



RSU #23
 Old Orchard Beach School Department
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December 7, 2018

Dear Old Orchard Beach Community,

As some of you may know, there has been a flurry of activity on social media lately regarding RSU 23 schools. Much of the information shared via Facebook and other social media outlets has been inaccurate. I would like to address several data points so the misinformation can be cleared up. This memo contains RSU 23 statistics that are public, accurate, and reported annually to the Maine DOE.

System Administration Salaries

The cost of RSU 23 system administration salaries is **\$61,606.60 less** than the 2014-15 school year and there are fewer system administration staff. The 2017-2018 cost of system administration represents 3.59% of the total RSU 23 School System Budget which is noteworthy given our small size. Using the last year of available Maine Department of Education data the state average was 3.13% (2016-2017 school year). In comparison, our 2017-18 regular instruction, special education, student and support staff, and other instruction costs are 75.89% while Maine State average is 67.24% for the last year of available [DOE data](#).

System Administration Salary Comparison (2014-15 vs 2018-19)				
	2014-2015 Salary		2018-2019 Salary	Notes
	\$110,000.00	Superintendent	\$77,499.60	Position Reduced to .6 FTE
	\$82,000.00	SPED Director	\$92,000.00	
	\$81,600.00	Business Manager	\$86,586.00	
	\$83,640.00	Technology Director	\$77,000.00	
	\$40,000.00	Food Service Director	\$55,000.00	
	\$59,000.00	Maintenance and Transportation Director	\$67,000.00	
	\$48,880.00	Payroll/Benefits Specialist	\$57,217.00	
	\$41,787.00	Admin Asst to Supt	\$28,608.00	Position Reduced to .5 FTE
	\$41,600.00	Tech Specialist	-	Position Eliminated
	\$43,680.00	Accts Payable/Maintenance Secretary	\$42,848.00	
	\$41,787.20	SPED Coordinator	\$28,609.00	Position Reduced to .5 FTE
	\$673,974.20	-SALARY TOTALS-	\$612,367.60	
2018-19 Costs are \$61,606.60 Less Than in 2014-15				



Building Administration Salaries

The cost of building administration salaries is **\$49,685.00 less** than it was in the 2014-15 school year and there are fewer building administrators. The 2017-2018 cost of building administration represents **5.52% of the total RSU 23 school system budget**. Again, noteworthy given our small size. Using the last year of available [Maine Department of Education data](#) the state average was 5.28% (2016-2017 school year).

Building Administration Salaries Comparison (2014-15 vs 2018-19)				Notes
2014-2015 Salary		2018-2019 Salary		
\$92,000.00	Principal HS	\$36,800.00		Position Reduced to .4 FTE
\$76,504.00	Assistant Principal HS	\$97,800.00		
\$90,000.00	Principal LMS	\$97,800.00		
\$74,500.00	Assistant Principal LMS	-		Position Eliminated
\$65,742.00	Principal Jameson	\$86,776.00		Position increased from .5 to 1.0 FTE
-	Curriculum Director	\$97,850.00		District-Wide PK-12 Position
	MS Athletic Director (Stipend)	\$5,003.00		
\$83,640.00	HS Athletic Director (Stipend)	\$10,672.00		
\$482,386.00	-SALARY TOTALS-	\$432,701.00		
2018-19 Costs are \$49,685.00 Less Than in 2014-15				

RSU 23 Per Pupil Costs

Given RSU 23's higher than average per pupil operating costs, there has been a deliberate and focused effort to support learning and maintain programs and services while keeping RSU 23 Per Pupil Expenditures steady. According to the [Maine DOE](#), from the 2014-15 school year to the 2016-17 school year (17/18 school year data has not yet been released) the RSU 23 per pupil operating cost has **decreased \$129 per student from \$15,388.15 to \$15,259.00**.

The Maine DOE reports that during this same time period the per pupil operating costs statewide have **increased an average of 12%**. In a very small district, per pupil costs are always going to be higher than in larger districts. This is the reality of maintaining small local public schools. As superintendent, I have been acutely aware of this information and have worked diligently with my administrative team to stabilize per pupil spending while focusing on improving academic programs and services.

MEA Scores

Our high school MEA scores have increased in each of the past three years. Our scores in grades 3 through 8 have gone up and down. It should be noted that students in grades 3-8 have had a different test to work with each year for the last three years. Improving our scores is a top priority and to address this we hired a director of instruction at a neutral cost to the district in 2017 in order to help increase our standardized test scores. RSU 23 schools compare very favorably to other schools with similar demographics. [Source: Maine DOE](#)



Teacher and Non-Instructional Support Contracts

Our support staff employees have been working without a contract or increase in pay for seventeen months. This has been a complex negotiation because we are combining two contracts into one, thereby trying to address the issues of five classification groups (ed techs, custodians, food service, bus drivers, administrative assistants). We just completed fact finding and we hopefully will have a tentative agreement in the very near future. Our teachers have been without a contract or increase in pay for four months. We are in mediation and we hope to have a resolution soon.

Student/Teacher Ratios:

In the 15/16 school year (the most current year of data available) the RSU 23 student to teacher ratio was 8.9 students to 1 teacher. The Maine State average for the same time period was 12.1 students to teacher. This data is available at the [Institute of Educational Sciences at the National Center for Educational Statistics](#).

Budget Surplus:

Through very careful budget stewardship, we did in fact end the 17-18 fiscal year with a surplus of \$743,439.00. This surplus was anticipated, presented to the public, and will be used to improve student programming, provide tax relief, fund employee salaries, and enable needed capital renewal. It should be noted the district has zero debt.

Please get involved in the development of our district budget for the 2019-2020 school year. Here is the [2019-2020 budget development schedule](#). Thanks for reading, and as always please call my cell phone or text me if you have any questions about anything else (207) 351-0099, anytime, seven days a week.

Sincerely,

A handwritten signature in black ink that reads "John Suttie". The signature is written in a cursive style.

John Suttie
RSU 23 Superintendent of Schools
Principal Old Orchard Beach High School
jsuttie@rsu23.org