

RSU 23 School Board Minutes

RSU 23 Board Meeting held at Old Orchard Beach Town Hall on April 17, 2025, @ 6:00 p.m.

Meeting Called to Order

Craig Evans called the meeting to order at 6:00 p.m. Present: Craig Evans, Donna Moutsatsos, Peter Flaherty, Barbara Roberge, Santino Perrone, Student Representative Joana Massanga and Superintendent John Suttie.

The Pledge of Allegiance was recited.

Approval of Minutes

A motion was made by Santino Perrone and seconded by Peter Flaherty to accept the minutes from the March 20, 2025, meeting as written. All in favor. Motion approved.

Adjustments to the Agenda

None

Correspondence

None

Public Session

A public session began at 6:03 p.m. Multiple members of the public spoke regarding the LMS Schedule change. The session ended at 6:25pm.

Superintendent's Report

Superintendent Suttie thanked everyone for coming. He mentioned that 41% of students ride the bus, 59% do not. Out of that group, our rate for bus disciplinary referrals is less than 1%. 73% of students live within 2 miles of school so aren't on the bus for very long. He stated that there were 2 bus referrals at JES, 2 at the High School and 7 referrals at LMS, with 6 in grades 3-5 and 1 in grades 6-8. Student safety is at the forefront of everything we say and do. If the proposal passes, we will re-engage and get a bus aide on every bus.

Student Representative's Report

Joanna Massanga reported that spring sports have started. Softball participated in 2 scrimmages. The students participating in the Switzerland and Italy trip left today. Art work is being showcased at the art show on 5/1 from 4-6. The spring concert is scheduled for May 31st at 6pm. Prom is on 5/17 and will be at River Winds Farm. The senior trip is on May 28th. Ransom Randall was named student of the month for March and Joana Massanga has been named Student of the Month for April.

Board Presentation

Eric Hanson spoke on the Maine Paid Family Leave Implementation. (See video for full presentation)

Craigs Evans asked if we have a timeline. The deadline is 30 days prior to June 30. We will likely explore it for May.

Superintendent Suttie spoke on the FY 25 RSU 23 School Budget. (See video for full presentation)

Old Business

Santino Perrone made a motion to approve the 2025-2026 school calendar as written. Motion seconded by Donna Moutsatsos. All in favor. Motion approved.

New Business

Peter Flaherty made a motion to approve the LMS School Consolidation, seconded by Donna Moutsatsos. The vote was 4-1 in favor of the motion. Voting yes: Craig Evans, Peter Flaherty, Donna Moutsatsos and Barbara Roberge. Voting no: Santino Perrone. Motion approved.

Santino Perrone made a motion to accept Jeremie Sirois as Principal of OOB High School. Motion seconded by Barbara Roberge. All in favor. Motion approved.

Peter Flaherty made a motion to accept Morgan Bassett as LMS Special Ed Teacher. Motion seconded by Barbara Roberge. All in favor. Motion approved.

Donna Moutsatsos made a motion to accept Heather Marom as JES Special Ed Teacher. Motion seconded by Santino Perrone. All in favor. Motion approved.

Santino Perrone read the second readings of GCOA – Supervision and Evaluation of Professional Staff and GCOC – Evaluation of Administrative Staff. Peter Flaherty made a motion to accept both policies as written, seconded by Barbara Roberge. All in favor. Motion approved.

Santino Perrone made a motion to accept the proposed 2025-2026 RSU 23 budget as written. Motion seconded by Barbara Roberge. All in favor. Motion approved.

Santino Perrone made a motion to approve the proposed 2025-2026 Adult Education Budget & RSU 23's Local Contribution, as written. Motion seconded by Donna Moutsatsos. All in favor. Motion approved.

Executive Session

None

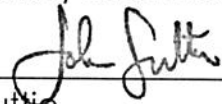
Adjournment

A motion was made by Santino Perrone and seconded by Donna Moutsatsos to adjourn the meeting at 6:55 p.m. All in favor. Motion approved.

Minutes prepared by:

Cathy Couture
Executive Assistant to Superintendent

Respectfully submitted by:



John Suttie
Superintendent



MEMO

TO: RSU 23 School Board

FROM: Eric Hanson, Assistant Superintendent

RE: Maine Paid Family Medical Leave Implementation Options

DATE: 4/10/25

On January 1, 2025, the Maine State Paid Family Leave Program implementation began. This required an immediate withholding of 1% payroll tax that was shared 50:50 between employees and RSU 23. As organizations navigate this new requirement, it's important to note that the law provides alternatives to the state-managed program. Under 26 M.R.S. Subsection 850-H, employers have the option to pursue private plan alternatives rather than participating in the state program, provided these plans meet or exceed the state's minimum requirements.

Our Business and HR managers have thoroughly researched both state and private plan options for the Maine Paid Family Leave program. Their analysis focused on maximizing employee benefits while minimizing costs. Their expertise has shaped the recommendations below. This memo provides background for the PFML presentation scheduled for the April School Board meeting. The Board will need to take formal action by May 2025. The choice between the state program and a private plan alternative presents important considerations for employers and employees alike. Below are the key differences between state and private plan options:

State System Participation

- Enrollment in Maine's PFML state fund
- 1% payroll tax (0.5% each from employers and employees) effective January 1, 2025
- Additional cost for our district of \$107,369 in combined employee/employer contributions to prefund the state plan
- Benefits available starting May 2026

Maine School Management Option (Guardian Life Insurance Company)

- PFML and disability insurance aligned with same carrier
- Private plan application due by May 31, 2025
- Reduced rate of 0.88% (vs. state's 1%)
- Provides equivalent benefits with state approval
- Tax collection delayed from April 2025 - May 2026
- Projected savings of \$130,165 for district and employees combined (split between district and employees)



Key Considerations:

- Plans must be approved by the Maine Department of Labor. To be approved private plans must provide benefits equivalent to those provided under the State Plan.
- Must cover all PFML qualifying events
- Employee costs cannot exceed state program rates
- Must include appeal process for denied claims

Recommendation: Approve a private insurance carrier for PFML insurance. This will result in an approximate \$84,500 in combined savings to RSU 23 and its employees in FY 26