



**City of Biddeford  
City Council**

December 3, 2024 at 6:00 PM  
City Hall Council Chambers & Zoom

[Click to Join Zoom Meeting Online](#)

Or call in by phone: +1 312 626 6799  
Meeting ID: 917 2596 2394  
Passcode: 252193

1. Roll Call
2. Pledge of Allegiance
3. Adjustment(s) to Agenda
4. Appointments
  - 4.a 2024.195 Mayoral Appointment-Councilor
  - 4.b 2024.181 Mayoral Appointment to Committee-Citizen
  - 4.c 2024.194 Finance Director Appointment
5. Presentation
  - 5.a Parking Financials Update
  - 5.b Update from School Superintendent Jeremy Ray
6. Public Hearing
  - 6.a School Department Career and Technical Education Equipment Bond
7. Public Addressing the Council  
(3 minute limit per speaker for up to a total of 15 minutes)
8. Consideration of Minutes
  - 8.a Council Minutes 11-19-24
9. Second Reading
  - 9.a 2024.180) Approval/School Department Career and Technical Education Equipment Bond

10. Orders of the Day

10.a 2024.184 Approval/Lead Hazard Reduction at 161 Cleaves Street

10.b 2024.193 Approval/Biddeford Little League Canteen Renovation Proposal at Mayfield

10.c 2024.192 Approval/PFML HR

11. Public Addressing the Council

(5 minute limit per speaker)

12. City Manager Report

13. Other Business

14. Council President Addressing the Council

15. Mayor Addressing the Council

16. Executive Session

16.a Executive Session MRS 405 6 (c) Real Estate Matters

17. Adjourn

# City of Biddeford



**2024.195            IN BOARD OF CITY COUNCIL... December 3, 2024**  
**BE IT ORDERED**, that I Martin Grohman, Mayor of Biddeford, do hereby appoint:

Councilor William Emhiser  
Ward 1  
Biddeford Ice Arena Board of Directors

**Attest by:** \_\_\_\_\_  
Robin Patterson, City Clerk

## Committee, Board, and Commission Application Form

### Application

Name Lucas Scott

Pronouns He/Him

Ward 7

Need to find your Ward?

[Click here to find your Ward on a map or a list of streets.](#)

(Section Break)

Which City Committee, Board or Commission do you request to be appointed to? Downtown Development Commission

If other, please list below. Field not completed.

Why are you interested in serving the City of Biddeford? I am interested in serving on a City of Biddeford committee to be included in the development of a better city. Change is always happening and I would like to be a part of this change that can better our community for generations to come. Change can also have some negative side effects and I would love the opportunity to help minimize if not prevent them. I would also love being a voice for my fellow peers and citizens to help create new opportunities for them. All in all I love seeing development in my community and want to see it grow and flourish.

Please list any experience that may be pertinent to the Board or Committee in which you are requesting to serve. I have no experience directly correlating to the Committee that I selected but I have other experiences that could relate. I was captain of the track team which not only helped me develop good leadership skills but also helped me learn how to be a voice for my peers. I wasn't just looking out for myself but also everyone else on the team. Playing sports and being on a team has also made it easy for me to work well with others

Please list any prior experience serving on any public Boards, Commissions or Committees (and approximate dates). Field not completed.



# City of Biddeford

The seal of the City of Biddeford, Maine, is circular. It features a central illustration of a lighthouse on a rocky shore with trees. The words "CITY OF BIDDEFORD" are inscribed around the top inner edge, and "MAINE" is at the bottom. The seal is flanked by two decorative, symmetrical scroll-like flourishes.

**2024.181      IN BOARD OF CITY COUNCIL...DECEMBER 3, 2024**  
**BE IT ORDERED**, that I Martin Grohman, do hereby appoint:

Lucas Scott  
Ward 7

to the Recreation Commission for a term to expire December 2025,

Attest by: \_\_\_\_\_  
Robin Patterson, City Clerk

# City of Biddeford



**2024.194                      IN BOARD OF CITY COUNCIL... December 3, 2024**

**BE IT ORDERED**, that that the City Council does hereby confirm the City Manager's nomination of Gerry Matherne as Finance Director, and

BE IT FURTHER ORDERED, that the City Manager execute an employment agreement with Gerry Matherne.

Attest by: \_\_\_\_\_  
Robin Patterson, City Clerk

# Geraldine M Matherne

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5 Calixte Lane Biddeford, ME 04005

## Summary of Qualifications

- Proven track record of success in various accounting capacities in both non-profit and for-profit settings
- Strong organizational skills and proven ability to deal across organizations
- Continuously assertive and demonstrate initiative
- Fluent with MUNIS, Peachtree, Real Page Accounting, Great Plains, as well as Windows Office based platforms and software suites

## Experience

### **FINANCE DIRECTOR| CITY OF SACO | JULY 2022 – CURRENT**

- Establish strategic plans, goals and objectives for the department ensuring strategic plans support the city's mission, goals, and objectives
- Manage all functions and aspects of the Finance Department including accounts payable, cash management, and accounts receivable and tax collection
- Manage existing internal control procedures and assure that state and national standard accounting procedures are maintained
- Review and approve the posting and reconciliation of ledgers and accounts on a monthly or quarterly basis
- Manage the City's financial resources, and partners to increase revenues through investment of available Fund Balance
- Oversee utility and other billings for both Ambulance and the Water Resource Recovery Department and manage the relationship with the City's utility vendors
- Optimize and streamline merchant services for electronic payments
- Oversee accounts payable processing
- Oversee accounts receivable and tax payment processing
- Oversee payroll processing and is the backup for payroll
- Review bi-weekly payroll for accuracy and apply tax accounting principles
- Work with the Assessing Department to implement the annual Tax Commitment and reconcile all related reports
- Manage processes related to P-Cards, ACI, and vendor discounts
- Provide leadership within the Finance department, including teamwork performance, quality assurance monitoring, coaching, mentoring, and training for all direct reports
- Prepare an annual list of personal property tax accounts that require Council action for write off.
- Prepare quarterly list of receivable write-offs
- Work with Tax Collector on foreclosure process, including assembling required information for Council to Review.
- Review city financial operations on a daily and monthly basis
- Issue the City's annually approved Capital Financing for vehicles and equipment and issues bonded debt as approved by Council and the voters
- Prepare worksheets for annual audit

### **DEPUTY FINANCE DIRECTOR/STAFF ACCOUNTANT | CITY OF BIDDEFORD | FEBRUARY 2013 – JULY 2022**

- Maintain financial records including general ledger
- Provide reports for decision making purposes
- Oversee and assist with posting and reconciliation of ledgers & accounts
- Manage accounts payable and receivables & cash management
- Track capital projects
- Reconcile bank statements & recording interest
- Oversee the disbursement & collection of all revenues & investments
- Supervise finance & tax department

- Approve requisitions
- Reconcile Sewer & Tax accounts
- Oversee the disbursement & collection of all revenues & investments
- Record Ambulance revenue received by Comstar
- Record Rapid Renewal, Merchant Services, Bankcard recreation deposits as well as State and Federal deposits
- Maintain banking relationships & make daily bank deposits
- Oversee Payroll functions & serve as backup
- Work with Assessing to process TIF annual payments
- Create PILOT invoices based on agreements
- Work with PD, FD, PW and other Departments within the City to maintain accurate ledger accounts
- Work closely with the School Department & reconcile monthly entries that are deposited to City's account
- Process payroll & accounts payable checks for Shuttlebus Zoom, charge monthly interest and monthly fee

### **STAFF ACCOUNTANT | THE EAGLE POINT COMPANIES | MARCH 2011 – FEBRUARY 2013**

- Maintain & record all accounts payable transactions including coding invoices, entry of invoices & payment for corporate entities & maintain & record all accounts receivable transactions including calculating expense allocations, billing, receipt of payment & bank deposits
- Maintain chart of accounts, accurate ledgers & financial statements for corporate entities
- Reconcile due to/from accounts between corporate & property entities
- Process weekly cash flow sheets & tie to bank accounts & ensure invoices paid in a timely fashion
- Reconcile monthly bank statements for corporate entities & General Partner bank accounts
- Prepare monthly financial statements, account reconciliations & information reports for Controller & CFO
- Invoice & receive payments from properties for payroll, payroll processing fees, health insurances & background checks
- Process bi-weekly & monthly payroll tax payments to multiple states on behalf of the properties
- Process wire transfers between corporate entities & process partner & investor interest payments
- Administer petty cash & reconcile credit card statements for corporate entities

### **STAFF ACCOUNTANT | COUNCIL ON INTERNATIONAL EDUCATIONAL EXCHANGE (CIEE) | JANUARY 2009 – MARCH 2011**

- Reconcile business operating accounts ensuring balances match ledger
- Book wires into bank module in Great Plains, create journal entries to increase & decrease adjustments and re-class entries amongst different departments
- Process incoming credit card payments for study abroad programs, Teach abroad programs, iNext Insurance and transcript fees & reconcile weekly credit card account and investigate chargeback items
- Produce invoices for membership fees & account for incoming payments & reconcile aging reports for accounts receivable
- Book incoming and outgoing payments from partner in Tokyo & reconcile monthly Tokyo account & process foreign exchange wires and reconcile accounts including checking and saving accounts for currencies such as EUR, AUD, YEN & GBP
- Convert foreign exchange funds by revaluing and reinstating funds at year end at budgeted rates
- Enter additions for new fixed assets, monthly depreciation of current assets and retirements of expired assets
- Run department details and financials for budget directors on a monthly basis and proof for any discrepancies

### **BILLING COORDINATOR | COUNCIL ON INTERNATIONAL EDUCATIONAL EXCHANGE (CIEE) | MAY 2008 – DECEMBER 2008**

- Complete consortium agreements for student's home school to ensure disbursement of proper amount of financial aid
- Process School of Record consortium agreements to ensure student receives official transcript from a Title IV institution
- Process Financial Aid Deferrals and bill students accordingly
- Assess and invoice students for CIEE fees for semester and AYP fees
- Invoice Partner Schools who cover fees on student's behalf
- Ensure check and credit card confirmation payments are processed by the Finance Department
- Process financial aid refunds as well as overpayment refunds

## **ACCOUNT ADMINISTRATOR | BOSTON UNIVERSITY METROPOLITAN COLLEGE FINANCE | JUNE 2007 – MAY 2008**

- Process incoming invoices from contracted services
- Manage travel advances & travel reimbursements for expenses allowed under BU travel policy for faculty & staff
- Prepare daily incoming bank & credit card deposits from students & outside vendors and reconcile bank statements
- Manage requisitions & purchase orders and Procurement-Card transactions & debiting correct accounts
- Accountable for North Carolina program accounts including bank statements & petty cash funds
- Function as liaison for Brussels accounts and process student payments & credits
- Maintain 300 budget accounts for departments within Boston University's Metropolitan College
- Prepare journal entries for transfer of funds within the University & credit appropriate accounts for incoming tuition & application fees & Handle expense recovery for reimbursement of sale of goods & services to departments
- Process "Honoraria" payments for guest lecturers & differentiate Allowable/Unallowable costs for federal reimbursement

## **OPERATIONS COORDINATOR/ADMISSIONS & STUDENT SERVICES MANAGER | BOSTON UNIVERSITY GLOBAL | MAY 2005 – JUNE 2007**

- Administered departmental budgeting including petty cash, payment of invoices, purchase orders, requisitions and travel budget
- Responsible for educational partner invoicing for student referrals as well as handle student invoices
- Office event planning including catering, room booking and reservations for orientations, graduation ceremonies and classes
- Responsible for hiring and managing work study and graduate assistant students

## **Education**

### **GRADUATE CERTIFICATE IN ACCOUNTING | DECEMBER 2016 | UNIVERSITY OF SOUTHERN MAINE**

### **B.A., BUSINESS ADMINISTRATION | MAY 2001 | ENDICOTT COLLEGE**

## EMPLOYMENT AGREEMENT

THIS AGREEMENT originally made as of the 3<sup>rd</sup> day of December of 2024 between **Geraldine Matherne** (hereinafter *Matherne*) and the **CITY OF BIDDEFORD**, Maine, a body politic and corporate located in York County, Maine (hereinafter *City*).

### I. WHEREAS,

- A. *City*, acting through its *City Manager*, desires to appoint and thereafter employ *Matherne* as its Director of Finance, in accordance with the provisions of the Biddeford City Charter (Charter);
- B. *Matherne* desires to be so appointed and employed;
- C. It is the desire of the *City* and *Matherne* to specify the terms and conditions of her employment and tenure as Director of Finance;
- D. The Parties have reached an agreement with respect to the same which they wish reduced to writing.

### II. NOW, THEREFORE, for consideration paid, each to the other, including without limitation the mutual covenants and undertakings more fully hereinafter expressed, the parties do hereby agree as follows:

- A. **Appointment and Duties:** By official action, the City Manager, as confirmed by the City Council has appointed *Matherne* as Director of Finance, to perform those duties imposed upon the Director of Finance under the terms of the City's Charter, Revised Code of Ordinances, or such other action as may lawfully be promulgated by Council, and those assigned by the City Manager.

- B. **Tenure:**

- (1) **Initial and Extended Term:** The *City* acting through its City Manager, initially appointed *Matherne* as its Director of Finance on January 5, 2025, and shall continue as a full time salaried employee of the *City*.
  - (2) **City's Right of Termination without Cause.** *City* shall have the right to terminate the Agreement without cause and without prior notice. In the

event of such termination, Director of Finance shall be paid an aggregate lump-sum payment equal to six (6) months aggregate salary. Said aggregate lump-sum payment shall increase by one (1) month for each year of service, or part thereof as Director of Finance, up to a maximum of twelve (12) months. Payment shall be made in full at time of termination if so desired by *Matherne* or on any other schedule she elects. At the same time, *Matherne* shall be compensated for any vacation accrued to date of termination, calculated at the rate of pay in effect upon termination. In addition, *City* will contribute on behalf of *Matherne* any accrued and unpaid retirement benefits to time of termination; and shall continue at the same rate to provide health insurance coverage for a period of six (6) months from date of termination plus one (1) month for each year of service, or part thereof as Director of Finance, for a maximum of twelve (12) months (the “Severance Period”). *Matherne* shall also be entitled to all other economic benefits due under the Agreement for the Severance Period, with the exception of costs associated with being an active Director of Finance, i.e. membership dues, etc.

- (3) **City’s Right of Termination for Cause.** *City* shall have the right to terminate the Agreement for cause as provided in the Charter or state and federal law. In the event *Matherne*’s employment is terminated for cause, the *City*’s only obligation to *Matherne* is to pay all compensation and benefits accrued, but unpaid, at the time of termination.
- (4) **Employee Incapacity.** Should *Matherne* be disabled or otherwise unable to perform her duties because of sickness, accident, injury, mental incapacity or health (verified by his attending physician) for a period of (6) six months despite reasonable accommodation, the *City* shall have the right to terminate the Agreement and the *City*’s only obligation to *Matherne* is to pay all compensation and benefits accrued, but unpaid, at the time of termination.
- (5) **Director of Finance Resignation:** *Matherne* shall have the right to resign, upon a thirty (30) day written notice. Upon said resignation, the

*City's* only obligation to *Matherne* is to pay all compensation and benefits accrued, but unpaid, as of the effective date of the resignation.

- C. **Compensation.** Commencing January 5, 2025, *City* shall pay *Matherne* an annual salary of one hundred thirty five thousand dollars (\$135,000.00) per year. Effective June 5, 2025, *City* shall pay *Matherne* an annual salary of one hundred forty thousand dollars (\$140,000.00) per year. The *City* will also pay a hiring bonus as follows: five thousand dollar (\$5,000.00) bonus in her second payroll check, a five thousand dollar (\$5,000.00) bonus upon successful completion of 6 months probationary period and a five thousand dollar (\$5,000.00) bonus after employment with the *City* for 12 months. *Matherne's* salary may be adjusted annually, or from time to time, consistent with the *City* policies and practices for all department heads within the *City*.
- D. **Retirement.** The *City* shall provide *Matherne* with the retirement plan of her choice, consistent with current *City* policy.
- E. **Health Insurance Coverage.** Consistent with *City* policy, *City* shall provide health insurance coverage to *Matherne* and her family, life insurance and income protection, as provided to other non-union employees of the *City*, effective the date of the agreement as the same may be amended from time to time with regard to all non-union salaried employees.
- F. **Professional Development.** The *City* shall pay for *Matherne's* professional dues for her continued professional growth and for the good of the *City* in approved professional organizations. The *City* may also pay for any other dues, memberships and subscriptions in other professional organizations or local service or civic organizations, subject to approval by the City Manager. Further, the *City* recognizes that *Matherne* actively pursuing a Masters Degree in Accounting. To that end, subject to budgeted funds, *City* policies and outstanding job performance, the *City* will actively participate in supporting her pursuit, including but not limited to financial reimbursement for courses and related course materials, flexible scheduling and other reasonable requests.

**Vacation, Holidays, Sick Leave, and Other Benefits.** Recognizing *Matherne's* previous outstanding service with the *City*, effective her second year of



employment, she will be credited with fifteen (15) years of service for the purposes of vacation accrual, with such accumulation of vacation time occurring annually on her anniversary date. Vacation time is recognized as being in compliance with Maine's Earned Paid Leave Law and up to forty (40) hours annually may be used accordingly.

***Matherne***, notwithstanding the language in previous paragraph, shall be entitled to two (2) weeks of vacation initially; available and placed on the books immediately. However, she may use up to two (2) weeks of the time during the first six months of employment upon request and approval by the City Manager, subject to however, in the event *Matherne* is no longer an employee of the City after six months, any time advanced shall be repaid to the ***City***. Effective at the successful completion of her six months with the City, she will be provided her additional two (2) weeks of vacation.

***Matherne*** shall be entitled to all other benefits afforded non-union employees, consistent with the personnel policy, that are not otherwise covered by the Agreement.

- G. **No Reduction in Benefits.** ***City*** shall not, at any time during the term of the Agreement, reduce the salary, compensation or other benefits of ***Matherne*** except in the event of an across-the-board reduction of all salaried employees of ***City***. In such event, ***Matherne's*** salary, compensation and other benefits shall be reduced by the same percentage or in the same manner as all salaried employees of the ***City***.

- H. **Indemnification.** The *City* shall defend, save harmless, and indemnify *Matherne* against any tort, professional liability claim or demand or other legal action, whether or not it appears to have merit, arising out of an alleged act or omission occurring in the performance of *Matherne*'s duties as Director of Finance, except as prohibited by law. *City* will either litigate or compromise and settle any such claim or suit and pay the amount of any judgment or settlement rendered thereon, whether levied against the *City* or *Matherne* personally. Said indemnification shall extend beyond termination of employment, and the otherwise expiration of the Agreement, to provide full and complete protection to *Matherne*, by the City of Biddeford, as described herein, for any acts undertaken or committed in *Matherne*'s capacity as Director of Finance, regardless of whether the notice or filing of such a claim or lawsuit occurs during or after *Matherne*'s employment with *City*.
- I. **Conflict of Interest Prohibition.** It is further understood and agreed that because of the duties of the Director of Finance within and on behalf of the City of Biddeford and its citizenry, *Matherne* shall not, during the term of the Agreement, individually, as a partner, joint venture, officer or shareholder, invest or participate in any business venture conducting business in the corporate limits of Biddeford, except for stock ownership in any company whose capital stock is publicly held and regularly traded, without the prior approval of the City Manager. For and during the term of the Agreement, *Matherne* further agrees, except for a personal residence or residential property acquired or held for future use as her personal residence, not to invest in any other real estate or real property improvements within the corporate limits of Biddeford, without the prior consent of the City Manager.
- J. **General Expenses.** *City* recognizes that certain expenses of a non-personal and job-related nature will be incurred by *Matherne*, and hereby agrees to reimburse or to pay such general expenses subject to *City* policies, and the finance director, after receipt of, review of, and approval of appropriate expenses or petty cash voucher, receipts, statements, or personal affidavits, is hereby authorized to disburse such moneys.
- K. **Miscellaneous.**

- (1) The Agreement, supplementing the provisions of the Charter, City ordinance and policies, constitutes the entire agreement between the parties and there are no other promises, covenants or undertakings between the parties with respect to the subject matter of the Agreement which do not appear on the face hereof.
- (2) The Agreement may be amended only by a mutual written agreement authorized by Council and executed by the ***City Manager*** and ***Matherne***.
- (3) If any of the provisions or portions thereof contained in the Agreement is held to be unconstitutional, invalid or unenforceable, the remainder of the Agreement, or portion thereof, shall be deemed severable and shall not be affected by such determination and shall remain in full force and effect.

In Witness Whereof, the **City of Biddeford**, with confirmation of the City Council, has caused the Agreement to be signed and sealed, in duplicate originals, by its **City Manager**, on the day and year first above written.

Witness:

**CITY OF BIDDEFORD**

\_\_\_\_\_

\_\_\_\_\_  
James A. Bennett, City Manager

Signed and executed by **Gerry Matherne**, in duplicate originals, on the day and year first above written.

Witness:

\_\_\_\_\_

\_\_\_\_\_  
Gerry Matherne

| SAU Name                                | Region<br>Instruction | Special<br>Education | General<br>Instruction | Student and<br>Staff Support | System<br>Administration | School<br>Administration | Transportation<br>(includes) | Operations and<br>Maintenance | All Other      | Total              | Student<br>Count | Over EPS Amount         | Amount of<br>Student over | Amount in local budget if | Education<br>Expenditure | Special<br>Education % | Disadvantage<br>from | % White       | % Non White   | ELL %         | Homeless<br>% | Teacher<br>Count | Student<br>Teacher Per | Support<br>Staff Count | Support<br>Staff Per |
|-----------------------------------------|-----------------------|----------------------|------------------------|------------------------------|--------------------------|--------------------------|------------------------------|-------------------------------|----------------|--------------------|------------------|-------------------------|---------------------------|---------------------------|--------------------------|------------------------|----------------------|---------------|---------------|---------------|---------------|------------------|------------------------|------------------------|----------------------|
| RSU 23 (OOB)                            | \$9,622.12            | \$5,699.77           | \$595.08               | \$2,674.86                   | \$892.48                 | \$1,265.74               | \$926.88                     | \$2,307.23                    | \$178.97       | \$24,163.13        | 616              | \$ 5,388,851.96         | \$ 8,748.14               | \$24,106,352.41           | \$ 3,511,058.32          | 21.7%                  | 41.65%               | 83.5%         | 16.5%         | 8.2%          | 5.70%         | 63               | 9.78                   | 31                     | 19.87                |
| York School Department                  | \$9,629.04            | \$3,955.83           | \$741.64               | \$1,923.62                   | \$825.67                 | \$1,090.16               | \$664.99                     | \$2,459.77                    | \$48.37        | \$21,339.09        | 1564             | \$ 14,533,881.44        | \$ 9,292.76               | \$17,517,867.09           | \$ 6,186,918.12          | 17.60%                 | 14.51%               | 92.20%        | 7.80%         | 1.40%         | 0.00%         | 140              | 11.17                  | 65                     | 24.06                |
| Cape Elizabeth School Department        | \$9,704.87            | \$2,606.75           | \$554.15               | \$2,803.84                   | \$606.66                 | \$805.12                 | \$590.53                     | \$2,345.64                    | \$165.83       | \$20,183.39        | 1485             | \$ 11,778,243.34        | \$ 7,931.48               | \$14,821,618.99           | \$ 3,871,023.75          | 12.20%                 | 5.97%                | 87.80%        | 13.20%        | 2.10%         | 0%            | 114              | 13.03                  | 47                     | 31.60                |
| Kittery School Department               | \$7,938.97            | \$3,744.80           | \$332.47               | \$2,271.43                   | \$791.81                 | \$1,130.16               | \$813.95                     | \$1,489.33                    | \$105.93       | \$18,618.85        | 944              | \$ 5,664,973.40         | \$ 6,001.03               | \$11,171,547.17           | \$ 3,535,091.20          | 21.20%                 | 22.60%               | 81.10%        | 18.90%        | 3.00%         | 0.00%         | 84               | 11.24                  | 43                     | 21.95                |
| Falmouth School Department              | \$8,940.08            | \$3,239.39           | \$505.46               | \$2,005.60                   | \$543.64                 | \$864.71                 | \$829.41                     | \$1,574.69                    | \$0.00         | \$18,502.98        | 1998             | \$ 13,645,456.34        | \$ 6,829.56               | \$10,901,222.46           | \$ 6,472,301.22          | 14.5%                  | 4.06%                | 87.90%        | 12.1%         | 1.80%         | 0%            | 163              | 12.26                  | 99                     | 20.18                |
| RSU 21 (Kennebunk)                      | \$7,924.11            | \$3,053.97           | \$532.11               | \$1,666.00                   | \$593.81                 | \$888.49                 | \$1,345.14                   | \$2,214.70                    | \$80.63        | \$18,298.96        | 2435             | \$ 12,748,877.01        | \$ 5,235.68               | \$10,425,243.80           | \$ 7,436,416.95          | 19.40%                 | 11.33%               | 91.20%        | 7.80%         | 1.40%         | 0.50%         | 171              | 14.24                  | 118                    | 20.64                |
| RSU 51/MSAD 51 (Cumberland)             | \$8,335.84            | \$3,116.80           | \$358.03               | \$1,479.26                   | \$534.38                 | \$767.48                 | \$921.66                     | \$2,316.80                    | \$0.00         | \$17,830.25        | 2095             | \$ 14,353,865.73        | \$ 6,851.49               | \$9,331,743.37            | \$ 6,529,696.00          | 13.30%                 | 3.73%                | 91.20%        | 7.80%         | 0.50%         | 0.00%         | 174              | 12.04                  | 77                     | 27.21                |
| Yarmouth Schools                        | \$8,405.11            | \$2,649.51           | \$670.03               | \$1,700.21                   | \$564.75                 | \$1,028.15               | \$619.58                     | \$1,622.70                    | \$39.48        | \$17,299.52        | 1592             | \$ 10,146,324.24        | \$ 6,373.32               | \$8,093,550.28            | \$ 4,218,019.92          | 10.00%                 | 8.46%                | 85.20%        | 14.80%        | 3.60%         | 1.20%         | 131              | 12.15                  | 68                     | 23.41                |
| Wells-Ogunquit CSD                      | \$7,404.50            | \$2,701.74           | \$665.45               | \$1,695.32                   | \$549.95                 | \$987.21                 | \$784.74                     | \$1,920.35                    | \$126.63       | \$16,835.89        | 1382             | \$ 8,599,568.71         | \$ 6,222.55               | \$7,011,901.49            | \$ 3,733,804.68          | 10.40%                 | 16.53%               | 91.30%        | 8.70%         | 2.20%         | 0.00%         | 102              | 13.55                  | 47                     | 29.40                |
| Scarborough School Department           | \$8,084.31            | \$3,351.68           | \$422.17               | \$1,877.23                   | \$449.35                 | \$632.44                 | \$575.58                     | \$1,440.24                    | \$0.00         | \$16,833.00        | 2873             | \$ 13,341,796.34        | \$ 4,643.86               | \$7,005,159.12            | \$ 9,629,376.64          | 16.00%                 | 8.16%                | 86.00%        | 14.00%        | 4.20%         | 0.00%         | 221              | 13.00                  | 129                    | 22.27                |
| Portland Public Schools                 | \$7,469.06            | \$3,009.92           | \$342.05               | \$1,819.46                   | \$695.98                 | \$901.41                 | \$561.26                     | \$1,877.57                    | \$68.53        | \$16,745.24        | 6430             | \$ 11,665,564.00        | \$ 1,814.24               | \$6,800,415.04            | \$ 19,353,785.60         | 15.90%                 | 46.01%               | 46.80%        | 53.20%        | 35.20%        | 10.30%        | 527              | 12.20                  | 209                    | 30.77                |
| <b>Saco School Department</b>           | <b>\$9,134.57</b>     | <b>\$3,705.35</b>    | <b>\$53.83</b>         | <b>\$959.86</b>              | <b>\$315.26</b>          | <b>\$473.17</b>          | <b>\$649.87</b>              | <b>\$1,174.50</b>             | <b>\$0.00</b>  | <b>\$16,466.41</b> | <b>2688</b>      | <b>\$ 10,584,273.34</b> | <b>\$ 3,937.60</b>        | <b>\$6,149,904.65</b>     | <b>\$ 9,959,980.80</b>   | <b>17.90%</b>          | <b>25.51%</b>        | <b>84.90%</b> | <b>15.10%</b> | <b>7.90%</b>  | <b>3.40%</b>  | <b>138</b>       | <b>13.68</b>           | <b>99</b>              | <b>19.07</b>         |
| Brunswick School Department             | \$7,283.18            | \$2,783.94           | \$305.52               | \$1,492.09                   | \$502.22                 | \$764.37                 | \$892.61                     | \$2,070.05                    | \$52.90        | \$16,146.88        | 2363             | \$ 11,837,199.00        | \$ 5,009.39               | \$5,404,441.16            | \$ 6,578,450.22          | 17.90%                 | 31.59%               | 81.30%        | 18.70%        | 4.60%         | 2.60%         | 180              | 13.13                  | 91                     | 25.97                |
| Dayton School Department                | \$9,668.87            | \$2,933.73           | \$42.94                | \$482.28                     | \$429.84                 | \$492.68                 | \$1,137.59                   | \$853.19                      | \$77.64        | \$16,118.76        | 322              | \$ 1,185,993.34         | \$ 3,683.21               | \$5,338,837.20            | \$ 944,661.06            | 17.80%                 | 18.18%               | 94.30%        | 5.70%         |               |               | 11               | 10.64                  | 6                      | 19.50                |
| MSAD 35 (Marshwood)                     | \$6,486.31            | \$2,556.38           | \$467.20               | \$1,722.74                   | \$525.31                 | \$929.12                 | \$1,059.10                   | \$1,886.10                    | \$0.00         | \$15,632.26        | 1987             | \$ 6,604,566.68         | \$ 3,323.89               | \$4,203,832.70            | \$ 5,079,527.06          | 14.20%                 | 14.13%               | 92.40%        | 7.60%         | 0.50%         |               | 147              | 13.52                  | 69                     | 28.80                |
| South Portland School Department        | \$6,565.77            | \$3,149.76           | \$349.56               | \$1,155.44                   | \$608.22                 | \$916.69                 | \$751.30                     | \$1,964.19                    | \$29.24        | \$15,490.17        | 2887             | \$ 11,665,564.00        | \$ 4,040.72               | \$3,872,336.73            | \$ 9,093,357.12          | 21.60%                 | 26.70%               | 61.90%        | 38.10%        | 22.70%        | 8.20%         | 227              | 12.72                  | 140                    | 20.62                |
| RSU 14 (Windham)                        | \$6,203.15            | \$2,678.94           | \$288.78               | \$1,431.21                   | \$426.73                 | \$919.43                 | \$966.55                     | \$2,368.62                    | \$3.37         | \$15,286.78        | 3138             | \$ 11,676,373.81        | \$ 3,720.96               | \$3,397,827.86            | \$ 8,406,513.72          | 14.70%                 | 24.65%               | 89.20%        | 10.80%        | 2.10%         | 0.60%         | 214              | 14.66                  | 96                     | 32.69                |
| Gorham School Department                | \$6,975.00            | \$2,538.98           | \$355.00               | \$1,307.42                   | \$463.29                 | \$847.15                 | \$761.66                     | \$1,521.95                    | \$55.23        | \$14,825.68        | 2751             | \$ 8,211,467.00         | \$ 2,984.90               | \$2,322,081.56            | \$ 6,984,733.98          | 16.40%                 | 17.69%               | 88.60%        | 11.40%        | 2.90%         | 0.50%         | 179              | 15.37                  | 90                     | 30.57                |
| Westbrook School Department             | \$6,591.87            | \$2,485.11           | \$294.21               | \$1,382.34                   | \$705.67                 | \$787.12                 | \$754.78                     | \$1,469.44                    | \$51.26        | \$14,521.80        | 2359             | \$ 4,918,629.46         | \$ 2,085.05               | \$1,613,129.52            | \$ 5,862,374.49          | 24.60%                 | 62.56%               | 63.60%        | 36.40%        | 23.80%        | 4.70%         | 189              | 12.48                  | 78                     | 30.24                |
| RSU 60/MSAD 60 (Noble)                  | \$5,716.29            | \$2,461.07           | \$344.28               | \$1,442.54                   | \$429.47                 | \$776.91                 | \$1,064.50                   | \$1,985.56                    | \$1.68         | \$14,222.30        | 2973             | \$ 6,439,777.00         | \$ 2,166.09               | \$914,396.02              | \$ 7,316,761.11          | 17.90%                 | 27.54%               | 91.10%        | 8.90%         | 0.90%         | 0.80%         | 218              | 13.64                  | 123                    | 24.17                |
| RSU 06/MSAD 06 (Bonny Eagle)            | \$5,880.99            | \$2,564.18           | \$230.31               | \$1,404.80                   | \$369.52                 | \$726.92                 | \$989.65                     | \$1,927.31                    | \$4.83         | \$14,098.51        | 3313             | \$ 10,829,129.32        | \$ 3,268.68               | \$625,593.95              | \$ 8,495,128.34          | 19.30%                 | 32.71%               | 91.90%        | 8.10%         | 0.90%         | 0.60%         | 232              | 14.28                  | 156                    | 21.24                |
| RSU 57/MSAD 57 (Massebesic)             | \$5,459.99            | \$2,438.01           | \$267.93               | \$1,361.33                   | \$315.74                 | \$720.78                 | \$1,197.97                   | \$2,077.71                    | \$88.88        | \$13,928.34        | 2895             | \$ 8,285,360.88         | \$ 2,861.96               | \$228,587.34              | \$ 7,058,038.95          | 18.50%                 | 30.86%               | 93.50%        | 6.50%         | 0.70%         | 1.80%         | 194              | 14.92                  | 93                     | 31.13                |
| <b>Biddeford School Department</b>      | <b>\$6,062.06</b>     | <b>\$2,994.91</b>    | <b>\$301.90</b>        | <b>\$992.01</b>              | <b>\$428.86</b>          | <b>\$662.31</b>          | <b>\$664.49</b>              | <b>\$1,723.43</b>             | <b>\$0.39</b>  | <b>\$13,830.36</b> | <b>2333</b>      | <b>\$ 2,218,898.66</b>  | <b>\$ 951.09</b>          | <b>0</b>                  | <b>\$ 6,987,125.03</b>   | <b>20.90%</b>          | <b>57.21%</b>        | <b>75.10%</b> | <b>24.90%</b> | <b>13.00%</b> | <b>2.90%</b>  | <b>163.5</b>     | <b>14.27</b>           | <b>100</b>             | <b>23.33</b>         |
| Sanford School Department               | \$4,977.88            | \$2,873.95           | \$276.39               | \$1,150.12                   | \$326.98                 | \$827.76                 | \$648.20                     | \$1,728.77                    | \$16.86        | \$12,826.91        | 3062             | \$ 3,149,269.44         | \$ 1,028.50               | -\$3,072,563.90           | \$ 8,800,034.90          | 22.50%                 | 49.28%               | 85.00%        | 15.00%        | 3.10%         | 3.20%         | 210.2            | 14.57                  | 121.5                  | 25.20                |
|                                         |                       |                      |                        |                              |                          |                          |                              |                               |                |                    |                  |                         |                           |                           |                          |                        |                      |               |               |               |               |                  |                        |                        |                      |
| Local Averages                          | \$7,846.26            | \$3,186.72           | \$404.20               | \$1,660.91                   | \$560.68                 | \$878.50                 | \$877.04                     | \$1,926.95                    | \$52.03        | \$17,393.28        |                  |                         | \$4,739.40                |                           |                          | 16.53%                 | 26.16%               | 84.07%        | 15.37%        | 6.02%         | 2.04%         |                  | 13.59                  |                        | 26.26                |
| <b>State Ave</b>                        | <b>\$6,824.26</b>     | <b>\$3,002.40</b>    | <b>\$369.64</b>        | <b>\$1,431.29</b>            | <b>\$572.81</b>          | <b>\$913.42</b>          | <b>\$946.72</b>              | <b>\$1,925.45</b>             | <b>\$51.67</b> | <b>\$16,037.66</b> | <b>160807</b>    |                         | \$ -                      |                           |                          | 19.50%                 |                      | 86.20%        | 13.80%        | 4.90%         | 1.90%         |                  |                        |                        |                      |
| Biddeford Difference from Local Average | -\$1,784.20           | -\$191.81            | -\$102.30              | -\$668.90                    | -\$131.82                | -\$216.19                | -\$212.55                    | -\$203.52                     | -\$51.64       | -\$3,562.92        |                  |                         | -\$3,788.30               |                           |                          | 4.37%                  | 31.05%               | -8.97%        | 9.53%         | 6.98%         | 0.86%         |                  | 0.68                   |                        | -2.93                |
| Saco Difference from Local Average      | \$1,288.31            | \$518.63             | -\$350.37              | -\$701.05                    | -\$245.42                | -\$405.33                | -\$227.17                    | -\$752.45                     | -\$52.03       | -\$926.87          |                  |                         | -\$801.80                 |                           |                          | 1.37%                  | -0.65%               | 0.83%         | -0.27%        | 1.88%         | 1.36%         |                  | 0.09                   |                        | -7.19                |

| SAU Name                           | Total Operating        | Instruction       | Education         | Instruction     | Support           | Administration  | Administration  | (includes buses) | Maintenance       | All Other      | Total              | Student Count | Disadvantaged | State Share   | @ |
|------------------------------------|------------------------|-------------------|-------------------|-----------------|-------------------|-----------------|-----------------|------------------|-------------------|----------------|--------------------|---------------|---------------|---------------|---|
| RSU 23 (OOB)                       | 15,317,158.24          | \$9,622.12        | \$5,699.77        | \$595.08        | \$2,674.86        | \$892.48        | \$1,265.74      | \$926.88         | \$2,307.23        | \$178.97       | \$24,163.13        | 616           | 41.65%        | 20.49%        |   |
| York School Department             | 36,788,848.42          | \$9,629.04        | \$3,955.83        | \$741.64        | \$1,923.62        | \$825.67        | \$1,090.16      | \$664.99         | \$2,459.77        | \$48.37        | \$21,339.09        | 1564          | 14.51%        | 13.73%        |   |
| Cape Elizabeth School Department   |                        | \$9,704.87        | \$2,606.75        | \$554.15        | \$2,803.84        | \$606.66        | \$805.12        | \$590.53         | \$2,345.64        | \$165.83       | \$20,183.39        | 1485          | 5.97%         | 11.02%        |   |
| Kittery School Department          | 19,130,429.50          | \$7,938.97        | \$3,744.80        | \$332.47        | \$2,271.43        | \$791.81        | \$1,130.16      | \$813.95         | \$1,489.33        | \$105.93       | \$18,618.85        | 944           | 22.60%        | 12.88%        |   |
| Falmouth School Department         |                        | \$8,940.08        | \$3,239.39        | \$505.46        | \$2,005.60        | \$543.64        | \$864.71        | \$829.41         | \$1,574.69        | \$0.00         | \$18,502.98        | 1998          | 4.06%         | 29.93%        |   |
| RSU 21 (Kennebunk)                 | 55,295,545.88          | \$7,924.11        | \$3,053.97        | \$532.11        | \$1,666.00        | \$593.81        | \$888.49        | \$1,345.14       | \$2,214.70        | \$80.63        | \$18,298.96        | 2435          | 11.33%        | 12.59%        |   |
| RSU 51/MSAD 51 (Cumberland)        |                        | \$8,335.84        | \$3,116.80        | \$358.03        | \$1,479.26        | \$534.38        | \$767.48        | \$921.66         | \$2,316.80        | \$0.00         | \$17,830.25        | 2095          | 3.73%         | 47.58%        |   |
| Yarmouth Schools                   |                        | \$8,405.11        | \$2,649.51        | \$670.03        | \$1,700.21        | \$564.75        | \$1,028.15      | \$619.58         | \$1,622.70        | \$39.48        | \$17,299.52        | 1592          | 8.46%         | 33.21%        |   |
| Wells-Ogunquit CSD                 | 27,666,176.95          | \$7,404.50        | \$2,701.74        | \$665.45        | \$1,695.32        | \$549.95        | \$987.21        | \$784.74         | \$1,920.35        | \$126.63       | \$16,835.89        | 1382          | 16.53%        | 9.52%         |   |
| Scarborough School Department      |                        | \$8,084.31        | \$3,351.68        | \$422.17        | \$1,877.23        | \$449.35        | \$632.44        | \$575.58         | \$1,440.24        | \$0.00         | \$16,833.00        | 2873          | 8.16%         | 11.91%        |   |
| Portland Public Schools            |                        | \$7,469.06        | \$3,009.92        | \$342.05        | \$1,819.46        | \$695.98        | \$901.41        | \$561.26         | \$1,877.57        | \$68.53        | \$16,745.24        | 6430          | 46.01%        | 15.83%        |   |
| <b>Local Ave</b>                   |                        | <b>\$7,519.33</b> | <b>\$3,053.94</b> | <b>\$387.35</b> | <b>\$1,591.71</b> | <b>\$537.32</b> | <b>\$841.90</b> | <b>\$840.50</b>  | <b>\$1,846.66</b> | <b>\$49.86</b> | <b>\$16,668.56</b> |               |               |               |   |
| <b>Saco School Department</b>      | <b>46,469,354.67</b>   | <b>\$9,134.57</b> | <b>\$3,705.35</b> | <b>\$53.83</b>  | <b>\$959.86</b>   | <b>\$315.26</b> | <b>\$473.17</b> | <b>\$649.87</b>  | <b>\$1,174.50</b> | <b>\$0.00</b>  | <b>\$16,466.41</b> | <b>2688</b>   | <b>25.51%</b> | <b>45.95%</b> |   |
| Brunswick School Department        |                        | \$7,283.18        | \$2,783.94        | \$305.52        | \$1,492.09        | \$502.22        | \$764.37        | \$892.61         | \$2,070.05        | \$52.90        | \$16,146.88        | 2363          | 31.59%        | 42.55%        |   |
| Dayton School Department           | \$5,513,115.80         | \$9,668.87        | \$2,933.73        | \$42.94         | \$482.28          | \$429.84        | \$492.68        | \$1,137.59       | \$853.19          | \$77.64        | \$16,118.76        | 322           | 18.18%        | 54.14%        |   |
| <b>State Ave</b>                   |                        | <b>\$6,824.26</b> | <b>\$3,002.40</b> | <b>\$369.64</b> | <b>\$1,431.29</b> | <b>\$572.81</b> | <b>\$913.42</b> | <b>\$946.72</b>  | <b>\$1,925.45</b> | <b>\$51.67</b> | <b>\$16,037.66</b> | <b>160807</b> |               |               |   |
| MSAD 35 (Marshwood)                | \$31,934,544.14        | \$6,486.31        | \$2,556.38        | \$467.20        | \$1,722.74        | \$525.31        | \$929.12        | \$1,059.10       | \$1,886.10        | \$0.00         | \$15,632.26        | 1987          | 14.13%        | 48.03%        |   |
| South Portland School Department   |                        | \$6,565.77        | \$3,149.76        | \$349.56        | \$1,155.44        | \$608.22        | \$916.69        | \$751.30         | \$1,964.19        | \$29.24        | \$15,490.17        | 2887          | 26.70%        | 24.81%        |   |
| RSU 14 (Windham)                   |                        | \$6,203.15        | \$2,678.94        | \$288.78        | \$1,431.21        | \$426.73        | \$919.43        | \$966.55         | \$2,368.62        | \$3.37         | \$15,286.78        | 3138          | 24.65%        | 40.70%        |   |
| Gorham School Department           |                        | \$6,975.00        | \$2,538.98        | \$355.00        | \$1,307.42        | \$463.29        | \$847.15        | \$761.66         | \$1,521.95        | \$55.23        | \$14,825.68        | 2751          | 17.69%        | 59.08%        |   |
| Westbrook School Department        |                        | \$6,591.87        | \$2,485.11        | \$294.21        | \$1,382.34        | \$705.67        | \$787.12        | \$754.78         | \$1,469.44        | \$51.26        | \$14,521.80        | 2359          | 62.56%        | 47.82%        |   |
| RSU 60/MSAD 60 (Noble)             | 43,895,847.44          | \$5,716.29        | \$2,461.07        | \$344.28        | \$1,442.54        | \$429.47        | \$776.91        | \$1,064.50       | \$1,985.56        | \$1.68         | \$14,222.30        | 2973          | 27.54%        | 54.85%        |   |
| RSU 06/MSAD 06 (Bonny Eagle)       | 51,950,562.85          | \$5,880.99        | \$2,564.18        | \$230.31        | \$1,404.80        | \$369.52        | \$726.92        | \$989.65         | \$1,927.31        | \$4.83         | \$14,098.51        | 3313          | 32.71%        | 48.16%        |   |
| RSU 57/MSAD 57 (Massebesic)        | 44,294,484.41          | \$5,459.99        | \$2,438.01        | \$267.93        | \$1,361.33        | \$315.74        | \$720.78        | \$1,197.97       | \$2,077.71        | \$88.88        | \$13,928.34        | 2895          | 30.86%        | 39.89%        |   |
| <b>Biddeford School Department</b> | <b>\$39,991,490.52</b> | <b>\$6,062.06</b> | <b>\$2,994.91</b> | <b>\$301.90</b> | <b>\$992.01</b>   | <b>\$428.86</b> | <b>\$662.31</b> | <b>\$664.49</b>  | <b>\$1,723.43</b> | <b>\$0.39</b>  | <b>\$13,830.36</b> | <b>2333</b>   | <b>57.21%</b> | <b>37.77%</b> |   |
| Sanford School Department          | 57,004,656.73          | \$4,977.88        | \$2,873.95        | \$276.39        | \$1,150.12        | \$326.98        | \$827.76        | \$648.20         | \$1,728.77        | \$16.86        | \$12,826.91        | 3062          | 49.28%        | 75.28%        |   |

| SAU Name                         | Regular Instruction | Special Education | Other Instruction | Student and Staff Support | System Administration |
|----------------------------------|---------------------|-------------------|-------------------|---------------------------|-----------------------|
| RSU 23 (OOB)                     | \$9,622.12          | \$5,699.77        | \$595.08          | \$2,674.86                | \$892.48              |
| York School Department           | \$9,629.04          | \$3,955.83        | \$741.64          | \$1,923.62                | \$825.67              |
| RSU 21 (Kennebunk)               | \$7,924.11          | \$3,053.97        | \$532.11          | \$1,666.00                | \$593.81              |
| Cape Elizabeth School Department | \$9,704.87          | \$2,606.75        | \$554.15          | \$2,803.84                | \$606.66              |
| Falmouth School Department       | \$8,940.08          | \$3,239.39        | \$505.46          | \$2,005.60                | \$543.64              |
| Kittery School Department        | \$7,938.97          | \$3,744.80        | \$332.47          | \$2,271.43                | \$791.81              |
| RSU 51/MSAD 51 (Cumberland)      | \$8,335.84          | \$3,116.80        | \$358.03          | \$1,479.26                | \$534.38              |
| Yarmouth Schools                 | \$8,405.11          | \$2,649.51        | \$670.03          | \$1,700.21                | \$564.75              |
| Scarborough School Department    | \$8,084.31          | \$3,351.68        | \$422.17          | \$1,877.23                | \$449.35              |
| Wells-Ogunquit CSD               | \$7,404.50          | \$2,701.74        | \$665.45          | \$1,695.32                | \$549.95              |
| Portland Public Schools          | \$7,469.06          | \$3,009.92        | \$342.05          | \$1,819.46                | \$695.98              |
| Brunswick School Department      | \$7,283.18          | \$2,783.94        | \$305.52          | \$1,492.09                | \$502.22              |
| TA                               | \$12,558.90         | \$2,386.36        | \$0.00            | \$855.17                  | \$30.00               |
| State Ave                        | \$6,824.26          | \$3,002.40        | \$369.64          | \$1,431.29                | \$572.81              |
| South Portland School Department | \$6,565.77          | \$3,149.76        | \$349.56          | \$1,155.44                | \$608.22              |
| Saco School Department           | \$9,134.57          | \$3,705.35        | \$53.83           | \$959.86                  | \$315.26              |
| Sanford School Department        | \$4,977.88          | \$2,873.95        | \$276.39          | \$1,150.12                | \$326.98              |
| Westbrook School Department      | \$6,591.87          | \$2,485.11        | \$294.21          | \$1,382.34                | \$705.67              |
| Dayton School Department         | \$9,668.87          | \$2,933.73        | \$42.94           | \$482.28                  | \$429.84              |
| RSU 14 (Windham)                 | \$6,203.15          | \$2,678.94        | \$288.78          | \$1,431.21                | \$426.73              |
| Gorham School Department         | \$6,975.00          | \$2,538.98        | \$355.00          | \$1,307.42                | \$463.29              |
| MSAD 35 (Marshwood)              | \$6,486.31          | \$2,556.38        | \$467.20          | \$1,722.74                | \$525.31              |
| Biddeford School Department      | \$6,062.06          | \$2,994.91        | \$301.90          | \$992.01                  | \$428.86              |
| RSU 06/MSAD 06 (Bonny Eagle)     | \$5,880.99          | \$2,564.18        | \$230.31          | \$1,404.80                | \$369.52              |
| RSU 57/MSAD 57 (Massebesic)      | \$5,459.99          | \$2,438.01        | \$267.93          | \$1,361.33                | \$315.74              |
| RSU 60/MSAD 60 (Noble)           | \$5,716.29          | \$2,461.07        | \$344.28          | \$1,442.54                | \$429.47              |

#### Notes

Line E - 195,151.98 (26% of Special Ed Director Staff, 1/2 of IEP Coordinator), 250K of Related Service

| School<br>Administration | Transportation<br>(includes buses) | Operations and<br>Maintenance | Debt Service | All Other | Total       |
|--------------------------|------------------------------------|-------------------------------|--------------|-----------|-------------|
| \$1,265.74               | \$926.88                           | \$2,307.23                    | \$0.00       | \$178.97  | \$24,163.13 |
| \$1,090.16               | \$664.99                           | \$2,459.77                    | \$1,142.23   | \$48.37   | \$22,481.32 |
| \$888.49                 | \$1,345.14                         | \$2,214.70                    | \$2,482.03   | \$80.63   | \$20,780.99 |
| \$805.12                 | \$590.53                           | \$2,345.64                    | \$295.89     | \$165.83  | \$20,479.28 |
| \$864.71                 | \$829.41                           | \$1,574.69                    | \$1,908.02   | \$0.00    | \$20,411.00 |
| \$1,130.16               | \$813.95                           | \$1,489.33                    | \$763.77     | \$105.93  | \$19,382.62 |
| \$767.48                 | \$921.66                           | \$2,316.80                    | \$1,467.92   | \$0.00    | \$19,298.17 |
| \$1,028.15               | \$619.58                           | \$1,622.70                    | \$1,585.08   | \$39.48   | \$18,884.60 |
| \$632.44                 | \$575.58                           | \$1,440.24                    | \$1,918.35   | \$0.00    | \$18,751.35 |
| \$987.21                 | \$784.74                           | \$1,920.35                    | \$1,895.22   | \$126.63  | \$18,731.11 |
| \$901.41                 | \$561.26                           | \$1,877.57                    | \$939.62     | \$68.53   | \$17,684.86 |
| \$764.37                 | \$892.61                           | \$2,070.05                    | \$1,209.91   | \$52.90   | \$17,356.79 |
|                          | \$649.87                           | \$753.53                      |              |           | \$17,233.83 |
| \$913.42                 | \$946.72                           | \$1,925.45                    | \$996.29     | \$51.67   | \$17,033.95 |
| \$916.69                 | \$751.30                           | \$1,964.19                    | \$1,423.95   | \$29.24   | \$16,914.12 |
| \$473.17                 | \$649.87                           | \$1,174.50                    | \$112.49     | \$0.00    | \$16,578.90 |
| \$827.76                 | \$648.20                           | \$1,728.77                    | \$3,661.02   | \$16.86   | \$16,487.93 |
| \$787.12                 | \$754.78                           | \$1,469.44                    | \$1,839.16   | \$51.26   | \$16,360.96 |
| \$492.68                 | \$1,137.59                         | \$853.19                      | \$0.00       | \$77.64   | \$16,118.76 |
| \$919.43                 | \$966.55                           | \$2,368.62                    | \$601.61     | \$3.37    | \$15,888.39 |
| \$847.15                 | \$761.66                           | \$1,521.95                    | \$988.45     | \$55.23   | \$15,814.13 |
| \$929.12                 | \$1,059.10                         | \$1,886.10                    | \$0.00       | \$0.00    | \$15,632.26 |
| \$662.31                 | \$664.49                           | \$1,723.43                    | \$1,502.35   | \$0.39    | \$15,332.71 |
| \$726.92                 | \$989.65                           | \$1,927.31                    | \$491.61     | \$4.83    | \$14,590.12 |
| \$720.78                 | \$1,197.97                         | \$2,077.71                    | \$496.26     | \$88.88   | \$14,424.60 |
| \$776.91                 | \$1,064.50                         | \$1,985.56                    | \$0.00       | \$1.68    | \$14,222.30 |

as and Pysc Evaluations, ELL Staff of 90K, 208K of Out of district placements

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| SAU Name                         | Regular Instruction | Special Education | Career & Tech. | Other Instruction | Student and Staff Support |
|----------------------------------|---------------------|-------------------|----------------|-------------------|---------------------------|
| RSU 23 (OOB)                     | \$9,622.12          | \$5,699.77        | \$16.91        | \$595.08          | \$2,674.86                |
| York School Department           | \$9,629.04          | \$3,955.83        | \$3.45         | \$741.64          | \$1,923.62                |
| RSU 21 (Kennebunk)               | \$7,924.11          | \$3,053.97        | \$18.32        | \$532.11          | \$1,666.00                |
| Cape Elizabeth School Department | \$9,704.87          | \$2,606.75        | \$0.00         | \$554.15          | \$2,803.84                |
| Falmouth School Department       | \$8,940.08          | \$3,239.39        | \$0.00         | \$505.46          | \$2,005.60                |
| Kittery School Department        | \$7,938.97          | \$3,744.80        | \$7.15         | \$332.47          | \$2,271.43                |
| RSU 51/MSAD 51 (Cumberland)      | \$8,335.84          | \$3,116.80        | \$0.00         | \$358.03          | \$1,479.26                |
| Yarmouth Schools                 | \$8,405.11          | \$2,649.51        | \$0.00         | \$670.03          | \$1,700.21                |
| Scarborough School Department    | \$8,084.31          | \$3,351.68        | \$0.00         | \$422.17          | \$1,877.23                |
| Wells-Ogunquit CSD               | \$7,404.50          | \$2,701.74        | \$5.86         | \$665.45          | \$1,695.32                |
| Portland Public Schools          | \$7,469.06          | \$3,009.92        | \$480.71       | \$342.05          | \$1,819.46                |
| Sanford School Department        | \$4,977.88          | \$2,873.95        | \$1,206.76     | \$276.39          | \$1,150.12                |
| Westbrook School Department      | \$6,591.87          | \$2,485.11        | \$1,138.60     | \$294.21          | \$1,382.34                |
| Brunswick School Department      | \$7,283.18          | \$2,783.94        | \$92.93        | \$305.52          | \$1,492.09                |
| State Ave                        | \$6,824.26          | \$3,002.40        | \$266.37       | \$369.64          | \$1,431.29                |
| South Portland School Department | \$6,565.77          | \$3,149.76        | \$0.00         | \$349.56          | \$1,155.44                |
| Saco School Department           | \$9,134.57          | \$3,705.35        | \$0.00         | \$53.83           | \$959.86                  |
| Biddeford School Department      | \$6,062.06          | \$2,994.91        | \$1,188.41     | \$301.90          | \$992.01                  |
| Dayton School Department         | \$9,668.87          | \$2,933.73        | \$0.00         | \$42.94           | \$482.28                  |
| RSU 14 (Windham)                 | \$6,203.15          | \$2,678.94        | \$0.00         | \$288.78          | \$1,431.21                |
| Gorham School Department         | \$6,975.00          | \$2,538.98        | \$0.00         | \$355.00          | \$1,307.42                |
| MSAD 35 (Marshwood)              | \$6,486.31          | \$2,556.38        | \$26.11        | \$467.20          | \$1,722.74                |
| RSU 06/MSAD 06 (Bonny Eagle)     | \$5,880.99          | \$2,564.18        | \$0.00         | \$230.31          | \$1,404.80                |
| RSU 57/MSAD 57 (Massebesic)      | \$5,459.99          | \$2,438.01        | \$14.69        | \$267.93          | \$1,361.33                |
| RSU 60/MSAD 60 (Noble)           | \$5,716.29          | \$2,461.07        | \$13.17        | \$344.28          | \$1,442.54                |

| System         | School         | Transportation   | Operations and |              |           |             |
|----------------|----------------|------------------|----------------|--------------|-----------|-------------|
| Administration | Administration | (includes buses) | Maintenance    | Debt Service | All Other | Total       |
| \$892.48       | \$1,265.74     | \$926.88         | \$2,307.23     | \$0.00       | \$178.97  | \$24,180.04 |
| \$825.67       | \$1,090.16     | \$664.99         | \$2,459.77     | \$1,142.23   | \$48.37   | \$22,484.77 |
| \$593.81       | \$888.49       | \$1,345.14       | \$2,214.70     | \$2,482.03   | \$80.63   | \$20,799.31 |
| \$606.66       | \$805.12       | \$590.53         | \$2,345.64     | \$295.89     | \$165.83  | \$20,479.28 |
| \$543.64       | \$864.71       | \$829.41         | \$1,574.69     | \$1,908.02   | \$0.00    | \$20,411.00 |
| \$791.81       | \$1,130.16     | \$813.95         | \$1,489.33     | \$763.77     | \$105.93  | \$19,389.77 |
| \$534.38       | \$767.48       | \$921.66         | \$2,316.80     | \$1,467.92   | \$0.00    | \$19,298.17 |
| \$564.75       | \$1,028.15     | \$619.58         | \$1,622.70     | \$1,585.08   | \$39.48   | \$18,884.60 |
| \$449.35       | \$632.44       | \$575.58         | \$1,440.24     | \$1,918.35   | \$0.00    | \$18,751.35 |
| \$549.95       | \$987.21       | \$784.74         | \$1,920.35     | \$1,895.22   | \$126.63  | \$18,736.97 |
| \$695.98       | \$901.41       | \$561.26         | \$1,877.57     | \$939.62     | \$68.53   | \$18,165.57 |
| \$326.98       | \$827.76       | \$648.20         | \$1,728.77     | \$3,661.02   | \$16.86   | \$17,694.69 |
| \$705.67       | \$787.12       | \$754.78         | \$1,469.44     | \$1,839.16   | \$51.26   | \$17,499.56 |
| \$502.22       | \$764.37       | \$892.61         | \$2,070.05     | \$1,209.91   | \$52.90   | \$17,449.72 |
| \$572.81       | \$913.42       | \$946.72         | \$1,925.45     | \$996.29     | \$51.67   | \$17,300.32 |
| \$608.22       | \$916.69       | \$751.30         | \$1,964.19     | \$1,423.95   | \$29.24   | \$16,914.12 |
| \$315.26       | \$473.17       | \$649.87         | \$1,174.50     | \$112.49     | \$0.00    | \$16,578.90 |
| \$428.86       | \$662.31       | \$664.49         | \$1,723.43     | \$1,502.35   | \$0.39    | \$16,521.12 |
| \$429.84       | \$492.68       | \$1,137.59       | \$853.19       | \$0.00       | \$77.64   | \$16,118.76 |
| \$426.73       | \$919.43       | \$966.55         | \$2,368.62     | \$601.61     | \$3.37    | \$15,888.39 |
| \$463.29       | \$847.15       | \$761.66         | \$1,521.95     | \$988.45     | \$55.23   | \$15,814.13 |
| \$525.31       | \$929.12       | \$1,059.10       | \$1,886.10     | \$0.00       | \$0.00    | \$15,658.37 |
| \$369.52       | \$726.92       | \$989.65         | \$1,927.31     | \$491.61     | \$4.83    | \$14,590.12 |
| \$315.74       | \$720.78       | \$1,197.97       | \$2,077.71     | \$496.26     | \$88.88   | \$14,439.29 |
| \$429.47       | \$776.91       | \$1,064.50       | \$1,985.56     | \$0.00       | \$1.68    | \$14,235.47 |

| SAU Name                         | Regular Instruction | Special Education | Career & Tech. | Other Instruction | Student and Staff Support |
|----------------------------------|---------------------|-------------------|----------------|-------------------|---------------------------|
| RSU 23 (OOB)                     | \$9,139.16          | \$5,373.16        | \$0.00         | \$601.07          | \$2,478.89                |
| York School Department           | \$10,121.86         | \$4,124.25        | \$4.48         | \$823.61          | \$2,220.82                |
| RSU 21 (Kennebunk)               | \$8,116.21          | \$3,793.47        | \$20.00        | \$610.22          | \$1,737.04                |
| Cape Elizabeth School Department | \$9,476.35          | \$2,789.85        | \$0.00         | \$529.19          | \$2,018.15                |
| Falmouth School Department       | \$9,403.01          | \$3,689.93        | \$0.00         | \$599.46          | \$2,328.25                |
| Kittery School Department        | \$7,972.54          | \$4,062.88        | \$8.62         | \$362.41          | \$2,202.10                |
| RSU 51/MSAD 51 (Cumberland)      | \$8,714.28          | \$3,266.24        | \$0.00         | \$377.13          | \$1,550.78                |
| Yarmouth Schools                 | \$9,073.70          | \$2,993.81        | \$0.00         | \$694.35          | \$1,773.25                |
| Scarborough School Department    | \$8,454.93          | \$3,692.90        | \$0.00         | \$467.65          | \$1,942.78                |
| Wells-Ogunquit CSD               | \$7,636.52          | \$2,962.83        | \$8.79         | \$726.83          | \$1,745.40                |
| Portland Public Schools          | \$7,772.98          | \$3,274.25        | \$474.01       | \$378.48          | \$1,879.42                |
| Sanford School Department        | \$5,026.97          | \$3,115.23        | \$1,242.91     | \$314.70          | \$1,214.78                |
| Westbrook School Department      | \$6,977.31          | \$2,852.53        | \$1,195.94     | \$297.35          | \$1,427.91                |
| Brunswick School Department      | \$7,957.96          | \$3,308.25        | \$118.85       | \$362.21          | \$1,682.15                |
| State Ave                        | \$6,879.19          | \$3,148.35        | \$271.24       | \$393.24          | \$1,446.13                |
| South Portland School Department | \$8,016.54          | \$3,580.18        | \$0.00         | \$339.39          | \$1,271.17                |
| Saco School Department           | \$9,267.65          | \$3,715.93        | \$0.00         | \$65.75           | \$1,012.07                |
| Biddeford School Department      | \$6,491.21          | \$3,349.64        | \$1,145.57     | \$341.46          | \$1,064.72                |
| Dayton School Department         | \$10,140.00         | \$2,852.79        | \$0.00         | \$51.90           | \$581.83                  |
| RSU 14 (Windham)                 | \$6,381.63          | \$2,784.45        | \$0.00         | \$296.67          | \$1,428.31                |
| Gorham School Department         | \$7,276.86          | \$2,857.20        | \$0.00         | \$404.87          | \$1,438.60                |
| MSAD 35 (Marshwood)              | \$6,598.00          | \$2,888.23        | \$33.11        | \$516.29          | \$1,720.08                |
| RSU 06/MSAD 06 (Bonny Eagle)     | \$6,336.17          | \$2,773.15        | \$0.00         | \$303.92          | \$1,369.26                |
| RSU 57/MSAD 57 (Massebesic)      | \$5,639.27          | \$2,506.49        | \$14.66        | \$275.30          | \$1,410.59                |
| RSU 60/MSAD 60 (Noble)           | \$6,205.66          | \$2,549.72        | \$13.75        | \$422.54          | \$1,398.40                |

| System<br>Administration | School<br>Administration | Transportation<br>(includes buses) | Operations and<br>Maintenance | Debt Service | All Other | Total       |
|--------------------------|--------------------------|------------------------------------|-------------------------------|--------------|-----------|-------------|
| \$788.06                 | \$1,233.05               | \$834.60                           | \$2,482.58                    | \$0.00       | \$207.11  | \$23,137.68 |
| \$911.20                 | \$1,139.28               | \$785.29                           | \$2,584.13                    | \$1,229.86   | \$68.84   | \$24,013.62 |
| \$1,839.99               | \$969.35                 | \$1,206.42                         | \$2,308.97                    | \$2,099.42   | \$82.41   | \$22,783.50 |
| \$700.31                 | \$775.11                 | \$696.47                           | \$2,632.19                    | \$277.67     | \$0.00    | \$19,895.29 |
| \$677.28                 | \$917.13                 | \$784.69                           | \$1,871.60                    | \$1,420.98   | \$0.00    | \$21,692.33 |
| \$991.73                 | \$1,204.30               | \$787.30                           | \$1,604.59                    | \$730.67     | \$104.71  | \$20,031.85 |
| \$595.34                 | \$825.62                 | \$914.77                           | \$2,347.58                    | \$1,388.42   | \$0.00    | \$19,980.16 |
| \$565.53                 | \$936.85                 | \$741.73                           | \$1,779.94                    | \$1,553.66   | \$39.67   | \$20,152.49 |
| \$461.79                 | \$659.18                 | \$601.42                           | \$1,445.82                    | \$1,804.90   | \$0.00    | \$19,531.37 |
| \$673.83                 | \$1,021.04               | \$879.32                           | \$2,099.06                    | \$1,813.06   | \$124.56  | \$19,691.24 |
| \$840.24                 | \$976.20                 | \$651.23                           | \$2,081.81                    | \$720.07     | \$79.36   | \$19,128.05 |
| \$328.02                 | \$838.54                 | \$688.32                           | \$1,956.04                    | \$3,542.62   | \$20.18   | \$18,288.31 |
| \$945.60                 | \$869.31                 | \$756.63                           | \$1,494.67                    | \$1,761.61   | \$20.49   | \$18,599.35 |
| \$616.64                 | \$871.05                 | \$1,065.74                         | \$2,399.50                    | \$871.92     | \$26.29   | \$19,280.56 |
| \$620.42                 | \$927.68                 | \$988.84                           | \$1,972.90                    | \$956.83     | \$50.14   | \$17,654.96 |
| \$624.39                 | \$954.95                 | \$709.49                           | \$1,896.16                    | \$1,910.73   | \$45.46   | \$19,348.46 |
| \$336.96                 | \$459.90                 | \$673.30                           | \$1,360.25                    | \$0.00       | \$0.00    | \$16,891.81 |
| \$496.00                 | \$711.49                 | \$736.57                           | \$1,651.91                    | \$1,488.52   | \$1.71    | \$17,478.80 |
| \$441.18                 | \$536.13                 | \$934.99                           | \$1,017.09                    | \$0.00       | \$0.00    | \$16,555.91 |
| \$438.05                 | \$943.09                 | \$950.52                           | \$2,439.64                    | \$567.64     | \$5.97    | \$16,235.97 |
| \$549.65                 | \$895.77                 | \$829.68                           | \$1,520.03                    | \$1,135.19   | \$17.88   | \$16,925.73 |
| \$578.56                 | \$958.95                 | \$1,051.73                         | \$1,723.82                    | \$0.00       | \$43.14   | \$16,111.91 |
| \$438.72                 | \$729.90                 | \$1,155.16                         | \$2,234.22                    | \$551.92     | \$4.32    | \$15,896.74 |
| \$359.68                 | \$701.99                 | \$1,304.57                         | \$2,398.64                    | \$476.13     | \$118.47  | \$15,205.79 |
| \$449.50                 | \$857.58                 | \$1,177.97                         | \$2,090.36                    | \$0.00       | \$2.42    | \$15,167.90 |

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| SAU Name                         | Instruction | Education  | Instruction | Staff Support | Administration |
|----------------------------------|-------------|------------|-------------|---------------|----------------|
| RSU 23 (OOB)                     | \$9,139.16  | \$5,373.16 | \$601.07    | \$2,478.89    | \$788.06       |
| York School Department           | \$10,121.86 | \$4,124.25 | \$823.61    | \$2,220.82    | \$911.20       |
| RSU 21 (Kennebunk)               | \$8,116.21  | \$3,793.47 | \$610.22    | \$1,737.04    | \$1,839.99     |
| Falmouth School Department       | \$9,403.01  | \$3,689.93 | \$599.46    | \$2,328.25    | \$677.28       |
| Cape Elizabeth School Department | \$9,476.35  | \$2,789.85 | \$529.19    | \$2,018.15    | \$700.31       |
| Kittery School Department        | \$7,972.54  | \$4,062.88 | \$362.41    | \$2,202.10    | \$991.73       |
| Yarmouth Schools                 | \$9,073.70  | \$2,993.81 | \$694.35    | \$1,773.25    | \$565.53       |
| RSU 51/MSAD 51 (Cumberland)      | \$8,714.28  | \$3,266.24 | \$377.13    | \$1,550.78    | \$595.34       |
| Brunswick School Department      | \$7,957.96  | \$3,308.25 | \$362.21    | \$1,682.15    | \$616.64       |
| Portland Public Schools          | \$7,772.98  | \$3,274.25 | \$378.48    | \$1,879.42    | \$840.24       |
| Wells-Ogunquit CSD               | \$7,636.52  | \$2,962.83 | \$726.83    | \$1,745.40    | \$673.83       |
| Scarborough School Department    | \$8,454.93  | \$3,692.90 | \$467.65    | \$1,942.78    | \$461.79       |
| South Portland School Department | \$8,016.54  | \$3,580.18 | \$339.39    | \$1,271.17    | \$624.39       |
| Saco School Department           | \$9,267.65  | \$3,715.93 | \$65.75     | \$1,012.07    | \$336.96       |
| Dayton School Department         | \$10,140.00 | \$2,852.79 | \$51.90     | \$581.83      | \$441.18       |
| State Ave                        | \$6,879.19  | \$3,148.35 | \$393.24    | \$1,446.13    | \$620.42       |
| MSAD 35 (Marshwood)              | \$6,598.00  | \$2,888.23 | \$516.29    | \$1,720.08    | \$578.56       |
| Gorham School Department         | \$7,276.86  | \$2,857.20 | \$404.87    | \$1,438.60    | \$549.65       |
| RSU 14 (Windham)                 | \$6,381.63  | \$2,784.45 | \$296.67    | \$1,428.31    | \$438.05       |
| Westbrook School Department      | \$6,977.31  | \$2,852.53 | \$297.35    | \$1,427.91    | \$945.60       |
| RSU 06/MSAD 06 (Bonny Eagle)     | \$6,336.17  | \$2,773.15 | \$303.92    | \$1,369.26    | \$438.72       |
| RSU 60/MSAD 60 (Noble)           | \$6,205.66  | \$2,549.72 | \$422.54    | \$1,398.40    | \$449.50       |
| Biddeford School Department      | \$6,491.21  | \$3,349.64 | \$341.46    | \$1,064.72    | \$496.00       |
| RSU 57/MSAD 57 (Massebesic)      | \$5,639.27  | \$2,506.49 | \$275.30    | \$1,410.59    | \$359.68       |
| Sanford School Department        | \$5,026.97  | \$3,115.23 | \$314.70    | \$1,214.78    | \$328.02       |

| Administration | (includes buses) | Maintenance | All Other | Total       | Student Count | Disadvantaged |
|----------------|------------------|-------------|-----------|-------------|---------------|---------------|
| \$1,233.05     | \$834.60         | \$2,482.58  | \$207.11  | \$23,137.68 | 649           | 44.29%        |
| \$1,139.28     | \$785.29         | \$2,584.13  | \$68.84   | \$22,779.28 | 1513          | 15.23%        |
| \$969.35       | \$1,206.42       | \$2,308.97  | \$82.41   | \$20,664.08 | 2285.5        | 9.78%         |
| \$917.13       | \$784.69         | \$1,871.60  | \$0.00    | \$20,271.35 | 1985          | 2.87%         |
| \$775.11       | \$696.47         | \$2,632.19  | \$0.00    | \$19,617.62 | 1516          | 5.46%         |
| \$1,204.30     | \$787.30         | \$1,604.59  | \$104.71  | \$19,292.56 | 939.5         | 19.09%        |
| \$936.85       | \$741.73         | \$1,779.94  | \$39.67   | \$18,598.83 | 1669          | 5.67%         |
| \$825.62       | \$914.77         | \$2,347.58  | \$0.00    | \$18,591.74 | 2171.5        | 3.43%         |
| \$871.05       | \$1,065.74       | \$2,399.50  | \$26.29   | \$18,289.79 | 2380          | 29.13%        |
| \$976.20       | \$651.23         | \$2,081.81  | \$79.36   | \$17,933.97 | 6526          | 50.17%        |
| \$1,021.04     | \$879.32         | \$2,099.06  | \$124.56  | \$17,869.39 | 1398.5        | 17.98%        |
| \$659.18       | \$601.42         | \$1,445.82  | \$0.00    | \$17,726.47 | 2867          | 9.75%         |
| \$954.95       | \$709.49         | \$1,896.16  | \$45.46   | \$17,437.73 | 3002          | 36.35%        |
| \$459.90       | \$673.30         | \$1,360.25  | \$0.00    | \$16,891.81 | 2766.5        | 28.28%        |
| \$536.13       | \$934.99         | \$1,017.09  | \$0.00    | \$16,555.91 | 335.5         | 25.49%        |
| \$927.68       | \$988.84         | \$1,972.90  | \$50.14   | \$16,426.89 |               |               |
| \$958.95       | \$1,051.73       | \$1,723.82  | \$43.14   | \$16,078.80 | 2121.5        | 12.15%        |
| \$895.77       | \$829.68         | \$1,520.03  | \$17.88   | \$15,790.54 | 2786          | 8.79%         |
| \$943.09       | \$950.52         | \$2,439.64  | \$5.97    | \$15,668.33 | 3110          | 22.04%        |
| \$869.31       | \$756.63         | \$1,494.67  | \$20.49   | \$15,641.80 | 2292          | 63.09%        |
| \$729.90       | \$1,155.16       | \$2,234.22  | \$4.32    | \$15,344.82 | 3291.5        | 28.28%        |
| \$857.58       | \$1,177.97       | \$2,090.36  | \$2.42    | \$15,154.15 | 2871.5        | 30.50%        |
| \$711.49       | \$736.57         | \$1,651.91  | \$1.71    | \$14,844.71 | 2349          | 60.20%        |
| \$701.99       | \$1,304.57       | \$2,398.64  | \$118.47  | \$14,715.00 | 2913.5        | 35.68%        |
| \$838.54       | \$688.32         | \$1,956.04  | \$20.18   | \$13,502.78 | 3221.5        | 53.51%        |

| State Share |
|-------------|
| 19.16%      |
| 13.48%      |
| 17.09%      |
| 32.51%      |
| 15.88%      |
| 12.80%      |
| 36.26%      |
| 50.45%      |
| 47.01%      |
| 18.57%      |
| 10.36%      |
| 18.68%      |
| 29.36%      |
| 49.93%      |
| 56.29%      |
|             |
| 51.20%      |
| 60.96%      |
| 40.95%      |
| 48.97%      |
| 49.64%      |
| 56.48%      |
| 40.56%      |
| 41.13%      |
| 76.31%      |





# EDUCATION

PRIORITIES FOR YORK COUNTY



YORK COUNTY SUPERINTENDENTS ASSOCIATION

# Letter from the President



*Congratulations* on your recent election! On behalf of the the York County Superintendents Association, I extend a warm welcome as you embark on your important role in shaping our communities and state.

As President of the York County Superintendents Association (YCSA), Superintendent of Schools for the Biddeford, Dayton, and Saco School Departments, and Chair of the Maine School Superintendents Association (MSSA) Funding Committee, I want to emphasize our commitment to being a valuable resource for you during your tenure. We understand the complexities of educational policy and its far-reaching impacts on our students and communities. Our goal is to be just “one phone call away” whenever you need support or insights related to education in our region.

We are here to provide you with crucial information about how laws, new bills, and funding decisions affect our schools, students, and communities. Our local superintendents possess a wealth of on-the-ground experience and can offer unique perspectives on the practical implications of policy decisions.

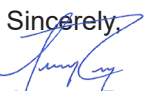
As you begin your work, I'd like to highlight some of the top issues currently impacting our schools:

- **Funding and taxpayer expense**: Balancing the need for quality education with fiscal responsibility.
- **Unfunded mandates and restrictive laws**: Navigating regulations that often come without necessary financial support.
- **Staffing issues**: Addressing teacher shortages and retention challenges.
- **Student mental health**: Supporting the increasing mental health needs of our student population.
- **Homelessness**: Assisting students and families facing housing insecurity.
- And many more challenges that require thoughtful, collaborative solutions.

These issues, among others, significantly impact our ability to provide the best possible education for our students. We believe that by working together, we can find innovative solutions to these complex problems.

As you navigate the challenges and opportunities of your new position, please don't hesitate to reach out to us. We are more than willing to work through any questions you may have, offer our expertise, and collaborate on initiatives that will benefit our educational system. Your success is integral to the success of our schools and students. We look forward to fostering a strong, productive relationship with you and supporting your efforts to make a positive impact on education in York County and beyond.

Once again, congratulations on your election. We wish you the very best in your new role and stand ready to assist you in any way we can.

Sincerely,  
  
Jeremy Ray

President, York County Superintendents Association

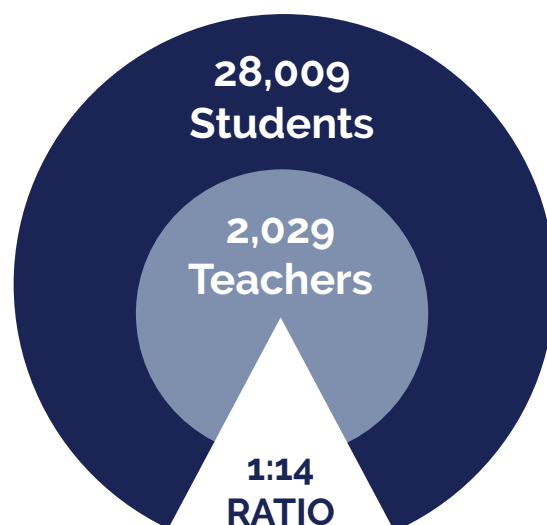
# About YCSA

## York County Total Numbers

York County Superintendents support the education, nutrition, mental health, substance abuse counseling, and recreational opportunities for 28,009 students— more than all other counties in Maine except Cumberland County. We provide stewardship of over 100 buildings and keep a watchful eye on over a billion dollars in taxpayer investments.

When we were young, schools were open to grades 1-12, 175 days a year. Now, the Legislature has asked us to take over Child Development Centers (CDS), extended specialized programs from ages 18-22, and Adult Education, meaning schools serve Mainers ages 3-22 year-round.

We need a strong partnership with our elected Legislators to make York County schools the best in Maine!



## York County Superintendents

| SCHOOL DISTRICT                          | SUPERINTENDENT      | PHONE        | EMAIL                       |
|------------------------------------------|---------------------|--------------|-----------------------------|
| Acton                                    | Jon Ross            | 207-636-2100 | jross@actonschool.org       |
| Biddeford                                | Jeremy Ray          | 207-282-8280 | jray@biddefordschools.me    |
| Dayton                                   | Jeremy Ray          | 207-282-8280 | jray@daytonschooldept.org   |
| Kittery                                  | Eric Waddell        | 207-475-1334 | ewaddell@kitteryschools.com |
| MSAD 35 (Marshwood)                      | John Caverly        | 207-439-2438 | john.caverly@rsu35.org      |
| MSAD 55 (Cornish/Hiram)                  | Dr. Carl Landry     | 207-625-2490 | clandry@sad55.org           |
| MSAD 6 (Bonny Eagle)                     | Clay Gleason        | 207-929-2331 | cgleason@bonnyeagle.org     |
| MSAD 60 (Noble)                          | Audra Beauvais      | 207-676-2234 | audra.beauvais@msad60.org   |
| RSU 21 (Kennebunk/Kennebunkport/Arundel) | Dr. Terri Cooper    | 207-985-1100 | tcooper@rsu21.net           |
| RSU 23 (OOB)                             | John Suttie         | 207-934-5751 | jsuttie@rsu23.org           |
| RSU 57 (Massabesic)                      | Dr. Stephen Marquis | 207-247-3221 | stephenmarquis@rsu57.org    |
| Saco                                     | Jeremy Ray          | 207-284-4505 | jray@sacoschools.org        |
| Sanford                                  | Matt Nelson         | 207-608-8700 | mnelson@sanford.org         |
| Wells-Ogunquit CSD                       | James Daly          | 207-646-8331 | jadaly@wocsd.org            |
| York                                     | Timothy Doak        | 207-363-3403 | tdoak@yorkschoools.org      |

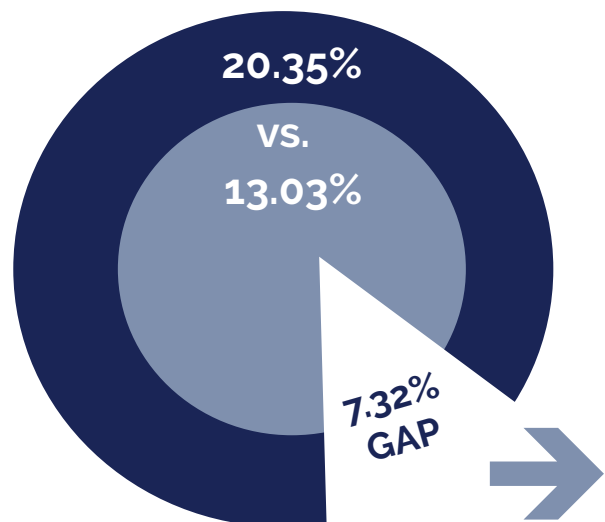
# EPS Formula & School Funding

The EPS formula, implemented in 2005, is Maine's primary mechanism for determining state aid to local school districts. It aims to ensure adequate and equitable funding for education across the state by calculating the minimum amount necessary for schools to provide essential educational programs and services. The formula considers various factors, including student enrollment, student characteristics (such as economic disadvantage and English language learner status), geographic factors, staff-to-student ratios, and school district size.

The EPS model determines both state and required local contributions to meet the calculated funding level. State contributions supplement local funding, aiming to equalize educational opportunities across districts with varying property tax bases. Local contributions are typically based on property valuations and a set mill rate expectation. While designed to improve equity, the formula faces ongoing scrutiny and is periodically reviewed to reflect changes in educational costs and requirements. Some districts argue that it doesn't adequately address their unique needs or challenges, highlighting the complexity of creating a universally satisfactory school funding model.



## Valuation vs. Funding Gap



# RELEVANCE TO MODERN LEARNING AND STAFFING NEEDS

The EPS formula does not fully address current educational needs. Key areas requiring revision to bring equity to York County include:

- Changing student demographics
- Homelessness and New Mainers
- Mental health support
- Modern professional development/technology
- Aging facilities and infrastructure/code requirements

Staffing considerations and ratios:

- New specialized roles (e.g., multilingual teachers, technology integrators, data analysts, STEM educators)
- Increased need for support staff and mental health professionals
- Changes in special education requirements
- Evolving class size considerations

## REGIONAL INDEX

The EPS formula’s regional adjustment factor aims to account for cost differences across Maine. Key considerations include:

- Potential use of outdated economic data
- Need for greater granularity in cost differences
- Impact of recent labor market and housing cost changes
- Effect of remote work on educator location choices
- Equity concerns between rural and urban districts

A review of this component could ensure more accurate reflection of educational costs across Maine, promoting equitable resource distribution.

# WEIGHTED COUNTS AND ECONOMIC DISADVANTAGE

The current weight of 0.15 for economically disadvantaged students appears low compared to both recent practices and national trends:

- Current weight: 0.15 (equating to about \$1,200 additional funding per student)
- During COVID: 0.20
- National average: nearly 0.25

Maine’s formula is underestimating the resources needed to support students living in poverty effectively. The lower weight results in insufficient funding to address the complex needs of economically disadvantaged students, potentially widening achievement gaps.

| VALUATION     | AMOUNT            |
|---------------|-------------------|
| York County   | \$54,940,300,000  |
| State         | \$269,956,800,000 |
| Total Percent | 20.35%            |

| GPA FUNDING   | AMOUNT             |
|---------------|--------------------|
| York County   | \$159,455,409.59   |
| State         | \$1,223,781,909.05 |
| Total Percent | 13.03%             |



# HOMELESS STUDENTS

The lack of a weighted count for homeless students is a significant oversight in the current formula. Homeless students often face unique challenges that require additional resources and support services. Without a specific weight, schools struggle to provide adequate assistance to this vulnerable population, including:

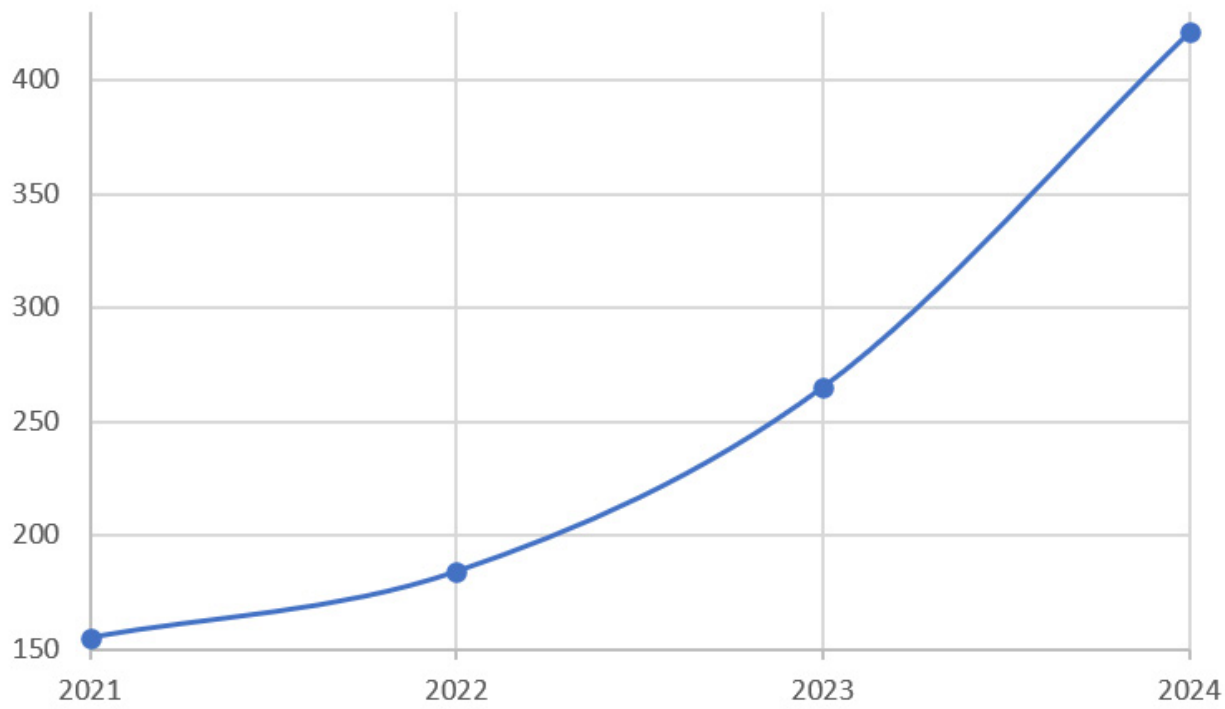
- Transportation needs
- Academic support to address disrupted education
- Social and emotional support services
- Basic necessities (school supplies, clothing, etc.)

**172%**  
**Increase**  
**in 3 Years**

Adding a weighted count for homeless students helps ensure that schools receive appropriate funding to address these specific needs.

| SCHOOL DISTRICT                          | HOMELESS STUDENTS |
|------------------------------------------|-------------------|
| Acton                                    | 6                 |
| Biddeford                                | 134               |
| Dayton                                   | 2                 |
| Kittery                                  | 10                |
| MSAD 35 (Marshwood)                      | 2                 |
| MSAD 55 (Cornish/Hiram)                  | 13                |
| MSAD 6 (Bonny Eagle)                     | 88                |
| MSAD 60 (Noble)                          | 38                |
| RSU 21 (Kennebunk/Kennebunkport/Arundel) | 26                |
| RSU 23 (OOB)                             | 12                |
| RSU 57 (Massabesic)                      | 63                |
| Saco                                     | 115               |
| Sanford                                  | 201               |
| Wells-Ogunquit CSD                       | 8                 |
| York                                     | 7                 |
| YORK COUNTY TOTAL                        | 725               |

## Homeless Trend in Current Decade





# Financial Impacts of Educational Mandates

School districts across Maine face mounting challenges as they navigate an increasingly complex web of requirements and mandates affecting every aspect of operations. While each new regulation aims to enhance educational quality, safety, or working conditions, the cumulative effect creates significant operational and financial hurdles.

Districts must constantly adapt their staffing patterns, adjust facility operations, modify transportation services, and enhance student support systems - all while maintaining their primary focus on educational excellence and balancing limited budgets. As many new mandates arrive with limited or no additional funding, districts must absorb costs through local resources, creating difficult decisions about resource allocation and program sustainability.

Looking ahead, administrators anticipate additional requirements and responsibilities, raising concerns about long-term sustainability without corresponding increases in state support.



## Mandates:

- Paid Family Leave
- MainePERS
- Special Education
- Paid Leave/COVID Days
- Employee Compensation
- Homeless Support

# EDUCATIONAL MANDATE IMPACT

## Paid Family Leave *(Effective January 2026)*



Beginning January 2026, Maine's new Paid Family Leave **legislation will entitle all employees to 12 weeks of paid leave annually**. This mandate requires districts to contribute 1.0% of each employee's wages to the leave fund starting January 2025, with the possibility of negotiating up to 0.5% employee contribution through collective bargaining. Maine schools already have some of the most comprehensive leave and benefits packages. This added tax represents just one of many unfunded or partially funded mandates affecting district budgets.

## Maine Public Employees Retirement System *(MainePERS)*

The Maine Public Employees Retirement System poses another substantial financial obligation for districts. With employer contribution rates steadily increasing each year, districts face mounting pressure on their local budgets without corresponding increases in state support. These mandatory contributions **significantly impact overall personnel costs and long-term financial planning**.

## Special Education & Out-of-District Placements

Special education services, particularly out-of-district placements, have become increasingly burdensome for district budgets. Districts face dramatically rising tuition rates at specialized facilities, coupled with escalating transportation expenses. The frequency of necessary placements continues to increase, yet state reimbursement remains limited despite these mandatory service requirements. This **disparity between required services and available funding** creates significant strain on local resources.

## Maine Earned Paid Leave Policy/COVID Sick Days

The implementation of Maine's Earned Paid Leave Policy has already demonstrated significant financial impact, with one southern Maine district reporting a **\$150,000 increase in substitute teacher allocations**. Additionally, the ongoing COVID-19 leave provisions, which grant 15 days of COVID-related leave without a sunset clause, continue to create staffing and budgetary challenges for districts.



Beyond financial, the **ultimate impact is classroom disruption on student learning**.



## Employee Compensation Requirements

Recent school employee compensation **requirements have established minimum wage standards at 125% of the state minimum wage for general staff and 133% for educational technicians.** These requirements create cascading effects throughout salary scales and collective bargaining agreements, further straining district budgets. Simultaneously, districts face increasing workers' compensation premiums without corresponding state support to offset these costs.

Pay 125%  
of State  
Minimum Wage

Transport  
costs up to  
\$200/Route

## Homeless Student Support Services

Student support services, particularly those related to homelessness, present growing financial challenges. Districts must provide **transportation services, often through private vendors costing up to \$200 daily per route**, along with various support services and educational continuity measures. Current state allocations cover only a fraction of these essential expenses, leaving districts to bridge significant funding gaps.

## RECOMMENDATIONS

While we recognize that legislative initiatives aim to improve educational quality and working conditions, the cumulative effect of unfunded or partially funded mandates creates substantial financial pressure on local school districts. We strongly advocate for the Legislature to consider several key factors:

1. **Comprehensive fiscal impact analysis should evaluate both state and local financial implications before passage**
2. **Consider student and staff impact when evaluating new education-related bills**
3. **Account for total implementation costs across all affected districts and regional variations**
4. **Allow flexibility in implementation timelines to allow for adequate preparation and align with local budgeting cycles**

The success of our educational system depends on maintaining a balance between implementing necessary improvements and ensuring districts have the financial resources to support these changes. Moving forward, we hope that all new legislation will include careful consideration of both state and local financial impacts, ensuring that our commitment to educational excellence is matched by appropriate funding mechanisms.



# Staffing, Certification, and Affordability



The state of Maine, particularly York County, is facing significant challenges in attracting and retaining staff for its schools. This issue has become increasingly pronounced in recent years, driven by a combination of factors including teacher shortages, competitive wages, a rising cost of living, and rigid certification requirements.

**According to the Maine Department of Education, the state had over 1,000 teacher vacancies at the start of the 2023-2024 school year.** York County, one of the most populous counties in Maine, reported a higher-than-average number of unfilled positions. The shortage extends beyond teachers to include support staff, bus drivers, and other essential school personnel. This staffing crisis has led to larger class sizes, reduced program offerings, and increased stress on existing staff members.

One of the primary factors contributing to this shortage is the issue of wages. As of 2023, the average starting salary for teachers in Maine was approximately \$40,000, which is below the national average. In York County, while salaries tend to be slightly higher than the state average due to the higher cost of living, they still struggle to compete with neighboring states and other professions. This wage disparity makes it challenging for schools to attract new talent and retain experienced educators.

## Staffing Crisis Impact

**Over 1,000 teacher vacancies**

- Larger Class Sizes
- Reduced Program Offerings
- Increased Stress on Existing Staff

The high cost of living in Maine, particularly in desirable coastal areas like York County, exacerbates the staffing problem. According to the Maine Association of Realtors, **the median home price in York County reached \$460,000 in 2023**, a significant increase from previous years. This surge in housing costs has made it difficult for educators and school staff to find affordable housing near their workplaces.

The rental market in York County presents significant financial challenges for educators and school staff. As of July 2024, **the average rent in York County is \$2,277 per month**, with considerable variation among different cities. While Sanford offers relatively more affordable options at an average of \$1,324 per month, coastal areas like Kittery see much higher rates, averaging \$3,325 per month. Specific examples of rental properties in the county illustrate the financial pressures faced by educators, with 2-3 bedroom apartments often costing between \$1,900 and \$2,500 per month.

These economic pressures have led to a situation where many potential educators and school staff are either choosing to work in other states with lower living costs or leaving the education field altogether for better-paying industries. The problem is particularly acute for early-career teachers and support staff, who often find their salaries insufficient to cover basic living expenses in the area.

## Home Statistics *(August 2024)*

| Home Information     | York County | State     |
|----------------------|-------------|-----------|
| Average Home Value   | \$503,244   | \$405,170 |
| Median Listing Price | \$585,800   | \$425,800 |
| Median Sale Price    | \$480,000   | \$395,000 |

## Population *(August 2024)*

| ALL           | NUMBER    |
|---------------|-----------|
| York County   | 218,586   |
| State         | 1,395,722 |
| Total Percent | 15.66%    |

| STUDENTS      | NUMBER  |
|---------------|---------|
| York County   | 27,037  |
| State         | 172,787 |
| Total Percent | 15.65%  |

| TEACHERS      | NUMBER |
|---------------|--------|
| York County   | 1,934  |
| State         | 12,891 |
| Total Percent | 15.00% |

| VALUATION     | AMOUNT            |
|---------------|-------------------|
| York County   | \$54,940,300,000  |
| State         | \$269,956,800,000 |
| Total Percent | 20.35%            |

| GPA FUNDING   | AMOUNT             |
|---------------|--------------------|
| York County   | \$159,455,409.59   |
| State         | \$1,223,781,909.05 |
| Total Percent | 13.03%             |



# STAFFING, CERTIFICATION, AND AFFORDABILITY

Compounding these economic challenges are the rigid certification requirements outlined in Maine's Chapter 115, which governs the certification of educational personnel. These regulations, while designed to ensure high-quality education, have become a significant barrier to entry for many potential educators. The current certification process is often seen as inflexible and cumbersome, discouraging qualified individuals from entering the profession and making it difficult for schools to fill critical positions.



Finding a long-term solution to the staffing shortage will likely require a comprehensive approach that addresses wage competitiveness, the broader issue of affordable housing in the region, and the need for more flexible and accessible pathways into the education profession. By tackling these interconnected issues, Maine can work towards ensuring a stable and sustainable workforce for its schools, particularly high-need areas like York County.

**There is a growing call for greater flexibility in the certification process to address the staffing shortage. Stakeholders argue for the need to:**

- Streamline the certification process, making it easier and quicker for qualified individuals to obtain necessary credentials.
- Improve reciprocity agreements with other states, allowing educators certified elsewhere to more easily transition to teaching in Maine.
- Create alternative pathways to certification that recognize diverse experiences and backgrounds, particularly for career-changers or professionals in related fields.
- Empower school officials with more autonomy in hiring decisions, allowing them to bring in qualified individuals who may not meet all traditional certification requirements but possess valuable skills and knowledge.

These proposed changes aim to strike a balance between maintaining high educational standards and addressing the urgent need for qualified educators in Maine's schools.



To address these multifaceted challenges, school districts in Maine and York County are exploring various strategies, including offering signing bonuses, implementing mentorship programs, and advocating for increased state funding for education. Additionally, there are ongoing discussions at the state level about potential reforms to Chapter 115 to provide greater flexibility in teacher certification and staffing.

**Finding a long-term solution to the staffing shortage will likely require a comprehensive approach that addresses wage competitiveness, the broader issue of affordable housing in the region, and the need for more**

**flexible and accessible pathways into the education profession.** By tackling these interconnected issues, Maine can work towards ensuring a stable and sustainable workforce for its schools, particularly high-need areas like York County.



# Effective Communication and Collaboration



Collaboration between elected officials and school superintendents is crucial for ensuring legislative decisions positively impact Maine's education system. Establishing consistent communication channels - through in-person meetings, text messages, phone calls, or video conferences - can bridge the gap created by the fast-paced legislative process. Monthly or weekly check-ins during busy periods ensure that superintendents' perspectives are regularly considered, leading to more effective education policies for Maine.

This communication is particularly vital for regions like York County, which faces unique funding challenges. **Representing 20% of the state's valuation but receiving only 13% of EPS funding, York County exemplifies the complex interplay between high property values, tax burdens, and actual school funding needs.** Many coastal communities are minimum receivers of state education funding, yet grapple with substantial challenges.

## State Education Funding

York County  
represents 20% of  
the state's valuation  
but receives  
only 13% of  
EPS funding

# MULTILINGUAL LEARNERS (ML)

York County  
Schools Educate  
1 in 7 ML's  
Statewide

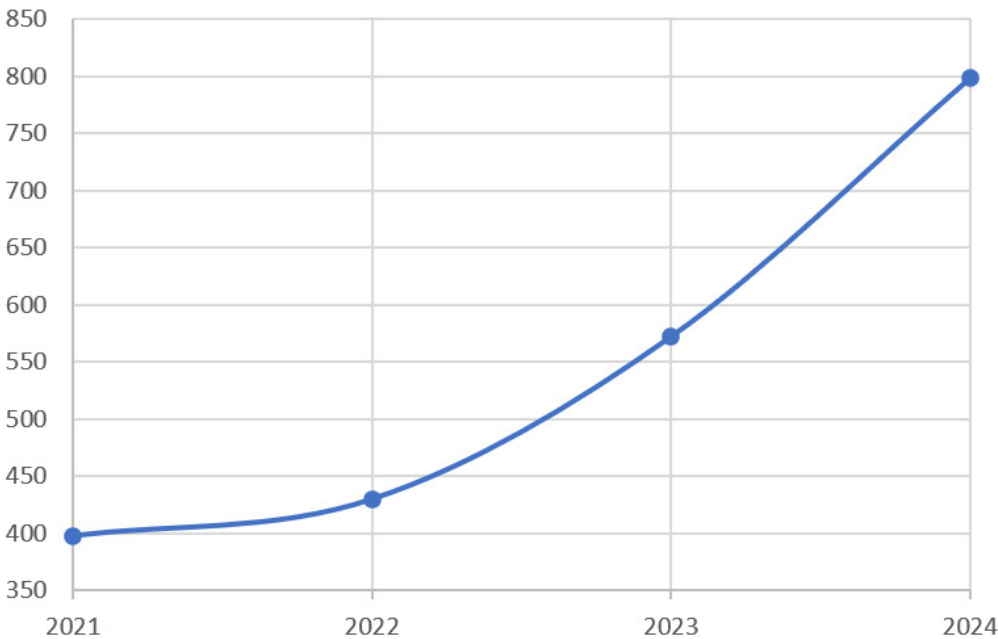
York County's situation highlights the complexity of Maine's educational landscape. Despite high property valuations suggesting affluence, the county faces significant pockets of poverty and homelessness. It also **serves a higher number of Multilingual**

**Learners (ML) than 14 other counties**, reflecting growing diversity that requires specialized resources. These factors, combined with high living costs and lower state funding, create a challenging environment for schools and taxpayers alike.

By maintaining open communication, lawmakers can gain real-time insights into how proposed laws and budget changes impact school operations, staff retention, and local communities. This is crucial for areas like York County, where unique socioeconomic challenges intersect with minimum state funding. Fostering these connections can lead to policies that balance statewide educational goals with the specific needs of diverse regions.

| SCHOOL DISTRICT                          | ML STUDENTS |
|------------------------------------------|-------------|
| Acton                                    | 1           |
| Biddeford                                | 412         |
| Dayton                                   | 2           |
| Kittery                                  | 24          |
| MSAD 35 (Marshwood)                      | 11          |
| MSAD 55 (Cornish/Hiram)                  | 9           |
| MSAD 6 (Bonny Eagle)                     | 39          |
| MSAD 60 (Noble)                          | 18          |
| RSU 21 (Kennebunk/Kennebunkport/Arundel) | 21          |
| RSU 23 (OOB)                             | 8           |
| RSU 57 (Massabesic)                      | 11          |
| Saco                                     | 242         |
| Sanford                                  | 103         |
| Wells-Ogunquit CSD                       | 17          |
| York                                     | 18          |
| YORK COUNTY TOTAL                        | 936         |

## ML Trend in Current Decade



# Roadmap for Success



## RECOMMENDATION FOR LOCAL MEETINGS

01

Schedule local meetings during February-March between school committees, superintendents, and state officials to discuss specific education bills under consideration. By focusing on concrete effects of proposed legislation, these meetings become productive working sessions where local educational realities directly inform legislative decision-making.

02

Present concrete district-level data at these meetings, including:

- Budget impacts
- Student demographics
- Staff retention figures
- Real-world examples of how proposed changes would affect services

This approach ensures that state officials have a nuanced, ground-level understanding of how their actions in Augusta translate to changes in classrooms, school budgets, and communities across Maine.

03

Maintain consistent communication as bills progress and ask questions about the impact. By prioritizing these discussions, communities can ensure that their unique challenges and perspectives are not just heard, but thoroughly understood and considered in the legislative process, leading to more informed and effective education policies for Maine.





YORK COUNTY SUPERINTENDENTS ASSOCIATION



# THANK YOU

YORK COUNTY LEGISLATORS



To: Biddeford City Council  
 From: Jeremy Ray, Superintendent, Biddeford School Department  
 Date: November 25, 2024  
 Re: Update on Enrollment, School Construction, and Community Challenges

I am writing to provide you with a comprehensive update on the key areas affecting our school district and the broader community. As our city continues to grow and evolve, we face both opportunities and challenges that require our collective attention and action.

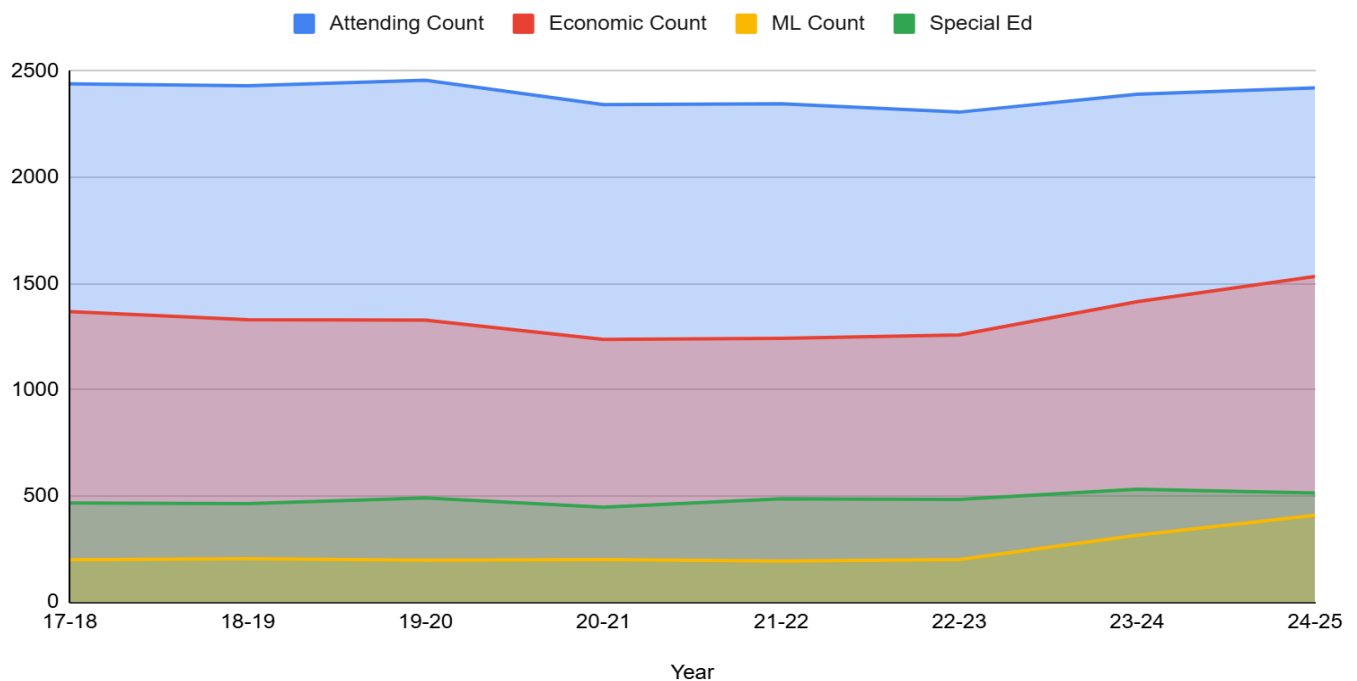
## Enrollment Trends

The charts below outline Biddeford's current student enrollment, demographics, and ML learners for the 2024-2025 School year on the final October 1 reports.

| Grade Level | Student Count | Special Education | Special Education % | ML  | ML %   | Economically Disadvantaged | Economically Disadvantaged % |
|-------------|---------------|-------------------|---------------------|-----|--------|----------------------------|------------------------------|
| PK          | 85            | 0                 | 0.00%               | 21  | 24.71% | 61                         | 71.76%                       |
| K           | 199           | 53                | 26.63%              | 41  | 20.60% | 120                        | 60.30%                       |
| Grade 1     | 184           | 59                | 32.07%              | 34  | 18.48% | 122                        | 66.30%                       |
| Grade 2     | 171           | 43                | 25.15%              | 32  | 18.71% | 123                        | 71.93%                       |
| Grade 3     | 200           | 48                | 24.00%              | 33  | 16.50% | 126                        | 63.00%                       |
| Grade 4     | 157           | 33                | 21.02%              | 34  | 21.66% | 110                        | 70.06%                       |
| Grade 5     | 193           | 44                | 22.80%              | 19  | 9.84%  | 111                        | 57.51%                       |
| Grade 6     | 187           | 37                | 19.79%              | 31  | 16.58% | 121                        | 64.71%                       |
| Grade 7     | 158           | 27                | 17.09%              | 28  | 17.72% | 96                         | 60.76%                       |
| Grade 8     | 168           | 32                | 19.05%              | 28  | 16.67% | 102                        | 60.71%                       |
| Grade 9     | 203           | 36                | 17.73%              | 27  | 13.30% | 127                        | 62.56%                       |
| Grade 10    | 160           | 16                | 10.00%              | 31  | 19.38% | 107                        | 66.88%                       |
| Grade 11    | 167           | 33                | 19.76%              | 22  | 13.17% | 103                        | 61.68%                       |
| Grade 12    | 189           | 52                | 27.51%              | 28  | 14.81% | 104                        | 55.03%                       |
|             |               |                   |                     |     |        |                            |                              |
| Total       | 2421          | 513               | 21.19%              | 409 | 16.89% | 1533                       | 63.32%                       |

Enrollment trends across our district demonstrate stable overall attendance averaging 2,400 students, but with notable shifts in key programs. Most significantly, our economic support program participation is projected to increase by 24% from 2020 to 2025, indicating growing community needs. Our strategic investment in Machine Learning education is showing strong returns, with enrollment expected to double to 409 students by 2024-25. Special Education services continue to expand, now supporting over 500 students, reflecting our commitment to inclusive education. These trends suggest a need to maintain robust funding for specialized programs while adapting to our community's evolving educational needs.

## Attending Count, Economic Count, ML Count and Special Ed



| Year  | Attending Count | Economic Count | ML Count | Special Education |
|-------|-----------------|----------------|----------|-------------------|
| 17-18 | 2440            | 1368           | 199      | 466               |
| 18-19 | 2431            | 1330           | 204      | 463               |
| 19-20 | 2457            | 1328           | 197      | 490               |
| 20-21 | 2342            | 1237           | 200      | 446               |
| 21-22 | 2346            | 1242           | 193      | 486               |
| 22-23 | 2307            | 1258           | 200      | 483               |
| 23-24 | 2391            | 1414           | 315      | 531               |
| 24-25 | 2421            | 1533           | 409      | 513               |

## **School Construction Update - Vocational Addition**

The Biddeford Regional Center of Technology (BRCOT) celebrated the grand opening of its \$7 million expansion on October 29, 2024, funded by the Maine Department of Education. This state-of-the-art addition has transformed our vocational education capabilities:

New Programs:

- First-in-state Athletic Training and Sports Medicine program
- Culinary Arts and Hospitality
- Travel and Tourism
- Enhanced EMT and Plumbing facilities

The expansion serves 475 students from eight communities, offering industry certifications including ServSafe, OSHA 10, NCCER Plumbing, EMT Basic Licensure, CPR & First Aid, and Athletic Training. Students can earn college credits while gaining hands-on experience.

Our culinary students have already demonstrated their skills, catering the ribbon-cutting ceremony with homemade appetizers, brunch items, and desserts. We look forward to hosting a joint School Board and City Council meeting in our new dining facility soon to further showcase our students' achievements.

This investment strengthens Maine's workforce while providing our students with direct pathways to successful careers or continued education. The construction phase is complete, with only minor punch list items remaining.

## **School Construction Update - BPS Addition**

Construction is underway on the Biddeford Primary School expansion project, with Great Falls Construction beginning foundation work. The experienced contractor, who successfully completed our vocational center, is leading the \$9M project that leverages federal funding for building improvements and new furniture without impacting local taxes. While targeting completion later this fall rather than the initial September 1st date, construction conditions have been favorable with minimal ledge discovered at the new wing site.

The expanded facility will transform into a comprehensive PreK-Grade 2 center. The design includes dedicated spaces for special education services, literacy and math intervention, and specialized areas for art, music, and physical education. Modern technology infrastructure and age-appropriate outdoor learning spaces will support diverse learning needs.

This consolidation significantly reduces building transitions during crucial early learning years while enabling consistent curriculum delivery across grade levels. The unified campus streamlines support

services, facilitates vertical alignment of early education programming, and creates efficiency in staff professional development. Teachers will benefit from enhanced grade-level collaboration opportunities, strengthening our early intervention capabilities. The project demonstrates our commitment to educational excellence while maintaining fiscal responsibility through strategic use of federal funding to protect local taxpayers.

## **Community Challenges and Support Needs**

While our city's growth brings many positive developments, Biddeford faces significant challenges in student homelessness and economic hardship.

We currently have 134 homeless students, a sharp increase from previous years. Finding permanent and emergency housing remains extremely difficult, with limited available rooms forcing families into unsuitable or distant accommodations that disrupt students' education.

These challenges profoundly impact our students' well-being. Homeless students struggle with attendance, accessing learning resources, and face increased stress and mental health concerns.

Our support services are seeing increased demand for:

- Emergency hotel funding for unhoused families on weekends
- Transportation assistance to maintain school attendance
- State homeless funds for rental and utility assistance
- Backpack food program for weekend meals
- Winter coats, boots, and clothing through donation programs
- School supplies and basic necessities
- Biddeford Education Foundation emergency assistance funds
- Food assistance and school meal programs
- Emergency housing funds for rent and utilities

The economic challenges are severe, with 65% of our students living in poverty. While we provide free breakfast and lunch for PK-12 students, this only partially addresses families' needs. In Maine, a family of four needs over \$99,000 annually to meet basic needs—nearly 330% above federal poverty guidelines. This suggests many families not officially classified as impoverished still struggle significantly.

This gap between poverty metrics and actual living costs indicates our student population facing financial hardship likely exceeds official statistics. As we approach the next school year, we must prepare to support students facing financial insecurity, even those outside traditional assistance program criteria.

## **Welcome Center**

The Biddeford, Saco, and Dayton Welcome Center serves as a vital hub of support and resources for our diverse community, operating through essential grant funding to meet the growing needs of our district's families. As a cornerstone of community support, the Welcome Center has evolved into a comprehensive resource center, specializing in serving English Language Learner (ELL) families, students experiencing homelessness, and community members requiring social service assistance.

In the 2023-24 school year alone, the Welcome Center identified and supported 197 McKinney-Vento eligible students, providing critical assistance ranging from immediate basic needs to long-term stability support. The Center's impact expanded significantly in the 2024-25 school year, with 92 McKinney-Vento eligible students identified between August and November, representing a diverse cross-section of students from Pre-K through Grade 12 across multiple schools. Our services touch every educational level, from early childhood at JFK to high school students at BHS, ensuring consistent support throughout students' academic journeys.

The Welcome Center's comprehensive approach to family support encompasses:

- Emergency assistance through hotel accommodations and utility bill support
- Essential needs provision including food security through Hannaford gift cards and the Backpack Program
- Educational stability through coordinated transportation across multiple districts
- Housing stability assistance through rental support and housing navigation
- Basic needs support including winter clothing, school supplies, and hygiene items

Through strategic partnerships with local districts and careful resource allocation, the Welcome Center has established an extensive transportation network, ensuring educational continuity for students across southern Maine, from Portland to Sanford, and from Old Orchard Beach to Massabesic.

**MV-Eligible Students Identified (August-November): 85**

McKinney-Vento Grade-Level Breakdown

| Grade               | Student numbers |
|---------------------|-----------------|
| Prek(JFK)           | 2               |
| Kindergarten (JFK)  | 4               |
| Kindergarten (BPS)  | 5               |
| 1(BPS)              | 6               |
| 2 (BPS)             | 5               |
| 3 (BIS)             | 2               |
| 4 (BIS)             | 8               |
| 5 (BMS)             | 6               |
| 6 (BMS)             | 3               |
| 7 (BMS)             | 3               |
| 8 (BHS)             | 6               |
| 9 (BHS)             | 9               |
| 10 (BHS)            | 8               |
| 11 (BHS)            | 8               |
| 12 (BHS)            | 4               |
| APC                 | 5               |
| Dayton Consolidated | 2               |

## School Funding Information - Area Comparison

As the educational landscape evolves nationally, Biddeford's focus must remain on positioning our students for future success. Our district serves a uniquely diverse population with distinct educational needs, requiring us to adapt and plan strategically. The data shows areas where targeted enhancements could help align our resources with student needs, particularly in regular instruction and specialized support services. By examining our current funding allocations alongside Southern Maine Districts, we can identify opportunities to strengthen our educational programs and ensure our students receive competitive, high-quality learning experiences that prepare them for tomorrow's challenges.

[Student Demographics and Spending 22-23](#) (Excludes Debt Service and Vocational Spending)

### **Biddeford Comparison with Specific Districts**

**Funding and Demographics Comparison Table**

| District           | Total Per Pupil Spending | Regular Instruction | Special Ed. Instruction | Econ. Disadvantaged % | White % | ELL %  | Special Ed. % |
|--------------------|--------------------------|---------------------|-------------------------|-----------------------|---------|--------|---------------|
| Biddeford          | \$13,830.36              | \$6,062.06          | \$2,994.91              | 57.21%                | 75.10%  | 13.00% | 20.90%        |
| RSU 21 (Kennebunk) | \$18,298.96              | \$7,924.11          | \$3,053.97              | 11.33%                | 91.20%  | 1.40%  | 19.40%        |
| Scarborough        | \$16,833.00              | \$8,084.31          | \$3,351.68              | 8.16%                 | 86.00%  | 4.20%  | 16.00%        |
| Saco               | \$16,466.41              | \$9,134.57          | \$3,705.35              | 25.51%                | 84.90%  | 7.90%  | 17.90%        |
| Wells-Ogunquit     | \$16,835.89              | \$7,404.50          | \$2,701.74              | 16.53%                | 91.30%  | 2.20%  | 10.40%        |
| Falmouth           | \$18,502.98              | \$8,940.08          | \$3,239.39              | 4.06%                 | 87.90%  | 1.80%  | 14.50%        |
| Cape Elizabeth     | \$20,183.39              | \$9,704.87          | \$2,606.75              | 5.97%                 | 87.80%  | 2.10%  | 12.20%        |

### **Analysis Linked to Research**

1. Funding and Economically Disadvantaged Students
  - Research: Jackson et al. (2016) on the effects of school spending

- Comparison: Biddeford has the lowest per-pupil spending (\$13,830.36) but the highest percentage of economically disadvantaged students (57.21%). In contrast, Cape Elizabeth spends the most (\$20,183.39) with only 5.97% economically disadvantaged students.
  - Implication: The research suggests that Biddeford's lower funding coupled with a higher-need population could lead to poorer educational outcomes compared to the other districts.
2. ELL and Special Education Populations
- Research: Hickman and Jacobson (2014) on ELL and special education challenges
  - Comparison: Biddeford has the highest ELL percentage (13.00%) and the highest special education percentage (20.90%) among these districts. Falmouth, for instance, has only 1.80% ELL and 14.50% special education students.
  - Implication: Biddeford faces a more complex educational environment, requiring more diverse resources and specialized approaches compared to the other districts.
3. Resource Management
- Research: Holstead and Spradlin (2015) on managing resource constraints
  - Comparison: Despite having the highest-need population, Biddeford's special education spending (\$2,994.91) is lower than most of the compared districts, except Wells-Ogunquit and Cape Elizabeth.
  - Implication: Biddeford may be employing more efficient resource management strategies out of necessity, but this could also indicate potential underfunding of special education services.
4. Demographic Diversity
- Research: Ladd et al. (2017) on demographic segmentation in schools
  - Comparison: Biddeford has the lowest percentage of white students (75.10%) among these districts, with the next lowest being Scarborough at 86.00%.
  - Implication: Biddeford's higher diversity might reflect different demographic trends or school choice patterns compared to the other districts, potentially requiring more resources for cultural integration and diverse educational approaches.
5. Special Education Funding
- Research: Hill et al. (2016) on special education finance challenges
  - Comparison: Despite having the highest percentage of special education students, Biddeford's per-pupil spending on special education (\$2,994.91) is lower than most compared districts, except Wells-Ogunquit.
  - Implication: This could indicate either remarkable efficiency in special education service delivery or potential underfunding, which might impact the quality of services provided.



## NOTICE OF PUBLIC HEARING

TO: Ray LaRose of the City of Biddeford: In the name of the State of Maine you are hereby required to notify the voters of the City of Biddeford of the Public Hearing described in this Notice of Public Hearing.

**TO THE VOTERS OF THE CITY OF BIDDEFORD:** Take notice that the Biddeford City Council shall conduct a Public Hearing in accordance with the following schedule:

| DATE             | TIME    | LOCATION OF PUBLIC HEARING                               |
|------------------|---------|----------------------------------------------------------|
| December 3, 2024 | 6:00 pm | City Hall Council Chambers<br>205 Main Street, Biddeford |

The Public Hearing shall be conducted on the following article which will be the subject of a referendum vote on January 21, 2025.

Question 1: Shall the Mayor and the Treasurer of the City of Biddeford be authorized to issue bonds or notes in the name of the City for minor capital purposes in a principal amount not to exceed **\$491,500** to acquire advanced industry standard equipment to modernize career and technical education programs at the Biddeford Center of Technology and train students for careers in high-demand fields?

**The debt service on the bonds or notes shall be paid by the State of Maine with no impact on local educational taxes.**

**November 7, 2024.**

### **11.e. 2024.180 Approval/School Department Career and Technical Education Equipment Bond**

Motion by Councilor Beaupre.

Second by Councilor Belanger.

Vote: Unanimous in favor.

Motion passed.

A true copy of the Notice of Public Hearing, attest:

  
\_\_\_\_\_  
Robin Patterson  
City Clerk  
City of Biddeford

## CITY OF BIDDEFORD FINANCIAL STATEMENT

1. Total City Indebtedness

|                                                 |                         |
|-------------------------------------------------|-------------------------|
| Bonds outstanding and unpaid:                   | \$ 37,174,937.00        |
| Bonds authorized and unissued:                  | \$ 14,000,000.00        |
| Bond to be issued if this Question is approved: | \$ 491,500.00           |
| Total:                                          | <u>\$ 51,666,437.00</u> |

2. Estimated Costs and Impacts of Bond

At an estimated interest rate of three and one-half percent (3.5%), for a 7-year term, the estimated total costs of this bond issue will be:

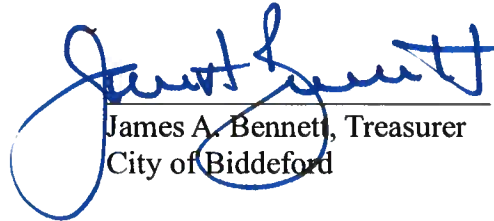
|                                                    |                      |
|----------------------------------------------------|----------------------|
| Principal:                                         | <u>\$ 491,500.00</u> |
| Interest:                                          | <u>\$ 77,407.38</u>  |
| Total Principal & Interest to be Paid at Maturity: | <u>\$ 568,907.38</u> |

Projected effect on mil rate: 0.00 mils (Debt service to be paid by State)

Total length of term: 7 years

3. Validity

The validity of the Bond and of the voters' ratification of the Bond may not be affected by any errors in the above Estimated Costs of Bond. If the actual amount of the total debt service for the bond issue varies from the estimate, the ratification by the electors is nevertheless conclusive and the validity of the bond issue is not affected by reason of the variance.



James A. Bennett, Treasurer  
City of Biddeford

City of Biddeford

City Council

November 19, 2024, at 6:00 PM

City Hall Council Chambers & Zoom

**1. Roll Call - all present**

Council President LaFountain  
Councilor Lessard  
Councilor Ortiz  
Councilor Emhiser  
Councilor Whiting  
Councilor Beaupre  
Councilor Gross  
Councilor Belanger  
Councilor Doughty

**2. Pledge of Allegiance**

**3. Adjustment(s) to Agenda**

Orders of the day will discuss 2024.187, 2024.188 first then 2024.190 and 2024.190

**4. Proclamation**

4.a 2024 Small Business Saturday- PROCLAMATION

Mayor Grohman read the proclamation

4.b Homelessness Awareness Month- PROCLAMATION

Mayor Grohman read the proclamation

**5. Appointments**

5.a 2024.185 Approval Mayoral Appointments to Citizen Committees

Motion: Councilor Beaupre

Second: Councilor Lessard

Vote: Unanimous in favor

Motion passed.

## **6. Presentation**

### **6.a Developer Presentations RE: 3 Lincoln Development Projects**

The developers provided updates on the 3 Lincoln project. Lots 1A and 1B are moving forward.

### **6.b Update on River Walk**

Code Enforcement Officer Roby Fecteau provided a review of the storm damage from 2021 to the River Wall. He then discussed the FEMA funding and the recent bids. He will come back to Council in the near future with a proposal.

## **7. Public Addressing the Council**

Heart of Biddeford has several holiday events coming up, details are available on their website. [Heartofbiddeford.org](http://Heartofbiddeford.org)

One citizen would like the TIF and JDA information posted on the city's website.

Several citizens spoke about sustainability efforts including electric vehicles and a pedestrian bridge to the Amtrack station.

One citizen expressed concerns with an unhoused encampment on private property.

## **8. Consideration of Minutes**

### **8.a Council Minutes 11-7-24**

Motion: Councilor LaFountain

Second: Councilor Lessard

Vote: Unanimous in favor.

Motion passed.

## **9. Second Reading**

### **9.a 2024.177) Approval/General Assistance Maximums and Ordinance**

Motion: Councilor LaFountain

Second: Councilor Beaupre

Vote: Unanimous in favor.

Motion passed.

### **9.b 2024.183) Delete Part II Code of Ordinances, Chapter 42-Motor Vehicles and Traffic,**

Article I-In General, Sec. 42-8 Parking Authority 10. Orders of the Day

Motion: Councilor Beaupre

Second: Councilor Lessard

Vote: Unanimous in favor.

Motion passed.

**10. Orders of the Day**

10.a 2024.190) Amend/Part II- Code of Ordinances, Appendix A-Rules of the City Council,  
Sec. A-5, Rule 5: Committees, Create Traffic Committee

Motion: Councilor Beaupre

Second: Councilor Lafountain

5 citizens spoke in favor of the committee.

Councilor Beaupre explained the reason for the change and the vision for the Committee.

Councilor Belanger – motion to amend section h. 5 to add “and policies” after the word  
“ordinances” in the last sentence.

Second: Councilor Whiting

Vote on amendment: Unanimous in favor.

Amendment passed.

Councilor LaFountain – motion to amend e. to add “one non-voting student  
representative” to the first sentence.

Second: Councilor Beaupre

Vote on the amendment: Unanimous in favor.

Vote on the order as amended: Unanimous in favor.

Motion passed.

10.b 2024.187 Authorization of payment to Jim Godbout Plumbing and Heating SEEDS

Motion: Councilor LaFountain

Second: Councilor Whiting.

CEO Fecteau explained the details of the brief, the funding, when the work was stopped, what needed to be completed for safety and information about the partial payment.

Information was provided by the Director of Seeds of Hope and also by the General Assistance Manager.

Citizen Comments – several citizens spoke in support of paying the full amount.

Several councilors expressed support for paying the full amount but had concerns about the funding sources.

Councilor Belanger – motion to allow Councilor Beaupre to abstain from this discussion and vote.

Second: Councilor LaFountain

Vote: Unanimous in favor.

Councilor Belanger – motion to amend the order to pay \$400,000.

Second: Councilor Whiting

Vote on the amendment – 7 yeas – Councilors Ortiz, Belanger, Gross, Doughty, Whiting, Emhiser and LaFountain.

Councilor Lessard was absent for the vote.

Councilor Beaupre abstained.

Amendment passed.

Councilor LaFountain motion to amend the payment to the full amount of the invoice.

Second: Councilor Gross.

Vote on the amendment: 1 yea – Councilor Lessard; 7 nays - Councilors Ortiz, Belanger, Gross, Doughty, Whiting, Emhiser and LaFountain. Councilor Beaupre abstained.

Amendment failed.

Vote on the order as amended: 8 yeas - Councilors Lessard, Ortiz, Belanger, Gross, Doughty, Whiting, Emhiser and LaFountain. Councilor Beaupre abstained.

Motion passed.

10.c 2024.188) ) Authorization to execute a contract for Architectural services for phase 2

SEEDS

Motion: Councilor Whiting

Second: Councilor LaFountain

CEO Fecteau explained the reasons for the work on phase 2.

Vote: Unanimous in favor.

Motion passed.

10.d 2024.189 Approval to Establish a Designated Union Street Bicycle Lane and Initiate a City Wide Bicycle Lane Review

Motion: Councilor Whiting

Second: Councilor Ortiz

Citizen comments – 5 citizens spoke in support of the item. One spoke against the cost.

Councilor Beaupre asked if this had been reviewed by the Police and Public Works department.

Several councilors expressed support for the concept but stated that it needed to be discussed more, and it should go to the newly formed Traffic Committee for work.

Councilor Whiting – Motion to extend the meeting past 9:00 pm

Second: Councilor Beaupre

Vote on the extension: Unanimous in favor.

Motion passed.

Councilor Belanger – motion to refer this item to the Traffic Committee for further review.

Second: Councilor Gross

Vote: Unanimous in favor.

Motion passed.

## **11. Public Addressing the Council**

One citizen spoke about the Spectrum franchise fee and asked about River Walk easements.

## **12. City Manager Report**

Chief Operating Officer Brian Phinney gave an update on the accounting work by Berry Dunn.

### **13. Other Business**

Councilor Emhiser reminded everyone of the beautiful 23 acre preserve at Fletcher's Neck Sanctuary and the work that has been done. He encouraged everyone to visit it.

Councilor Gross has attended several important events recently, the Confetti Holiday Bazaar; a legislative summit in Sanford, and an event at MacArthur Library.

### **14. Council President Addressing the Council**

Council President LaFountain did not comment at this time.

### **15. Mayor Addressing the Council**

Mayor Grohman has met with Premium Parking, things are moving in the right direction.

There will be a Council Workshop on December 10<sup>th</sup> from 5:30 – 7:30pm

Construction on City Hall is almost complete.

### **16. Adjourn**

Councilor Belanger – motion to adjourn at 9:26 pm

Second: Councilor Lessard

Vote: Unanimous in favor.

Meeting adjourned.





## City Council

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**Meeting Date:** December 3, 2024

**Meeting Time:** 6:00 PM

**Agenda Item** 9.a

**No:**

**Item** 2024.180) Approval/School Department Career and Technical Education

**Description:** Equipment Bond

**Submitted By:** Jeremy Ray, Superintendent of Schools  
(Brief drafted by Brian S. Phinney, COO)

**Supporting Information/Documentation:**

Council Order 2024.180 2nd, Treasurers Financial Statement - 2024

**Key Terms:**

**Executive Summary:**

The Biddeford School Department requests authorization of a \$491,500 bond to fund equipment, infrastructure improvements, and professional development for the Biddeford Center of Technology. This bond, aimed at enhancing career and technical education programs in high-demand fields, has received conditional approval from the Maine Department of Education. Importantly, the debt service on this bond will be covered by the State of Maine, meaning it will not impact local education taxes. However, there are required milestones in order to ensure transparency and compliance with local and state regulations.

**Detailed Review:**

The Biddeford School Department requests authorization of a \$491,500 bond to fund equipment, infrastructure improvements, and professional development for the Biddeford Center of Technology. This bond, aimed at enhancing career and technical education programs in high-demand fields, has received conditional approval from the Maine Department of Education. Importantly, the debt service on this bond will be covered by the State of Maine, meaning it will not impact local education taxes.

Key points of the order include:

1. Authorizing a loan agreement with the Maine Municipal Bond Bank.

2. Issuing general obligation bonds to cover the \$491,500 needed for the project.
3. Ensuring that the Mayor, Treasurer, and City Clerk have the authority to execute and deliver all necessary documents.
4. Including a referendum vote scheduled for January 21, 2025, where Biddeford residents will vote to ratify or reject this bond authorization.

This authorization includes key procedural milestones to ensure transparency and compliance with local and state regulations. These steps outline the documentation needed at each stage and the engagement timeline for public awareness and Council action, assuming each subsequent action is in the affirmative:

1. **By November 5:** Post notice of the order in a public place and publish the order in a local newspaper. Required documentation includes the notice, return of posting, and a copy of the newspaper notice.
2. **November 7:** The Council will conduct the first reading of the order during its regular meeting. Documentation of the meeting minutes will be required.
3. **By November 12:** A notice of the upcoming public hearing will be posted in a public place. Documentation will include the notice and return of posting.
4. **November 19:** The Council will hold a public hearing and conduct a second reading of the order. Meeting minutes will be required for this session.
5. **TBD:** The Council will sign the referendum warrant, which will include the Treasurer's signed financial statement. Documentation will include a copy of the signed, attested warrant.
6. **By January 14:** The signed and attested referendum warrant will be posted in a public location, with a return of posting as documentation.
7. **January 21:** A public referendum will be held for Biddeford residents to approve or reject the bond authorization. Certified referendum results will complete the process.

This structured timeline ensures public awareness, offers opportunities for feedback, and prepares for a referendum to approve funding without impacting local education taxes, supporting the enhancement of career and technical education programs.

**Funding Source:**

The Authorization is for \$491,500.

**Staff Recommendation:**

The Superintendent of Schools recommends authorizing this request.

**Order Authorizing \$491,500 City of Biddeford Career and Technical Education  
Equipment Bond Financing**

2024.180

**IN BOARD OF CITY COUNCIL December 3, 2024**

**BE IT ORDERED**, by the City Council of Biddeford as follows:

**Whereas**, pursuant to section 5953-G of Title 30-A of the Maine Revised Statutes, on August 23, 2024, the Maine Department of Education conditionally approved a Career and Technical Education Equipment Bond to modernize career and technical education programs at the Biddeford Center of Technology and train students for careers in high-demand fields, including \$435,000 for equipment and programs, \$41,500 for minor infrastructure improvements, and \$15,000 for professional development (the “Projects”):

**Whereas**, the debt service on \$491,500 of bonds or notes shall be paid by the State of Maine with no impact on local educational taxes; and

**Whereas**, the Council desires to authorize the execution and delivery of a loan agreement in principal amount of \$491,500 and the issuance, sale, and delivery of general obligation bonds of the City in principal amount of \$491,500 to finance the Projects;

**Now therefore, be it ordered**, by the City Council of the City of Biddeford as follows:

Section 1. Loan Authorized. That pursuant to Maine law, including sections 5953-G and 5772 of Title 30-A of the Maine Revised Statutes, Article XI, Section 6 and Article XII, Section 7(a) of the Charter of the City of Biddeford, and all other authority thereto enabling, the Treasurer and the Mayor of the City of Biddeford are authorized in the name of and on behalf of the City to execute and deliver a Loan Agreement between the Maine Municipal Bond Bank (the “Bond Bank”) and the City to effect a loan from the Bond Bank to finance the Projects in the principal amount of \$491,500, for which the debt service thereon shall be paid by the State of Maine; and that the Loan Agreement be in such form as the Treasurer and Mayor may approve, the execution and delivery thereof to be conclusive evidence of such approval;

Section 2. Bond Authorized. That pursuant to Maine law, including sections 5953-G and 5772 of Title 30-A of the Maine Revised Statutes, Article XI, Section 6 and Article XII, Section 7(a) of the Charter of the City of Biddeford, and other applicable law, the Treasurer and Mayor of the City be authorized to borrow in the name and on behalf of the City the sum of up to \$491,500 from the Bond Bank to finance the Projects; that in connection therewith, the Treasurer and the Mayor be authorized to issue general obligation securities (bonds or notes) of the City in an original principal amount of up to \$491,500, and to execute and deliver such general obligation bonds or notes in registered form under the seal of the City, signed by the Treasurer, countersigned by the Mayor, and attested by the City Clerk (the “Bond”); that the signatures on the Bond may be facsimile signatures, provided that at least the signature of the Treasurer or the Mayor be a manual signature; and that the Bond be in such form and include such terms not inconsistent herewith as the Treasurer and Mayor may approve, the execution and delivery thereof to be conclusive evidence of such approval.

Section 3. That the Mayor, Treasurer, City Clerk, and other appropriate officials of the City of Biddeford, acting singly, are authorized to execute and deliver on behalf of the City such other documents and certificates as may be required in connection with the Loan Agreement and the Bond, including execution and delivery of an Assignment of monies transferred by the State of Maine to pay for Project costs and such other instruments, documents, certificates and agreements, and to take or cause to be taken such further actions for and on behalf of the City, as may be necessary, convenient, or appropriate to accomplish the Projects and to effect the transactions contemplated herein and by the documents referenced herein, and that the City Clerk be authorized to attest to the foregoing and attach the City's seal to any of the foregoing.

Section 4. That if the Treasurer, Mayor, or City Clerk are for any reason unavailable to approve and execute the Loan Agreement, the Bond, the Assignment, or any associated documents, the person or persons then acting in any such capacity, whether as an assistant, a deputy, as the "acting" official, or otherwise, are each individually authorized to act for such official with the same force and effect as if such official has herself or himself performed such act.

Section 5. That if any of the officers or officials of the City who have signed or sealed the Loan Agreement or Bond shall cease to be such officers or officials before the Loan Agreement or Bond so signed and sealed shall have actually been authenticated or delivered by the City, such Loan Agreement or Bond nevertheless may be authenticated, issued, and delivered with the same force and effect as though the person or persons who signed or sealed such Loan Agreement or Bond had not ceased to be such officer or official; and also any such Loan Agreement or Bond may be signed and sealed on behalf of the City by those persons who, at the actual date of the execution of such Loan Agreement or Bond, shall be the proper officers and officials of the City, although at the nominal date of such Loan Agreement or Bond, any such person shall not have been such officer or official.

Section 6. That during the term of the Loan Agreement and Bond, all authority granted pursuant to this Order shall be, remain, and continue in full force and effect without the necessity of any further action of the City Council.

Section 7. That the sum of \$491,500 is hereby appropriated to finance costs of the Projects, such amount to be raised by the execution and delivery of the Loan Agreement and the issuance and sale of the Bond.

Section 8. That pursuant to Section 2528(5) of Title 30-A of the Maine Revised Statutes and Article XII, Section 7 of the City Charter, the following question, accompanied by the recommendations of the City Council, the Budget Committee, and the School Committee, shall be submitted to the voters of the City of Biddeford for consideration at a referendum vote to be held on January 21, 2025:

Question ##: Shall the Mayor and the Treasurer of the City of Biddeford be authorized to issue bonds or notes in the name of the City for minor capital purposes in a principal amount not to exceed \$491,500 to acquire advanced industry standard

equipment to modernize career and technical education programs at the Biddeford Center of Technology and train students for careers in high-demand fields?

**The debt service on the bonds or notes shall be paid by the State of Maine with no impact on local educational taxes.**

Section 9. That said referendum question be accompanied by a signed financial statement of the Treasurer in accordance with 30-A M.R.S. § 5772(2-A) and Article XII, Section 7(a) of the City Charter.

A true copy as adopted by a majority of the Biddeford City Council, attest:

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Robin Patterson  
Biddeford City Clerk

## CITY OF BIDDEFORD FINANCIAL STATEMENT

1. Total City Indebtedness

|                                                 |                         |
|-------------------------------------------------|-------------------------|
| Bonds outstanding and unpaid:                   | \$ 37,174,937.00        |
| Bonds authorized and unissued:                  | \$ 14,000,000.00        |
| Bond to be issued if this Question is approved: | \$ 491,500.00           |
| Total:                                          | <u>\$ 51,666,437.00</u> |

2. Estimated Costs and Impacts of Bond

At an estimated interest rate of three and one-half percent (3.5%), for a 7-year term, the estimated total costs of this bond issue will be:

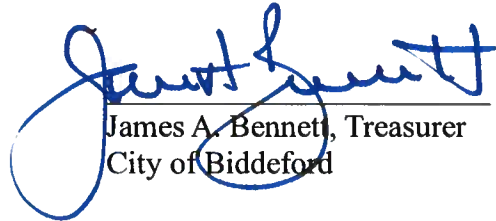
|                                                    |                      |
|----------------------------------------------------|----------------------|
| Principal:                                         | <u>\$ 491,500.00</u> |
| Interest:                                          | <u>\$ 77,407.38</u>  |
| Total Principal & Interest to be Paid at Maturity: | <u>\$ 568,907.38</u> |

Projected effect on mil rate: 0.00 mils (Debt service to be paid by State)

Total length of term: 7 years

3. Validity

The validity of the Bond and of the voters' ratification of the Bond may not be affected by any errors in the above Estimated Costs of Bond. If the actual amount of the total debt service for the bond issue varies from the estimate, the ratification by the electors is nevertheless conclusive and the validity of the bond issue is not affected by reason of the variance.



James A. Bennett, Treasurer  
City of Biddeford



## City Council

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**Meeting Date:** December 3, 2024  
**Meeting Time:** 6:00 PM  
**Agenda Item No:** 10.a  
**Item Description:** 2024.184 Approval/Lead Hazard Reduction at 161 Cleaves Street  
**Submitted By:** Jessica Wilson, Community Development & Grants Manager

### **Supporting Information/Documentation:**

2024.184 ORDER--LEAD BID AWARD 161 CLEAVES ST, BID TAB 161 CLEAVES ST

### **Key Terms:**

UD: US Department of Housing & Urban Development; IFB: Invitation for Bid

### **Executive Summary:**

Housing Office staff recommends the award of IFB# 2024-08-29-02-LEAD, for required hazard-reduction work at 161 Cleaves St, be made to contractor Ray Corp of Lewiston in the amount of \$32,000 from the City's Lead Hazard Reduction and Healthy Homes Grant. Ray Corp submitted the only bid, which is within 6% of the City's cost estimate. Investment in this property not only addresses health/safety hazards, but it also helps assure two of the units in this duplex are available to a household at no more than 50% of the area median income (AMI) and the other two are available to a household at no more than 80% AMI for three years following the project's completion.

### **Detailed Review:**

This 4-unit property was inspected for lead and other health/safety hazards in May 2024. Many of the interior lead hazards will be encapsulated with a lead-blocking compound and cleaned of lead dust. The work scope for the front porch common area involves enclosing the floor for scraping and painting as well as the door riser for coil stock covering. Most of the non-lead work includes replacing interior doors, bathroom exhaust fans, scraping and painting the cedar siding, and adding guard rails to the front steps. Two contractors attended the pre-bid walkthrough, however, the only bid received is from Ray Corp for \$32,000. The contractor, whose work is well known to the Housing Rehab Programs, expects to begin the project in January and finish in 4 weeks.

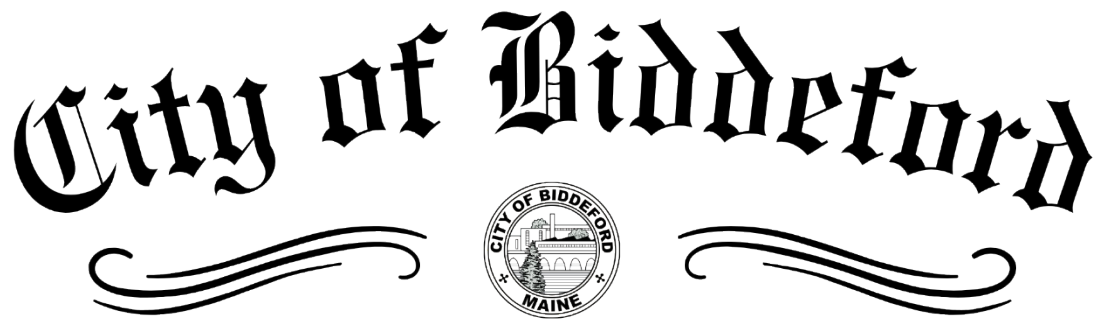
### **Funding Source:**

This project is 100% funded by the City's HUD Lead Hazard Reduction & Healthy Homes Grant

**Staff Recommendation:**

Housing Office staff recommends awarding the bid for the project at 161 Cleaves St to Ray Corp for \$32,000.





**2024.184**

**IN BOARD OF CITY COUNCIL... December 3, 2024**

**BE IT ORDERED,** that the award for the HUD Lead Hazard Reduction & Healthy Homes project at 161 Cleaves Street, as detailed in IFB# 2024-08-29-02-LEAD, be awarded to Maine-licensed abatement contractor Ray Corp of Lewiston, Maine in the amount of \$32,000.00. Work is projected to begin January 2025 and conclude in 4 weeks. Contractor has satisfactorily performed this work for the City's Housing Rehab Programs and is a firm in good standing with the Maine Department of Environmental Protection and the federal government, as confirmed by a check of the System for Award Management (sam.gov) on 11/25/24.

**Attest by:** \_\_\_\_\_

**Bid Summary: IFB# 2024-08-29-02-LEAD**  
**Lead Hazard Reduction & Healthy Homes Work at**  
**161 Cleaves St., Biddeford, ME**

**# of Eligible Units:** **4**  
**Bid Notice Date:** 8/29/2024 4:00 PM  
**Bid Open Date:** 9/10/2024 1:43 PM  
**Bid Open Attendees:** Lisa Shultz, Mike Koerner, City of Biddeford.

| Scope of Work<br>161 Cleaves St | Sanderson<br>Painting & Restoration<br>Portland* | Ray Corp<br>Lewiston | City Independent<br>Cost Estimate | Total Bid<br>Variance |
|---------------------------------|--------------------------------------------------|----------------------|-----------------------------------|-----------------------|
| Lead Work                       | N/A                                              | \$ 18,600.00         | \$ 17,400.00                      |                       |
| Healthy Homes                   | N/A                                              | \$ 15,800.00         | \$ 12,775.00                      |                       |
| <b>Bid Totals</b>               | N/A                                              | <b>\$ 34,400.00</b>  | <b>\$ 30,175.00</b>               | <b>14%</b>            |

\* Planholder attended bid walk but did not submit a bid by the due date.

**Recommendation:** **Negotiated with bidder to bring closer to ICE (reduced Healthy Homes scope by \$**

**Signature:**



Gail Wilkerson, Director, HUD Housing Programs



(2,500)

## **Biddeford Little League Softball**

### **Board of Directors**

**Contact:** [Kim Cochrane-Coleman](#), Canteen Manager

## **Outline: Proposal for a New Structure for Biddeford Little League Softball**

### **Purpose of the Proposal:**

To address the inadequate facilities currently serving Biddeford Little League Softball and propose the construction of a stand-alone structure to house bathrooms, storage, and a canteen facility. There are current disparities, Biddeford Little League Baseball has two fields with fully equipped stand-alone buildings featuring working plumbing, modern canteens, and secure storage. In contrast, the Biddeford Little League Softball operates out of three sheds and relies on a porta-potty, creating inequities in resources and opportunities.

Approximate location: 148 May Street, Biddeford. The west end of the Mayfield Memorial Park.

### **1. Current Challenges:**

#### **i. Storage**

- a. Operating out of three small sheds for equipment and supplies.
- b. The sheds are overcrowded, leading to difficulty in organizing and accessing equipment.
- c. Vulnerability to weather, rodents and theft due to the sheds' construction.
- d. Insufficient space for future expansion as the league grows.

#### **ii. Porta-potties**

- e. Dependence on porta-potties for restroom needs.
- f. Restrooms: Porta-potties are insufficient for the number of players, families, and spectators.
- g. Lack of accessibility for individuals with disabilities.
- h. Lack of changing tables for babies.
- i. Unhygienic conditions, especially during peak usage and extreme weather.

#### **iii. Canteen**

- j. Limited space and functionality for a canteen to support league activities.
- k. The current setup lacks proper equipment, plumbing and electrical capacity for efficient operations.
- l. Limited space prevents accommodating high demand during games and events.
- m. Missed revenue opportunities due to inadequate facilities.

## **2. Benefits:**

### **i. Storage**

- a. Organized and secure
- b. Centralized, weatherproof storage to safely house equipment and supplies.
- c. Increased capacity to accommodate growth and new equipment.
- d. Improved organization for volunteers and staff.
- e. Save time and money.

### **ii. Canteen**

- f. Improved organization for volunteers and coaches.
- g. A modern facility for food sales
- h. Increased revenue potential through expanded menu options.
- i. Streamlined operations for fundraising events and tournaments.

### **iii. Restrooms**

- j. Improved restrooms
- k. Permanent, hygienic bathrooms with proper plumbing and accessibility features.
- l. Compliance with ADA (Americans with Disabilities Act) standards.
- m. Enhanced experience for players, families, and visitors.

### **3. Long-Term Impact:**

#### **i. Community Building:**

- a. A new structure fosters a sense of pride and ownership within the community.
- b. Increased attendance and support from families and spectators.
- c. The facility will accommodate the league's growth and evolving needs.
- d. Attraction of regional tournaments and events, benefiting the local economy.

#### **ii. Operational Efficiency:**

- e. Streamlined operations allow volunteers to focus on league activities.
- f. Reduced long-term costs compared to maintaining inadequate facilities.

### **4. Funding and Support**

#### **i. Funding Sources**

- a. Local business sponsorships.
- b. Volunteer contributions for construction and setup.
- c. Collaboration with city officials and local contractors for support and approval.
- d. Biddeford Little League Softball will maintain the structures and clean the bathrooms.
- e. We plan to utilize local businesses and not requesting financial support from the city.
- f. Our hope is to get started right away to have a structure in place by April 2025, if not then the goal will be April 2026 completion.
- g. We plan to work with the Codes Department to secure all required permits and approvals before proceeding.

In conclusion, the proposed facility addresses critical gaps in restrooms, storage, and canteen functionality. A stand-alone structure is essential to support the league's current and future needs. The investment will provide a long-term solution, improve user experience, and enhance the league's impact on the community. The structure will foster fairness, growth, and community pride and closes the gap between baseball and softball facilities. It also demonstrates commitment to supporting female athletes and promoting gender equity in sports. We invite community members, sponsors, and stakeholders to join us in bringing this vision to life.

# City of Biddeford

The seal of the City of Biddeford, Maine, is circular. It features a central illustration of a lighthouse on a rocky shore with trees. The words "CITY OF BIDDEFORD" are inscribed around the top inner edge, and "MAINE" is at the bottom. The seal is flanked by two decorative, symmetrical scroll-like flourishes.

**2024.193**

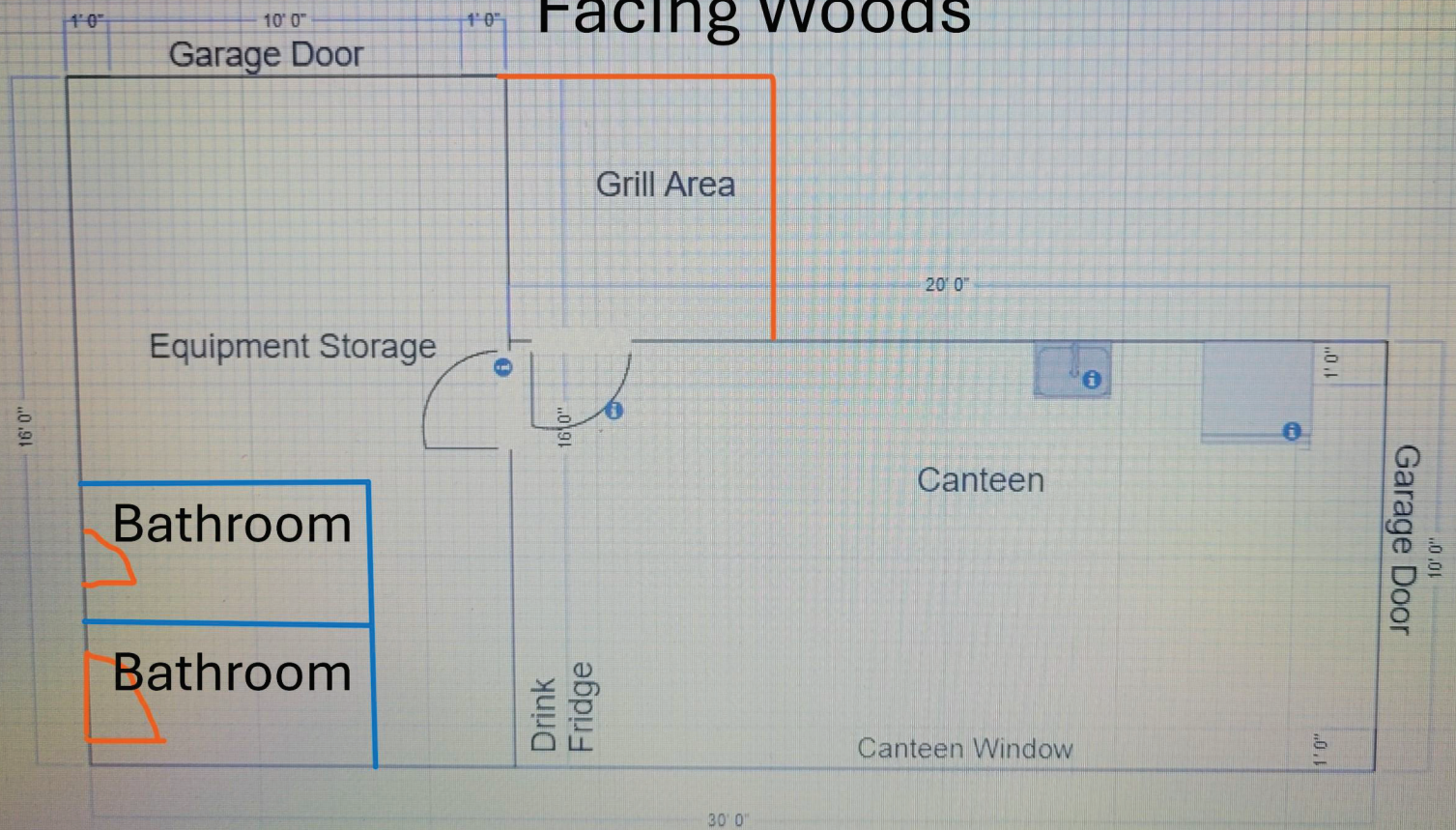
**IN BOARD OF CITY COUNCIL... December 3, 2024**

**BE IT ORDERED**, that the City Council authorizes the Biddeford Little League Softball Board of Directors to proceed with plans for a new structure for the Biddeford Little League Softball facilities at Mayfield.

**Attest by:** \_\_\_\_\_



Facing Woods



Facing Field





Canteen left side, right side, front side, and inside



Equipment storage shed #1



Equipment storage shed # 2



## City Council

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**Meeting Date:** December 3, 2024  
**Meeting Time:** 6:00 PM  
**Agenda Item No:** 10.c  
**Item Description:** 2024.192 Approval/PFML HR  
**Submitted By:**

### **Supporting Information/Documentation:**

2024.192 PFML HR-Order

### **Key Terms:**

PFML - this is the Paid Family Medical Leave benefit program the State of Maine is implementing; contributions begin 1/1/25 and benefits will be available 5/1/26.

### **Executive Summary:**

January 1st of 2025 the City will be responsible for contributing 1% of all wages into the State of Maine PFML fund.

### **Detailed Review:**

The State has created a program to provide pay to employees who need to be out of work and on FMLA. To fund this program, beginning January 1, 2025, employers will need to contribute 1% of their payroll to the fund for the program. The State is allowing employers to deduct any amount up to .5% of this mandatory contribution from employees.

For reference, for the 3rd quarter of this calendar year, the City paid out approximately \$4,568,090 in wages. For a single quarter, the 1% owed would be around \$46,000.

Most communities that we compare ourselves to are splitting the cost in this way including Auburn, Sanford, Lewiston, and Old Orchard Beach

More information regarding this state program can be found at:  
<https://www.maine.gov/paidleave/docs/2024/faq/faqenglish.pdf>

**Funding Source:**

The FY25 budget has .5% of all employee wages budgeted for PFML.

**Staff Recommendation:**

I am neutral in terms of my recommendation, but I want to note that we will be required to send in the 1% for all of our union members because their contracts have ended or been renegotiated since this law became effective in October of 2023. The City will be required to pay the 1% for all union employees until an MOU is negotiated or new contracts are negotiated with language referencing this deduction.

# City of Biddeford



**2024.192                    IN BOARD OF CITY COUNCIL...    December 3, 2024**  
**BE IT ORDERED**, that the City Council does hereby approve the City of Biddeford to contribute 1% of all employee wages into the State of Maine PFML fund starting on January 1st of 2025 unless negotiated otherwise, in accordance with State Law.

The FY25 budget has .5% of all employee wages budgeted for PFML.

Attest by: \_\_\_\_\_