

REC'D DEC 19 2007

# REORGANIZATION PLAN SUBMITTAL SHEET

(Each municipality in a School Union must be indicated separately.)

School Administrative Units Included in <b>APPROVED</b> Notice of Intent	School Administrative Units Submitting Reorganization Plan
MSAD 21	MSAD 21
MSAD 43	
MSAD 39	

Contact Information:

RPC Chair

Name: Dr. Thomas J. Ward  
Address: 147 Weld Street  
Dixfield, ME 04224  
Telephone: 562-7254  
email: tward@msad21.org

Date Plan Submitted: 12/19/07

Proposed RSU Operational Date: 7/1/09



## Reorganization Plan Cover Sheet

(Please attach Reorganization Plan as Exhibit A)

Required Elements							
Law Reference Item Number Sub-Chapter 2	Item	N/A	Complete	In Progress	Not Yet Started	Identified Barrier <sup>1</sup>	Need Assistance <sup>2</sup>
3.A(1)	SAUs included in RSU		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(2)	Size of governing body		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Composition of governing body		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Apportionment of governing body		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(3)	Method of voting of the governing body		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(4)	Composition of local school committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Powers of local school committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Duties of local school committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(5)	Disposition of real & personal school property		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(6)	Disposition of existing school indebtedness (if not using provisions of section 1506)		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Disposition of lease-purchase obligations (if not using provisions of section 1506)		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(7)	Assignment of school personnel contracts		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assignment of school collective bargaining agreements		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assignment of other school contractual obligations		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(8)	Disposition of existing school funds and existing financial obligations		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(9)	Transition plan that addresses the development of a budget for the first school year		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Transition plan that addresses interim personnel policies		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(10)	Documentation of the public meeting(s) held to prepare or review reorganization plan		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(11)	Explanation of how units that approve reorganization plan will proceed if one or more units do not approve the plan		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(12)	Estimate of cost savings to be achieved		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(13)	Such other matters as the governing bodies of the school administrative units in existence on the effective date of this chapter may determine to be necessary		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>1</sup> Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.

<sup>2</sup> Please explain what assistance you need to complete this portion of your plan, and state from whom you need assistance, on page 3.

Parameters for Plan Development								
Law Reference Item Number Sub-Chapter 2	Item	N/A	Complete	In Progress	Not Yet Started	Identified Barrier <sup>3</sup>	Need Assistance <sup>4</sup>	
3.B(1)	Enrollment meets requirements (2,500 except where circumstances justify an exception <sup>5</sup> )		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sec. XXXX-36, Parameter B	When viewed in conjunction with surrounding proposed units, may not result in one or more municipalities being denied the option to join an RSU		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3.B(2)	Comprehensive programming for all students grades K - 12.		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Includes at least one publicly supported high school		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3.B(3)	Consistent with policies set forth in section 1451		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3.B(4)	No displacement of teachers		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	No displacement of students		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	No closures of schools existing or operating during school year immediately preceding reorganization, except as permitted under section 1512		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sec. XXXX-26, Parameter F	The plan must address how the school administrative unit will reorganize administrative functions, duties and noninstructional personnel so that the projected expenditures of the reorganized school unit in fiscal year 2008-2009 for system administration, transportation, special education and facilities and maintenance will not have an adverse impact on the instructional program <sup>6</sup>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Collaborative Agreements								
							Yes	No
Does your plan currently include information/documentation on collaborative agreements? (not required, but encouraged)							<input type="checkbox"/>	<input checked="" type="checkbox"/>

### Exceptions to 2,500 minimum

Actual number of students for which the RSU is fiscally responsible: **3198**

Exception	Exception Claimed in Plan	Documentation Provided? (Please attach as Exhibit B)	
		Yes	No
Geography	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demographics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Economics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Population Density	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Unique Circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>3</sup> Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.

<sup>4</sup> Please explain what assistance you need to complete this portion of your plan, and state from whom you need assistance, on page 3.

<sup>5</sup> Please note in the *Exceptions to 2500 minimum* section on next page

<sup>6</sup> This requirement is only for those who plan to be operational as an RSU in fiscal year 2008-2009, in accordance with a Reorganization Plan that is approved by the Commissioner and by the voters.

**Explanation of Barriers –**

Please use this section to explain any/all barriers identified on the previous page as a barrier in completing your Reorganization Plan.

Law Reference/Required Element	Explanation of the barrier

**Assistance Needs –**

Please use this section to describe your needs for assistance and from whom you need assistance.

Law Reference/Required Element	Explanation of your assistance need	Assistance needed from whom?

12/12/07  
6:30-8:30 P.M.  
Reorganization Planning Committee  
Meeting  
Dirigo High School Cafeteria(SCC)

Agenda

- 1) Welcome and Introductions- Tom
- 2) Discussion on where we have been, where we are now, and where we hope to be when this plan is completed? Tom & Rick
- 3) How does this work get accomplished? Rick
- 4) What are some possible models to follow? Jim
- 5) Do we want to have meeting guidelines? Tom
- 6) What is a realistic timeline? Rick
- 7) Questions/Concerns/Answers? Jim
- 8) Next meeting date and agenda for RPC- Rick

**MINUTES OF THE JOINT MEETING OF SUPERINTENDENTS  
AND BOARD CHAIRS REGARDING CONSOLIDATION**

Dirigo High School

Dixfield, Maine

Wednesday, December 12, 2007

Present: Ruth Brown (Hanover), Barbara Chow (Dixfield), Ben McCollister (Canton), Linda Westleigh (Rumford), Tom Ward (MSAD#21), Jim Hodgkin (MSAD#43), Brenda Gross (Hanover), Elaine Ferland (Canton), Jackie Conant (Canton), Linda Berry (Carthage), Maida Demers-Dobson (Buckfield), Stacey Raymond (Buckfield), Colleen Bullecks (Hartford), Glen Holmes (Buckfield), Clifford McNeil (Sumner), Lana Pratt (Sumner), John Phillips (Sumner), Len Greaney (Rumford), Gordon Gamble (Roxbury), Rich Plante (Mexico), Betty Barrett (Mexico), Jim Pulsifer (Peru), Jim Doar (Rumford- Town Manager), Tom Richmond (Dixfield-Town Manager), Gene Skibitsky (Dixfield), Bettina Martin (Dixfield), Greg Buccina (Rumford), Ronnie Hutchinson (Carthage), Pat Hunt (Peru), Rick Colpitts (MSAD#39)

Also Present: 12 citizens

**1) Welcome and Introductions-**

Each member of the Reorganization Planning Committee (RPC) introduced him/herself and what town each person was representing.

**2) Discussion on where we have been, where we are now, and where we hope to be when this plan is completed?**

Dr. Ward reviewed the consolidation history for MSAD#43 and MSAD#21, which started with a conversation with Superintendents and Board Chairs from five (5) school districts (including MSAD#39). A four (4) district plan was submitted, which did not work out. MSAD#43 and MSAD#21 pursued the possibility of having MSAD#39 join in a consolidation with them, which led to this meeting.

Mr. Hodgkin added that MSAD#21, MSAD#43, and MSAD#44 had previously established a solid working relationship to pursue financial and educational benefits for the three districts, which precipitated the decision to pursue that consolidation initially. When that fell apart, it appeared that MSAD#39 had the same goal of pursuing improved educational opportunities for their students.

Mr. Colpitts reviewed the history for MSAD#39. They had been very involved with MSAD#17 on a collaborative/consolidation model prior to the consolidation bill being passed. However, MSAD#17 subsequently decided to go alone. They then pursued consolidation partners with MSAD#52, MSAD#43/#21/#44, and Union #29. However, in each case, things did not work out. MSAD#39 filed a letter with the DOE stating that they were unable to secure consolidation partners. Despite all the discussion with various potential partners, tonight is the first time that the MSAD#39 RPC members have been to the table to have a discussion.

**3) How does this work get accomplished?**

Mr. Colpitts provided a handout showing the 13 areas that need to be addressed in the consolidation plan. He also reviewed the work that had been done by the RPC in which MSAD#21 and MSAD#43 had been involved. However, as a new RPC, it was up to us to decide the process that we would be using to complete the plan.

**4) What are some possible models to follow?**

Mr. Hodgkin provided information on possible models for the group to consider to do complete the plan. He explained how each could work. He further discussed other things for the RPC members to consider regarding the role of the Superintendents, what the impact of the Citizen's petition could be, and what the impact of changes to the legislation could be.

**5) Do we want to have meeting guidelines?**

Dr. Ward briefly discussed the notion of having meeting guidelines. This will be discussed at a future meeting.

**6) What is a realistic timeline?**

Mr. Colpitts reviewed a potential timeline and the various options/implications. This included the role of the local school boards in this process.

**7) Questions/Concerns/Answers?**

The group engaged in a dialogue around numerous issues including what process to use to complete the work. It was decided that the following process should be used:

- a. The three Superintendents will identify parts of the plan to work on.
- b. The identified areas will be presented to the entire RPC, allowing for input from everyone.
- c. Based on the input, the three Superintendents will draft a model for each part of the plan working in conjunction with 2 RPC members from each of the MSAD's and Hanover. (The manner in which this happens needs further discussion).
- d. That draft model will be brought back to the entire RPC for presentation, editing, and approval.

Dr. Ward suggested that the group should consider the New RSU Governance structure as a good place to start.

Other Questions/Concerns raised included:

- a. Are we consolidating or collaborating?
- b. How binding are the decisions of the RPC on the future RSU?
- c. Be careful of rumors.
- d. Many people commented on the need to insure that the members of the RPC have ownership of the plan. While they appreciated the need for the three Superintendents to draft the models, they wanted to make sure the plan came from the committee and that they clearly understood all the elements of the plan.

**8) Next meeting date and agenda for RPC-**

The next meeting was scheduled for Tuesday, January 8, 2008 in Buckfield beginning at 6 p.m. The site will be determined later. Rep. Hayes suggested that dinner be provided, which was well received.

Reorganizational Planning Committee Meeting  
December 12, 2007  
Dirigo High School

**Possible models to consider using to complete this work**

**1. Entire Group work through all issues together.**

*The entire body work through the process of putting together the plan. All meetings would include all members.*

**2. Group divides into sub-committees determined by the whole RPC.**

*The group breaks the work to be done into categories and agrees to form committees to complete the pieces of the plan for each category. Completed sections will be reviewed and approved by the entire RPC.*

**3. Superintendents draft a model for each part of the Reorganization Plan and**

**A. The draft is developed with a sub-committee from the Entire Group or**

*The Superintendents work through the entire Reorganization Plan template with a sub-group of the entire committee. As sections are completed, then the sub-group would bring the draft back to the entire RPC for consideration.*

**B. The draft is developed with a Sub-Committee Chairs.**

*The Superintendents work through the entire Reorganization Plan template with the Chairs of each Sub-Committee. As sections are completed, then the Committee Chair brings the draft back to the Committee for consideration. Once the Committee has completed the section, the plan is presented to the entire RPC for consideration.*

**4. Other process from the group.**

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Considerations:

1. Role of the Superintendents in this process?
2. Impact of Citizen's petition on this process?
3. Impact of pending modifications on this process?
  - a. Change to cost sharing provisions.

**MSAD #43**

**REGIONAL PLANNING COMMITTEE MEMBERS  
2007-2008**

Anne Simmons-Edmunds **Byron**  
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Linda Westleigh **Rumford**  
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**HANOVER**

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**Hanover**  
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**MSAD #39**

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**Buckfield**  
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**Sumner**  
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 e-mail No e-mail

**Cliff McNeil**  
**Sumner**  
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**John Phillips**  
**Sumner**  
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Ex-off Members

John Madigan - Mexico Town Manager  
P.O. Box 251, Mexico 04257  
Phone 364-7971 (Work)

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Rumford 04276

e-mail [imadigan@mexicome.net](mailto:imadigan@mexicome.net)

**Hanover Selectman**

Brenda Gross - Selectperson  
Bruce Powell - Selectperson  
Phone (H) 824-2789 (W) 824-3000  
Frank Morrison - Selectperson  
Phone 364-7467

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Supt. of Schools- MSAD#43



JOHN ELIAS BALDACCI  
GOVERNOR

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

RECEIVED

SUSAN A. GENDRON  
COMMISSIONER

December 14, 2007

James Hodgkin, Superintendent  
MSAD 43  
3 Recreation Drive  
Mexico, ME 04257

Dear Superintendent Hodgkin:

I understand that you had an initial Reorganization Planning Committee meeting with MSAD 21, MSAD 39 and Hanover School Department on December 12, 2007, after much effort at finding a sustainable partnership with others. Please submit the Reorganization Plan Submittal Sheets with the required signatures and the Reorganization Plan Cover Sheets (Checklist) as soon as possible, and please note that the deadline for submission of revised plans is February 1, 2008.

Sincerely,

Susan A. Gendron  
Commissioner of Education

cc: Richard Colpitts, Superintendent, MSAD 39  
Thomas Ward, Superintendent, MSAD 21  
James Hodgkin, Hanover School Department

# School Administrative District No. 43

3 Recreation Drive, Mexico, Maine 04257

Central Office - 207-364-7896 FAX 207-364-5609

Special Education 207-364-5769 FAX 207-364-5600

E-Mail: MSAD43@msad.org

**James D. Hodgkin**  
Superintendent

**Paula A. Puiia**  
Business Manager

**Gloria J.F. Jenkins**  
Director of Curriculum

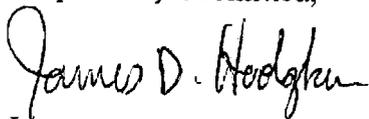
**Paula Leavitt**  
Director of Special Education

## REORGANIZATION PLAN SUBMITTAL SHEET

(Each municipality in a School Union must be indicated separately.)

MSAD#43 (comprised of the towns of Bryon, Mexico, Roxbury, and Rumford), submitted an updated Notice of Intent on November 30, 2007. We are presently waiting to hearing a response to that Notice. Therefore, we have no plan to submit. Upon approval of our new Notice of Intent, we will convene our new Regional Planning Committee and begin the work of developing a plan for the new Regional School Unit.

Respectfully Submitted,



James D. Hodgkin  
Supt. of Schools- MSAD#43

**RECD NOV 30 2007**

# School Administrative District No. 43

3 Recreation Drive, Mexico, Maine 04257

Central Office - 207-364-7896 FAX 207-364-5609

Special Education 207-364-5769 FAX 207-364-5600

E-Mail: MSAD43@msad.org

**James D. Hodgkin**  
Superintendent

**Paula A. Puiia**  
Business Manager

**Gloria J.F. Jenkins**  
Director of Curriculum

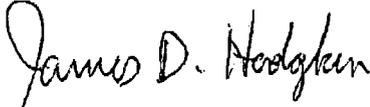
**Paula Leavitt**  
Director of Special Education

## REORGANIZATION PLAN SUBMITTAL SHEET

(Each municipality in a School Union must be indicated separately.)

Hanover submitted an updated Notice of Intent on November 30, 2007. We are presently waiting to hearing a response to that Notice. Therefore, we have no plan to submit. Upon approval of our new Notice of Intent, we will convene our new Regional Planning Committee and begin the work of developing a plan for the new Regional School Unit.

Respectfully Submitted,



James D. Hodgkin  
State Agent- Hanover School Department

**REC'D NOV 30 2007**

REC'D DEC 02 2007

Dear Commissioner,

The purpose of this letter is to update you on SAD 21's plan for reorganization. As you know we submitted a new "Notice of Intent" which shows us partnering with SAD 43, Hanover, and SAD 39. SAD 43 and Hanover have filed the same "Notice of Intent". We have to wait until SAD 39's Dec. 5<sup>th</sup> Board meeting for them to approve the same "Notice of Intent". Once that happens the RPC's for SAD 21, SAD 43, Hanover and SAD 39 will conduct our initial meeting. SAD 39 RPC members will join the already existing sub-committees and we will start working on our plan. We are unable to fill out the Reorganization Plan template as we do not have SAD 39's information and have not had the opportunity to meet with them. Please let me know if there is another action SAD 21 needs to take in relation to turning in an update on our reorganization plan by Dec. 1, 2007.

Sincerely,

Dr. Thomas J. Ward  
Superintendent of Schools  
MSAD #21  
Dixfield, ME 04224