the district's students still be retained. There are no Administrator or Central Office positions that can be reduced without impact to the Operations of schools or District.  The teaching position reductions did impact the number of students in the classroom, which increased the teacher workload, however, the class sizes are still reasonable. Administrator reductions or Central Office reductions would in some cases double the workload and require adding someone else's different job responsibilities to another person's job responsibilities.</p>
Why do we pay activity fees when there is	<p>Activity fees are part of the district's revenue needed to balance the budget. The</p>

no transportation?	miscellaneous revenue line is \$129,000, which includes funds collected through activity fees. If the District decides not to collect activity fees due to the bussing shortage, the district would need to absorb the loss of revenue. Without an approved School Budget it is hard to assess the potential impact of the loss of revenue at this time.
Do any of the Principals or Vice Principal also carry a regular teaching load?	They do not carry a regular teaching load.