

BUDGET ADJUSTMENTS - July 18, 2016			NOTES		
A. Guidance Counselors Per Diem from 10 days to 5 days				4,209.90	Savings
	344.67 x 10	3,446.70			
	344.67 x 5 =		1,723.35		
	292.15 x 10	2,921.50			
	292.15 x 5		1,460.75		
	205.15 x 10	2,051.50			
	205.16 x 5		1,025.80		
		8,419.70	4,209.90	4,209.80	
B. Social Workers				278,220.66	Savings
	1	62,865.82			
	2	73,909.96			
	3	63,291.75			
	4	78,153.13			
		278,220.66			
C. PARC				69,175.52	Savings
	1	62,891.38			
	3	6,284.14	English 1 Period		
		69,175.52			
D. Department Heads (7)				16,547.32	Savings
E. Special Education				94,420.10	Savings
	Assistant	81,870.60			
	Director	106,969.60			
		188,840.20	Divided by 2		
		94,420.10			
F. *Nurse Reduction - We removed one nurse due to retirement and now HS & SEB will share a Nurse.					
G. NRHS Dean of Students / Athletic Director				44,337.45	Savings
	Dean of St	44,337.40			
	AD	44,337.50			
		88,674.90	Divided by 2		
		44,337.45			
H. Assistant Principals				12,703.65	Savings
	SEB	5,767.28			
	SOM	4,436.37			
	EDS	1,000.00			
	N/P	1,500.00			
		12,703.65			
I. Course Reimbursement					Savings
	Reduce from \$		to		

J.	Cash-In-Lieu					N/A	Savings	
	Administrators - Requested or Hiring Benefit from Supt. (WB)							
K.	No Conference Reimbursement					N/A	Savings	
	Conferences presently are not approved other than th							
	ones that are paid by Grants (Title I, II, TIF, etc.)							
L.	Adult Education							
	Adult Ed is RSU 19's							
M.	Professional Organization Dues Pd by District					2,250.00	Savings	
N.	Stipends						Savings	
	Stipend not in Contract but being paid (See Enclosure)							
O.	Coaches , Reading Recovery, Literacy Specialist							
	(Fed vs Local)							

<p>S.I.T (Student Intervention Team) Chair</p>	<p>Paid at 3.4 factor on the base , or \$1,005.58 in 15/16. Committee members get \$500.00 or lower based on attendance</p>	<p>Contract only lists S.I.T Stipend at the Secondary Level. EDS, Corinna and Sebastiecook submit SIT Chair stipends as well.</p>
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Reasons why our school district needs to maintain the School Social Workers positions.

Currently RSU-19 has four positions.

Benefits that a school social worker provides to the District:

Lower Dropout Rate

Teach Social Skills for Special Education plans

Attend Special Education meetings

Write and help teachers implement accommodations for students with 504/IEPs.

Assist teachers with classroom management

Assist students who need immediate assistance with emotional regulation.

Teach Safety Care

Teach emotional regulation

Provide Suicide Awareness

Provide individual and group counseling

Coordinate care with outside agencies

File paperwork with DHHS

Work with Administration to improve attendance

Work with parents to improve parenting skills.

Provide crisis intervention and coordinate interventions with the CRISIS team.

Provide grief counseling for individuals

Provide school wide response to community tragedy.

Improve emotional Intelligence = better grades, attendance, and graduation rates, successful adults.

Lower teen pregnancy.

Social Issues that come into the schools:

Symptoms of Complex Trauma- physical, emotional and sexual abuse, Domestic Violence, Drug dealing and the violence that comes with it, poly substance abuse (Heroin, opiates, prescription drug abuse, Alcohol Abuse), Parents on suboxone or methadone and medical marijuana.) single parent households and extreme poverty. Hunger

Our students come to school riddled with PTSD and other mental illnesses.

Parents with mental illness.

We have a program for students with Autism.

Students with fetal alcohol Syndrome

Children born addicted to drugs.

Parents who die of overdose.

Parents medicating with "medical Marijuana"

Prostitution and human trafficking has become an epidemic in combination with drug addiction.

Gangs that have tentacles across the country have brought drugs, illegal weapons, violence, and Human trafficking to Central Maine. Maine State police report that there are 20 nationally recognized gangs in the State of Maine. While our schools are not controlled by gang activity our students and families are affected by them.

Some of these gangs in Maine have been combining human trafficking, drug trafficking with courier services and prostitution.

The families we serve have a significant number of family members who are frequent flyers in our prison system. The children are exposed to the violence that lifestyle brought upon them as well as the loss of a parent.

DHHS has many cases in our district with a large number of students who have been taken away from their families permanently.

The schools coordinate services with Case management agencies to assist with wraparound services

.Homelessness and extreme poverty also impact our students. The homes that are inhabited are riddled with health violations, no running water or bathroom facilities, no heat or electricity, mice and rats. Our children come to school hungry and dirty.

Social Workers work with students and families to make their lives better. We build relationships that help children feel safe and cared for. This is the front line. These needs have to be addressed before our youth are able to learn. The Somerset County portion of the district experiences all of the above. Many of the families do not have reliable transportation if any at all. There are no mental health offices. Home based services are available but many do not participate. Research supports that wraparound school services work with these students. Children who live in these conditions can thrive when the school environment has the ability to put in the time, energy and staff to do the work. DHHS in the Skowhegan office are understaffed and their attention is stretched thin. We have little support from the Maine State juvenile system.

The Team of School Social Workers is dedicated to making the lives of our youth stronger, better and safer. We are passionate about the impact that we have in building the foundation of our student's future. Some my professional goals are to bring in more supports for the students ie. Domestic violence support groups and children who have parents who are addicts groups, therapy dogs to aide the elementary school reading programs. We need more not less. The end result of taking away our services is that the teachers and administrators will be fielding emotional based behaviors rather than teaching.

Section II: Other Salaries

A. For services beyond the regular calendar, Guidance Counselors at Nokomis Regional High shall be paid at a per diem rate determined by dividing the contracted salary for the school year in question by the number of days on the regular contract. The additional number of days worked will be determined by the Superintendent and principal.

B. Authorized activities performed by the teachers during the summer shall be paid at a rate determined by taking the base of the school year in question, divided by the number of days on the regular contract, divided by the number of hours per day, not to exceed 5.

A signed and approved time card listing the hours worked per day shall be submitted weekly to the payroll office and paid on designated payroll weeks.

Fiscal Year	Salary Scale Base	# of days in Contract	Hours/Day (not to exceed 5)	Hourly Rate
2014-2015	\$29,282.98	182	5	\$32.18
2015-2016	\$29,575.81	182	5	\$32.50
2016-2017	\$29,871.56	182	5	\$32.83

C. A teacher who is requested by his or her supervisor to work an authorized activity on a day not part of the regular school calendar, and who agrees to do so, shall be paid at same hourly rate as summer work, as described in subsection B (above).

D. Stipends for Extra Curricular & Co Curricular Compensation

1. A Salary Factor is a percentage method used in determining Extra/Co Curricular compensation using the negotiated base for the contract year. Compensation can be calculated by taking the current fiscal year salary scale base and multiplying it by the salary factor associated with the stipend.

	Fiscal Year	Salary Scale Base	Salary Factor	Stipend Amount
Example	2014-2015	\$29,282.98	4.8 (%)	\$1,405.58
	2015-2016	\$29,575.81	4.8 (%)	\$1,419.64
	2016-2017	\$29,871.56	4.8 (%)	\$1,433.83

2. Compensation for a staff member who has been employed in an Extra/Co Curricular position with RSU 19 for 5-9 years (start of the 5th year) shall be calculated by taking the current fiscal year BA Step 2 multiplied by the salary factor (%) applicable to that position, and for 10 or more years (start of 10th year) by taking the current year BA Step 3 multiplied by the salary factor (%) applicable to that position. This provision shall not apply to staff members who are currently receiving an experience factor calculated as 2 percent of the stipend per year (to a maximum of 30%) under the prior contract.

MIDDLE LEVEL
 Etna Dixmont School
 Sebasticook Valley Middle School
 Somerset Valley Middle School
**Districtwide depending on participation levels*

EXTRA CURRICULAR	
	FACTOR (%)
Baseball Head Coach	6.0
Basketball "A" Head Coach (Boys/Girls)	7.5
Basketball "B" Head Coach (Boys/Girls)	7.5
Cheering Coach	5.0
Field Hockey Head Coach	5.5
Football Head Coach	5.5
*Football Head Coach	5.5
Soccer Head Coach (Boys/Girls)	5.5
Softball Head Coach	6.0
Track & Field Head Coach	3.4
*Track & Field Head Coach	3.4
<i>*Coach when necessary for districtwide team</i>	
CO CURRICULAR	
Dramatics	3.5
Civil Rights Team Advisor	1.7
Jazz Band Director	7.5
Math Team Coach	3.0
Show Chorus	7.5
Student Council Advisor	.75
Yearbook Advisor	.75

SECONDARY
Nokomis Regional High School

EXTRA CURRICULAR	
	FACTOR (%)
Baseball Coach – J.V.	8.5
Baseball Coach – Varsity	12.0
Basketball Coach – Freshmen (Boys/Girls)	9.75
Basketball Coach – J.V. (Boys/Girls)	10.75
Basketball Coach – Varsity (Boys/Girls)	15.0
Cheering Coach – J.V.	8.0
Cheering Coach – Varsity	11.0
Field Hockey Coach – J.V.	8.5
Field Hockey Coach – Varsity	12.0
Football Head Coach – J.V.	10.75
Football Assistant Coach – J.V.	9.75
Football Head Coach – Varsity	15.0
Football Assistant Coach – Varsity	12.0
Golf	8.0
Soccer Head Coach – J.V. (Boys/Girls)	8.5
Soccer Head Coach – Varsity (Boys/Girls)	12.0
Softball Head Coach – J.V.	8.5
Softball Head Coach – Varsity	12.0
Track & Field Head Coach	12.0
Track & Field Assistant Coach	8.5
Track & Field Assistant Coach	8.5
Wrestling Coach	12.0
Athletic Trainer	
Fall	15.0
Winter	15.0
Spring	12.0
Weight Room Supervisor	
Fall	4.6
Winter	4.6
Spring	3.1
CO CURRICULAR	
Jazz Combo	8.2
Jazz Band	8.2
Show Chorus	8.2
Show Chorus – Studio	5.1
Marching Auxiliary	5.0
Marching Band	8.2

SECONDARY
Nokomis Regional High School

CO CURRICULAR (cont.)	
	FACTOR (%)
Pep Band <i>*Backup must be provided to payroll*</i>	\$30.00/perf.
Dramatics	7.5
Dramatics – Tech Advisor	6.5
Civil Rights Team Advisor	1.7
Class Advisors – 2 advisors per class	
Freshman	1.0
Sophomore	1.7
Junior	2.6
Senior	3.4
Department Heads	
CTE (Career & Technical Education)	7.5
English	7.5
History	7.5
Math	7.5
Science	7.5
Special Education <i>G/T</i>	7.5
FBLA Advisor (Future Bus. Leaders of America)	7.5
Graduation Advisor	6.8
Latin Club Advisor	7.5
JROTC Drill Team	4.1
JROTC Raider Team	4.1
Math Team Coach – Freshmen	3.0
Math Team Coach	7.5
National Honor Society Advisor	1.0
Renaissance Advisor	2.6
SIT Chair (Student Intervention Team) <i>2.4</i>	3.4
Student Council Advisor	1.4
Warrior Time Advisor <i>4</i>	1.7
Yearbook Advisor	10.0
Yearbook – Tech Advisor <i>1</i>	7.0

DISTRICTWIDE

CSC (Curriculum Steering Committee)	
SAL (Subject Area Leader)	\$2,000.00
<i>*core subjects*</i>	
ELA (English Language Arts)	
Math	
Science	
Social Studies	
Other Content Areas	\$1,500.00
Approved Assistant's	\$500.00
DSC (District Steering Committee)	\$50.00/meeting

The rate of pay for the districtwide committees above will be based on the established amounts subject to attendance requirements described in subsection E(1)(a).

E. Committees

The rate of pay for the following committees shall be \$500.00/year/member. The rate of pay shall be provided if the committees meet after school hours. The following committees shall be paid at the rates below.

1.	a.	Attendance (%)	Pay Received (%)
		81 – 100%	100%
		61 – 80%	75%
		41 – 60%	50%
		Less than 40%	No pay

b. Minutes of each meeting will include time, place, and attendance and are to be forwarded to the Asst. Superintendent/Director of Curriculum & Instruction.

2. a. Certification Steering members

b. Support team members will receive:
 - \$125.00 per support team member
 - plus \$125.00 per additional advisee (no experience factor)

3. SIT - Student Intervention Team