

WINDHAM / RAYMOND REORGANIZATION PLAN

SUMMARY

A Regionalization Planning Committee (RPC) was formed in July 2007 to comply with the State statutory requirements to reduce school administrative costs and begin the process for consolidation. The RPC is comprised of 7 members from Raymond and 7 members from Windham, as well as the Superintendents and certain staff members of the two communities. The Committee has held frequent meetings to develop a Plan and the following is a summary of that Plan. ***The Plan is subject to change until approved by the Commissioner of Education.***

The Mission of the new RSU is: *The (new RSU) will provide an educational environment that promotes positive and successful learning experiences, prepares each student to be a competent, responsible citizen of the 21st Century, and enables all members of the school community to develop their unique potential.*

Potential Benefits of Consolidation

While the process for developing the Plan does not allow the members of the Reorganization Planning Committee to require the newly elected School Board to mandate potential enhancements, the members of the RPC have suggested the following potential benefits for consideration by the new RSU Board. In listing these suggestions, the RPC takes no position on whether they should be implemented:

1. Enhancement of quality of education, facilities, technology, food services, transportation services
2. Expand All-Day Kindergarten
3. Shared “targeted need” subjects and hard-to-find subject teachers for world languages, calculus, physics
4. Increased purchasing power and central warehousing, as well as contracted services
5. Centralized transportation repair and/or maintenance center
6. Shared Special Ed transportation to out-of-district
7. Unique opportunities afforded by physical spaces
8. Professional development focus and support
9. Common calendar
10. Allocate / collaborate on technological resources
11. Enhancement programs (visiting artists) can be shared



The New School Board

The new RSU will have a School Board composed of nine members: three from Raymond and six from Windham. Board members will be elected by their respective Towns. Each Board member will serve a 3-year term, except that the initial terms of the members of the first RSU Board will be staggered. The initial members elected by each Town shall meet and draw lots to determine which of them will have a 1, 2, or 3-year initial term. (Initial term: January 2009 to June 2010)

Real Property, Personal Property

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 shall be conveyed to the new RSU. The disposition of non-transferred property, if any, shall become the property of the municipality in which it is located, unless otherwise specified in the Plan.

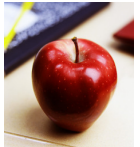
All other tangible school personal property, including movable equipment, furnishings, textbooks, and other curriculum materials, supplies and inventories shall become property of the new RSU.

Bonds, Notes, Lease / Purchase Agreements, Debt

In the Plan, the Town of Raymond has agreed to help pay for a portion of the local-only debt for Windham High School. The formula that will determine the percent of this debt to be paid by Raymond will be based on the amount of Raymond students attending Windham High School as a percentage of the total school population. Otherwise, the new RSU will not be responsible for bonds, notes, or lease/purchase agreements issued by either Raymond or Windham prior to the operative date of the new RSU. This is to say that the communities will be responsible for debt that they have incurred prior to becoming a new District.

School Personnel Contracts

- Individuals employed on the day before the operational date shall become employed by the new RSU as of the operational date. This does not prevent the existing School Departments from terminating or non-renewing contracts of employees in accordance with applicable law before the operational date of the new RSU.
- Individuals without written individual employment contracts who are employed on the day before the operational date shall become employed by the new RSU as of the operational date. This does not prevent the existing School Departments from terminating employees in accordance with applicable law before the operational date of the new RSU.



School Collective Bargaining Agreements

Collective bargaining agreements shall be assumed by the new RSU as of its operational date. Employees under Master Contract in Raymond will be governed by the terms and conditions of those agreements until such time as successor contracts are negotiated. The same holds true for Windham employees.

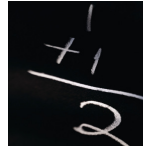
Existing School Funds and Existing Financial Obligations

Each School District (SAU) shall satisfy its existing financial obligations from all legally available funds. If the SAU has not satisfied all of its existing financial obligations, the SAU shall transfer sufficient funds to the new RSU to satisfy its remaining existing financial obligations.

Remaining Balances / Reserve Funds / Scholarship Funds / Trust Funds

- The balance remaining in the SAU school accounts after satisfying existing financial obligations in accordance with the Plan shall be paid to the Treasurer of the new RSU.

- Raymond and Windham School Departments shall transfer remaining balances of reserve funds to the new RSU, except as otherwise specified in this Plan.
- Raymond and Windham School Departments shall transfer remaining balances of scholarship funds to the new RSU. Scholarships shall be limited to the original pool of potential recipients and distributed in the manner to which they were intended, unless otherwise provided by the donor or by applicable law.
- Raymond and Windham School Departments shall transfer trust funds to the new RSU. The District Board shall be deemed the successor Trustee for all purposes, except as provided by the trust or by applicable law.



Transition Plan for Budget Development

- The new RSU School Board shall select a Superintendent of Schools as soon as practical and well in advance of the operative date of the new RSU.
- Superintendent will recommend to the RSU School Board Central Office Administrative appointments
- The new RSU School Board shall propose and seek approval of a recommended budget for the first operation year by submission of the recommended budget to the voters of the new district.
- The new RSU School Board shall take all other actions and shall have all other authority provided under State law to prepare for the RSU to become operational on July 1, 2009.

Transition Plan for Personnel Policies

All personnel policies existing within the previous Raymond and Windham School Departments shall continue to apply to the same employment positions by Town after they become part of the RSU. After the operational date, the new RSU School Board and Superintendent will develop and adopt region-wide policies in accordance with applicable law.

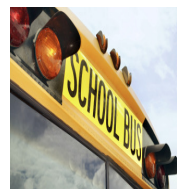
How the SAU that Approves Reorganization Plan will proceed if the other SAU does not approve the Plan

The Plan must be approved by a majority of voters of Raymond and Windham in order to be approved. Should either community fail to produce a majority of votes for the Plan, the Regional Planning Committee would reconvene and attempt to adjust the Plan to address concerns. Should the vote fail a second time, the Planning Committee will start the process over.

Estimated Cost Savings to be Achieved

The things we do know:

- Startup costs will include legal costs, audit costs, reissue of tax exempt certificates, banking costs, combining accounting systems, transition costs (stipends, RSU Superintendent Search / Hiring, clerical costs)



- Unintended additional expenses: Workers Compensation (combining of two separate pools with potentially greater combined costs); Collective Bargaining of contracts (successor contracts may entail additional expense); Potential need for RSU-wide supervision of facilities, transportation, technology and food service
- Current identifiable cost savings
 - Special Education Day Treatment and Functional Life Skills are currently housed in two School Departments; Combining will reduce costs
 - Shared instructional positions
 - Combining service contracts
 - MainePower Options (electrical purchasing cooperative may provide savings due to volume of purchases in this area)
 - Common commodity purchases
 - RSU-wide safety program to reduce Workers Comp costs and rates
 - Combining technology hardware and software bidding and services

Cost Sharing

The RPC has devised a cost sharing formula that shares the “Local Additional Costs” of the new RSU based on a percentage. The percentage was developed by “looking back” at each of the communities’ local additional costs in the past three years and averaging them. The Raymond share will be 48% and the Windham share will be 52% based on this formula. This formula must be approved by the Commissioner of Education, and is, therefore, tentative.

Election of Initial Board of Directors

Within 30 days of issuance of Certificate of Reorganization for the new RSU, Raymond and Windham School Boards shall conduct a joint meeting for the purpose of electing an Interim Secretary of the new RSU and determining a date for the election of the initial Board of Directors for the new RSU.

- Interim Secretary duties include notifying municipal officers of the date of the election; furnishing nomination papers; receiving completed nomination papers; preparing and distributing election ballots; receipt of Town Clerk’s certification of the results of the voting in each member municipality; tabulation of Town Clerk’s certification of the results of the voting; accepting any recount positions; 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.

Tuition Contracts / School Choice

Tuition contracts in existence as of the date of this Plan will be assumed by the new RSU, unless terminated prior to the District’s operational date.



Raymond currently allows choice for high school students (capped at the Windham per pupil secondary rate) as they do not have a high school.

Claims & Insurance

Parties are aware of the lawsuits, administrative complaints, due process proceedings, notices of claim and other claims existing as of December 31, 2008 and each community will be responsible for their own claims that have arisen prior to the operational date.

Vote to Submit Reorganization Plan to the Commissioner of Education

The Raymond & Windham School Boards will simply vote to submit the Plan to the Commissioner of Education.

Amendments to the RSU Plan

- Any amendments to the Plan shall require approval by the majority of the voters in the RSU, except amendments to the Cost Sharing section of the Plan shall require approval by at least 2/3rds of the voters in the RSU.
- The RPC has developed a method so that the new RSU can alter the cost sharing agreement and will include the language for the method in the submittal of the Plan.
- The RSU Board shall conduct a comprehensive review of the Plan in the 5th year of the RSU's operation to determine if any amendments are appropriate.

Collaborative Agreements

- The new RSU will continue to partner with members of the Sebago Educational Alliance
- The new RSU will continue to seek economies in transportation services. Shared leadership opportunities will be explored with the Sebago Educational Alliance.
- A multi-year capital improvement plan will be developed to see efficiencies in use of energy.

Regionalization Planning Committee

Committee Co-Chairs

Sandra Caldwell, Raymond Superintendent
Sanford J. Prince IV, Windham Superintendent

Committee Members

Jeff Vermette (Windham Community Member)
Kate Brix (Windham School Board)
Mike Duffy (Windham School Board)
Donn Davis (Windham Assistant Superintendent)
John MacKinnon (Windham Town Council)
Tony Plante (Windham Town Manager)
Tom Bartell (Windham Community Member)
Roger Ginn (Raymond Community Member)
Joe Bruno (Raymond Selectman)
Teresa Sadak (Raymond School Board)
John Robinson (Raymond Parent)
Dorothy Mowatt (Raymond Business Manager)
Dr. Jerri Keane (Raymond School Board)
Martha Page (Raymond School Board)