REC'D DEC 0 5 2008

Exhibit A

REORGANIZATION PLAN SUBMITTAL SHEET

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

School Administrative Units Included in **Approved** Notice of Intent	School Administrative Units Submitting Reorganization Plan
Airline CSD #8	Airline CSD #8
Brewer School Department	Brewer School Department
Dedham School Department	Dedham School Department
Orrington School Department	Orrington School Department
MSAD #63	MSAD #63

Contact Information: **Kyle Casburn**
375 Johnson Mill Road
Orrington, ME 04474
207-825-3855
kcasburn@seaboardfcu.com

Date Plan Submitted: **December 5, 2008**

Proposed RSU Operational Date: **July 1, 2009**

Signature/Title	Date	SAU
Ralph W. Jordan Citizen Osborn	12/4/08	Airline CSD 8
Lisa Jordan School Board	12/4/08	CSD #8
Christine Fervoir Board of Selectman	12/4/08	Orrington
Phil Dechus, Selectman	12-4-08	Airline CSD8
[illegible] Alibrecy Com	12-4-08	Airline CSD8
Amanda [illegible] Board	12-4-08	Brewer
[illegible] Citizen	12-4-08	BREWER
Robert Harvey - Councilor	12-4-08	Holden
[illegible] / Citizen	12/4/08	CSD #8
Joseph Russell	12/4/08	SAD #63
Gail M. Kelly	12/4/08	BREWER
[illegible]	12/4/08	Aurora CSD#8
Karen A Clark, Board Alternate	12/4/2008	SAD #63
Donald Varnum Board Member	12/4/2008	SAD#63 Holden
[illegible] School Board	12/4/08	CSD8
[illegible] School Board	12/4/08	CSD8
John Mugnai Community	12/4/08	Orrington

Signature/Title	Date	SAU
[signature] Board	12/4/08	Dedham
[signature]	12-4-08	Orrington
[signature]	12/4/08	Eddington
[signature] COMB	12/4/08	Dedham
Marion T. Hutchinson	12/4/08	Great Pond
[signature] D. Kevin Johns	12/4/08	Clifton

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[1]	Need Assistance[2]
3.A(1)	SAUs included in RSU		☒	☐	☐	☐	☐
3.A(2)	Size of governing body		☒	☐	☐	☐	☐
	Composition of governing body		☒	☐	☐	☐	☐
	Apportionment of governing body		☒	☐	☐	☐	☐
3.A(3)	Method of voting of the governing body		☒	☐	☐	☐	☐
3.A(4)	Composition of local school committees	☐	☒	☐	☐	☐	☐
	Powers of local school committees	☐	☒	☐	☐	☐	☐
	Duties of local school committees	☐	☒	☐	☐	☐	☐
3.A(5)	Disposition of real & personal school property		☒	☐	☐	☐	☐
3.A(6)	Disposition of existing school indebtedness (if not using provisions of section 1506)		☒	☐	☐	☐	☐
	Disposition of lease-purchase obligations (if not using provisions of section 1506)		☒	☐	☐	☐	☐
3.A(7)	Assignment of school personnel contracts		☒	☐	☐	☐	☐
	Assignment of school collective bargaining agreements		☒	☐	☐	☐	☐
	Assignment of other school contractual obligations		☒	☐	☐	☐	☐
3.A(8)	Disposition of existing school funds and existing financial obligations		☒	☐	☐	☐	☐
3.A(9)	Transition plan that addresses the development of a budget for the first school year		☒	☐	☐	☐	☐
	Transition plan that addresses interim personnel policies		☒	☐	☐	☐	☐
3.A(10)	Documentation of the public meeting(s) held to prepare or review reorganization plan		☒	☐	☐	☐	☐
3.A(11)	Explanation of how units that approve reorganization plan will proceed if one or more units do not approve the plan		☒	☐	☐	☐	☐
3.A(12)	Estimate of cost savings to be achieved		☒	☐	☐	☐	☐
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		☒	☐	☐	☐	☐

[1] Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.
[2] 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[3]	Need Assistance[4]
3.B(1)	Enrollment meets requirements (2,500 except where circumstances justify an exception[5])		☒	☐	☐	☐	☐
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		☒	☐	☐	☐	☐
3.B(2)	Comprehensive programming for all students grades K - 12.		☒	☐	☐	☐	☐
	Includes at least one publicly supported high school		☒	☐	☐	☐	☐
3.B(3)	Consistent with policies set forth in section 1451		☒	☐	☐	☐	☐
3.B(4)	No displacement of teachers		☒	☐	☐	☐	☐
	No displacement of students		☒	☐	☐	☐	☐
	No closures of schools existing or operating during school year immediately preceding reorganization, except as permitted under section 1512		☒	☐	☐	☐	☐
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[6]		☒	☐	☐	☐	☐

Collaborative Agreements	Yes	No
Does your plan currently include information/documentation on collaborative agreements? *(not required, but encouraged)*	☐	☒

Exceptions to 2,500 minimum

Actual number of students for which the SAU is fiscally responsible: 3,296

Exception	Exception Claimed in Plan	Documentation Provided? (Please attach as Exhibit B)	
		Yes	No
Geography	☐	☐	☒
Demographics	☐	☐	☒
Economics	☐	☐	☒
Transportation	☐	☐	☒
Population Density	☐	☐	☒
Other Unique Circumstances	☐	☐	☒

[3] Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.
[4] Please explain what assistance you need to complete this portion of your plan, and state from whom you need assistance, on page 3.
[5] Please note in the *Exceptions to 2500 minimum* section on next page
[6] 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
N/A	

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?
N/A		

1. The units of school administration to be included in the proposed reorganized regional school unit.

The proposed Regional School Unit includes the following school administrative units:

A. Airline Community School District No. 8
City of Brewer, a municipal school unit
Maine School Administrative District No. 63
Town of Dedham, a municipal school unit
Town of Orrington, a municipal school unit

2. The size, composition and apportionment of the governing body.

The Regional School Unit governing body will consist of 16 board members. One member will represent The Airline Community Sub-District, composed of Amherst, Aurora, Great Pond and Osborn. The remaining 15 members will represent their respective municipalities. (See question 3 for the member breakdown)

3. The method of voting of the governing body. (Voted 9/11/08)

METHOD "D" WEIGHTED VOTING – in compliance with the "one man – one vote principle".

Municipality or Sub District	2007 Est. Federal Decennial Census	Percentage of Population	Total Votes	Number of Directors	Number of Votes Per Director	% of Voting Power per Director
Airline Sub D	455	2.2%	455	1	455	2.2%
Brewer	9,079	43.9%	9,079	6	1,513	7.3%
Clifton	785	3.8%	785	1	785	3.8%
Dedham	1,474	7.1%	1,474	1	1,474	7.1%
Eddington	2,229	10.8%	2,229	2	1,115	5.4%
Holden	2,982	14.4%	2,982	2	1,491	7.2%
Orrington	3,669	17.7%	3,669	3	1,223	5.9%
Totals	20,673	100.0%	20,673	16		

Each board member shall serve a 3-year term, except that the initial terms of the members of the first regional school unit board shall be staggered as provided by Section

20-A M.S.R.A. 1472B. Initial Board Members will be elected in 2009, with each city or town electing their subsequent representative as they normally do following the initial election.

The initial terms of the RSU Board members are as follows:

SAU	1 Year Initial Term	2 Year Initial Term	3 Year Initial Term
Airline Community Sub-District			Board Member #1
Clifton	Board Member #1		
Brewer	Board Member #1	Board Member #2	Board Member #3
Brewer	Board Member #4	Board Member #5	Board Member #6
Dedham			Board Member #1
Eddington		Board Member #1	Board Member #2
Holden	Board Member #1	Board Member #2	
Orrington	Board Member #1	Board Member #2	Board Member #3

4. The composition, powers and duties of any local school committees to be created.

Local school committees were approved as advisory committees, at the June 26, 2008 RSU planning meeting. A motion made and passed, at the September 11, 2008 RSU planning committee meeting, indicated "the size and composition of these committees would be determined by each municipality".

The election of local school committee members shall be determined by the respective member municipality. The powers and duties of the local school committees shall be determined by the Regional School Unit Board.

5. The disposition of real and personal school property. (Voted 9/25/08)

A. Real Property and Fixtures. Except as listed below, all real property interests, including without limitation land, buildings, other improvements to realty, easements, option rights, first refusal rights, and purchase rights, and all fixtures, of the school administrative units shall be property of the region. The regional school unit board may require such deeds, assignments or other instruments of transfer as in its judgment is necessary to establish the region's right, title and interest in such real property and fixtures.

The following real property interests and associated fixtures shall not be transferred:

Name of SAU	***Description of Excluded Property***
Dedham	Dedham Municipal Office Building
SAD 63	12.14 acres of land as per Plisga & Day 10/23/08 survey, containing the Nature trail and additional land, adjacent to the Holden Town Office, not required for educational purposes Transferred to the Town of Holden

All real property and fixtures not described in the above list shall be transferred to the regional school unit.

The disposition of the above non-transferred property, if any, shall be as follows:

Any excluded real property and fixtures shall become the property of the municipality in which it is located. The regional school unit shall comply with state law with respect to the closing of school buildings and the disposition and use of proceeds, if any from closing school buildings.

B. Personal Property. Except as listed below, all other tangible school personal property, including movable equipment, furnishings, textbooks and other curriculum materials, supplies, inventories, software, leases, licenses, rights of use and records of the existing school administrative units shall become the property of the regional school unit as their successor, **including all personal property except:**

Name of SAU	**Description of Excluded Personal Property**
N/A	None

The Regional School Unit Board may require such assignments, bills of sale or other instruments of transfer as in its judgment is necessary to establish the region's right, title and interest in such personal property.

C. ***Agreements to Share Property.*** Existing practices relative to the attached Airline Community School District No. 8 and Orrington Community Libraries will continue unchanged into the new regional school unit.

6. The disposition of existing school indebtedness and lease-purchase obligations if the parties elect not to use the provisions of Section 1506 regarding the disposition of debt obligations.

A. Bonds, Notes and Lease Purchase Agreements That the Region Will Assume. The region shall assume liability to pay the following bonds, notes and lease purchase agreements:

Name of SAU	Year Issued	Original Principal Amount	Asset Acquired, Constructed or Renovated	Principal Balance as of July 1, 2009	Final Maturity Date
Airline	2007	$ 74,487	Bus-Lease Purchase	$ 37,189	July 2010
Brewer	1997	1,105,000	Brewer H.S.	585,000	Oct. 2018
Brewer	1999	450,000	Brewer H.S.	50,000	Oct. 2010
Brewer	2001	800,000	Brewer H.S.	585,000	Oct. 2022
Brewer	2005	1,511,786	Brewer H.S.	1,058,250	Oct. 2016
Brewer	2005	492,956	Brewer H.S.	345,072	Oct. 2016
Brewer	2007	145,590	Copier Lease Purchase all Schools	72,795	Feb. 2012
Brewer	2007	16,996	Lease-Purchase Musical Equipment	5,944	Aug. 2009
Dedham	2007	16,641	Copier Lease Purchase	9,645	Aug. 2012
Dedham	2007	64,616	Bus Lease-Purchase	21,947	July 2009
Orrington	2006	65,480	Copier Lease Purchase	29,960	Dec. 2012
SAD 63	2006	135,664	Bus-Lease Purchase	25,730	Oct. 2009
SAD 63	2005	110,271	Copier Lease Purchase	22,054	Aug. 2009

Except as provided above no other bonds, notes and lease purchase agreements issued before the operative date of the region shall be assumed by the region.

B. Bonds, Notes and Lease Purchase Agreements That the Region Will Not Assume. Pursuant to 20-A M.R.S.A. § 1506(4), the region does not assume the following bonds, notes and lease purchase agreements, which shall continue to be paid by the original members of the SAU indicated, and the region shall serve as fiscal agent for the SAU for that purpose:

Name of SAU	Year Issued	Original Principal Amount	Asset Acquired, Constructed or Renovated	Principal Balance as of July 1, 2009	Final Maturity Date
SAD 63	2000	$600,000	Holbrook Middle School	$60,000	May 2010

C. New Capital Project Debt that Region Will Issue and Assume. If the voters or other applicable legislative body of an existing school administrative unit have authorized the issuance of bonds for a school construction or a minor capital project, but the SAU has not issued all of the authorized permanent bonds for that project, the regional school unit board shall issue bonds or notes to finance the completion of that project and to refund any temporary notes that the SAU issued for that project, as required by 20-A M.R.S.A. § 1506(5). With respect to such new project debt, the region shall assume liability to pay the following bonds, notes and lease purchase agreements:

SAU	Project Description	Principal Amount	Date Authorized by SAU Legislative Body
Brewer	K-8 School Building	$ 36,717,383 ***(100% State of Maine Approved Debt)***	December 4, 2007

D. New Capital Project Debt that the Region Will Issue But Will Not Assume. If the voters or other applicable legislative body of an existing school administrative unit has authorized the issuance of bonds for a school construction or a minor capital project, but the SAU has not issued all of the authorized permanent bonds for that project, the regional school unit board shall issue bonds or notes to finance the completion of that project and to refund any temporary notes that the SAU issued for that project, as required by 20-A M.R.S.A. § 1506(5). With respect to such new project debt, the region will not assume liability to pay the following bonds, notes and lease purchase agreements:

SAU	Project Description	Principal Amount	Date Authorized by SAU Legislative Body
Brewer	Performing Arts Center	$ 2,770,500	December 4, 2007

E. Defaulted Debt is Excluded from Being Assumed. Notwithstanding anything in this Plan to the contrary, except where legally required to do so, the region will not assume any bond, note or lease purchase agreement as to which the existing SAU is in breach or has defaulted.

F. Other Debt Not Assumed. Except as provided in this section of the Plan, the region will not assume liability for any bonds, notes or lease purchase agreements issued by an existing SAU prior to the operative date of the region.

7. The assignment of school personnel contracts, school collective bargaining agreements and other school contractual obligations.

A. School Personnel Contracts. Pursuant to Section XXXX-43(5), individuals who have employment contracts with any of the existing school administrative units on the day before the operational date shall become employed by Regional School Unit as of the operational date, and their contracts shall be assumed by Regional School Unit on the operational date. This provision does not prevent the existing school administrative units from terminating or non-renewing the contracts of the employees in accordance with applicable law before the operational date of Regional School Unit. The list shall be updated and made final no later than the day before the operational date of the Regional School Unit.

SAU	Contracting Party	Contract Type	Expiration Date
Airline CSD 8	Lead Teacher	Individual	6/30/2009
Brewer	Middle School Asst. Prin.	Individual	6/30/2009
Brewer	Principals, Dir. Of Instruction, Spec. Ed. Dir., Athletic Dir., Dir, Finance & Bus.	Individual	6/30/2011
Dedham	Principal/Assessment Coordinator/Curriculum Dir.	Individual	6/30/2009
Orrington	Principal	Individual	6/30/2009
Orrington	Asst. Principal	Individual	6/30/2010
Orrington	Spec. Ed. Dir.	Individual	6/30/2011
SAD 63	Middle School Principal, Special Ed. Dir., Trans/Operations Dir.	Individual	6/30/2009
SAD 63	Elementary School Principals, Bus. Mgr.	Individual	6/30/2010

A list of all employees of the existing school administrative units who do not have written individual contracts is attached as **Exhibit 7A.** Pursuant to Section XXX-43(5), individuals on the list who are employed on the day before the operational date shall become employed by Regional School Unit as of the operational date. This provision does not prevent the existing school administrative units from terminating employment of the employees in accordance with applicable law before the operational date of the region. This list shall be updated and made final no later than the day before the operational date of Regional School Unit.

The duties and assignments of all employees transferred to Regional School Unit shall be determined by the Superintendent of Regional School Unit or his/her designee.

B. School Collective Bargaining Agreements. The following collective bargaining agreements to which the existing school administrative units are a party shall be assumed by the Regional School Unit Board as of the operational date:

SAU	Positions Included in Bargaining Unit	Next Termination Date
Airline CSD 8	N/A	N/A
Brewer	Teachers	August 31, 2009
Brewer	Educational Technicians	August 31, 2010
Brewer	Custodians/Maintenance/Food Service Personnel	August 31, 2010
Dedham	N/A	N/A
MSAD 63	Teachers	August 31, 2010
Orrington	Teachers	August 31, 2009

All successor contracts to the contracts expiring June 30, 2009 will be honored by the Regional School Unit Board.

All of the employer's rights and responsibilities with respect to collective bargaining shall be fully assumed by Regional School Unit Board as of the operational date.

C. Other School Contractual Obligations. The following contracts to which the existing school administrative units are a party and that will be in effect as of the operational date shall be assumed by Regional School Unit:

SAU	Contracting Party	Type of Contract	Expiration Date
Airline CSD	Maine Energy, Inc.	Heating Fuel - Purchasing	6/30/2010
Airline CSD	Dysarts Service	Transportation Fuel - Purchasing	6/30/2010
Brewer	John T. Cyr & Sons	Transportation	6/30/2010
Brewer	Transco Business	Copier Service Contract	3/01/2011
Brewer	Siemons Building Technologies	Heating Controls Service Contract	11/01/2009
Dedham	Transco Business	Copier Service Contract	9/01/2010
Dedham	Siemons Building Technologies	Heating Controls Service Contract	10/01/2009
Orrington	Laidlaw	Transportation	6/30/2011
Orrington	Siemons Building Technologies	Heating Controls Service Contract	6/30/2011
MSAD 63	Dysarts Service	Transportation Fuel - Purchasing	6/30/2010
MSAD 63	Waste Management of Maine	Trash Removal	6/30/2010
MSAD 63	Pine State Elevator	Elevator Maintenance	4/30/2010
MSAD 63	XL Mech. & Energy Mgt.	HVAC Maintenance	9/30/2010

The SAU Board and superintendent shall seek to terminate or negotiate for termination of the following contracts prior to the operational date:

SAU	Contracting Party	Type of Contract	Expiration Date
None			

8. The disposition of existing school funds and existing financial obligations, including undesignated fund balances, trust funds, reserve funds and other funds appropriated for school purposes.

A. Existing Financial Obligations. Pursuant to Section XXXX-36(5) the disposition of existing financial obligations of the existing school administrative units is governed by this plan.

Existing financial obligations shall include the following:

(i) all accounts payable;

(ii) to the extent not included as accounts payable, any financial obligations which under generally accepted accounting principles would be considered expenses of the existing school administrative unit for any year prior to the year the Regional School Unit becomes operational, *with the exception of summer salaries and benefits*, whether or not such expenses were budgeted by the existing school administrative unit in the year the obligations were incurred,

(iii) all other liabilities arising under generally accepted accounting principles that can be reasonably estimated and are probable.

Each existing school administrative unit shall satisfy its existing financial obligations from all legally available funds. If an existing school administrative unit has not satisfied all of its existing financial obligations, the existing school administrative unit shall transfer sufficient funds to the region to satisfy its remaining existing financial obligations, and the Regional School Unit shall be authorized to satisfy those existing financial obligations on behalf of the school administrative unit. If the existing school administrative unit does not transfer to the region sufficient funds to satisfy its existing financial obligations, then to the extent permitted by law, the Regional School Unit Board may satisfy those obligations from balances that the existing school administrative unit

transfers to the region. If the available balances transferred are insufficient to satisfy the school administrative unit's existing financial obligations, or are not legally available for that purpose, the Regional School Unit Board may take any action permitted by law so that all of the municipalities of the region are treated equitably with respect to the unsatisfied existing financial obligations of an existing school administrative unit. For example, to the extent permitted by law, the Regional School Unit Board may satisfy the unpaid existing financial obligations of an existing school administrative unit in the same manner and with the same authority as for unassumed debt under the provisions of 20-A M.R.S.A. § 1506(4).

Additionally, to the extent permitted by law, if in the judgment of the Regional School Unit Board it must raise funds from all its members to satisfy existing financial obligations of an existing school administrative unit, the Regional School District Board also shall be authorized to raise additional amounts for the purpose of making equitable distributions (which may be made in the form of credits against assessed local shares of the region's approved budget) to those region members that would otherwise bear costs attributable to unsatisfied existing financial obligations of an existing school administrative unit for which they had no financial responsibility. The intent of the preceding sentence is that financial responsibility for unsatisfied existing financial obligations of an existing school administrative unit be borne by the region members or members formerly comprising that school administrative unit and not by the other members of the region.

B. Remaining Balances. The balance remaining in the existing school administrative unit's school accounts after the school administrative unit has satisfied existing financial obligations in accordance with this plan shall be paid to the treasurer of the regional school unit, verified by audit and used to reduce that SAU's contribution as provided by Section XXXX-43(4). The balance from an existing school administrative unit must be used to reduce the local contribution to the region of the region member or the region members formerly comprising that school administrative unit within the first three years of operation of the region. Unless the Legislature otherwise provides, in the case of Airline Consolidated School District No.8 and Maine School Administrative District No.63 the school board of the applicable district shall specify in writing to the Regional School Unit Board how the region shall allocate credit for transferred remaining balances between the municipalities of the CSD and the SAD. Unless the Legislature otherwise provides, if the district board has not specified in writing to the Regional School Unit Board how this allocation shall occur, then the transferred remaining balances shall be credited to the district's members in proportion to their respective shares of that portion of the total local costs of the region allocable to all of the district's members for the operational year.

Transfers of remaining balances by CSD No. 8 and SAD No. 63 shall occur before the districts have closed their accounts and ceased normal operations. Transfer of the remaining balances of Brewer, Dedham and Orrington shall occur within the period specified by Section XXXX-43(4).

C. Reserve Funds. Existing school administrative units shall transfer remaining balances of reserve funds to the Regional School Unit. Unless otherwise provided by applicable law, a transferred reserve fund shall be used in accordance with its original purpose to benefit a school or schools of the existing school administrative unit. Transferred reserve funds shall be subject to Title 20-A M.R.S.A. § 1491, except that the transfer of funds in a reserve fund or a change in purpose of the fund may only occur in such manner that the funds continue to benefit the members of the region comprising the school administrative unit that transferred that reserve fund to the region.

D. Scholarship Funds. Existing school administrative units shall transfer remaining balances of scholarship funds to the region. Scholarships shall be limited to the original pool of potential recipients unless otherwise provided by the donor or by applicable law.

E. Trust Funds. Existing school administrative units shall transfer trust funds to the region. The Regional School Unit Board shall be deemed the successor trustee for all purposes, except as provided by the trust or by applicable law.

F. Ownership of Funds and Accounts. All of the school accounts and funds of the existing school administrative units shall become the property of the Regional School Unit on the operational date, and the treasurer of the Regional School Unit shall have the authority of those accounts.

9. A transition powers and duties of initial regional school unit board.

A. Transition Plan for Budget Development. The Regional School Unit Board shall establish interim rules of procedure and shall elect interim officers who shall serve until officers are elected at a meeting following the operational date of the region.

The Regional School Unit Board shall select a Superintendent of schools in accordance with Section1051 of Title 20-A. During the interim period, the salary, office and other expenses of the superintendent, as well as the cost of the Regional School Unit Board, including insurance, shall be allocated to the school administrative units as provided below.

If a region is formed to become operational as of July 1, 2009, then following the issuance of a certificate of organization by the State Board of Education, the school

boards and Superintendents of the SAUs within the region shall begin a process for developing proposed budgets for educational programs and services within their SAUs for the fiscal year beginning July 1, 2009. In developing their proposed budget, the SAUs shall consider potential cost savings and additional costs that may result from reorganization. The SAUs also shall consider changes in operations that may be necessary in order to reduce costs of administration, special education, building and maintenance and transportation without adversely affecting the educational program. During the months of February and March, the school boards of the SAUs and their Superintendents shall conduct joint meetings and budget workshops as necessary to develop a proposed budget for the first operational year of the Regional School Unit. Specific duties may be assigned to existing personnel with the approval of the employing SAU.

A proposed budget with supporting documentation shall be developed in time for its presentation to and consideration by the initial Regional School Unit Board of Directors. The Regional School Unit Board shall complete the budget development process and recommend a budget for consideration by the voters.

The Regional School Unit Board shall propose and approve a recommended budget in accordance with 20-A M.R.S.A. § 1482 for the first operational year for submission to the voters of the region. The budget format, approval procedures and assessments for the regional school unit's first operational year budget shall be in accordance with 20-A M.R.S.A. §§ 1482-1489. The Regional School Unit Board shall have all necessary authority for those purposes. This shall be considered the first year of use of the budget validation referendum process for purposes of determining the continued use of the budget validation referendum process every three years pursuant to Section1486(1).

The Regional School Unit Board shall be authorized to take all other actions and shall have all other authority provided under state law to prepare for the Regional School Unit to become operational on July 1 of the first operational year; including the authority to open and maintain accounts, to incur expenses not to exceed $50,000 to be allocated among the Regional School Units' member SAUs in accordance with the **50% student/50% valuation cost sharing formula approved by vote 9/25/08** and to file applications for school construction projects and revolving renovation fund loans and other available funding.

B. Transition Plan for Personnel Policies. All personnel policies existing in the previous school administrative units shall continue to apply to the same employment positions after they become part of the Regional School Unit. After the operational date, the Regional School Unit Board and Superintendent will develop and adopt region-wide policies in accordance with applicable law.

10. Documentation of the public meeting or public meetings held to prepare or review the reorganization plan.

Minutes of the following public meeting(s) held to prepare or review the reorganization plan are attached as Exhibit 10-A:

Date of Public Meeting	Time	Location
December 4, 2008	6:30	Brewer High School
November 6, 2008	6:30	Brewer High School
October 30, 2008	6:30	Brewer High School
October 9, 2008	6:30	Brewer High School
September 25, 2008	6:30	Brewer High School
September 11, 2008	6:30	Brewer High School
August 21, 2008	6:30	Brewer High School
July 24, 2008	6:30	Brewer High School
June 26, 2008	6:30	Brewer High School
May 15, 2008	6:30	Dedham School
April 29, 2008	6:30	Center Drive School
February 27, 2008	6:30	Holbrook Middle School
January 10, 2008	6:30	Brewer High School
November 19, 2007	6:30	Center Drive School
November 7, 2007	6:30	Airline Community School
October 11, 2007	6:30	Dedham School
September 13, 2007	6:30	Holbrook Middle School
August 23, 2007	6:30	Brewer High School
July 24, 2007	6:30	Center Drive School

11. An explanation of how units that approve the reorganization plan will proceed if one or more of the proposed members of the regional school unit fail to approve the plan.

If one or more of the proposed members of the region fail to approve the plan, the existing school administrative units that approve the plan shall proceed as follows:

If despite rejection by one or more proposed members of the region, the plan is approved by each of the applicable school administrative units pursuant to Section XXXX-36(9), the plan is approved for all proposed members of the region in accordance with Section XXXX-36(9).

If the plan is rejected by one or more of the existing school administrative units, A successful Regional School Unit vote from the towns of Amherst, Aurora, Great Pond, Osborn, Clifton, Eddington, Holden, Dedham, Brewer, and Orrington, would be any combination of students exceeding 2,500 or not less than 1,200 that include a publicly supported high school, except that the Commissioner may determine the necessity for reapportionment pursuant to 20-A M.R.S.A. § 1475.

Any future amendments to this plan will require the approval of the Commissioner of Education.

12. An estimate of the cost savings to be achieved by the formation of a regional school unit and how these savings will be achieved.

We estimate that the formation of the regional school unit will result in the following cost savings during the first three years of operation:

First year – 2009 - 2010:

Estimated savings:	**386,335**
Estimated additional costs:	**47,000**
Net savings (or costs):	**339,335**

Second year – 2010 - 2011:

Estimated savings:	**401,788**
Estimated additional costs:	**1,996,855**
Net savings (or costs):	**(1,595,067)**

Third year – 2011 - 2012:

Estimated savings:	**417,859**
Estimated additional costs:	**2,016,825**
Net savings (or costs):	**(1,598,966)**
Total estimated savings (or costs):	**(2,854,698)**

The estimated cost increases beginning in 2010-2011 result from the extreme disparity between salaries and wages provided by policy or collective bargaining agreements in Brewer as compared to similar positions in the other administrative units within the proposed RSU and the assumption the higher compensation levels in Brewer would be reflected in the negotiation of unified agreements.

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.

13-A. Plans to reorganize administration, transportation, building and maintenance and special education.

This paragraph is provided in order to follow the template recommended for use in developing our plan. It is only appropriate for those plans where the effective date of the new RSU is July 1, 2008. As it is our intention to form an RSU with an effective date of July 1, 2009 this paragraph does not apply.

13-B. Cost Sharing in Regional School Units

For reorganization plans that include cost sharing agreements applicable to funds raised in addition to the required local contribution pursuant to Title 20-A M.R.S.A. Section15690, subsection 1 which are not based on the same local share percentages for each municipality as the required local contribution under Section15688, the following provision or a similar provision should be included in the plan:

> The Regional School Unit may raise money, in addition to the required local contribution pursuant to Title 20-A, Section15690, subsection 1 for

educational purposes. The additional local costs of operating the regional school unit shall be shared among all the municipalities within the regional school unit on the basis of the following formula:

a) 50% shall be shared on the basis of the fiscal capacity of each member municipality; and

b) 50% shall be shared on the basis of the number of resident pupils in each member municipality.

This local cost sharing formula applies only to the amount, if any, of additional local funds and non-state funded debt service raised by the Regional School Unit. It does not apply to the required local contributions raised by each municipality pursuant to 20-A M.R.S.A. § 15688.

13-C. Election of initial board of directors.

Within 30 days of the issuance of a certificate of organization for the Regional School Unit by the State Board of Education, the members of the school boards of the school administrative units within the Regional School Unit shall conduct a joint meeting for the purpose of electing an interim secretary of the Regional School Unit and determining a date for the election of the initial board of directors of the Regional School Unit. The interim secretary shall notify the municipal officers of the member municipalities of the Regional School Unit of the date of the election. The election shall be conducted in accordance with Title 30-A Chapter 121 of the Maine Revised Statutes, as amended by Section1473(2) of Chapter 103-A of Title 20-A of the Maine Revised Statutes, except that the election duties of the secretary and board of directors of the Regional School Unit shall be performed by the interim secretary. The duties of the interim secretary shall include:

1) notification of the municipal officers of the date of the election;

2) furnishing nomination papers at least 10 days before the deadline for filing nomination papers;

3) receipt of completed nomination papers in accordance with 20-A M.R.S.A. §1473;

4) preparation and distribution of election ballots in accordance with 20-A M.R.S.A. §1473;

5) receipt of town clerk's certification of the results of the voting in each member municipality;

6) tabulation of the town clerk's certification of the results of the voting in each municipality;

7) accepting any recount petitions that may be filed pursuant to 20-A M.R.S.A. §1473; and

8) totaling the votes cast for each candidate and notifying the clerks in each municipality, the candidates, and the Commissioner of Education of the final results of the voting and the names and addresses of the persons elected as directors.

In accordance with 20-A M.R.S.A. §1473(1), the clerk of each municipality within the Regional School Unit shall forward the name(s) and address(es) of the director(s) elected to represent that municipality to the State Board of Education with such other data with regard to their election as the State Board of Education may require. On receipt of the names and addresses of all of the directors, the State Board of Education shall set a time, place and date for the first meeting of the directors and give notice to the directors in writing, sent by registered or certified mail, return receipt requested, to the address provided by the municipalities.

See Section 3 for discussions relative to initial staggered Board of Director terms.

13-D. School Choice

The following SAUs offer some or all of their students a choice of which school to attend:

SAU	Description
Airline CSD No. 8	Offers all students 9-12 choice to attend any secondary school approved for tuition purposes.
Dedham	Offers all students 9-12 choice to attend any secondary school approved for tuition purposes.
MSAD No. 63	Offers all students 9-12 choice to attend any secondary school approved for tuition purposes.
Orrington	Offers all students 9-12 choice to attend any secondary school approved for tuition purposes.

Grade levels in the existing SAUs that have a choice of schools as of the operational date shall continue to have the same choices in the RSU. It is the intent of this RSU to maintain the current system of choice that is now in place. The SAUs' that currently have school choice will continue to do so. Transportation will continue to be provided to those secondary schools now serviced by those communities with choice.

13-E. Claims and Insurance

Disclosure of claims

The parties are aware of the following lawsuits, administrative complaints, due process proceedings, notices of claim and other claims existing as of June 30, 2009.

SAU	Claimant	Title of Proceeding	Jurisdiction	Nature of claim
Brewer	Kelly Cookson	Kelly Cookson v. Brewer	State Supreme Court	Discrimination in Hiring
MSAD #63	Louise Regan	Louise Regan v. MSAD #63	First U.S. District Court	Various

Legal fees and potential monetary judgments against an existing SAU resulting from the claims listed above will remain the responsibility of the SAU.

13-F. Vote to submit reorganization plan to Commissioner.

Before submitting the reorganization plan to the Commissioner of Education the governing body of each school administrative unit shall adopt the following vote:

Vote to be Adopted by the Regional School Unit Board to Submit Reorganization Plan to Commissioner:

VOTED: That the provisions included in the school reorganization plan prepared by the Regional School Unit Reorganization Planning Committee to reorganize into a Regional School Unit with an operational date of July 1, 2009, are determined to be necessary within the meaning of Section XXXX-36(5)(M) and that the Superintendent of Schools be, and hereby is, authorized and directed to submit the school reorganization plan to the Commissioner of Education on behalf of this school administrative unit by November 14, 2008.

Exhibit 7A

Employees of existing school administrative units who do not have contracts.

SAU	Position
Airline CSD 8	School Secretary – Airline Community School
Airline CSD 8	Food Service – Cook – Airline Community School
Airline CSD 8	Custodian – Part time – Airline Community School
Airline CSD 8	Custodian – Part time – Airline Community School
Airline CSD 8	Bus Driver – Airline Community School
Airline CSD 8	Bus Driver – Airline Community School
Airline CSD 8	Ed. Tech. – Airline Community School
Brewer	Administrative Assistant – Supt. Office
Brewer	Financial Accountant
Brewer	Financial Assistant
Brewer	It Manager
Brewer	School Dietician
Brewer	Food Service Manager – MS
Brewer	Food Service Manager - HS
Brewer	High School Principal Secretary
Brewer	Pupil Services Secretary
Brewer	H.S. Assistant Principal /Athletic Director Secretary
Brewer	H.S. Financial/Data Secretary
Brewer	Director of Instruction Secretary
Brewer	H.S. Guidance Secretary II
Brewer	H. S. Guidance Secretary
Brewer	Middle School Secretary
Brewer	State Street School Secretary
Brewer	Washington Street School Secretary
Brewer	Capri Street School /Administrative Secretary
Brewer	Food Service/Middle School Secretary
Brewer	Office Assistant – Washington St. School
Brewer	Noon Time Aides – State Street & Capri Street
Brewer	Substitute Caller
Dedham	School Secretary – Dedham School
Dedham	Ed Tech I – (Pre-k) - Dedham School
Dedham	Ed Tech I – Dedham School
Dedham	Ed Tech III – Self Contained Class– Dedham School
Dedham	Ed Tech III – Self Contained Class - Dedham School

Dedham	Ed Tech III – Resource Room - Dedham School
Dedham	Ed Tech III – Resource Room - Dedham School
Dedham	Ed Tech III – Resource Room - Dedham School
Dedham	Ed Tech III – Resource Room - Dedham School
Dedham	Cook – Dedham School
Dedham	Cook – Dedham School
Dedham	Custodian – Dedham School
Dedham	Custodian – Dedham School
Orrington	Principal Secretary – Center Drive School
Orrington	Principal Secretary – Center Drive School
Orrington	Supt. Secretary – 1/5 time – Superintendents Office
Orrington	Business Manager – Superintendents Office
Orrington	Food Service – Cook – Center Drive School
Orrington	Food Service – Cook – Center Drive School
Orrington	Food Service – Cook – Center Drive School
Orrington	Food Service – Cook ½ time – Center Drive School
Orrington	Janitor – Center Drive School
Orrington	Janitor – Center Drive School
Orrington	Janitor – Center Drive School
Orrington	Janitor – Center Drive School
Orrington	Ed. Techs (16)
Orrington	Technology Coordinator
MSAD 63	Eddington School Secretary
MSAD 63	Holbrook School Secretary
MSAD 63	Holden School Secretary
MSAD 63	Special Education Secretary
MSAD 63	Secretary to the Superintendent
MSAD 63	Librarian ½ time
MSAD 63	Bookkeeper
MSAD 63	Custodian – Eddington School
MSAD 63	Custodian – Eddington School
MSAD 63	Custodian – Holbrook School
MSAD 63	Custodian – Holbrook School
MSAD 63	Custodian – Holbrook School
MSAD 63	Custodian – Holden School
MSAD 63	Custodian – Holden School
MSAD 63	Maintenance - District
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.

MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Bus Driver – Regular Ed.
MSAD 63	Special Ed. Van Driver
MSAD 63	Special Ed. Van Driver
MSAD 63	Bus Mechanic - District
MSAD 63	Lead Cook - Eddington School
MSAD 63	Assistant Cook – Eddington School
MSAD 63	Lead Cook - Holbrook School
MSAD 63	Assistant Cook – Holbrook School
MSAD 63	Assistant Cook – Holbrook School
MSAD 63	Lead Cook - Holden School
MSAD 63	Assistant Cook – Holden School
MSAD 63	Ed. Tech III – 1 on 1 - Eddington
MSAD 63	Ed. Tech III – 1 on 1 - Eddington
MSAD 63	Ed. Tech III – Regular Ed. Grade 2 - Eddington
MSAD 63	Ed. Tech III – Self Contained Classroom - Eddington
MSAD 63	Ed. Tech II – Resource Room – Eddington
MSAD 63	Ed. Tech I – (Pre-k) – Eddington
MSAD 63	Ed. Tech III – 1 on 1 – Holbrook
MSAD 63	Ed. Tech III – Self Contained Classroom - Holbrook
MSAD 63	Ed. Tech III – Self Contained Classroom - Holbrook
MSAD 63	Ed. Tech III – Resource Room – Holbrook
MSAD 63	Ed. Tech III – Resource Room – Holbrook
MSAD 63	Ed. Tech II – 1 on 1 – Holden
MSAD 63	Ed. Tech I – I on I – Holden
MSAD 63	Ed. Tech III – Resource Room – Holden
MSAD 63	Ed. Tech II – Resource Room – Holden
MSAD 63	Ed. Tech III – Holden Regional Program
MSAD 63	Ed. Tech II – Holden Regional Program
MSAD 63	Occupational Therapist – Elementary Schools

Exhibit 10-A
Minutes of RSU Planning Committee Meetings
Attached

RSU 15 Regional Planning Committee Minutes
November 6, 2008
Brewer High Library
6:30 p.m.

Call to Order: Chairman Kyle Casburn called the meeting to order at 6:30 PM.

Flag Salute

Approval of the minutes from October 30, 2008: The minutes were accepted with one correction. The correction was that there was not motion regarding the Holden property.

Update: Dr. McIntire told the RPC members and guests that there are five consolidation plans that were rejected by the voters and twelve that were passed on November 4, Election Day. Lester Young thanked Yvonne Mitchell for all of the work that she has done to prepare the consolidation plan for the RSU.

Items for consideration:

1. **Review of the cost analysis in the revised RSU plan.**

Lester Young discussed budget considerations that in the final draft of the RSU 15 consolidation plan. He explained that salaries of teachers, ed techs, custodians, food services workers, administrators and administrative assistants would have to come up to the same level as Brewer school staff and that this will cause significant increases in the RSU budgets in years two and three. He said that the numbers not only erase the savings previously discussed, they will probably add considerable increases to budgets.

Lester suggested that there are a variety of options that might mitigate the increases; these include a possible school closure, teacher positions could be cut, and municipalities could send increased numbers of students to the regional high school. He said that our RSU has a unique problem because Brewer's salaries are much higher than the salaries in the other nine municipalities.

Lester built in $45,000 in the RSU budget to cover new snowplowing costs. There was discussion about the pros and cons of the draft plan. Walt McIntire said that there are two reasons that would cause the Commissioner to return the plan without approval. The problems would include legal and cost savings issues. Walt McIntire said that schools could 'rift' teachers before July 1st, but once the RSU is in effect, they could decide over time about decisions for closing schools and cutting staff. He said that there is an intensive process for closing a school.

2. **Vote on taking the RSU plan to Municipal School Committees for submission to the Department of Education**

There were questions and discussion about the draft plan which was provided to the RPC Board from the RPC planning committee. There were several motions to amend the draft plan, they follow:

Motion #1:
In the middle of page 17, in italics is language regarding possible mitigating considerations for the RSU regarding cost savings. This language will be removed.
This motion carried.

Motion #2
A motion was made to include projected costs in Medicaid, unemployment, workers comp, FICA, Health Insurance, and Maine State Retirement in the RSU plan for FY 2010-2011 and FY 2011-2012.
This motion carried.

Motion #3
A motion was made to change the language in sentence 2, of paragraph 1, on page 7. The word "such" will change to "any" and the words "given except in extenuating circumstances to meet critical educational needs or to prevent damage to property to be transferred to the region, as determined" will be stricken. Instead, the language will say, "No regional school unit board approval of any other debt may be considered by the regional school board unit.
This motion carried.

Motion #4
A motion was made to amend the language on page 20, changing the words "operational date" to an actual date.
The motion was withdrawn.

Motion #5
A motion was made to add language to page 20 that will say, "Any reallocation of pre-K through Grade 8 in order to achieve student/teacher ratios established by EPS shall require a two-thirds majority vote by the RSU board."
There was discussion about the issue of the motion.
This motion failed.

Motion #6
A motion was to leave the language on page 20 that says, "Grade levels in the existing SAUs that have choice as of the operational date shall continue to have the same choices in the RSU." ***Then add the following language****: "It is the intent of this RSU to maintain the current system of choice that is now in place. The SAUs that currently have school choice, will continue to do so. Transportation will continue to be provided to those secondary schools now serviced by those communities now serviced by those communities with choice"*
This motion passed.

Motion #7
A motion was made to add language on page 4; paragraph 3. ***Following the words****, "The appointment or election of local school committee members",* ***add the words*** *"and their responsibilities allowed by law" (between members and shall). The word municipality will change to "municipality(ies) or sub districts".*
The motion carried.

Motion# 8:
A motion was made to clarify page 7 section C on page the state will pay 100% of the State approved debt.
The motion carried.

Amanda Bost asked Walt McIntire to review/explain the process for school committee submission of the RSU plan to the Commissioner. Walt explained the process. A signature document was passed around for voting member signatures for the approval of the RSU plan.

A motion was made to approve this draft as amended. The motion carried.

3. **Other**:

There was discussion about the next steps for the RPC Board if the RSU 15 plan is not approved by the Commissioner. Walt McIntire gave his perspective about how this might look. He suggested that the group will have to continue to work toward the development of a system that meets the requirements of State law.

Time for public comment:

The next meeting will be held on December 4th, at 6:30 PM in the Brewer High School library

Respectfully submitted,

Beth Lorigan

MINUTES
RSU 15 Regional Planning Committee
December 4, 2008
Brewer High Library
6:30 p.m.

Call to Order: **Chairman Kyle Casburn**

Flag Salute

Minutes: **The minutes of the November 6, 2008 were approved.**

Update: **Dr. McIntire did not have any additional comments for this evening.**

Items for consideration:

1. Review of Commissioner Gendren's letter regarding the first submission of the RSU 15 reorganization plan, with recommended revisions provided to the RPC planning committee.

There was a brief question and answer time regarding changes made to the RSU plan before the next submittal. There was a question about having the plan reviewed by legal counsel. Walt McIntyre explained that the plan will be reviewed by the Attorney General's Office and having a local review would be an additional, significant cost that is not necessary at this point in the process.

There was a motion to resubmit the RSU plan with the changes required by the Commissioner. The motion was approved and the plan will be resubmitted.

2. Other

There will be several public informational meetings in the coming months.

Holbrook School at 6:30 on December 15, 2008.
Eddington School at 6:30 on January 7, 2009.
Airline School at 6:30 PM on December 10, 2008.

Amanda Bost thanked Kyle Casburn and Walt McIntyre for their hard work and assistance in this lengthy process.

Time for public comment: None

Respectfully submitted,
Beth Lorigan

SCHOOL ADMINISTRATIVE DISTRICT NO. 63
202 KIDDER HILL ROAD
HOLDEN, ME 04429

RAYMOND B. HART
INTERIM SUPERINTENDENT

TELEPHONE 843-7851
FAX 843-7295

December 5, 2008

Ms. Jennifer Pooler
Department of Education
23 State House Station
Augusta, ME 04333-0023

Dear Ms. Pooler:

In reference to the Reorganization Plan for CSD #8 (Amherst, Aurora, Great Pond and Osborn), Brewer, Dedham, Orrington and MSAD #63 (Clifton, Eddington and Holden), enclosed please find the original signature pages. The Reorganization Plan itself was e-mailed to you today.

Sincerely,

Susan McKenzie

Susan McKenzie
Executive Secretary

:sm

Enclosure: Reorganization Plan Signature Pages

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

JOHN ELIAS BALDACCI
GOVERNOR

SUSAN A. GENDRON
COMMISSIONER

November 24, 2008

Kyle Casburn, RPC Chair
375 Johnson Mill Road
Orrington, ME 04474

Dear Mr. Casburn:

Thank you for the Reorganization Plan that you submitted on behalf of the Brewer, Dedham, and Orrington School Departments, Airline Community School District # 8, and MSAD 63 on November 19, 2008 for Department review for compliance with the school reorganization law, P.L. 2007, chapter 240, Part XXXX.

I recognize how much time, effort and thoughtful work is required to complete a reorganization plan and appreciate the efforts made, to date, by all those involved.

Members of my staff and I have reviewed the submission and offer the comments and notes listed below to assist you in completing the plan. If you make any substantive change(s) to any part of the plan beyond those listed below, please be sure to note those on the Updated Reorganization Plan Cover Sheet Checklist, along with notation of those items that have changed per the notes contained in this response.

General Documentation (Submittal Sheet)

- Please submit a completed Reorganization Plan Cover Sheet (checklist) including the actual number of students (3,296) on p. 2 of the Reorganization Plan Cover Sheet with your final plan.

General Comment

- Please remove all references to "RSU 15" from your plan. The Department cannot assign a regional school unit number until after the reorganization plan is approved by the Commissioner and the voters at referendum.

Checklist/Plan Text Items

Items Checked "Complete"

With respect to the items you checked as "complete", please note the following:

** Required Elements*

3. If you choose to address initial staggered terms in this section, please complete in accordance with P.L. 2007, chapter 240, Part XXXX, section 40 (i.e., 1 board member – 1 year term; 1 board member – 2 year term; 1 board member – 3 year term).

4. Please clarify the powers and duties that will be assigned to the local school committee members. Also, please clarify that all local school committee members will be elected (not appointed, as suggested in paragraph two), in accordance with 20-A MRSA section 1478 (1).

7. Please include Exhibit A, as referenced in this section of your plan (and consider labeling it Exhibit 7-A) with your final plan submission.

7-C. Please review this section, and complete it as necessary.

10. Please label Exhibit 10-A, as referenced in your plan, with your final plan submission.

11. The Commissioner's approval of a reorganization plan is of the plan as written on a date certain. Please provide an assurance that future amendments to the plan require Commissioner approval.

12 and 13-A. Please show the relationship between sections 12 and 13-A or eliminate the information in section 13-A, as it is discretionary. To the extent that section 13-A informs the response to section 12, please provide further clarification here or combine it with your response to section 12.

13-C. Your plan addresses initial staggered terms for the RSU board of directors in section 3; therefore, you may put "See Section 3" as a response here.

13-D. Please correct the numbering in the heading. Also, please either clarify or delete the "Pending choice comment" at the end of this section.

SUBMISSION OF REVISIONS:

Please provide the additional materials to complete your plan as soon as possible in order to ensure that you meet the January 30, 2009 referendum date requirements. Please include:

- Any additional data required
- An updated Submittal Page with Signatures
- An updated Cover Sheet Checklist
- A copy of this Response from the Commissioner.

Finally, what I am reviewing for approval is a plan (or a submission, if the plan is incomplete) which is by its very nature prospective, with steps yet to be taken or finalized; and any review comments or approval given are in relation to the elements required under P.L 2007, chapter 240, Part XXXX but not the legality of all the activities proposed. Thus, I strongly recommend that you have your own legal advisor(s) review the details of any particular transaction proposed in your plan (particularly with respect to the disposition of property, to debt, and to employee contracts/relations) as you proceed, to ensure the legality of the steps you'll be taking to implement the plan. If that review leads to any substantive changes in any parts of your plan, please be sure to submit an amended plan to the Department for our review and our file.

If you have questions or concerns, I encourage you to contact Ray Poulin or Norm Higgins of our Reorganization Team. They may be reached by phone at 624-6802.

Sincerely,

Susan A. Gendron

Susan A. Gendron
Commissioner of Education

cc: Daniel Lee, Superintendent, Brewer School Department
Allen Snell, Superintendent, Orrington School Department