

BOARD OF DIRECTORS TOUR OF MOUNTAIN VALLEY COMMUNITY SCHOOL
60 HIGHLAND TERRACE, MEXICO 5:00PM
BOARD OF DIRECTORS MEETING AGENDA
MVHS CAFETERIA
MONDAY, JANUARY 12, 2026 SCHOOL BOARD 6:30PM

Link for Live Viewing at: <https://meet.google.com/yok-odcy-hpq>

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Tom Danylik, Principal MVHS

II. ADJUSTMENTS TO THE AGENDA

If yes:

Motion:

Second:

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the December 8th Meeting of the Western
Foothills Regional School Unit No. 10 School Board Meeting Minutes as Written.

Motion:

Second:

PUBLIC COMMENTS/QUESTIONS

(This is the time for the public to comment in-person at School Board Meetings)

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS-Khloe Brown

Student Board Representatives Reports - BJSHS- Vacant

Upcoming Meetings:

January 12th-16th NO School Grades 6-8 Mountain Valley Region

January 16th-23rd NO School Grades PreK-5 Mountain Valley Region

January 20th Grades 6-8 Start at MVCS

January 26th Grades PreK-5 Start at MVCS

January 21st Curriculum Committee Meeting at 4:00 at BJSHS

January 21st Personnel Committee Meeting at 5:00 at BJSHS

January 21st Policy Committee Meeting at 6:00 at BJSHS

January 26th School Board Meeting at 6:30 at MVHS

February 9th School Board Meeting at 6:30 at BJSHS

February 16th President's Day Central Office **CLOSED**

February 16th-20th School Vacation Week

February 25th Finance Committee Meeting at 4:00 at CO

February 25th Policy Committee Meeting at 5:00 at CO

February 25th BG&T Committee Meeting at 6:00 at CO

VI. COMMITTEE REPORTS

1. Personnel Committee
2. Policy Committee
3. Finance Committee
4. Building & Grounds Committee
5. Negotiations Committee update
6. Region 9
7. Region 11
8. Curriculum Committee
9. Superintendent's Report-

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports: Teacher Planning Committee presentation

Resignations/Retirements:

The Superintendent has accepted the resignation of Sharon Searles, Nutrition Production Manager at BJSHS, effective 1/2/26.

The Superintendent has accepted the resignation of Marie Gauvin, ELL, Ed Tech III for the District, effective 1/30/26.

The Superintendent has accepted the resignation of Donald Turner, Bus Aide/Monitor Nezinscot Region of RSU 10, effective 12/12/25.

The Superintendent has accepted the resignation of Joshua Thornton, Assistant Wrestling Coach at MVHS, effective 12/12/25.

Transfers:

The Superintendent has approved the transfer of Jamie Pepin, from Nutrition Service Worker 5.75hrs/dy at MVHS, to NSW 8hrs/dy at BJSHS.

Appointments:

The Superintendent has appointed Troy Eastman, as the HS Varsity Baseball Coach at BJSHS for the 2025-2026 Season.

New Hires (don't need Board approval):

The Superintendent has hired Marissa Zaroni, as a Special Education, Ed Tech II (ELS) at MVCS/MES.

Employee Probationary Period Completions:

Katherine Gagne- Special Education, Ed Tech I at MVMS/MVCS- 1/6/26

Policy Regulations and Job Descriptions (don't need Board approval):
JRA-E- Annual Notice of Student Education Records and Information Rights-
ADOPTED 11/19/25 by the Policy Committee

VIII. OLD BUSINESS

None

IX. NEW BUSINESS

1. Act to Approve the Transfer of Rumford Elementary School to the Town of Rumford.

"I move that the Vote entitled, "Vote to Transfer Rumford Elementary School to the Town of Rumford," be adopted in form presented to this meeting and that an attested copy of this Vote be filed with the minutes of this meeting."

Motion: Second:

2. Act to Ratify the Collective Bargaining Agreement Between RSU 10 Board of Directors and Administrators.

Motion: Second:

3. Act to Approve the Superintendent's Recommendation of Isaac Ledesma, as an Elementary Special Education Teacher at MVCS.

Motion: Second:

X. BOARD MEMBER COMMENTS

1. Board Chair's/Superintendent's Review

XI. EXECUTIVE SESSION

None

EXIT EXECUTIVE SESSION

Motion: Second: at _____ p.m

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required)

Motion: Second:

XII. ADJOURNMENT

Motion: Second:

BOARD OF DIRECTORS MEETING APPROVED MINUTES
BJSHS CAFETERIA
MONDAY, NOVEMBER 10, 2025 SCHOOL BOARD 6:30PM

Link for Live Viewing at: <https://meet.google.com/yok-odcy-hpq>

School Board Members Present: Chad Culleton, Allison Long, Peter DeFilipp, Darcy Klein(virtual), Jennifer LeDuc, Ed Bulger, Erin Hinkley, Kristen Chapman, Doug Stone, Dan Hodge, Veronica "Bonnie" Child(virtual)

School Board Members Absent: Vacant- Hanover Rep., Vacant- Roxbury Rep.

School Board Student Rep. Absent: Chloe Brown

Staff & Community Present: Deb Alden, Brian Carrier, Matthew Gilbert, Margaret Therriault, Leah Kaulback, Troy Eastman, Ryan Wilkins, Jerry Wiley, Phil Therriault, Tom Danylik, Devin Roberts, Brian Hooper, Students, Staff, Community Members

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Ryan Wilkins, Principal HSES

II. ADJUSTMENTS TO THE AGENDA

If yes: None

Motion:

Second:

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the October 27th Meeting of the Western Foothills Regional School Unit No. 10 School Board Meeting Minutes as Written.

Motion: P. DeFilipp

Second: D. Hodge

Passed

Abstained: C. Culleton

PUBLIC COMMENTS/QUESTIONS

(This is the time for the public to comment in-person at School Board Meetings)

None

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS- Chloe Brown- Absent

Student Board Representatives Reports - BJSHS- Vacant

Superintendent Alden- Shared letters received from the Towns of Buckfield and Sumner.

Upcoming Meetings:

November 11th Veterans Day **Central Office CLOSED**

November 13th Teacher Planning Committee at 5:30 at CO

Cont.

November 15th SATURDAY Open House Tour of MVCS 9:00-12:00

~~November 17th Administration Negotiations at 5:30 at CO~~

November 19th Curriculum Committee Meeting at 4:00 at CO

November 19th Personnel Committee Meeting at 5:00 at CO

November 19th Policy Committee Meeting at 6:00 at CO

November 24th Financial Workshop at 6:00 at MVHS-LIBRARY

December 4th Administration Negotiations at 5:00 at CO

December 8th School Board Meeting at 6:30 at MVHS

December 17th Finance Committee Meeting at 4:00 at CO

December 17th Policy Committee Meeting at 5:00 at CO

December 17th BG&T Committee Meeting at 6:00 at CO

December 22nd -January 2, 2026 **Christmas Break**

December 24th and December 25th **Central Office CLOSED**

VI. COMMITTEE REPORTS

1. Personnel Committee- 11/19

2. Policy Committee- 11/19

3. Finance Committee- 12/17

4. Building & Grounds Committee- 12/17

5. Negotiations Committee update- Committee met on 11/10, 12/4

6. Region 9- November Meeting Canceled, 12/3

7. Region 11- 11/13

8. Curriculum Committee- 11/19

9. Superintendent's Report-

- **Board Goals:** Results of the School Board Meeting Survey were in the packet with results discussed under "New Business". Our next meeting with Chad and Jen is on Friday, November 21st @ 9:30.
- **MVCS** - Playground equipment has arrived and the company is looking at the end of Nov./beginning of Dec. for installation. We have had a few "hiccups" with installation of phone/internet lines and service, but Brian and Mike have been on it. Starting to install promethean boards, assign phone numbers, etc. She toured with ELS and they would consider staffing a PreK classroom for RSU10 students coming in with needs. Region 9, Early Childhood Ed. toured the MVCS space and are deciding when they will move in.
- **HSES-** As of today (Tuesday 11/4) a "band-aid" has been put on the tank and the septic system is fully functioning. Devin is working to get quotes from more than one company for the replacement of the tank. We still need to move forward with this.

Cont.

- **HSES** - Also, as of today 11/4, there have been no more sightings of cockroaches or bed bugs. On Thursday, after writing this, there were additional sightings at both schools. Modern Pest continues to monitor as well as our School Nurse.
- **Teacher Planning Time Committee** - We have had our second meeting and set for a third on Nov. 13th. We are hoping to receive more responses to the staff survey that recently went out. We are considering what other districts do as well. We are feeling like it probably needs to be a combination of things.

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports:

None

Resignations/Retirements:

None

Transfers:

The Superintendent has approved the transfer of Tanya Yates, from Special Education, Ed Tech III to Behavior Intervention, Ed Tech III at MVCS/MES.

Appointments:

The Superintendent has appointed Noah Marston, as the HS- JV Boys Basketball Coach at BJSHS.

The Superintendent has appointed Tom Danylik, as the HS-JV Boys Basketball Coach at MVHS for the 2025-2026 season.

New Hires (don't need Board approval):

The Superintendent has hired Brianna Holmquist, as a Title I Ed Tech III at MVCS/MES.

The Superintendent has hired Kelsey Salatino-LeBreton, as a Special Education, Ed Tech III at MVCS/MES, beginning January 16, 2026.

Employee Probationary Period Completions:

None

Policy Regulations and Job Descriptions (don't need Board approval):

None

VIII. OLD BUSINESS

1. Act on the Use of Capital Improvement Reserve Funds for the Sewer Project at HSES, and the Roofing Project at BJSHS.

Cont.

Discussion.

D. Roberts- Estimate at the time it was given was \$21,300.

L. Kaulback- There is \$150,000 in the capital reserve account.

A. Long- made a motion to use capital improvement reserve funds for the roofing project at BJSHS.

Seconded: D. Stone

Discussion continued.

J. LeDuc- made a motion to use capital improvement reserve funds for the roofing project at BJSHS not to exceed \$24,000.

Seconded: D. Stone

Discussion continued.

D. Hodge- made a motion to use capital improvement reserve funds for the roofing project at BJSHS not to exceed \$21,300. Any additional amount will need to come back to the Board for a vote.

Seconded: D. Stone

J. LeDuc- withdrew her previous motion and D. Stone withdrew his previous second.

Vote on D. Hodge motion/D. Stone second

Unanimous

E. Bulger- made a motion to use capital improvement reserve funds for the sewer project at HSES not to exceed \$20,000. Any additional amount will need to come back to the Board for a vote.

Second: D. Stone

Unanimous

IX. NEW BUSINESS

1. Act to Approve the Superintendent's Recommendation of Sydney Rowe, as a MS Guidance Counselor at MVCS.

Motion: A. Long Second: P. DeFilipp

Unanimous

2. Discussion on School Board Survey Results.

X. BOARD MEMBER COMMENTS

K. Chapman, J. LeDuc, A. Long, D. Klein

XI. EXECUTIVE SESSION

1. Move to Enter into Executive Session for the Purpose of Discussion Regarding the Hiring of an Assistant BG&T Director for the District Pursuant to MRS§ 405(6)(A).

Motion: C. Culleton Second: P. DeFilipp at 7:32p.m.

Unanimous

EXIT EXECUTIVE SESSION

Motion: D. Stone Second: P. DeFilipp at 7:41p.m.

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required)

Act to Approve the Hiring of **Brian Hooper, with an Annual Salary of \$73,000** as an Assistant BG&T Director for the District Pursuant to MRS§ 405(6)(A).

Motion: J. LeDuc Second: E. Hinkley

Unanimous

EXECUTIVE SESSION

2. Discussion Regarding a Personnel Matter Pursuant to MRS§ 405(6)(A).

Motion: A. Long Second: P. DeFilipp at 7:44p.m.

EXIT EXECUTIVE SESSION

Motion: E. Bulger Second: P. DeFilipp at 7:56p.m.

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required) None

Motion: Second:

XII. ADJOURNMENT

Motion: E. Bulger Second: D. Stone at 7:57p.m.

Unanimous

BOARD OF DIRECTORS FINANCIAL WORKSHOP APPROVED MINUTES
MVHS LIBRARY
MONDAY, NOVEMBER 24, 2025 SCHOOL BOARD **6:00PM**

School Board Members Present: Chad Culleton, Allison Long, Peter DeFilipp, Erin Hinkley, Kristen Chapman, Dan Hodge, Veronica “Bonnie” Child

School Board Members Absent: Darcy Klein, Doug Stone, Jennifer LeDuc, Ed Bulger, Vacant-Hanover Rep., Vacant- Roxbury Rep.

Staff & Community Present: Deb Alden, Matthew Gilbert, Leah Kaulback

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE
6:00p.m.

II. ADJUSTMENTS TO THE AGENDA

If yes: None

Motion: Second:

III. School Board Financial Workshop

1. Budgeting Process: Building the Expense side of the budget
 - a. Timeline for process
 - b. Coding-Chart of Accounts
 - c. Splitting accounts
2. EPS (Essential Programs & Services): Revenue side of the budget
3. Fund Balance - Carryover
4. Assessment Sheet
5. Budget to Budget versus % change to Towns - two different things
6. Does the School Board want the Budget Presentations:
 - a. Budget by Cost Center **OR**
 - b. Budget by School/Department(The budget has to be by Cost Center for the voters)

IV. BOARD MEMBER COMMENTS

Paula Gravelle at the MDOE is editing and posting her ED279 presentation.

V. ADJOURNMENT

Motion: C. Culleton Second: V. Child

Unanimous at 7:55p.m.

FYI

EDUCATIONAL POLICIES OF
REGIONAL SCHOOL UNIT NO. 10

POLICY: BDE
REVISIONS ADOPTED: 3/12/18
REVISIONS ADOPTED: 11/14/22

BOARD STANDING COMMITTEES

The Board believes that strong committees can be useful to its decision-making process and in the transaction of Board business. The Board may establish such standing committees, as it deems necessary to facilitate school unit governance and address ongoing school unit needs. A standing committee has only such authority as specified by the Board.

All standing committees shall comprise less than a majority of the Board.

All standing committee meetings are open to the public except as provided by the Freedom of Access Law and the Municipal Public Employees Labor Relations Law.

ESTABLISHMENT AND FUNCTIONS OF STANDING COMMITTEES

The following provisions apply to the establishment and functions of standing committees;

- A. The committee shall be established through the action of the Board.
- B. Board members will volunteer for committees and/or be appointed by the Board Chair. The Committee Chair will be chosen by the committee.
- C. The Board Chair may also make appointments to standing committee vacancies on standing committees that occur prior to the Board's next organizational meeting.
- D. The term of appointment to a standing committee shall be until the next organizational meeting.
- E. The Board Chair and Superintendent shall be ex officio (non-voting) members of all standing committees.
- F. Any Board member may attend and participate at standing committee meetings, but only appointed members of the committee may vote.
- G. Except as authorized by law or Board action, a standing committee may research issues and make recommendations for Board action, but may not act for the Board.
- H. A standing committee may be abolished at any time by a vote of the Board.

AUTHORIZATION/APPOINTMENT OF STANDING COMMITTEES

The Board shall have the following standing committees:

- 1. Finance Committee
- 2. Building, Grounds, and Transportation.
- 3. Policy Committee
- 4. Personnel Committee
- 5. Curriculum Committee

These committees may be combined to suit the needs of the district. The Board may establish other standing committees it deems necessary in accordance with this policy.

POLICY: BDE

Legal Reference: 1 MRSA § 401 et seq.
Cross Reference: BDEA – Personnel Committee
BDEB – Policy Committee
BDEC – Finance Committee

Adopted: October 22, 1990 (was policy BCD)
Revised: 12/4/06
First reading of revisions: 1/29/18
Second reading and adopted: 2/13/18
First reading of revisions: 10/24/22
Second reading and adopted: 11/14/22

BOARD OF DIRECTORS MEETING **DRAFT** MINUTES
MVHS CAFETERIA
MONDAY, DECEMBER 8, 2025 SCHOOL BOARD **6:30PM**

Link for Live Viewing at: <https://meet.google.com/yok-odcy-hpg>

School Board Members Present: Chad Culleton, Allison Long, Peter DeFilipp, Darcy Klein(virtual), Jennifer LeDuc, Ed Bulger, Erin Hinkley, Kristen Chapman, Veronica "Bonnie" Child

School Board Members Absent: Dan Hodge, Doug Stone, Vacant- Hanover Rep., Vacant- Roxbury Rep.

School Board Student Rep. Absent: Chloe Brown

Staff & Community Present: Deb Alden, Brian Carrier, Matthew Gilbert, Margaret Therriault, Bethany Meehan-Poulin, Carrie Luce, Sarah Marshall, Jeff Bailey, Devin Roberts, Students, Staff, Community Members

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Carrie Luce, Principal at MVCS/MVMS

II. ADJUSTMENTS TO THE AGENDA

If yes: None

Motion:

Second:

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the November 10th Meeting of the Western Foothills Regional School Unit and the November 24th School Board Financial Workshop No. 10 School Board Meeting Minutes as Written.

11/10/25

Motion: P. DeFilipp Second: A. Long

Unanimous

11/24/25

Motion: A. Long Second: V. Child

Passed

Abstained: D. Klein, J. LeDuc

PUBLIC COMMENTS/QUESTIONS

(This is the time for the public to comment in-person at School Board Meetings)

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS- Khloe Brown- Absent

Student Board Representatives Reports - BJSHS- Vacant

Supt. Alden- Reinette Chenard, Data Specialist for RSU10, has been nominated for the 2026 RISE Award.

Upcoming Meetings:

December 15th Teacher Planning Committee at 4:00 at CO

December 17th Finance Committee Meeting at 4:00 at CO

December 17th Policy Committee Meeting at 5:00 at CO

December 17th BG&T Committee Meeting at 6:00 at CO

December 22nd -January 2, 2026 **Christmas Break**

December 24th and December 25th **Central Office CLOSED**

January 1, 2026 New Year's Day **Central Office CLOSED**

January 12th School Board Meeting at 6:30 at MVHS

January 12th-16th NO School Grades 6-8 Mountain Valley Region

January 16th-23rd NO School Grades PreK-5 Mountain Valley Region

January 20th Grades 6-8 Start at MVCS

January 26th Grades PreK-5 Start at MVCS

January 21st Curriculum Committee Meeting at 4:00 at BJSHS

January 21st Personnel Committee Meeting at 5:00 at BJSHS

January 21st Policy Committee Meeting at 6:00 at BJSHS

VI. COMMITTEE REPORTS

1. Personnel Committee-11/19, 1/21
2. Policy Committee-11/19, 12/17
3. Finance Committee-12/17
4. Building & Grounds Committee-12/17
5. Negotiations Committee update-1/12/26 School Board agenda-Ratify Administrators Contract, January 2026, start negotiations- Ed Tech Contract
6. Region 9-12/3, 1/6/26
7. Region 11- 12/12 negotiations
8. Curriculum Committee- 11/19, 1/21/26
9. Superintendent's Report-
 - **MVCS** - It is becoming real!!! This month furniture is being moved in. Equipment is being delivered. Training for staff is happening for the different systems in the building. If interested, I can plan a tour for the Board before our meeting on January 12th? The artwork will be installed by then!
 - **HSES** - On December 1st RA Excavation and Stevens Electric Pumps discovered that a tank was left in the ground during one of the additions years ago. This is creating more work and revised estimates. We have put this on the agenda. Additionally it is going to take them more time to order a different size replacement.

- **HSES** - We continue to work with Modern Pest, Town of Hartford and the residence to remedy the pest situation. As of today we have not encountered more within our school, that she knows of.
- **Teacher Planning Time Committee** - We have had our fourth meeting and are set to meet and consider language for the proposal on Dec. 15th. Remember this has to come to the full Board to be voted on before anything happens.
- **Withdrawal Negotiation Committee** - Superintendent Alden consulted with Attorney Dick Spencer from DWM regarding what RSU 10 needs to do regarding the "Withdrawal study". Among other advice, he said to put together an "Advisory Committee". He suggested one of the two Chairs (would have to be Jen), one from Mexico, one from Rumford and one from the NV region (not on any town withdrawal committees). It would be great to decide this tonight (Chad can appoint) as Dick will come to meet with us in January.

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports:

Reflective Practice Days and the Connection to our CNA Goals- Matt Gilbert, Assistant Superintendent.

MMSA(Maine Math Sciences Alliance, part of the WorkForce Ready 2030 Project)- Sarah Marshall, Michelle Scribner, Lacey Todd, Jeff Bailey, Brian Carrier, Matt Gilbert

Resignations/Retirements:

The Superintendent has accepted a letter of **retirement** from Patricia Lawlor, Nutrition Service Worker (6.25hrs/dy) at RES/MVCS, effective 2/27/26.

Transfers:

None

Appointments:

The Superintendent has appointed RYANNE PREVOST, as the Newspaper Advisor for MVHS.

The Superintendent has appointed Marc Smith, as the MS- JV Girls Basketball Coach at BJSHS.

New Hires (don't need Board approval):

The Superintendent has hired Michael Berry, as a Special Education, Ed Tech III at MVCS/MES.

The Superintendent has hired Teresa Ryan, as a Special Education, Ed Tech I at HSES.

Employee Probationary Period Completions:

Casie Morris-Special Education, Ed Tech III- BJSHS- 11/25/25

Policy Regulations and Job Descriptions (don't need Board approval):

ACAA-R- Student Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedures- REVISED 11/19/25, by the Policy Committee.

ACAB-R- Employee Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedures- REVISED 11/19/25, by the Policy Committee.

KF-E- Facility Use Agreement- REVISED 11/19/25, by the Policy Committee.

VIII. OLD BUSINESS

None

IX. NEW BUSINESS

1. Act on the Superintendent's Recommendation of Mary Hersom, as Grade 7 Math Teacher at BJSHS.

Motion: P. DeFilipp Second: V. Child

Unanimous

2. Act on the Superintendent's Recommendation of Melissa Porter, as Science Teacher at MVHS.

Motion: V. Child Second: A. Long

Unanimous

3. Act on the Use of Additional Capital Improvement Reserve Funds Exceeding \$20,000 for a Revised Estimated Amount of (\$) for the Sewer Project at HSES.

Motion: A. Long Second: V. Child

\$4520 plus 18,750= 23,270

C. Culleton- Act on the Use of Additional Capital Improvement Reserve Funds for a Revised Estimated Amount not to Exceed \$25000 for the Sewer Project at HSES.

Second: P. DeFilipp

Unanimous

X. BOARD MEMBER COMMENTS

1. Board Chair's/Superintendent's Meeting Review- J. LeDuc
P. DeFilipp, A. Long, E. Bulger, K. Chapman, V. Child

XI. EXECUTIVE SESSION

1. Act to Enter into Executive Session to Discuss Superintendent Search Pursuant to MRS § 405(6)(A).

Motion: V. Child Second: P. DeFilipp at 7:40p.m.

EXIT EXECUTIVE SESSION

Motion: A. Long Second: J. LeDuc at 7:50p.m

Unanimous

RESULTS FROM EXECUTIVE SESSION:

A. Long- Made a Motion to Contract with MSMA as a Search Consultant for a Superintendent for RSU 10.

Motion: A. Long Second: J. LeDuc

Unanimous

XII. ADJOURNMENT

Motion: V. Child Second: A. Long at 7:59p.m.

EDUCATIONAL POLICIES OF
REGIONAL SCHOOL UNIT NO. 10
799 Hancock Street, Suite 1
Rumford, ME 04276
207-369-5560

POLICY: JRA-E
ADOPTED: 11/19/25

ANNUAL NOTICE OF STUDENT EDUCATION RECORDS AND INFORMATION RIGHTS

The Family Educational Rights and Privacy Act ("FERPA") provides certain rights to parents and eligible students (18 years of age or older) with respect to the student's education records.

A. Inspection of Records

Parents/eligible students may inspect and review the student's education records within 45 days of making a request. Such requests must be submitted to the Superintendent or building administrator in writing and must identify the record(s) to be inspected. The Superintendent or building administrator will notify the parent/eligible student of the time and place where the record(s) may be inspected in the presence of school staff. Parents/eligible students may obtain copies of education records at a cost of \$0.10 per page.

B. Amendment of Records

Parents/eligible students may ask the School Department to amend education records they believe are inaccurate, misleading or in violation of the student's right to privacy. Such requests must be submitted to the Superintendent or building administrator in writing, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the Superintendent or building administrator decides not to amend the record as requested, the parent/eligible student will be notified of the decision, their right to request a hearing and information about the hearing process.

C. Disclosure of Records

The School Department must obtain a parent/eligible student's written consent prior to disclosure of personally identifiable information in education records except in circumstances permitted by law or regulations as summarized below.

1. Directory Information

The School Department designates the following student information as directory information that may be made public at its discretion: name, participation and grade level of students in officially recognized activities and sports, height and weight of student athletes, dates of attendance in the school unit, honors and awards received, and photographs and videos relating to student participation in school activities open to the

public (except photographs and videos on the Internet). Parents/eligible students who do not want the School Department to disclose directory information must notify the Superintendent in writing by September 15th or within thirty (30) days of enrollment, whichever is later. This opt-out request will remain in effect unless and until it is rescinded.

2. Military Recruiters/Institutions of Higher Education

Military recruiters and institutions of higher education are entitled to receive the names, addresses and telephone numbers of secondary students and the School Department must comply with any such request, provided that parents have been notified of their right to make a written request that this information not be released without prior written consent. Parents/eligible students who do not want the School Department to disclose this information without their prior written consent must notify the Superintendent in writing by September 15th or within thirty (30) days of enrollment, whichever is later.

3. School Officials with Legitimate Educational Interests

Education records may be disclosed to school officials with a “legitimate educational interest.” A school official has a legitimate educational interest if they need to review an education record in order to fulfill a professional responsibility. School officials include persons employed by the School Department as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); members of the Board of Education; persons or companies with whom the School Department has contracted to provide specific services (such as attorneys, auditors, medical consultants, evaluators or therapists, and third-party on-line educational services providers); and volunteers who are under the direct control of the School Department with regard to education records.

4. Health or Safety Emergencies

In accordance with federal regulations, the School Department may disclose education records in a health or safety emergency to any person whose knowledge of the information is necessary to protect the health or safety of the student or other individuals without prior written consent.

5. Other School Units

As required by Maine law, the School Department sends student education records to a school unit to which a student applies for transfer, including disciplinary records, attendance records, special education records and health records (except for confidential health records for which consent for dissemination has not been obtained).

6. Other Entities/Individuals

Education records may be disclosed to other entities and individuals as specifically permitted by law. Parents/eligible students may obtain information about other exceptions to the written consent requirement by request to the Superintendent or building administrator.

D. Complaints Regarding School Department Compliance with FERPA

Parents/eligible students who believe that the School Department has not complied with the requirements of FERPA have the right to file a complaint with the U.S. Department of Education. The office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202

Adopted 11/19/25

STUDENT RECORD DO-NOT-DISCLOSE REQUEST

Return this page to school only if you do NOT want the below information shared by the school district.

This form must be returned to the Superintendent by September 15th or within thirty (30) days of the student's enrollment in RSU #10, whichever is later.

I do NOT permit RSU #10 to release my student's **directory information** (described in section C, part 1. above), possibly including their name; participation & grade level (if they are in officially recognized activities and sports); height and weight (of student athletes); dates of attendance in the school unit; honors and awards received; and photographs and videos relating to student participation in school activities that are open to the public.

Please note: Student information and photos, including directory information, will NOT be published on the Internet without separate permission via form IJNDC-E (Parent Agreement form)

Student's name (printed): _____

Parent/guardian name (printed): _____

Parent/guardian signature: _____

I do NOT permit RSU #10 to share with **military recruiters and institutions of higher education** my secondary student's name, address, and telephone number without my additional written consent. (This is outlined in section C, part 2. above)

Student's name (printed): _____

Parent/guardian name (printed): _____

Parent/guardian signature: _____

January 12, 2026

Motion: I move that the Vote entitled, "Vote to Transfer Rumford Elementary School to the Town of Rumford," be adopted in form presented to this meeting and that an attested copy of this Vote be filed with the minutes of this meeting.

**VOTE TO TRANSFER RUMFORD ELEMENTARY SCHOOL TO THE TOWN
OF RUMFORD**

WHEREAS, on April 13, 2022, the State Board of Education approved a state-subsidized school construction project for a new PreK-8 school at the site of the current Mountain Valley Middle School and Meroby Elementary School in the Town of Mexico (the "Project");

WHEREAS, on November 8, 2022, at a referendum duly called by the School Board of Regional School Unit No. 10 (the "RSU"), the voters of the RSU approved the Project;

WHEREAS, pursuant to 20-A M.R.S. § 4102(1), the closure of Rumford Elementary School is part of the Project;

WHEREAS, in June 2024, at a town meeting duly called and held, the voters of the Town of Rumford (the "Town") approved the acceptance of Rumford Elementary School from the RSU.

NOW THEREFORE, the School Board of the RSU hereby votes as follows:

1. Pursuant to 20-A M.R.S. § 4103(3), the Superintendent is authorized to convey Rumford Elementary School to the Town for no monetary consideration by quitclaim deed without covenant, substantially in the form presented to this meeting.
2. The Superintendent is further authorized to take such other actions as the Superintendent deems necessary to effectuate the transfer of control of Rumford Elementary School premises to the Town, including without limitation proration of utilities and fuel oil, and transfer of insurance coverages and of billing of utilities.
3. An attested copy of this Vote be filed with the minutes of this meeting.

A true copy attest:

Deborah Alden
Secretary

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R. S. U. NO. 10 BOARD OF DIRECTORS

AND

THE WESTERN FOOTHILLS ADMINISTRATORS' ASSOCIATION

JULY 1, 2026 - JUNE 30, 2029

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AGREEMENT

- A. This Agreement is entered into by and between the R.S.U. No. 10 Board of Directors (hereinafter referred to as "Board") and the Western Foothills Administrators' Association (hereinafter referred to as "Association").

ARTICLE 1 - RECOGNITION

- A. The Board recognizes the Association as the exclusive bargaining agent for a unit consisting of the following positions:

- Assistant Building, Grounds & Transportation Director
- Assistant Director of Special Services
- Assistant Principal
- Athletic Director
- Building, Grounds & Transportation Director
- Director of Special Services
- Elementary Principal
- High School Principal
- Junior/Senior High School Principal
- Middle School Principal
- Nutrition Director
- Technology Director

ARTICLE 2 - MANAGEMENT RIGHTS

- A. All rights, powers, discretion, authority, and prerogatives of the Board and Superintendent of Schools are retained by and shall remain exclusively vested in the Board and Superintendent of Schools.

ARTICLE 3 - ADMINISTRATOR RESPONSIBILITIES

- A. All administrators agree that, as supervisory personnel responsible for the operation of the school or their departments, they shall at all times cooperate fully with the Superintendent and Board.
- B. Administrators shall at all times hold such valid certificates issued by the Maine State Department of Education as required for their positions, and shall at all times perform their assigned duties in a professional manner and in accordance with all applicable statutes, policies, rules, regulations and this Agreement, under the direction and to the satisfaction of the Board and the Superintendent.

ARTICLE 4 - ADMINISTRATOR RIGHTS

- A. When administrators are required to appear before the Board or at any meeting, which may result in disciplinary action, they shall be given at least one day's written notice of the cause and nature of such a meeting and shall have the right to have a representative present.
- B. No administrator shall be dismissed without just cause.
- C. Any complaints from the public regarding an administrator shall be processed pursuant to Board policy. In the event that the Board modifies this policy, it shall provide written notice to the Association.
- D. Principals and Directors will be evaluated by the Superintendent annually. The Superintendent may designate the building principal to evaluate the assistant principal and athletic director. Any administrator covered by this agreement will be evaluated by the superintendent or his designee by standards set forth district policy and state statute.
- E. No complaint or letter adverse to the administrator shall be placed in the administrator's file until the administrator has been given such material. The administrator shall acknowledge he/she has been given the document by affixing his/her signature to the document to be filed. Such signature in no way indicates agreement with the contents of the document, only that such document has been received by the administrator. The administrator shall have the right to submit a written response to the material within seven (7) calendar days of receipt of the material and the response shall be attached to the complaint.
- F. Layoffs
 - 1. In the event the Board decides to eliminate positions, it shall meet and consult with the Association relative to the impact of the layoff.
 - 2. Administrators may be terminated upon ninety (90) calendar days notice when changes in local conditions warrant the elimination of the administrator's position.
 - 3. Administrators will be classified within the following impact groups: Principals, Assistant Principals-Athletic Directors, Director of Special Services, Assistant Director of Special Services, Technology Director, Nutrition Director, Building, Grounds & Transportation Director, Assistant Building, Grounds & Transportation Director and Building Administration can be reassigned by the school board based on building/school configuration.

4. The degree of order of reduction of force **within the impact group**: 1. Certification for the position; 2. Seniority; 3. Evaluation; 4. Advanced degree(s).
5. Seniority is defined as years of full-time administrative experience within R.S.U. No. 10 and its previous consolidated regions. In the event that two or more administrators have an equal number of years of experience within R.S.U. No. 10 and its previous consolidated regions, the tie will be broken by adding the total years of full-time administrative experience for each administrator.
6. Any administrator whose position is eliminated shall receive severance pay in the amount of \$200.00 per full year of service beginning with his/her third year in R.S.U. No.10 and its previous consolidated regions up to 15 years of service.

G. Recall

1. Administrative Positions

The administrator who is laid off will be given first consideration for any other open administrative bargaining unit position for which he/she is qualified before the position is advertised outside the bargaining unit.

- a. First consideration means the administrator must participate in the interview process in force at the time of filling the vacancy.

2. Former Position

The Board agrees to offer the laid off administrator the position from which he/she was laid off if the position is re-established within one (1) year from the date the administrator was laid off. It is the responsibility of the administrator to keep his/her address current in the office of the superintendent.

ARTICLE 5 - INDIVIDUAL CONTRACTS

- A. All newly hired administrators shall be on probationary status for the first two (2) full years of employment. The Superintendent shall provide the notification of renewal of the annual probationary contract not later than April 1st.
- B. Following the successful completion of the two (2) years of probationary status, an administrator shall be issued a three-year contract renewed annually. Notification of renewal shall thereafter be issued no later than March 1st of the year before the contract expires.

- C. Individual salary contracts shall be returned to the Superintendent no later than March 15th, except for probationary administrators whose deadline for returning contract shall be April 15th. If negotiations are still in progress on March 1, the administrators will indicate in writing their intent to continue as administrators for the ensuing year with the understanding that contracts shall be issued in a reasonable amount of time after completion of negotiations. In such a case, contracts shall be returned no later than fourteen (14) calendar days after issuance.
- D. The contract year runs from July 1 through June 30 for administrators. The salary for the respective employment years shall be effective and implemented during the first pay period after July 1st of each year.

ARTICLE 6 - WORK YEAR

- A. The actual days of work will be mutually scheduled between the individual administrator and the Superintendent. Absent mutual agreement, the work year shall be determined by the Superintendent. The understanding is that an administrator will work the necessary days and times to meet his/her professional responsibilities with vacation days subject to approval of the Superintendent.
- B. Per diem for members of the bargaining unit shall be based on two hundred and sixty (260) days, which will include fourteen (14) holidays, twenty-five (25) vacation days. Up to five (5) unused vacation days may be rolled over to the following year.

ARTICLE 7 - BENEFITS

- A. State and National Dues
Each administrator shall have his/her dues paid to one State and one National professional organization, which are directly related to his/her work in the District.
- B. Insurance
 - 1. Medical –
 - a. The District shall pay specific amounts towards the monthly premium costs of the District's health insurance plan chosen by the administrator.

Family, two person, adult with child, single plans: 90%

Board contributions shall be determined under the MEA Choice Plus plan.

- b. In the alternative, any administrator may elect, by June 15th of each year covered by this Agreement not to participate in the health insurance plan provided that he/she documents in writing that he/she is otherwise covered. As a result of the administrator's decision to elect no coverage, he/she will receive \$5000 from the Board. Any such reimbursement under this provision shall be considered taxable income and shall be paid to the administrator as an addition to her/his regular paycheck. Payment of cash-in-lieu will not be made until Proof of Insurance is provided. If an administrator fails to make an election by June 15th, his/her previous election will continue.
 - c. Any administrator may elect this option on an annual basis, provided that such an election may not thereafter be changed during the course of a year covered by this Agreement except as permitted by the Internal Revenue Service regulations, such as a change in marital status, birth of a child, or loss of insurance coverage.
 - d. The Board also agrees to take the necessary action to establish a Cafeteria Plan, qualified under Section 125 of the Internal Revenue Code, to be known as the R.S.U. No.10 Board of Directors Section 125 Plan. Administrators may select additional medical and insurance coverage from that offered by the Board, at their own expense. Any health insurance contributions made by an administrator may be on a pretax basis.
 - e. If married employees both work for the district, they will receive 100% of their health insurance paid by the district instead of Cash-In-Lieu.
- 2. Dental –
Each administrator will receive a paid full - family insurance plan chosen by the district as determined by their eligibility.
 - 3. Disability –
Each member shall receive disability income protection paid by the board as follows:
Group long-term disability insurance through Maine School Management Association.
 - 4. Life Insurance –
Each member shall receive paid term life insurance through Maine State Retirement System (eligibility up to 2X as determined by Maine State Retirement System). Each member may purchase more coverage at their own expense.

C. Course Reimbursement

Whenever an administrator registers for college courses and wishes to have the course prepaid, the District will pay an amount equal to actual costs of tuition and fees, at the University of Maine rate, as verified by presentation of receipts for registration. If the administrator fails to finish, or pass the course with a grade of B or better, the administrator will reimburse the District. Payment shall be deducted from his/her paycheck, in equal sums over the next four (4) paychecks following the expected completion date of the course. To avoid this deduction, the administrator must submit verification of completion to the Superintendent's Office. If the administrator tenders his/her resignation before the District can recover the costs of the course, the District will withhold whatever amount necessary from the administrator's remaining paychecks to recover the cost of the course. No more than nine (9) university credit hours will be paid annually at the University of Maine- Orono graduate per credit hour rate. Courses will not conflict with the workday without prior written approval of the Superintendent of his/her designee. All courses must be approved by the Superintendent of Schools. Additional credits may be approved by the Superintendent of Schools if funds are available. If more than 9 credits are funded in a given year, the administrator will agree to remain in R. S. U. No.10 the following school year. Upon completion of their first year, if a newly hired administrator (to RSU #10) is professionally certified and chooses not to take courses, they qualify for up to \$2,500 towards existing student loans. Payment will be made directly to the student loan servicer.

D. Workers' Compensation

The Board shall provide Workers' Compensation as required by law.

E. Tax Deferred Annuity/Payroll Deductions

1. At the request of the administrator and in accordance with applicable statutes, the Board shall withhold and transfer an amount of salary, annually or per pay period, which shall permit the administrator to participate in a tax-deferred annuity program of the unit member's choosing. The bargaining unit as a whole is limited to qualified companies.
2. Administrators who are not members of the Maine State Retirement System may participate in a tax deferred retirement program. The Employer will match up to **three-five percent (3% 5%) of wages**. At the beginning of this contract, employees who are not members of the Maine State Retirement System will have 30 days to sign up for this benefit. After this 30 day period expires, employees may no longer sign up for this benefit.
3. Other mutually agreed upon deductions may be made from an administrator's salary in addition to those deductions and/or withholdings required by law.

F. Leave With Pay

1. All administrators shall earn leave with pay days to be used for non-work related illness or injury that renders the administrator unable or unfit to perform his/her duties as follows:
18 days per year accumulative to 200 days
2. Leave with pay is intended to be used for personal sickness, personal time, or to care for a sick family member. These days will be recorded with the central office.
3. Additional paid leave may be used for other reasons other than those listed with approval of the Superintendent of Schools.
4. Transfer of Accumulated Leave With Pay
 - a. In the event that an administrator transfers to another bargaining unit within the District, the administrator shall be allowed to transfer and receive credit up to the maximum amount of leave with pay accumulation for that bargaining unit.
 - b. An administrator may transfer up to twenty (20) days of accumulated sick leave from his/her previous place of employment.

G. Bereavement Leave

Administrators shall have up to three (3) days for bereavement. These three days shall not be deducted from accumulated leave with pay. Additional paid leave may be granted by the Superintendent.

H. Retirement Stipend

1. Any administrator who:
 - a. retires after age 60 or who retires after 25 years of employment credible for Maine State Retirement purposes, and;
 - b. has been a member of the Maine State Retirement System, will be entitled up to 30 days compensation for unused leave with pay to be paid by R. S. U. No.10 at the point of retirement. In addition, the administrator must notify the Superintendent 120 days before the date of retirement.
 - c. has been a member of Social Security shall be granted sick leave, compensated at per diem for each accumulated sick day over fifty (50) days. The maximum compensation is thirty-five(35) days. This will be paid to the employee at the time of retirement.

I. Student Activities Admission

When administrators attend athletic or other school events, they are to be considered on duty and as such will not be charged admission. Free admission applies to the administrator and family members or one guest.

J. Professional Conferences

Up to \$3000 per contract year will be available for administrators to attend a national conference under the following conditions:

1. There are sufficient financial resources to fund such conferences and travel.
2. The Superintendent has approved the nature of the conference and timing of the travel.
3. The administrator prepares and presents at least one in-service program for other administrators sharing the subject matters covered at the conference.
4. Reimbursement of travel, the cost of the conference and other conference related expenses would apply to the attendance of the administrator only.

K. Jury Duty

In the event an administrator must perform jury duty, the administrator shall receive full pay and benefits while serving and shall reimburse the District at the full amount of the stipend less any travel expenses.

ARTICLE 8 - RESIGNATION

- A. Administrators will refrain from submitting resignations during August of any year except by mutual agreement of both parties.
- B. Except in cases of emergency, administrators must give forty-five (45) calendar days' notice of resignation.

ARTICLE 9 - GRIEVANCE PROCEDURE

A. Purpose

The purpose of the grievance procedure shall be to settle administrator grievances on as low an administrative level as possible.

B. Definitions

1. A grievance is a dispute between the parties as to the meaning or application of the specific terms of this Collective Bargaining Agreement.

2. "Grievant" - A member of the bargaining unit or the Association.
3. "Days" shall mean calendar days Monday through Friday, except for legal holidays as defined by this Agreement, and days when the District office is closed.
4. "Employer" – R.S.U. No. 10 Board of Directors, council, committee or other persons or body acting on behalf of the Board.

C. Informal Procedure

1. The grievant must first discuss the alleged grievance with the appropriate immediate administrative authority, with the objective of resolving the grievance without resorting to the formal procedure. This step must be initiated within ten (10) days of the occurrence of the events giving rise to the grievance or first reasonable knowledge thereof. At this time, and all succeeding times, the aggrieved person may have assistance and counsel from the Association.

D. Formal Procedure

1. Level One - Superintendent

- a. If an aggrieved person is not satisfied with the outcome of the informal procedure, he/she must within ten (10) days of such informal procedure or twenty (20) days from the date of occurrence, whichever is earlier, appeal his/her claim as a formal grievance in writing to the Superintendent.
- b. The Superintendent shall, within five (5) days meet with the aggrieved and within five (5) days of the conclusion of such meeting, render his/her decision in writing to the aggrieved person.

2. Level Two - Board of Directors

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level 1, he/she must within five (5) days after the decision, or within ten (10) days after his/her formal presentation, appeal his/her grievance to the Board stating the specific reasons for such appeal.
- b. The Board shall meet with the aggrieved person for the purpose of resolving the grievance at the next regularly scheduled Board meeting provided at least five (5) days have passed between receipt of the grievance and the Board meeting.
- c. The Board shall, within ten (10) days after the conclusion of the meeting, render its decision and the reasons therefore in writing to the aggrieved person.

3. Level Three - Arbitration

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level 2, the Association may within five (5) days of the receipt of the Level 2 decision, submit the grievance to arbitration by notifying the Board in writing.
- b. The Chair of the Board and a representative of the Association, or their designees, shall within five (5) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence or agree upon the utilization of the services of the Maine State Board of Arbitration and Conciliation.
- c. If the parties cannot agree upon an arbitrator as specified in (a) and (b) above, the Association shall, within five (5) days of receipt of the Board's response, request that the American Arbitration Association provide lists of arbitrators in accordance with its Rules and Procedures.
- d. The arbitrator shall be without power or authority to make any decision, which requires the commission of an act prohibited by law or which violates the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties, subject to judicial review as provided by law.
- e. The costs for the services of the arbitrator shall be borne equally by the Board and the Association.

E. Miscellaneous

1. No written document or record relating to any grievance shall be filed in the personnel folder of any administrator.
2. The time limits set forth herein may be extended orally by mutual agreement of the parties. Such agreement shall be confirmed in writing.
3. All grievances filed shall include the nature of the grievance, the article(s) of the Agreement that are applicable, time and place of occurrence, the current date, and the person responsible for the alleged grievance, all to the extent known at the time of filing. The name of the grievant, the name of the representative of the group or class, and the remedy sought shall also be included.

4. A grievant may present his/her grievance at any stage of the procedure and have such grievance adjusted without the intervention of the bargaining agent if the adjustment is consistent with the terms of the Agreement and if the Association has been given a reasonable opportunity to be present at any meeting of the parties called for the resolution of such grievances.
5. The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which otherwise would be available.
6. Each appeal must be responsive to the answer from the step being appealed.
7. Administrators shall not suffer a loss of pay for grievance meetings scheduled during working hours.

ARTICLE 10 - EXTENDED LEAVES OF ABSENCE

- A. Leaves of absence without pay may be granted by the Board. Administrators granted such leave shall specify the reason and length of the leave and shall return on the date indicated.
- B. Administrators shall have the right to maintain medical insurance coverage to which they would have been entitled had they been actively employed, provided the cost of the premium is submitted to the Board by the first (1st) of the month in which the premium payment is due. Failure to remit such payment in a timely fashion could result in cancellation of insurance coverage.

ARTICLE 11 - SALARIES

- A. Salaries will be paid in accordance with Appendix A.
- B. The annual salaries of administrators will be paid in twenty-six (26) installments.
- C. The mileage reimbursement rate shall be the standard rate of the State of Maine employees as of July 1st.
- D. Each administrator assigned to responsibilities in more than one (1) building shall be paid mileage at the standard rate of the State of Maine as of July 1st.

ARTICLE 12 - TERM OF AGREEMENT

- A. This Agreement shall govern the parties from July 1, 2026 through June 30, 2029.
- B. During the term of this Agreement, the parties shall not request the right to renegotiate any of the provisions of this Agreement or be entitled to negotiate about any other items, except by mutual written agreement (such as a significant change in working conditions) or except that in the event any provision or application of the Agreement is rendered unworkable or unlawful as the result of lawful governmental action, the parties agree to negotiate and resolve such provisions or application(s).

This Agreement was duly ratified by the parties and attested to by their agents as signified by the following signatures.

**WESTERN FOOTHILLS
ADMINISTRATORS ASSOCIATION**

**R.S.U. No. 10
BOARD OF DIRECTORS**

**Association
Negotiation Team**

**R.S.U. No.10 Board of Directors
Negotiation Team**

DATED:

DATED:

Superintendent of Schools

DATED:

APPENDIX A

SALARIES

The salary for ~~2023-2026~~ 2026-2029 for Administrators currently in these positions will increase over the next three years as follows:

2026-2027 = 3 4% 2027-2028 = 4 5% 2028-2029 = 3 5%

Longevity Recognition as follows:

Administrator Experience		Years in RSU10	
3-4	\$500	5-9	\$500
5-6	\$1,000	10-14	\$750
7-8	\$1,500	15-19	\$1,000
9-10	\$2,000	20+	\$1,500
11-12	\$2,500		
13+	\$3,000		

“The salary for new hires will be determined collaboratively by the Superintendent, Board Chair, and Assistant Chair, and shall fall within the adopted salary range for the position, which is based on Region 6 market data for comparable roles and current RSU 10 salary structures, as referenced in the table below.”

HIRING RANGE

	% -		Med	% +	
	-0.05	-0.03		0.03	0.05
Elementary AP	\$369.05	\$376.82	\$388.47	\$400.12	\$407.89
RSU10	<-- HIRE RANGE? -->				
Elementary Princ	\$399.92	\$408.34	\$420.97	\$433.60	\$442.02
RSU10	<-- HIRE RANGE? -->				
Middle AP	\$377.97	\$385.92	\$397.86	\$409.80	\$417.75
RSU10	<-- HIRE RANGE? -->				
Middle Princ	\$404.75	\$413.27	\$426.06	\$438.84	\$447.36
RSU10	<-- HIRE RANGE? -->				
High School AD	\$335.37	\$342.43	\$353.03	\$363.62	\$370.68
RSU10	<-- HIRE RANGE? -->				
High School AP	\$373.64	\$381.50	\$393.30	\$405.10	\$412.97
RSU10	<-- HIRE RANGE? -->				
RSU10					
High School Princ	\$448.22	\$457.66	\$471.81	\$485.96	\$495.40
RSU10	<-- HIRE RANGE? -->				
RSU10					
Asst. Sped Dir	\$322.73	\$329.52	\$339.71	\$349.90	\$356.70
RSU10	<-- HIRE RANGE? -->				
RSU10					
Food Service Dir	\$325.78	\$332.64	\$342.92	\$353.21	\$360.07
RSU10	<-- HIRE RANGE? -->				
Tech Dir	\$401.92	\$410.38	\$423.08	\$435.77	\$444.23
RSU10	<-- HIRE RANGE? -->				
BGT Dir	\$310.79	\$317.33	\$327.15	\$336.96	\$343.50
RSU10	<-- HIRE RANGE? -->				
Spec Ed Dir	\$398.19	\$406.58	\$419.15	\$431.73	\$440.11
RSU10	<-- HIRE RANGE? -->				
BGT Asst. Dir	\$275.50	\$281.30	\$290.00	\$298.70	\$304.50
RSU10	<-- HIRE RANGE? -->				