

**REGIONAL SCHOOL UNIT NO. 38
BOARD OF DIRECTORS
Maranacook Community High School
March 18, 2015, 6:30 p.m.**

AGENDA

1. Call to order:
2. Recognition of HS Boys' Nordic Ski Team and HS Boys' Alpine/Nordic Combined Team
3. Consent Agenda: (5 min.)
 - a. Approval of Minutes of March 4, 2015*
4. Citizens' Comments: (5 min.)
5. Additions/Adjustments to the Agenda by Board and/or Superintendent: (5 min.)
6. Action/Discussion/Informational Items: (20 min.)
 - a. Acceptance of resignation due to retirement – David McLean, HS Teacher
 - b. NWEA Report
 - c. Proficiency Based Graduation Requirements Extension*
7. Budget Workshop* (60 min.)
 - a. Updates
 - b. Deliberations, follow-up and decision making
 - c. Board questions
 - d. Citizens comments regarding budget
 - e. Board discussion
8. Adjournment:

* Attachments

REGIONAL SCHOOL UNIT NO. 38 BOARD OF DIRECTORS
Maranacook Community High School
March 4, 2015, 6:30 p.m.
Minutes of Meeting

Members Present: Chairman David Greenham, Vice Chair Melissa O’Neal, John Blouin, Gary Carr, Pia Holmes, Trish Jackson, Shawn Roderick, Bonnie Simcock, Terri Watson
Members Absent: Michael Apolito, Russ Evans (excused), Steve Hayes, one vacant position (Wayne)
Student Reps: Molly Whittington, Molly Searway, Colleen Wright
Administrators: Superintendent Donna Wolfrom, Principals Jeff Boston, Dwayne Conway, Janet Delmar and Cathy Jacobs, Director of Curriculum, Instruction and Assessment Nancy Harriman, Technology Director Diane MacGregor, Adult and Community Education Director Steve Vose, Special Education Director Ryan Meserve, Finance Manager Brigette Williams, Literacy Coach Barbara Bourgoine

1. Call to order: Chair Greenham called the meeting to order at 6:30 p.m.
2. Student Recognition – Abigail Westberry, State Champion, Maine Forensic Association:
Speech and Debate Coach Amy Trunnell introduced Abby Westberry as the State Champion in Extemporaneous Speaking and Original Oratory. Abby competed with 300 other students from the State of Maine.
3. Consent Agenda:
 - a. Approval of Minutes of February 25, 2015
 - b. Approval of Out-of-State Travel, Model UN Conference, Boston MA, May 15-16, 2015
MOTION by Carr, second by Blouin to approve the Consent Agenda as presented.
Motion Carried: unanimous
4. Student Representatives Reports:
Middle School representative Molly Whittington reported on the various team projects; she reported that the students raised \$1,500 at the Dance-A-Thon that was recently held. These funds will be used towards Mr. Scarpone’s class attending the Festival of Bands & Choirs in May.
High School representatives Molly Searway and Colleen Wright reported on activities at the high school and recent accomplishments of the winter sports teams.
5. Citizens’ Comments: none
6. Additions/Adjustments to the Agenda by Board and/or Superintendent: none
7. Joint Meeting with Local Select Boards re: FY 16 School Budget
Chair Greenham welcomed the members of the town select boards to the meeting. The following select board members were present: Manchester – Bob Gasper, Tom Oliver; Mt. Vernon – Sherene Gilman, Paul Crockett; Readfield – Allen Curtis, Greg Durgin, Val Pomerleau, Sue Reay; Wayne – Aaron Chrostowsky (Town Manager), Peter Ault, Gary Kenney, Don Welsh.
 - a. Review of FY ’16 Budget
Technology Director Diane MacGregor provided an overview of the District’s budget web page, showing how to navigate between the district’s home page and the budget information.
Superintendent Wolfrom reviewed the budget to date, noting that the current draft budget stands at 5% over the FY 15 budget. Some of the items driving the increase in the Mt. Vernon line include an additional classroom teacher at Mt. Vernon Elementary due to increased enrollment; the increase in the transportation line is due to the inclusion of a Universal Pre-K, providing

transportation for all Pre-K students. The Superintendent reviewed the summary of budget increases and decreases lists and the Revenue projection sheet. Other information provided in folders include student enrollment by town and the proposed maintenance projects. We are still awaiting the health insurance rate for next year.

b. Questions and Comments from Select Boards

Concerns were raised about the increase in mill rates and how the towns will be able to provide the services needed with such an increase in the school budget.

Superintendent Wolfrom responded to questions about the interventionist positions. They are specialists for students who have not met their benchmarks and need additional support. Further discussion ensued about the other additional positions being proposed. Request was made for the Board to look at the additional position requests further.

Question about the status of the behavioral specialist for the middle school and the discussion of making it a district-wide position instead of only the middle school. Right now there is a behavior specialist 4 days/week in special education, district wide. The proposal increases the behavior specialist one day a week for regulation education consultation. The proposed middle school position is still in the budget as originally presented. Administration is also looking into increasing services from Kennebec Behavioral Health.

Question about the cost for the 2 additional bus runs for Pre-K. The \$68,000 is for 2 double runs and includes 6-7 hrs./day for the drivers' salaries and benefits. Chair Greenham added that last year there was a lot of discussion about Pre-K because it wasn't an equitable system in the district and this recommendation came out of Committee work.

Chair Greenham provided a summary on the recent negotiations. The Negotiations Committee negotiated 4 different contracts during the course of this year; professional staff, support staff, bus drivers and central office support staff. The biggest goal was to reduce costs. They did that by freezing everyone for a year and reducing the health care share of the district. There are still some remnants of combining all the various contracts that existed when we became an RSU, but progress is being made.

Discussion ensued about the draft revenue sheet. Important information to note is that the State EPS Allocation for next year, based on the Preliminary ED279, is down \$49,979. In addition, the amount the towns are required to raise based on valuation is up \$354,031. If the required amount is not raised by the towns, the State EPS allocation will be reduced. These are amounts that the school district and the towns have no control over. The more the citizens can be educated about this the better they will understand that there is a large portion of the budget which the school board has no control over. Superintendent Wolfrom added that the district is pretty much at EPS, but we have 4 different elementary schools and the message was very clear that the citizens want to keep their elementary schools. Finance Manager Brigette Williams added that the big spread in local contribution among the towns is mostly driven by valuation. The state mandates the required local dollar match. The rest of the formula is written into the district's consolidation plan.

John Blouin reported on an assessment he did on real estate in the towns. Properties are being sold at above their assessed value, which adds to the wealth of the communities.

It was suggested to use the front page of the District's Annual Report to describe the State EPS Allocation and required local dollar match in layman's terms. Chair Greenham offered to devote his letter to the citizens to this subject and asked the Select Boards for their assistance. He will draft the letter and send it to the select boards for their input.

Shawn Roderick asked the Select Boards to encourage people who go to their meetings to come to the School Board meetings. People need to keep in mind that if they want services they have to pay for them.

b. Updates from previous meeting

Superintendent Wolfrom reported that in addition to the items previously reviewed, the following updates are included in the folders: health center budget, food service budget comparison, and overtime sheet. The adult education subsidy has not come in yet.

d. Questions and Comments from RSU Board

P.Holmes asked for clarification on what the board's charge is, what is the long range plan of the board? Every time we talk about becoming more efficient a group of citizens doesn't want it. What is the function of the board? Where are we going with this? These are not questions to answer tonight but need to have some conversation on this.

Chair Greenham responded that if he were to characterize it, he would suggest this budget is particularly focused on the dual combination of reaching kids who are falling through the cracks and then also addressing the Pre-K inequity in the district. It would seem that those are two pretty significant focused goals.

Superintendent Wolfrom added that the Administrative Team reviews the Strategic Plan of the District when developing the budget.

e. Citizens Comments

David Hepfner, Readfield resident addressed the Board regarding the negative impact the budget has had in the community in the last 4 years. Businesses have closed, no one is coming to Readfield to open business. He made suggestions to reduce the budget by increasing student/teacher ratios, raising activity fees, and imposing parking fees for students who drive vehicles to school.

8. Action/Discussion/Informational Items:

a. Policy Second Readings: EFC, Free and Reduced Price School Lunches; EGAD, Copyright Compliance; GBI (GBEBC), Gifts and Solicitations to Staff

Superintendent Wolfrom reported that the Policy Committee met and reviewed the above policies after the first readings by the Board. No additional comments were submitted for consideration. The Policy Committee recommends adoption of the policies as written.

MOTION by Watson, second by Simcock to approve Policy EFC, Free and Reduced Price School Lunches as presented. **Motion Carried:** unanimous

MOTION by Carr, second by O'Neal to approve Policy EGAD, Copyright Compliance as presented. **Motion Carried:** unanimous

MOTION by Carr, second by O'Neal to approve Policy GBI (replacing current policy GBEBC), Gifts and Solicitations to Staff as presented. **Motion Carried:** unanimous

b. Policy First Readings: GCQC – Resignation of School Employees; GDQD – Discipline and Discharge for Non-Union Employees (MSMA Policy GDF)

Superintendent Wolfrom reported that Policies GCQC and GDQD were reviewed at the February Policy Committee meeting and recommended for first reading. Any questions/comments should be forwarded to the Superintendent's Office prior to the next Policy Committee meeting on March 16.

9. Informational Items:

Chair Greenham, noted that the Board has heard from all the sections of the budget and have heard from the select boards. The A-Team needs the Board's guidance. He asked members to think about whether this is the budget they want to put forward or if there is a number we want them to get to.

10. Adjournment: **MOTION** and second to adjourn at 8:50 p.m.

Respectfully submitted,
Donna H. Wolfrom, Superintendent/Secretary
Recorded by: D. Foster



STATE OF MAINE
DEPARTMENT OF EDUCATION
23 STATE HOUSE STATION
AUGUSTA, MAINE 04333-0023

6c.

PAUL R. LEPAGE
GOVERNOR

THOMAS A. DESJARDIN
ACTING COMMISSIONER

March 2, 2015

Donna H. Wolfrom
Superintendent of Schools
RSU 38
45 Millard Harrison Drive
Readfield, ME 04355

Dear Superintendent Wolfrom:

This letter acknowledges receipt of RSU 38's request for an extension to meet the proficiency-based graduation requirements. The information and evidence presented in RSU 38's request for Extension Option 3 gives the Department reasonable confidence that the benchmarks established for the 2014 -2015 school year will be met and will inform the development of benchmarks for the 2015-2016 school year. Meeting these benchmarks will support Maranacook Community High School's progress toward the awarding of a proficiency-based diploma based on secondary school standards after July 1, 2020. There are no penalties if you discover your school administrative unit is prepared sooner to award a proficiency-based diploma representing readiness for career and college experience without the need for remediation in all content areas.

Under a provision in Maine's Basic School Approval Statutes (Maine Revised Statutes 20-A §4502, subsection 8), I grant a waiver of the requirement to award proficiency-based diplomas after January 1, 2018 and extend the time to transition to proficiency-based graduation requirements to after July 1, 2020. This extension is given with trust in the good faith and effort of the staff and students of RSU 38 to work diligently to meet these benchmarks and is contingent upon an annual report to the Maine Department of Education regarding the school administrative units progress toward meeting the requirements of Maine Revised Statutes 20-A §4722-A. This annual report will be embedded in the annual extension renewal process.

Sincerely,

Thomas A. Desjardin
Acting Commissioner of Education

Regional School Unit No. 38
General Fund School Summary Budget

Account Number / Description	2012-2013 Expend 7/1/2012 - 6/30/2013	2013-2014 Budget 7/1/2013 - 6/30/2014	2013-2014 Expend 7/1/2013 - 6/30/2014	2014-2015 Budget 7/1/2014 - 6/30/2015	2014-2015 YTD Expend 7/1/2014 - 6/30/2015	2015-2016 PROPOSED 7/1/2015 - 6/30/2016	\$ Change FY16 v FY15 7/1/2015 - 6/30/2016	% Change FY16 v FY15
010 MANCHESTER ELEMENTARY	\$1,214,720	\$1,352,939	\$1,309,143	\$1,418,240	\$933,761	\$1,413,667	\$(4,576)	0%
020 MT VERNON ELEMENTARY	\$785,457	\$862,646	\$859,646	\$866,696	\$607,772	\$1,043,923	\$177,225	20%
030 READFIELD ELEMENTARY	\$1,137,661	\$1,169,454	\$1,182,021	\$1,239,412	\$867,564	\$1,339,158	\$99,751	8%
040 WAYNE ELEMENTARY	\$526,983	\$594,858	\$545,206	\$630,056	\$432,327	\$625,245	\$(4,814)	(1)%
100 MARANACOOK MIDDLE SCHOOL	\$2,241,720	\$2,433,072	\$2,358,223	\$2,343,513	\$1,570,221	\$2,467,409	\$123,896	5%
300 MARANACOOK HIGH SCHOOL	\$3,402,958	\$3,692,890	\$3,595,893	\$3,575,145	\$2,464,655	\$3,779,309	\$204,158	6%
500 PHOENIX HOUSE	\$124,459	\$153,146	\$145,863	\$0	\$0	\$0	\$0	---
900 DISTRICT WIDE	\$3,287,408	\$3,375,081	\$3,328,145	\$3,323,787	\$2,425,179	\$3,513,878	\$190,085	6%
910 OTHER FACILITIES-SUPT	\$30,253	\$10,450	\$8,663	\$9,650	\$6,253	\$9,850	\$200	2%
920 OTHER FACILITIES-TRANS	\$29,133	\$32,200	\$38,826	\$30,450	\$28,394	\$35,175	\$4,725	16%
950 ELEMENTARY	\$1,566,189	\$1,603,953	\$1,488,219	\$1,686,951	\$888,752	\$1,604,075	\$(82,877)	(5)%
990 SECONDARY	\$365,870	\$444,092	\$383,499	\$490,669	\$264,288	\$503,802	\$13,134	3%
GRAND TOTAL	\$14,712,811	\$15,724,781	\$15,243,347	\$15,614,569	\$10,489,166	\$16,335,491	\$720,907	5%

REGIONAL SCHOOL UNIT NO. 38
SUMMARY OF BUDGET REDUCTIONS FROM ORIGINAL REQUESTS
2015-2016
March 18, 2015

Health Insurance - Budget Reduction from 10% Increase to 8% Increase (\$22,000)	
Regular Education Instruction	
	Elementary Schools
	Elementary Duty Aides (7 @ 3 hrs per day)
	Kindergarten Ed Tech II (4 @ 4 hrs per day & 3 @ 7 hrs per day)
	2.0 FTE Elementary Classroom Teachers
	.5 FTE Elementary Literacy Specialist
	Middle School
	Office Coordinator Increase to Year Round
	Professional Development, Supplies, Books (\$17,500)
	High School
	.5 FTE Credit Recovery Ed Tech III
	Supplies & Books (\$4,400)
Special Education	
	Special Education Staffing Reductions (\$60,000)
	MeCare Billing Expense (\$7,500)
Technology	
	District Wide Software & Hardware Purchases (\$10,000)
ELL Education - English Language Learners	
	Restructure Staffing - Eliminate .5 FTE Ed Tech III & Increase .3 FTE Teacher (\$3,450)
Operations & Maintenance	
	District Wide Maintenance Projects (\$51,000)
	Oil & Propane (\$113,000)
	Maintenance Projects (\$50,000)
	Change Parking Lot Lights & Security Cameras to a Lease/Purchase Agreement
Transportation	
	Reduce the Purchase of One Replacement Bus (\$25,000)

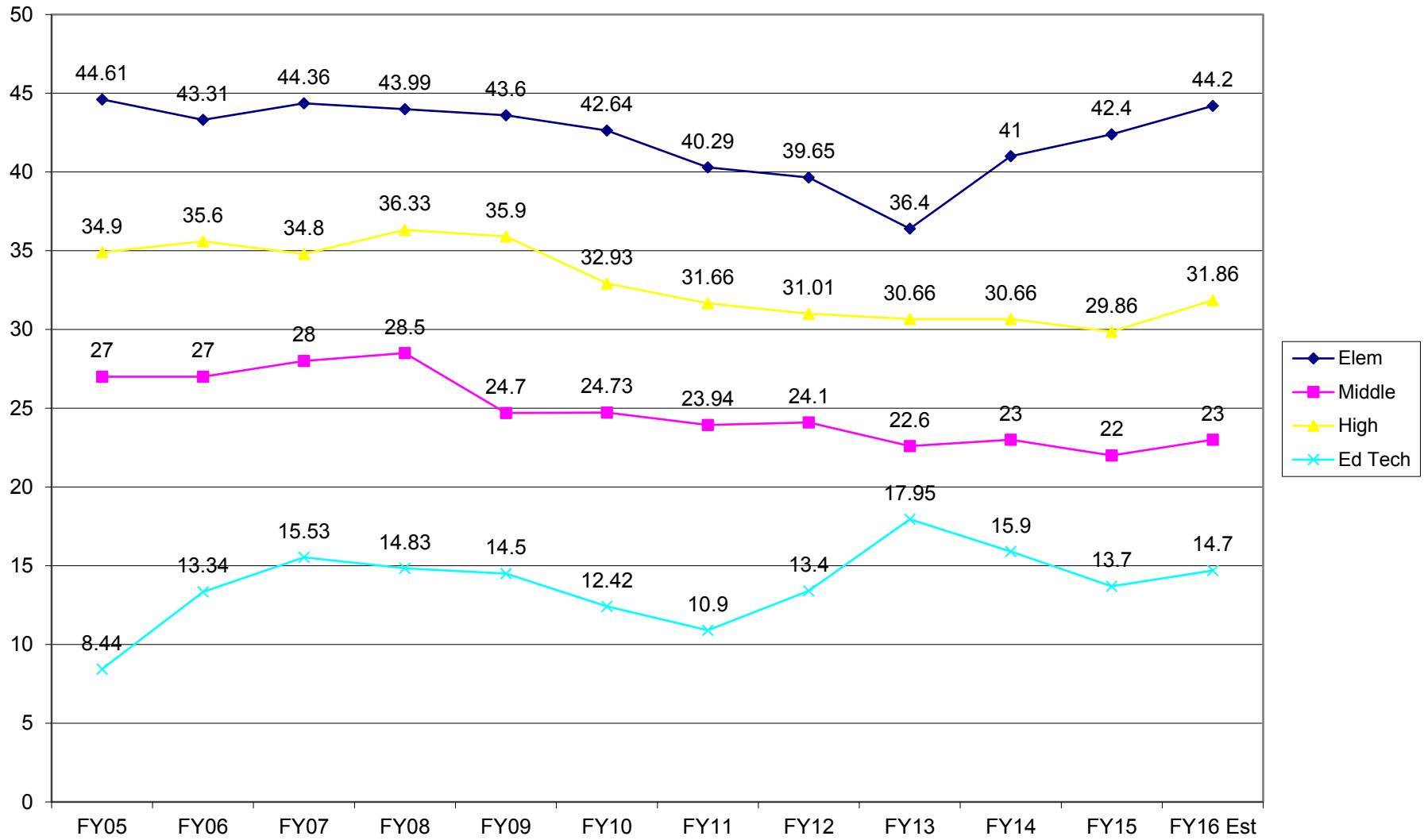
REGIONAL SCHOOL UNIT NO. 38
REVENUE AREAS
FOURTH DRAFT BUDGET / PRELIMINARY ED279
2015-2016
3/18/2015

REVENUE AREA	2014-2015	Inc / Dec	2015-2016	DESCRIPTION
State EPS Allocation	3,535,952	(51,785)	3,484,167	Preliminary ED279 based on the Governor's Budget Proposal - Revised 3/12/15
State National Teacher Funding	12,500	1,000	13,500	State of Maine provides additional funds for nationally certified teachers. The amount funded per teacher changes each year.
State Phoenix House Funding	-	-	-	Phoenix House is no longer part of RSU #38
Other Revenues				
Tuition Revenue	475,000	(75,000)	400,000	Tuition revenue from the Town of Fayette for students in grades 6 - 12.
Transportation Revenue	40,000	-	40,000	Revenue for field trips paid by outside sources and bus repairs on Winthrop & Fayette buses.
MeCare Reimbursement	100,000	(50,000)	50,000	Revenue from the State of Maine for MeCare reimbursement for students attending our Day Treatment Programs. The number of students we can bill for has decreased.
Fiscal Services/Admin Fees	10,000	10,000	20,000	Fees for services provided to other school districts with RSU #38 personnel.
Curricular Participation Fees & Gate Receipts	70,000	-	70,000	Co & extra curricular participation fees paid by students and gate receipts from basketball games and play productions.
Miscellaneous	100,000	5,000	105,000	These revenues are for State Agency reimbursement for foster children within our district that need special ed educational programming, interest income, rental income (Wayne Town Office), e-rate reimbursement, insurance proceeds, sale of equipment, and other miscellaneous revenues.
Release of Designated Reserve	36,000	(36,000)	-	Releasing Health Center designated reserve for general fund use.
Balance Forward	204,137	(4,137)	200,000	The audit is done on a full accrual basis and the auditors make entries for summer salaries for the professional staff. Because of this, the auditor feels a "Cash Balance" should not be listed and the district should be working toward having the entire summer salaries set aside in a reserve.
Property Tax Revenue				
Required Local Dollar Match	7,880,699	353,797	8,234,496	Amount required by the State of Maine to be raised by towns based on valuation within each town and required mills for education (these amounts change each year). If the required amount is not raised by the towns, the State EPS Allocation will be reduced.
Local Only Debt	233,463	(8,778)	224,685	Local debt for construction projects approved at referendum in each town (14% of Middle School, High School renovations, new athletic fields).
Additional Local Dollars	2,916,829	576,814	3,493,643	Additional local funds needed to fund the expenditure budget once all other revenue areas have been taken into consideration.
Sub-Total Property Tax Revenue	11,030,991	921,833	11,952,824	Total local funds to be raised by our four towns.
TOTAL BUDGET	15,614,580	720,911	16,335,491	Total revenue budget, which matches total expenditure budget.

REGIONAL SCHOOL UNIT NO. 38
FOURTH DRAFT BUDGET/PRELIMINARY ED279
LOCAL DOLLAR CALCULATION
2015-2016
3/18/2015

DESCRIPTION	DISTRICT	MANCHESTER	MT. VERNON	READFIELD	WAYNE
2014 Property Revenue Services Valuation	994,550,000	301,450,000	240,650,000	264,850,000	187,600,000
2013 Property Revenue Services Valuation	1,007,150,000	301,200,000	243,550,000	268,550,000	193,850,000
\$ Inc/Dec in Valuation	(12,600,000)	250,000	(2,900,000)	(3,700,000)	(6,250,000)
% Inc/Dec in Valuation	-1.25%	0.08%	-1.19%	-1.38%	-3.22%
2015-2016 Required Local Contribution	8,234,496	2,556,861	2,071,240	2,259,920	1,346,475
2015-2016 Required Mill Expectation		8.48	8.48	8.48	6.94
Amount required by the State of Maine to be raised by towns based on valuation within each town and required mills for education (these amounts change each year). If the required amount is not raised by the towns, the State EPS Allocation will be reduced.					
2014-2015 Required Local Contribution	7,880,699	2,442,555	1,993,005	2,165,333	1,279,807
2014-2015 Required Mill Expectation		8.10	8.10	8.10	6.49
\$ Inc/Dec in Required Local Contribution	353,797	114,306	78,235	94,588	66,668
% Inc/Dec in Required Local Contribution	4.49%	4.68%	3.93%	4.37%	5.21%
Add'l Local x 50% @ 3 Yr Enroll Avg %	100.00%	32.09%	20.59%	35.88%	11.44%
Add'l Local x 50% @ 3 Yr Val Avg %	100.00%	29.96%	24.27%	26.48%	19.29%
Net Additional Local \$	3,718,328				
Add'l Local x 50% @ 3 Yr Enroll Avg %		596,606	382,802	667,068	212,688
Add'l Local x 50% @ 3 Yr Val Avg %		557,006	451,219	492,307	358,633
Total Additional Local \$	3,718,328	1,153,611	834,021	1,159,375	571,321
Local Only Adult Ed. Contribution	63,000				
Add'l Local x 50% @ 3 Yr Enroll Avg %		10,108	6,486	11,302	3,604
Add'l Local x 50% @ 3 Yr Val Avg %		9,437	7,645	8,341	6,076
2015-2016 Total Local Contribution	12,015,824	3,730,018	2,919,392	3,438,938	1,927,476
2014-2015 Total Local Contribution	11,093,990	3,446,869	2,708,926	3,163,541	1,774,654
Local \$ Increase/Decrease	921,834	283,149	210,466	275,397	152,822
Local % Increase/Decrease	8.31%	8.21%	7.77%	8.71%	8.61%
Local \$ Increase for 2014-2015	182,871	45,964	20,136	50,838	65,933
October 1, 2014 Enrollment by Town	1,180	370	246	424	140
Local \$ Contributed per Student	10,183	10,081	11,867	8,111	13,768

RSU #38 Regular Education Instructional Staff



REGIONAL SCHOOL UNIT NO. 38
EPS ATTENDING STUDENT/STAFF RATIOS

2014-2015

(Does not include Special Education Teachers / Does include Fayette students)

Personnel	EPS Ratio	2014-2015			2013-2014			2012-2013			2011-2012			2010-2011			2009-2010			2008-2009			2007-2008			2006-2007		
		Stud Count**		1233	Stud Count^/**		1245	Stud Count^/**		1228	Stud Count^/**		1223	Stud Count^/**		1258	Stud Count^/**		1301	Stud Count^/**		1308	Stud Count^/**		1411	Stud Count^/**		1459
		EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.
Classroom & Special Subject Teachers			Actual Stud:Tchr Ratio 13.08 to 1																									
Elementary#	1-17	33.41	42.40	8.99	32.59	41.00	8.41	31.47	36.40	4.93	31.41	39.65	8.24	31.59	40.29	8.70	31.47	42.64	11.17	32.82	43.60	10.78	35.82	43.99	8.17	36.94	44.36	7.42
Middle#/^	1-16	16.81	22.00	5.19	17.25	23.00	5.75	17.88	22.60	4.73	17.94	24.10	6.16	19.25	23.94	4.69	19.88	24.73	4.86	18.13	24.70	6.58	20.31	28.50	8.19	21.06	28.00	6.94
Secondary#/**/^	1-15	26.40	29.86	3.46	27.67	30.66	2.99	27.13	30.66	3.53	26.80	31.01	4.21	27.53	31.66	4.13	29.87	32.93	3.06	30.67	35.90	5.23	31.80	36.33	4.53	32.93	34.80	1.87
Regular Educ. Ed. Techs																												
Elementary & Middle	1-100	8.37	12.20	3.83	8.30	14.40	6.10	8.21	16.45	8.24	8.21	11.90	3.69	8.45	9.50	1.05	8.53	11.42	2.89	8.48	12.50	4.02	9.34	13.83	4.49	9.65	13.53	3.88
Secondary	1-250	1.58	1.50	(0.08)	1.66	1.50	(0.16)	1.63	1.50	(0.13)	1.61	1.50	(0.11)	1.65	1.40	(0.25)	1.79	1.00	(0.79)	1.84	2.00	0.16	1.91	1.00	(0.91)	1.98	2.00	0.02
Guidance Staff																												
Elementary & Middle	1-350	2.39	2.50	0.11	2.37	2.50	0.13	2.35	2.50	0.15	2.35	2.50	0.15	2.41	2.50	0.09	2.44	2.50	0.06	2.42	2.45	0.03	2.67	3.15	0.48	2.76	3.15	0.39
Secondary	1-250	1.58	2.00	0.42	1.66	2.00	0.34	1.63	2.00	0.37	1.61	2.00	0.39	1.65	2.00	0.35	1.79	2.00	0.21	1.84	2.00	0.16	1.91	2.00	0.09	1.98	2.00	0.02
Library Staff																												
Librarian	1-800	1.54	1.60	0.06	1.56	1.60	0.04	1.54	1.60	0.07	1.53	1.60	0.07	1.57	1.60	0.03	1.63	2.00	0.37	1.64	2.20	0.57	1.76	2.20	0.44	1.82	2.20	0.38
Media Assistant	1-500	2.47	3.80	1.33	2.49	4.00	1.51	2.46	4.00	1.54	2.45	4.00	1.55	2.52	4.00	1.48	2.60	4.05	1.45	2.62	3.67	1.05	2.82	3.67	0.85	2.92	3.70	0.78
Health Staff	1-800	1.54	3.56	2.02	1.56	3.70	2.14	1.54	3.60	2.07	1.53	3.40	1.87	1.57	3.40	1.83	1.63	3.40	1.77	1.64	3.40	1.77	1.76	3.40	1.64	1.82	3.40	1.58
School Admin. Staff																												
Elementary & Middle	1-305	2.74	3.00	0.26	2.72	3.00	0.28	2.69	3.00	0.31	2.69	3.00	0.31	2.77	2.90	0.13	2.80	3.60	0.80	2.78	4.20	1.42	3.06	4.60	1.54	3.16	4.60	1.44
Secondary	1-315	1.26	2.00	0.74	1.32	2.00	0.68	1.29	2.00	0.71	1.28	2.00	0.72	1.31	2.50	1.19	1.42	3.00	1.58	1.46	2.20	0.74	1.51	2.20	0.69	1.57	3.80	2.23
Clerical Staff	1-200	6.17	7.85	1.69	6.23	8.35	2.13	6.14	8.35	2.21	6.12	8.35	2.24	6.29	8.08	1.79	6.51	9.76	3.26	6.54	10.55	4.01	7.06	10.55	3.50	7.30	10.55	3.26

#Does not include Technology Integration Specialist, Gifted & Talented, ELL

**Does not include home schooled students taking classes

^Does not includes Phoenix House students & teachers

**MANCHESTER ELEMENTARY SCHOOL
EPS ATTENDING STUDENT/STAFF RATIOS
2014-2015
(Does not include Special Education Teachers)**

Personnel	EPS Ratio	2014-2015			2013-2014			2012-2013			2011-2012			2010-2011			2009-2010			2008-2009			2007-2008			2006-2007		
		Stud Count**		186	Stud Count^/**		187	Stud Count		173	Stud Count		175	Stud Count		174	Stud Count		178	Stud Count		175	Stud Count		181	Stud Count		187
		EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.
Classroom & Special Subject Teachers Elementary Middle Secondary	1-17 1-16 1-15	10.94	Actual Stud:Tchr Ratio 13.38 to 1 13.90	2.96	11.00	13.90	2.90	10.18	11.80	1.62	10.29	12.87	2.58	10.24	13.62	3.38	10.47	13.92	3.45	10.29	14.30	4.01	10.65	14.44	3.79	11.00	14.40	3.40
Regular Educ. Ed. Techs* Elementary & Middle Secondary	1-100 1-250	1.86	3.50	1.64	1.87	2.70	0.83	1.73	3.75	2.02	1.75	2.95	1.20	1.74	1.70	(0.04)	1.78	3.32	1.54	1.75	4.20	2.45	1.81	5.23	3.42	1.87	4.43	2.56
Guidance Staff Elementary & Middle Secondary	1-350 1-250	0.53	0.50	(0.03)	0.53	0.50	(0.03)	0.49	0.50	0.01	0.50	0.50	-	0.50	0.50	0.00	0.51	0.50	(0.01)	0.50	0.50	-	0.52	0.50	(0.02)	0.53	0.50	(0.03)
Library Staff Librarian Media Assistant	1-800 1-500	0.23 0.37	0.20 0.70	(0.03) 0.33	0.23 0.37	0.20 0.80	(0.03) 0.43	0.22 0.35	0.20 0.80	(0.02) 0.45	0.22 0.35	0.20 0.80	(0.02) 0.45	0.22 0.35	0.20 0.90	(0.02) 0.55	0.22 0.36	0.40 0.60	0.18 0.24	0.22 0.35	0.40 0.60	0.18 0.25	0.23 0.36	0.40 0.60	0.17 0.24	0.23 0.37	0.40 0.60	0.17 0.23
Health Staff	1-800	0.23	0.66	0.43	0.23	0.80	0.57	0.22	0.80	0.58	0.22	0.50	0.28	0.22	0.50	0.28	0.22	0.50	0.28	0.22	0.50	0.28	0.23	0.50	0.27	0.23	0.50	0.27
School Admin. Staff Elementary & Middle Secondary	1-305 1-315	0.61	0.60	(0.01)	0.61	0.60	(0.01)	0.57	0.60	0.03	0.57	0.60	0.03	0.57	0.50	(0.07)	0.58	0.60	0.02	0.57	0.80	0.23	0.59	0.80	0.21	0.61	0.80	0.19
Clerical Staff	1-200	0.93	1.00	0.07	0.94	1.00	0.06	0.87	1.00	0.14	0.88	1.00	0.13	0.87	1.00	0.13	0.89	1.00	0.11	0.88	1.00	0.13	0.91	1.00	0.10	0.94	1.00	0.06

*Includes Regular Ed Instructional Ed Techs, Technology Ed Techs, Volunteer Coordinator

**MT. VERNON ELEMENTARY SCHOOL
EPS ATTENDING STUDENT/STAFF RATIOS
2014-2015
(Does not include Special Education Teachers)**

Personnel	EPS Ratio	2014-2015			2013-2014			2012-2013			2011-2012			2010-2011			2009-2010			2008-2009			2007-2008			2006-2007									
		Stud Count**		136	Stud Count^/**		127	Stud Count			127	Stud Count			120	Stud Count			104	Stud Count			107	Stud Count			122	Stud Count			125	Stud Count			135
		EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.				
Classroom & Special Subject Teachers Elementary Middle Secondary	1-17 1-16 1-15	8.00	Actual Stud:Tchr Ratio 14.02 to 1 9.70	1.70	7.47	8.70	1.23	7.47	8.36	0.89	7.06	8.36	1.30	6.12	8.36	2.24	6.29	8.46	2.17	7.18	8.40	1.22	7.35	8.40	1.05	7.94	8.51	0.57							
Regular Educ. Ed. Techs* Elementary & Middle Secondary	1-100 1-250	1.36	2.40	1.04	1.27	3.60	2.33	1.27	3.30	2.03	1.20	2.25	1.05	1.04	1.60	0.56	1.07	2.20	1.13	1.22	2.00	0.78	1.25	1.70	0.45	1.35	1.60	0.25							
Guidance Staff Elementary & Middle Secondary	1-350 1-250	0.39	0.30	(0.09)	0.36	0.30	(0.06)	0.36	0.30	(0.06)	0.34	0.30	(0.04)	0.30	0.30	0.00	0.31	0.30	(0.01)	0.35	0.30	(0.05)	0.36	0.30	(0.06)	0.39	0.30	(0.09)							
Library Staff Librarian Media Assistant	1-800 1-500	0.17 0.27	0.05 0.60	(0.12) 0.33	0.16 0.25	0.05 0.60	(0.11) 0.35	0.16 0.25	0.05 0.60	(0.11) 0.35	0.15 0.24	0.05 0.60	(0.10) 0.36	0.13 0.21	0.10 0.60	(0.03) 0.39	0.13 0.21	- 0.60	(0.13) 0.39	0.15 0.24	- 0.67	(0.15) 0.43	0.16 0.25	- 0.67	(0.16) 0.42	0.17 0.27	- 0.70	(0.17) 0.43							
Health Staff	1-800	0.17	0.20	0.03	0.16	0.20	0.04	0.16	0.20	0.04	0.15	0.20	0.05	0.13	0.20	0.07	0.13	0.20	0.07	0.15	0.20	0.05	0.16	0.20	0.04	0.17	0.20	0.03							
School Admin. Staff Elementary & Middle Secondary	1-305 1-315	0.45	0.40	(0.05)	0.42	0.40	(0.02)	0.42	0.40	(0.02)	0.39	0.40	0.01	0.34	0.40	0.06	0.35	0.40	0.05	0.40	0.60	0.20	0.41	0.60	0.19	0.44	0.60	0.16							
Clerical Staff	1-200	0.68	1.00	0.32	0.64	1.00	0.37	0.64	1.00	0.37	0.60	1.00	0.40	0.52	1.00	0.48	0.54	1.00	0.47	0.61	1.00	0.39	0.63	1.00	0.38	0.68	1.00	0.33							

*Includes Regular Ed Instructional Ed Techs, Technology Ed Techs, Volunteer Coordinator

**READFIELD ELEMENTARY SCHOOL
EPS ATTENDING STUDENT/STAFF RATIOS
2014-2015
(Does not include Special Education Teachers)**

Personnel	EPS Ratio	2014-2015			2013-2014			2012-2013			2011-2012			2010-2011			2009-2010			2008-2009			2007-2008			2006-2007		
		Stud Count**		182	Stud Count^/**		179	Stud Count		165	Stud Count		174	Stud Count		201	Stud Count		195	Stud Count		202	Stud Count		224	Stud Count		222
		EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.
Classroom & Special Subject Teachers Elementary Middle Secondary	1-17 1-16 1-15	10.71	Actual Stud:Tchr Ratio 13.00 to 1 14.00	3.29	10.53	13.50	2.97	9.71	11.70	1.99	10.24	13.92	3.68	11.82	14.87	3.05	11.47	15.62	4.15	11.88	15.80	3.92	13.18	15.40	2.22	13.06	15.70	2.64
Regular Educ. Ed. Techs* Elementary & Middle Secondary	1-100 1-250	1.82	2.60	0.78	1.79	2.40	0.61	1.65	3.70	2.05	1.74	1.90	0.16	2.01	1.90	(0.11)	1.95	2.10	0.15	2.02	2.60	0.58	2.24	2.70	0.46	2.22	4.30	2.08
Guidance Staff Elementary & Middle Secondary	1-350 1-250	0.52	0.50	(0.02)	0.51	0.50	(0.01)	0.47	0.50	0.03	0.50	0.50	0.00	0.57	0.50	(0.07)	0.56	0.50	(0.06)	0.58	0.45	(0.13)	0.64	0.45	(0.19)	0.63	0.45	(0.18)
Library Staff Librarian Media Assistant	1-800 1-500	0.23 0.36	0.20 0.70	(0.03) 0.34	0.22 0.36	0.20 0.80	(0.02) 0.44	0.21 0.33	0.20 0.80	(0.01) 0.47	0.22 0.35	0.20 0.80	(0.02) 0.45	0.25 0.40	0.20 0.80	(0.05) 0.40	0.24 0.39	0.40 0.65	0.16 0.26	0.25 0.40	0.40 0.40	0.15 (0.00)	0.28 0.45	0.40 0.40	0.12 (0.05)	0.28 0.44	0.40 0.40	0.12 (0.04)
Health Staff	1-800	0.23	0.50	0.27	0.22	0.50	0.28	0.21	0.40	0.19	0.22	0.50	0.28	0.25	0.50	0.25	0.24	0.50	0.26	0.25	0.50	0.25	0.28	0.50	0.22	0.28	0.50	0.22
School Admin. Staff Elementary & Middle Secondary	1-305 1-315	0.60	0.70	0.10	0.59	0.70	0.11	0.54	0.70	0.16	0.57	0.70	0.13	0.66	0.70	0.04	0.64	0.70	0.06	0.66	0.80	0.14	0.73	0.80	0.07	0.73	0.80	0.07
Clerical Staff	1-200	0.91	1.00	0.09	0.90	1.00	0.11	0.83	1.00	0.18	0.87	1.00	0.13	1.01	1.00	(0.00)	0.98	1.00	0.03	1.01	1.25	0.24	1.12	1.25	0.13	1.11	1.25	0.14

*Includes Regular Ed Instructional Ed Techs, Technology Ed Techs, Volunteer Coordinator

**WAYNE ELEMENTARY SCHOOL
EPS ATTENDING STUDENT/STAFF RATIOS
2014-2015
(Does not include Special Education Teachers)**

Personnel	EPS Ratio	2014-2015			2013-2014			2012-2013			2011-2012			2010-2011			2009-2010			2008-2009			2007-2008			2006-2007									
		Stud Count**		64	Stud Count^/**		61	Stud Count			70	Stud Count			65	Stud Count			58	Stud Count			55	Stud Count			59	Stud Count			79	Stud Count			84
		EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.				
Classroom & Special Subject Teachers Elementary Middle Secondary	1-17 1-16 1-15	3.76	Actual Stud:Tchr Ratio 13.33 to 1 4.80	1.04	3.59	4.90	1.31	4.12	4.54	0.42	3.82	4.50	0.68	3.41	3.44	0.03	3.24	4.64	1.40	3.47	5.10	1.63	4.65	5.75	1.10	4.94	5.75	0.81							
Regular Educ. Ed. Techs* Elementary & Middle Secondary	1-100 1-250	0.64	1.70	1.06	0.61	1.70	1.09	0.70	1.70	1.00	0.65	1.80	1.15	0.58	1.30	0.72	0.55	0.80	0.25	0.59	0.70	0.11	0.79	1.20	0.41	0.84	1.20	0.36							
Guidance Staff Elementary & Middle Secondary	1-350 1-250	0.18	0.20	0.02	0.17	0.20	0.03	0.20	0.20	-	0.19	0.20	0.01	0.17	0.20	0.03	0.16	0.20	0.04	0.17	0.20	0.03	0.23	0.20	(0.03)	0.24	0.20	(0.04)							
Library Staff Librarian Media Assistant	1-800 1-500	0.08 0.13	0.15 0.20	0.07 0.07	0.08 0.12	0.15 0.20	0.07 0.08	0.09 0.14	0.15 0.20	0.06 0.06	0.08 0.13	0.15 0.20	0.07 0.07	0.07 0.12	0.10 0.10	0.03 (0.02)	0.07 0.11	0.20 0.20	0.13 0.09	0.07 0.12	0.40 -	0.33 (0.12)	0.10 0.16	0.40 -	0.30 (0.16)	0.11 0.17	0.40 -	0.30 (0.17)							
Health Staff	1-800	0.08	0.20	0.12	0.08	0.20	0.12	0.09	0.20	0.11	0.08	0.20	0.12	0.07	0.20	0.13	0.07	0.20	0.13	0.07	0.20	0.13	0.10	0.20	0.10	0.11	0.20	0.10							
School Admin. Staff Elementary & Middle Secondary	1-305 1-315	0.21	0.30	0.09	0.20	0.30	0.10	0.23	0.30	0.07	0.21	0.30	0.09	0.19	0.30	0.11	0.18	0.30	0.12	0.19	0.40	0.21	0.26	0.40	0.14	0.28	0.40	0.12							
Clerical Staff	1-200	0.32	1.00	0.68	0.31	1.00	0.70	0.35	1.00	0.65	0.33	1.00	0.68	0.29	1.00	0.71	0.28	1.00	0.73	0.30	1.00	0.71	0.40	1.00	0.61	0.42	1.00	0.58							

*Includes Regular Ed Instructional Ed Techs, Technology Ed Techs, Volunteer Coordinator

**MARANACOOK COMMUNITY MIDDLE SCHOOL
EPS ATTENDING STUDENT/STAFF RATIOS
2014-2015**

(Does not include Special Education Teachers / Does include Fayette students)

Personnel	EPS Ratio	2014-2015			2013-2014			2012-2013			2011-2012			2010-2011			2009-2010			2008-2009			2007-2008			2006-2007		
		Stud Count**		269	Stud Count^/**		276	Stud Count^/**		286	Stud Count^/**		287	Stud Count^/**		308	Stud Count^/**		318	Stud Count^/**		290	Stud Count^/**		325	Stud Count^/**		337
		EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.
Classroom & Special Subject Teachers Elementary Middle#/ Secondary##/**/^	1-17 1-16 1-15	16.81	22.00	5.19	17.25	23.00	5.75	17.88	22.60	4.73	17.94	24.10	6.16	19.25	23.94	4.69	19.88	24.73	4.86	18.13	24.70	6.58	20.31	28.50	8.19	21.06	28.00	6.94
Regular Educ. Ed. Techs Elementary & Middle Secondary#	1-100 1-250	2.69	2.00	(0.69)	2.76	4.00	1.24	2.86	4.00	1.14	2.87	3.00	0.13	3.08	3.00	(0.08)	3.18	3.00	(0.18)	2.90	3.00	0.10	3.25	3.00	(0.25)	3.37	2.00	(1.37)
Guidance Staff Elementary & Middle Secondary	1-350 1-250	0.77	1.00	0.23	0.79	1.00	0.21	0.82	1.00	0.18	0.82	1.00	0.18	0.88	1.00	0.12	0.91	1.00	0.09	0.83	1.00	0.17	0.93	1.70	0.77	0.96	1.70	0.74
Library Staff Librarian Media Assistant	1-800 1-500	0.34 0.54	0.43 0.60	0.09 0.06	0.35 0.55	0.43 0.60	0.09 0.05	0.36 0.57	0.43 0.60	0.07 0.03	0.36 0.57	0.43 0.60	0.07 0.03	0.39 0.62	0.43 0.60	0.05 (0.02)	0.40 0.64	0.43 1.00	0.03 0.36	0.36 0.58	0.43 1.00	0.07 0.42	0.41 0.65	0.43 1.00	0.02 0.35	0.42 0.67	0.43 1.00	0.01 0.33
Health Staff	1-800	0.34	1.00	0.66	0.35	1.00	0.66	0.36	1.00	0.64	0.36	1.00	0.64	0.39	1.00	0.62	0.40	1.00	0.60	0.36	1.00	0.64	0.41	1.00	0.59	0.42	1.00	0.58
School Admin. Staff Elementary & Middle Secondary	1-305 1-315	0.88	1.00	0.12	0.90	1.00	0.10	0.94	1.00	0.06	0.94	1.00	0.06	1.01	1.00	(0.01)	1.04	1.60	0.56	0.95	1.60	0.65	1.07	2.00	0.93	1.10	2.00	0.90
Clerical Staff	1-200	1.35	1.35	0.01	1.38	1.35	(0.03)	1.43	1.35	(0.08)	1.44	1.35	(0.09)	1.54	1.45	(0.09)	1.59	2.10	0.51	1.45	2.70	1.25	1.63	2.70	1.08	1.69	2.70	1.02

#Does not include Technology Integration Specialist
 **Does not include home schooled students taking classes
 ^Does not includes Phoenix House students & teachers

**MARANACOOK COMMUNITY HIGH SCHOOL
EPS ATTENDING STUDENT/STAFF RATIOS
2014-2015**

(Does not include Special Education Teachers / Does include Fayette students)

Personnel	EPS Ratio	2014-2015			2013-2014			2012-2013			2011-2012			2010-2011			2009-2010			2008-2009			2007-2008			2006-2007		
		Stud Count**		396	Stud Count^/**		415	Stud Count^/**		407	Stud Count^/**		402	Stud Count^/**		413	Stud Count^/**		448	Stud Count^/**		460	Stud Count^/**		477	Stud Count^/**		494
		EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.	EPS	Actual	Diff.
Classroom & Special Subject Teachers Elementary Middle#/ Secondary#/**/	1-17 1-16 1-15		Actual Stud:Tchr Ratio 13.26 to 1																									
		26.40	29.86	3.46	27.67	30.66	2.99	27.13	30.66	3.53	26.80	31.01	4.21	27.53	31.66	4.13	29.87	32.93	3.06	30.67	35.90	5.23	31.80	36.33	4.53	32.93	34.80	1.87
Regular Educ. Ed. Techs Elementary & Middle Secondary#	1-100 1-250	1.58	1.50	(0.08)	1.66	1.50	(0.16)	1.63	1.50	(0.13)	1.61	1.50	(0.11)	1.65	1.40	(0.25)	1.79	1.00	(0.79)	1.84	2.00	0.16	1.91	1.00	(0.91)	1.98	2.00	0.02
Guidance Staff Elementary & Middle Secondary	1-350 1-250	1.58	2.00	0.42	1.66	2.00	0.34	1.63	2.00	0.37	1.61	2.00	0.39	1.65	2.00	0.35	1.79	2.00	0.21	1.84	2.00	0.16	1.91	2.00	0.09	1.98	2.00	0.02
Library Staff Librarian Media Assistant	1-800 1-500	0.50 0.79	0.57 1.00	0.08 0.21	0.52 0.83	0.57 1.00	0.05 0.17	0.51 0.81	0.57 1.00	0.06 0.19	0.50 0.80	0.57 1.00	0.07 0.20	0.52 0.83	0.57 1.00	0.05 0.17	0.56 0.90	0.57 1.00	0.01 0.10	0.58 0.92	0.57 1.00	(0.01) 0.08	0.60 0.95	0.57 1.00	(0.03) 0.05	0.62 0.99	0.57 1.00	(0.05) 0.01
Health Staff	1-800	0.50	1.00	0.51	0.52	1.00	0.48	0.51	1.00	0.49	0.50	1.00	0.50	0.52	1.00	0.48	0.56	1.00	0.44	0.58	1.00	0.43	0.60	1.00	0.40	0.62	1.00	0.38
School Admin. Staff Elementary & Middle Secondary	1-305 1-315	1.26	2.00	0.74	1.32	2.00	0.68	1.29	2.00	0.71	1.28	2.00	0.72	1.31	2.50	1.19	1.42	3.00	1.58	1.46	2.20	0.74	1.51	2.20	0.69	1.57	3.80	2.23
Clerical Staff	1-200	1.98	2.50	0.52	2.08	3.00	0.93	2.04	3.00	0.97	2.01	3.00	0.99	2.07	2.63	0.57	2.24	3.66	1.42	2.30	3.60	1.30	2.39	3.60	1.22	2.47	3.60	1.13

#Does not include Technology Integration Specialist
 **Does not include home schooled students taking classes
 ^Does not includes Phoenix House students & teachers