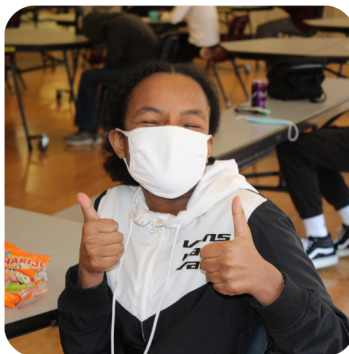


ANNUAL REPORT 2021

WITH PROPOSED OPERATING BUDGET FOR 2022



Maine Regional School Unit 21

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Superintendent's Message

Dear RSU 21 Community,

It is an honor to serve as Superintendent of the Maine Regional School Unit 21 district and have the privilege of working alongside our dedicated teachers, administrators, support staff, and community leaders to ensure a high-quality education for our students. We have a tradition of excellence in Maine RSU 21 Schools as our mission is developing productive global citizens by building knowledge and character.

The 2020-2021 school year ushered in a set of challenging conditions across Maine, the nation and world. During unprecedented times with school closures and significant shifts away from normal routines, I want to express my deep appreciation for our students, teachers and community members continued support, patience, and trust. Your hard work and dedication gave us an opportunity to make breakthroughs in how we as a community embraced each other and rallied with one resolve. We did not allow this opportunity to pass. We were resilient.

As you review the Annual Report, I hope you will take a moment to reflect on the past school year and know that we are a better community because we are all in this together, working hard for our students. I am proud to be part of a District community that cares so deeply about the success of every student.

Thank you for your partnership and support.



Terri I. Cooper, Ed. D.
Superintendent



School Board

Dear RSU 21 Community,

As Dr. Cooper states, resilience has certainly defined the past year within the hallways, classrooms, homes, towns, and community of RSU21. In August we weighed the options and planned the safe return to school under the guidance of the CDC and DOE. As a Board, we put the safety of our entire community first and supported a hybrid model without delaying the school start schedule. The RSU21 faculty and staff responded securing PPE, addressing central filtration systems, installing 600+ portable air filters, and distributing over 2,800 new Chromebooks with headsets and carrying cases. Rather than shutting down the schools as many feared, we opened on schedule and, at this writing, have yet to document a case of in school transmission of Covid-19. A special thank you to our nursing staff for their tireless advocacy and contact tracing efforts!

This was accomplished with the tremendous efforts of our Faculty, Transportation Department, Educational Technicians, and Staff. Memorandums of Agreement were put in place with our KAKEA and the Educational Technician Associations addressing issues due to Covid-19 while successful applications for Federal Funds support our efforts and students. The Food Service staff, together with Transportation, provides countless meals to our community. Special Services continues excellence in instruction through the pandemic. IT supports faculty with remote and digital learning applications like Mystery Science, Screencastify, Flip Grid, and EdPuzzle. Hotspots were deployed to make sure all have access to learning remotely. Most recently, we have taken existing technologies to new heights, as witnessed by the KHS and MSK theatrical performances.

The resilience of our faculty and students is further evidenced by the 16,000+ Google Meets, 185,000+ Seesaw posts with 88,000+ comments on student work for just Pre-K to 2nd Grade. Every two weeks, there are on average 1,400 active Google Classrooms while 180 additional classroom sound amplification systems and document cameras were deployed to our live classrooms in support of remote and asynchronous learning.

These numbers don't tell the story. In meetings with our teachers, transportation, and educational technicians, I have personally heard and engaged in heartfelt conversations regarding the difficulties, successes, and anxieties that have been experienced this year. The people of RSU21 are so dedicated and impassioned in what they do, their resilient spirit inspires our students and community every day.

Co-Curricular and Athletic activities are supported 100% throughout the year with coaches and mentors developing plans for green, yellow, and red conditions. This support recognizes the need for social and emotional development outside live and virtual classrooms. Athletic competition resumed as allowed by the DOE, CDC, and MPA. The Maintenance Facility was completed and funds are allocated to start the work of addressing the longstanding needs of our Athletic Complex.

As RSU21, we have participated in 222 Zoom meetings, with a combined run time of 6,812 hours to date. As an example, the Diversity, Equity, and Inclusion Committee engaged over 50 volunteers, with no limits on community members, to accomplish an extraordinary amount of work supporting our strategic planning process. I would like to thank Dr. Cooper, fellow Board members, committee members, RSU 21 faculty and staff, and the entire community for the continued service and support of our schools and am pleased to submit this Annual Report along with our proposed budget for FY2022.

With Best Regards,

Art LeBlanc

RSU 21 Board of Directors, Chair

Strategic Plan Objectives

FOCUS AREA 1: STRONG TEACHING & LEARNING

Grades Pre K - 5

- Curriculum: ELA and Social Studies Curriculum review and selection of new curriculum resources.
- All teachers and staff worked collaboratively through the spring and summer to develop a high quality Distance Learning and Hybrid models for teaching and learning.
- Weekly Professional Learning Community work to ensure consistency and success with both Distance Learning and Hybrid programs

Grades 6-12

- Curriculum: Social Studies Curriculum review and selection of new curriculum resources.
- Technology: Integration of a blended learning approach for both in-person and at home students through technological tools
- Student Opportunities: High School Dual Enrollment, International Baccalaureate, Advanced Placement, Vocational Opportunities, Alternative Education, and STEM



Strategic Plan Objectives

FOCUS AREA 2: POSITIVE STUDENT OUTCOMES

Grades Pre K - 5

- Social Emotional Learning Practices.
- Development of a Student Success Center at Sea Road School.
- Implementation of a Positivity Club through our school counselor.
- Showcase strong and positive student characteristics through the nomination of being a “Fantastic Friend.”
- Instructional Strategists and Multi-Tiered Systems of Support staff adapted services to provide interventions and support for students while honoring CDC recommendations for Social Distancing.
- Focus on SEL practices.
- Virtual Math Team participation for our students has continued.

Grades 6-12

- High attendance and engagement in blended learning. Outstanding student citizenship at school during the pandemic.
- Social Emotional Development: Implementation of Restorative Circles
- Graduation Rate: 97.06%
- Student Recognition:
 - 3 National Merit Scholar Semi-Finalists
 - 1 National Merit Scholar Commended Student
 - 1 College Board National African American Recognition Program Scholar
 - 14 STEM Scholars (Class of 2020)
 - 6 STEM Scholars with Honors (Class of 2020)
 - 2 STEM Scholars with Distinction (Class of 2020)
 - 2 National Merit Scholar Finalists
 - 1 US Youth Senate (Maine) Finalist
 - 14 Advanced Placement Scholars
 - 10 Advanced Placement Scholars with Distinction
 - 4 Advanced Placement Scholars with Honors
 - 2 National Advanced Placement Scholars

Strategic Plan Objectives

FOCUS AREA 3: HEALTHY LEARNING ENVIRONMENTS

Grades Pre K - 5

- Health and Wellness: Promote the inclusion of health and wellness metrics in the district.
- Support state and local efforts to develop and use health and wellness metrics in each school.
- Efforts related to keeping the facilities clean and safe for staff and students.
- District-wide Diversity, Equity and Inclusion efforts including Restorative Justice work with staff and Civil Rights Teams at the elementary level.
- Social Emotional Curriculum "Random Acts of Kindness" has been implemented to support the social/emotional well-being of students.
- Discipline referrals from transportation and the classroom have been significantly reduced as students are feeling supported and connected in their small classrooms.
- Planning and the implementation of safety COVID-19 protocols for students, staff and community.
- Development of Civil Rights Team.
- Multiple School Spirit Weeks.
- Monthly thematic grade level School Counselor lessons.
- Teachers collaborated with School Counselors and School Social Workers to develop and maintain regular Social Emotional Learning opportunities for students.
- Teachers and staff increased and practiced strict safety protocols recommended by the Maine CDC and the Maine DOE.
- All KES students participated in Kids Heart Challenge (formerly known as Jump Rope for Heart), raising more money than ever before, \$18,355.00.

Grades 6-12

- 5210 Gold Award at KHS
- Staff training with Restorative Justice Institute of Maine.
- Continued use of Student Anonymous Reporting System.
- SARS, Restorative Circles, Staff/Student participation in community Diversity, Equity and Inclusion work.

Strategic Plan Objectives

FOCUS AREA 4: UNIFIED SCHOOLS AND COMMUNITIES

Grades Pre K-5

- Community Outreach Services Food Drive.
- Contact with the International Space Station.
- Clynk for Schools Challenge.
- TNTP climate survey.
- Teachers and community members collaborated to offer a "Wellness Day" for students with healthy physical activities and opportunities to learn information about healthy eating habits and a healthy lifestyle.
- KES Staff, KEPTA, the RSU 21 Food Service Department and many community members came together to raise \$1,452.00 for Honor Flight Maine at our annual KES Spaghetti Supper.

Grades 6-12

- Strong Advisory Program.
- Partnerships with the University of New England and our very own CoOp program to get students (safely) into the community.
- Strong home to school, school to home communication.
- Advisory program.



Special Services

Our Special Services Department strives to meet the individual educational needs of all the students we serve. Services are provided to students eligible for Special Education, Section 504 accommodations, English Language Learners, and Gifted and Talented.

Special Services offers a full continuum of services K-12 to meet each of our student's diverse needs. Our staff is dedicated and committed to providing each of our students' a successful educational experience.

A notable accomplishment is our continued successful graduation rate. 33 out of 33 seniors graduated with diplomas in 2020. 82% are attending college or vocational programs this year, and 18% are employed.

56% of students having special needs in grades 2 – 8 who took the NWEA (a nationally normed exam) made gains in mathematics from the Fall of 2019 to the Fall of 2020, while 69 % of students having special needs in grades 2-8 who took the NWEA made gains in reading.

Due to COVID-19 our Games of Champions weren't held in May of 2020, and will not be held again this year. Next year, we look forward to continuing this annual event, as well as having RSU 21 teams participate in the York County Special Olympics. The KHS Unified Basketball athletes weren't able to participate this year, however, they are anxious to resume next winter.

Our Gifted and Talented students continue to perform extremely well in regional and state math competitions. At the high school level, 84 seniors participated last year in the International Baccalaureate Programme, with 3 earning IB Diplomas. This year 88 seniors are enrolled in IB classes with 1 seeking the IB Diploma. 136 students took 243 Advanced Placement Exams in 2020, with 49 students recognized by the College Board as AP Scholars at various levels. Two of these students earned the distinction of National AP Scholar.

English Language Learner (ELL) services vary greatly depending on eligible student's English acquisition skills. We currently serve 21 students, grades K-12, representing 9 languages.

One of the greatest challenges for the Special Services Department is predicting a budget for the next year where many of the students who will be served are not yet known. In some cases, these students have not yet been identified; others may be new students moving into the district.

The Special Services Department continues its commitment to appropriately individualize services to meet the unique needs of all the students served.

Susan L. Martin
Special Services Director

Proposed FY22 Staffing Summary

in Full Time Equivalency

Position	Total FTEs	Position	Total FTEs
Administrator	23.00	Instructional Strategist	6.50
Administrative Assistant	20.30	IT Computer Technician	3.00
Athletic Coaches KHS	0.00	IT Database	1.00
Athletic Coaches MSK	0.00	IT System Administrator	1.00
Athletic Trainer	2.00	IT Technology Integrator	1.00
Athletic AD MSK	0.00	Librarian/Tech	5.63
Dining Staff	16.17	Nurse	6.00
Ed Tech MTSS/ELL	22.00	SPED Assistive Tech	1.00
Ed Tech Pre-K	8.50	SPED OT/PT/SL	9.30
Ed Tech Sped	75.00	SPED School Psych	3.00
Facilities Grounds	3.00	Teacher	199.46
Facilities Housekeeping	27.28	Transportation Bus Aide	18.00
Facilities Maintenance	4.00	Transportation Bus Driver	33.00
Facilities Manager	1.00	Transportation Dispatcher	1.00
Fiscal and HR Services	3.00	Transportation Mechanic	2.00
Guidance/Social Work	15.30	Total	511.44

FY22 Budget Adjustment

RSU 21 Budget Keeps Tax Rates Down for Residents.

During the April 26, 2021 School Board meeting, RSU 21 Board of Directors voted unanimously to approve the FY 2022 operating budget, after a bottom line reduction of \$554,512 from the original Superintendent's Recommended Budget presented to the Finance Committee in early February. Reductions were achieved through the removal of scheduled facilities projects that were completed with CRF funds and lower than anticipated health insurance premiums. Superintendent Cooper began the meeting by stating that "A lot of work, energy, and effort has gone into the development of the budget."

The original budget, as presented by the Finance Committee, to the full Board for the First and Second Read, included a tax increase of 0.38% for residents of Arundel, 0.13% for residents of Kennebunk and -0.11% for residents of Kennebunkport. After much discussion, the Board ultimately approved a budget that included a tax increase of 0.78% for residents of Arundel, 0.46% for residents of Kennebunk and a decrease of -0.97% for residents of Kennebunkport. The minimal impact on tax assessment was achieved through the use of \$2,000,000 as carryforward from our undesignated fund that grew considerably during FY20.

In her closing remarks, Dr. Cooper thanked all who took part in putting the budget together including the School Board Directors, Business Office and Central Office staff, the Finance Committee, and our principals. The principals worked very hard on their budgets to include the things that they really needed to make the school run efficiently and effectively. Their efforts are appreciated. It was a team effort. This budget is one that we are proud to put before the people.

This version of the budget, as approved by the RSU 21 School Board, will go to a closed warrant meeting on Tuesday, May 11th for consideration. The final version will be on the ballot as part of the June 8th budget validation referendum.

A full version of the budget can be found at: <https://www.rsu21.net>

Warrant Articles

TO: Jennifer Foy, a resident of Regional School Unit No. 21 (the “Regional School Unit”) composed of the Towns of Arundel, Kennebunk, and Kennebunkport, State of Maine.

In the name of the State of Maine, you are hereby required to notify the voters of each of the municipalities within the Regional School Unit, namely, the Towns of Arundel, Kennebunk, and Kennebunkport, that a Regional School Unit Budget Meeting will be held at Kennebunk Elementary School, 177 Alewife Road, Kennebunk, Maine at 7:00 p.m. on May 11, 2021 for the purpose of determining the Budget Meeting Articles set forth below.

ARTICLE 1A: To elect a moderator to preside at the meeting.

ARTICLES 1 THROUGH 11 AUTHORIZE EXPENDITURES IN COST CENTER CATEGORIES

ARTICLE 1: Shall the Regional School Unit be authorized to expend \$19,739,436.06 for Regular Instruction?

ARTICLE 2: Shall the Regional School Unit be authorized to expend \$9,028,881.19 for Special Education?

ARTICLE 3: Shall the Regional School Unit be authorized to expend \$43,797.16 for Career and Technical Education?

ARTICLE 4: Shall the Regional School Unit be authorized to expend \$1,391,348.14 for Other Instruction?

ARTICLE 5: Shall the Regional School Unit be authorized to expend \$4,066,812.50 for Student and Staff Support?

ARTICLE 6: Shall the Regional School Unit be authorized to expend \$1,511,126.16 for System Administration?

ARTICLE 7: Shall the Regional School Unit be authorized to expend \$2,121,556.49 for School Administration?

ARTICLE 8: Shall the Regional School Unit be authorized to expend \$3,073,016.27 for Transportation and Buses?

ARTICLE 9: Shall the Regional School Unit be authorized to expend \$5,522,844.03 for Facilities Maintenance?

Warrant Articles

ARTICLE 10: Shall the Regional School Unit be authorized to expend \$6,043,736.00 for Debt Service and Other Commitments?

ARTICLE 11: Shall the Regional School Unit be authorized to expend \$196,332.00 for All Other Expenditures?

**ARTICLES 12 THROUGH 14
RAISE FUNDS FOR THE PROPOSED SCHOOL BUDGET**

ARTICLE 12: Shall the Regional School Unit appropriate \$33,953,010.32 for the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act and shall the Regional School Unit raise and assess the amounts set forth below as each municipality’s contribution to the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act in accordance with the Maine Revised Statutes, Title 20-A, section 15688?

Total Appropriated (by municipality):		Total Raised (and Regional School Unit assessments by municipality):	
Town of Arundel	\$7,721,097.17	Town of Arundel	\$3,917,478.33
Town of Kennebunk	\$21,674,795.87	Town of Kennebunk	\$19,927,223.33
Town of Kennebunkport	\$4,557,117.28	Town of Kennebunkport	\$4,557,117.28
Total Appropriated (sum of above)	<u>\$33,953,010.32</u>	Total Raised (sum of above)	<u>\$28,401,818.94</u>

Explanation: The Regional School Unit’s contribution to the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act is the amount of money determined by state law to be the minimum amount that the Regional School Unit must raise and assess in order to receive the full amount of state dollars.

ARTICLE 13: Shall the Regional School Unit raise and appropriate \$4,682,998.00 for the annual payments on debt service previously approved by the Regional School Unit voters for non-state-funded school construction projects or non-state-

Warrant Articles

funded portions of school construction projects in addition to the funds appropriated as the local share of the Regional School Unit's contribution to the total cost of funding public education from pre-kindergarten to grade 12?
School Board Recommends \$4,682,998.00

Explanation: Non-state-funded debt service is the amount of money needed for the annual payments on the Regional School Unit's long-term debt for major capital school construction projects that are not approved for state subsidy. The bonding of this long-term debt was previously approved by the Regional School Unit voters.

ARTICLE 14: **(Written ballot required.)** Shall the Regional School Unit raise and appropriate **\$11,702,247.00** in additional local funds, which exceeds the State's Essential Programs and Services allocation model by **\$11,702,247.00** as required to fund the budget recommended by the School Board?

The School Board Recommends **\$11,702,247.00**, which exceeds the State's Essential Programs and Services allocation model by **\$11,702,247.00**. The School Board gives the following reasons for exceeding the State's Essential Programs and Services funding model: The additional local funds represent local costs to support the RSU's school programs that are not included in the state's funding model including costs for special education programming, transportation, co-curricular, food service and extra-curricular programs and teacher salaries.

Explanation: The additional local funds are those locally raised funds over and above the Regional School Unit's local contribution to the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act and local amounts raised for the annual payment on non-state funded debt service that will help achieve the Regional School Unit budget for educational programs.

ARTICLE 15 SUMMARIZES THE PROPOSED SCHOOL BUDGET

ARTICLE 15: Shall the Regional School Unit authorize the School Board to expend **\$52,738,886.00** for the fiscal year beginning July 1, 2021 and ending June 30, 2022 from the Regional School Unit's contribution to the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act, non-state-funded school construction projects, additional local funds for school purposes under the Maine Revised Statutes, Title 20-A, section 15690, unexpended balances, tuition receipts, state subsidy and other receipts for the support of schools?

Warrant Articles

ARTICLE 16 RAISES AND APPROPRIATES FUNDS FOR THE SCHOOL NUTRITION PROGRAM

ARTICLE 16: Shall the Regional School Unit raise and appropriate \$196,332.00 for the school nutrition program with authorization to expend any additional, incidental, or miscellaneous receipts in the interest and for the well-being of the school nutrition program?

ARTICLE 17 AUTHORIZES EXPENDITURES OF GRANTS AND OTHER RECEIPTS

ARTICLE 17: In addition to amounts approved in the preceding articles, shall the School Board be authorized to expend such other sums as may be received from federal or state grants or programs or other sources during the fiscal year for school and other program purposes, provided that such grants, programs or other sources do not require the expenditure of other funds not previously appropriated?

ARTICLE 18 AUTHORIZES A TRANSFER TO THE CAPITAL RESERVE FUND

ARTICLE 18: Shall the School Board be authorized to transfer up to \$450,000.00 from available fund balances to the School Capital Reserve Fund provided that said funds in the School Capital Reserve Fund may only be expended upon express authorization of the Regional School Unit?

ARTICLE 19 RAISES AND APPROPRIATES FUNDS FOR THE CAPITAL RESERVE FUND

ARTICLE 19: Shall the School Board be authorized to raise and appropriate \$172,000.00 to transfer to the School Capital Reserve Fund provided that said funds in the School Capital Reserve Fund may only be expended upon express authorization of the Regional School Unit?

ARTICLE 20 AUTHORIZES THE DISPOSITION OF ANY ADDITIONAL STATE SUBSIDY RECEIVED

ARTICLE 20: In the event that the Regional School Unit receives more state education subsidy than the amount included in its budget, shall the School Board be authorized to use all or part of the additional state subsidy to decrease the local cost share expectation, as defined in Title 20-A, section 15671-A(1)(B), for local property taxpayers for funding public education as approved by the School Board?

Important Dates to Remember

Tuesday, May 11

District Budget Meeting

7:00 p.m.

Kennebunk Elementary School Gymnasium

At this meeting, the voters present will cast votes on each of the warrant articles outlined in this report.

Tuesday, June 8

Budget Referendum

At Town Polling Places

On this date, each resident will be asked to cast a ballot to approve the budget as adopted at the May 11th District Budget Meeting, including the raising of capital reserve funds.

Administration

Dr. Terri Cooper
Superintendent of Schools

Meg Parkhurst
Assistant Superintendent

Susan L. Martin
Director of Special Services

Scott Harrison
Director of Human Resources

Dr. Stephen Marquis
Director of Operations

Jamie Jensen
Director of Technology

Board of School Directors

Art LeBlanc
Chairperson

Gayle Asmussen-Spofford
Ira Camp
Ken Levesque
Mike Mosher
Tim Stentiford

Sarah Dore
Vice Chairperson

Louis Braxton, Jr
Devon Havey
Loreta McDonnell
Amanda Oelschlegel
Dawn Therrien

Ruth Metcalfe and Mary Hauser
Student Representatives