Review of Geographic Cost Adjustment Component in the Essential Programs and Services Model

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Prologue

This review was prepared under contract to the Maine Department of Education as part of MEPRI's routine annual review of EPS components. During the spring 2019 first regular session of Maine's 129th legislature, Resolve Chapter 70 "Resolve, Directing the Department of Education To Direct a Study of the Regional Adjustment for School Administrative Units" (L.D. 309) was passed to require that this review include certain key elements.

> **Sec. 1. Study of the regional adjustment for school administrative units**.
> **Resolved:** That the Department of Education shall direct the Maine Education Policy Research Institute, in the institute's review of the Essential Programs and Services Funding Act, to study and report to the department on the regional adjustment for school administrative units under the Essential Programs and Services Funding Act. The study must include an update of the data that is used to calculate the regional adjustment to reflect the current economic environment and must include an analysis of how any adjustment to, or removal of, the regional adjustment in the funding formula would affect all school administrative units. The department shall submit the report to the Joint Standing Committee on Education and Cultural Affairs no later than January 15, 2020. The Joint Standing Committee on Education and Cultural Affairs may submit a bill to the Second Regular Session of the 129th Legislature.

The "update of the data that is used to calculate the regional adjustment to reflect the current economic environment" using the existing labor market regions is described in Tables 1 and 2 (pages 3 and 5). Analysis using revised teacher labor market areas is included in Tables 3 and 5. The "analysis of how any adjustment to, or removal of, the regional adjustment in the funding formula would affect all school administrative units" for several different scenarios, including removal of the adjustment, is included in Appendix C (beginning on page 28).

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The findings of this component review are presented in two parts. Part One provides two sets of updated calculations for the regional adjustment. In the first set, only the salary data are updated, and the same geographic areas are used as in the current EPS Regional Adjustment. The other set of updated calculations provides an update to the geographic areas as well as the salary data.

Part Two examines policy options in light of the updated calculations in Part One. Cost estimates and analysis are provided for several policy options to aid in evaluation and decision making regarding the EPS Regional Adjustment.

Findings Part One: Updating the Regional Adjustment Calculation with Old LMAs and New LMAs

Method: Updating the Regional Adjustment Calculation (Old LMAs)

The regional adjustment for each LMA or LMA group was calculated initially and during each update based on the salaries of full time teachers in all of the SAUs within the LMA groups. However, some LMAs have teachers with more experience and education than others, meaning they will be at different points on the local salary scale. The regional adjustment takes this into account by adjusting each LMA average salary to what it would be if the LMA had the same experience and education profile as the state as a whole. The adjusted average salary for each LMA or LMA group was calculated using a statistical method called regression analysis, based on the salaries of teachers within the LMA at different levels of experience and education.

Results: Updating the Regional Adjustment Calculation (Old LMAs)

The results of recalculating a regional adjustment for each LMA with 2016-17 teacher data are shown in Table 1. For each LMA or LMA group the average annual teacher salary is shown as a dollar amount as well as indexed to the state, where 1.00 represents the statewide average annual teacher salary. For example, the 1.19 index for the Kittery-York LMA means that the average teacher salary there was 19% higher than the statewide average teacher salary. To the right of the indexed salary is the average salary adjusted for education and experience, which was the result of the regression analysis described above. If the adjusted average salary is lower than the unadjusted average salary—such as in the Kittery-York LMA, $61,026 compared to $62,395—this means that the teachers in that LMA have on average fewer years of experience or a lower average educational attainment than in the state as a whole. The regional adjustment in the rightmost column is the adjusted average salary indexed to the state, where a 1.00 represents the state average teacher salary $52,572. The 1.16 in the regional adjustment column for the Kittery-York LMA means that, after adjusting for the experience and education levels in the LMA, averages salaries are 16% higher than the state average.

The calculated regional adjustments range from a low of 0.80 in the Lincoln-Howland LMA based on a $41,973 adjusted average salary to 1.16 in the Kittery-York LMA based on a $61,026 adjusted salary. This is a smaller range than the unadjusted average salaries, which range from a 0.76 index in the Machias-Eastport LMA based on a $40,001 average salary to 1.19 in the Kittery-York LMA at $62,395.

Note that the EPS cost allocation model also accounts for the teacher experience and education level within each individual SAU. This item is not included within the regional adjustment component of EPS but rather in the teacher salary matrix component. The combination of the two components is designed to yield a sufficient allocation to pay for enough school staff, given local labor costs.

(See Appendix A for more details on the calculation of the EPS Regional Adjustment.)

Table 1. Regional Adjustment Calculation by LMA Group (2016-17 Teacher Salary Data)

Labor Market Area (LMA)		Average Teacher Salary	Indexed to State	Average Salary Adjusted for Education and Experience	Regional Adjustment
1	Kittery - York LMA	$ 62,395	1.19	$ 61,026	1.16
2	Sanford LMA	50,639	0.96	51,971	0.99
3	Biddeford LMA	57,719	1.10	56,997	1.08
4	Greater Portland LMA	59,047	1.12	57,729	1.10
5	Bath - Brunswick LMA	57,503	1.09	53,942	1.03
6	Boothbay Harbor LMA	57,740	1.10	58,564	1.11
7/10	Sebago Lake LMA Norway - Paris LMA	47,219	0.90	47,532	0.90
8	Lewiston - Auburn LMA	48,163	0.92	50,772	0.97
9	Rockland LMA	52,845	1.01	54,441	1.04
11	Stonington LMA	48,928	0.93	48,112	0.92
12	Augusta LMA	48,531	0.92	48,503	0.92
13	Waterville LMA	50,284	0.96	48,621	0.92
14	Belfast LMA	51,069	0.97	50,994	0.97
15	Bucksport LMA	47,427	0.90	45,759	0.87
16	Jonesport - Milbridge LMA	42,208	0.80	43,000	0.82
17	Bangor LMA	55,024	1.05	53,792	1.02
18	Machias - Eastport LMA	40,001	0.76	43,920	0.84
19	Dexter - Pittsfield LMA	48,024	0.91	50,030	0.95
20	Ellsworth - Bar Harbor LMA	47,549	0.90	48,216	0.92
21	Outer Bangor LMA	44,285	0.84	45,867	0.87
22	Rumford LMA	50,252	0.96	49,572	0.94
23	Lincoln - Howland LMA	40,901	0.78	41,973	0.80
24	Farmington LMA	49,422	0.94	48,395	0.92
25	Calais LMA	47,209	0.90	47,450	0.90
26/27/28	Patten - Island Falls LMA Millinocket - East Millinocket LMA Houlton LMA	44,382	0.84	45,396	0.86
29	Skowhegan LMA	51,942	0.99	50,656	0.96
30/31	Greenville LMA Dover - Foxcroft LMA	44,523	0.85	48,126	0.92
32	Presque Isle - Caribou LMA	47,794	0.91	47,577	0.90
33/34/35	Van Buren LMA Fort Kent LMA Madawaska LMA	48,721	0.93	49,785	0.95
	Lowest	$ 40,001	0.76	$ 41,973	0.80
	Highest	$ 62,395	1.19	$ 61,026	1.16
	Maine	$ 52,572	1.00	$ 52,572	1.00

Comparison to Current EPS Regional Adjustment and to Prior Reviews

The EPS regional adjustment was initially calculated using 2004-05 data. The results of the original calculation are still used in computing SAU EPS allocations on the ED 279 reports which determine state subsidy. Since the initial calculation, the regional adjustment has been recalculated four times with newer data during periodic reviews, including the current review. The data for the recalculations were from 2006-07, 2008-09, 2013-14, and 2016-17. The results are shown in Table 2. Each time, the range of the adjustments has been greater than the 2004-05 data. The largest range, which was in the newest data, was a difference of 0.36 from a low of 0.80 to a high of 1.16. The difference reflected in the 2004-05 data was only 0.25, from a low a 0.84 to a high of 1.09.

The greatest increase in salaries relative to the state average from 2004-05 to 2016-17 was a +0.10 increase in the Kittery-York LMA where adjusted salaries went from 1.06 times the state average to 1.16 times the state average. The Kittery-York LMA went from being the third highest adjusted salaries in 2004-05 to the highest in 2017-18. The greatest decrease in salaries relative to the state average from 2004-05 to 2016-17 was a 0.07 decrease in both the Bucksport LMA where adjusted salaries went from 0.94 times the state average down to 0.87 times the state average and the Skowhegan LMA where adjusted salaries went from 1.03 times the state average down to 0.96 times the state average.

The changes in the calculated regional adjustments for each review reflected actual changes in teacher salaries in different areas of the state. As a result of these calculations we can conclude that the differences in teacher salaries across different areas of Maine have indeed become larger since the date of the adoption of the EPS funding model. The results do not show that the changes were necessarily *because of* the EPS funding model. Keeping the prior funding formula may have also resulted in increased salary disparity. The EPS model has not been updated to reflect the newer data and the larger differences in actual salaries.

Table 2. Calculated Regional Adjustment Change By Labor Market Areas 2004-05 to 2016-17

Labor Market Area (LMA)		Regional Adjustment Calculations					Change 2004-05 2016-17
		2004-05 Data	2006-07 Data	2008-09 Data	2013-14 Data	2016-17 Data	
1	Kittery - York LMA	1.06	1.07	1.06	1.13	1.16	+.10
2	Sanford LMA	1.03	1.04	1.02	1.00	0.99	-.04
3	Biddeford LMA	1.09	1.09	1.09	1.09	1.08	-.01
4	Greater Portland LMA	1.08	1.08	1.09	1.10	1.10	+.02
5	Bath - Brunswick LMA	1.02	1.04	1.03	1.05	1.03	+.01
6	Boothbay Harbor LMA	1.03	1.02	1.05	1.06	1.11	+.08
7/ 10	Sebago Lake LMA Norway - Paris LMA	0.94	0.94	0.93	0.91	0.90	-.04
8	Lewiston - Auburn LMA	0.98	0.97	0.96	0.95	0.97	-.01
9	Rockland LMA	1.00	1.01	1.00	0.97	1.04	+.04
11	Stonington LMA	0.95	0.98	0.94	0.94	0.92	-.03
12	Augusta LMA	0.95	0.96	0.94	0.93	0.92	-.03
13	Waterville LMA	0.97	0.97	0.96	0.94	0.92	-.05
14	Belfast LMA	1.01	1.01	0.99	0.98	0.97	-.04
15	Bucksport LMA	0.94	0.92	0.90	0.88	0.87	-.07
16	Jonesport - Milbridge LMA	0.84	0.84	0.83	0.81	0.82	-.02
17	Bangor LMA	1.02	0.99	1.02	1.04	1.02	+.00
18	Machias - Eastport LMA	0.84	0.81	0.83	0.77	0.84	-.00
19	Dexter - Pittsfield LMA	0.94	0.96	0.96	0.96	0.95	+.01
20	Ellsworth - Bar Harbor LMA	0.93	0.93	0.91	0.89	0.92	-.01
21	Outer Bangor LMA	0.89	0.89	0.89	0.88	0.87	-.02
22	Rumford LMA	0.93	0.92	0.92	0.94	0.94	+.01
23	Lincoln - Howland LMA	0.86	0.85	0.84	0.82	0.80	-.06
24	Farmington LMA	0.96	0.95	0.96	0.90	0.92	-.04
25	Calais LMA	0.96	0.97	0.98	0.95	0.90	-.06
26/ 27/ 28	Patten - Island Falls LMA Millinocket - East Millinocket LMA Houlton LMA	0.88	0.90	0.87	0.87	0.86	-.02
29	Skowhegan LMA	1.03	1.02	1.05	1.02	0.96	-.07
30/ 31	Greenville LMA Dover - Foxcroft LMA	0.95	0.95	0.94	0.92	0.92	-.03
32	Presque Isle - Caribou LMA	0.90	0.90	0.89	0.89	0.90	+.00
33/ 34/ 35	Van Buren LMA Fort Kent LMA Madawaska LMA	0.99	1.00	0.98	0.97	0.95	-.04
	Lowest	0.84	0.81	0.83	0.77	0.80	-.07
	Highest	1.09	1.09	1.09	1.13	1.16	+.10
	Range	0.25	0.28	0.26	0.35	0.36	0.17
	Maine	1.00	1.00	1.00	1.00	1.00	~

Background Method: Old Modified LMAs and LMA Groups

Regional adjustments were calculated using updated teacher salary data for the same LMA groupings and assignments used in the past. The LMAs were previously designated by the Maine Department of Labor. They were based on commuting patterns revealed in data from the 1990 US Census. Although the geographic units of the EPS regional adjustment have been based on these 35 LMAs, they have not been used, and should not be used, directly without modification for two main reason. First, many Maine regionalized School Administrative Units (SAUs) contain towns in more than one LMA. The boundaries of some RSUs (Regional School Units) and MSADs (Maine School Administrative Districts) cross the boundaries of some LMAs resulting in a single SAU containing towns in more than one LMA. In these cases, each regionalized SAU was assigned to a single LMA based on the LMA where most of its resident students live. This process was completed initially based on 2004-05 data. As further regionalization occurred beginning around 2009-2010, each RSU established was assigned an LMA using the same process.

A second reason the 35 LMA were not used directly without modification as the geographic units for the EPS regional adjustment is that the smallest LMAs do not have a large enough number SAUs or full time teachers to perform a reliable regression analysis of teacher salaries, which is the statistical method used in calculating the regional adjustment within each LMA. In each of these cases, several small LMAs combined with each other or with a larger LMA to form an LMA group to use as a geographic unit. This process was completed during the initial calculation of the EPS regional adjustment, which used 2004-05 data. Twenty-five LMAs were held to be large enough to have their own regional adjustment. The other ten LMAs were combined into four LMA groups, two groups of two LMAs and two groups of three LMAs. A single Regional Adjustment was calculated for each of these LMAs and LMA groups during the initial calculation of the EPS Regional Adjustment and during each periodic review thereafter.

Method: Proposed EPS Maine Teacher Market Areas (MTMAs)

The original Labor Market Areas and groupings have been used since the implementation of EPS, with changes only occurring as necessitated by new regional SAUs being established or memberships changing. However, between the time of the original implementation of EPS and now, the Labor Market Area definitions used for labor statistics by state and federal departments of labor have changed. The most significant change has been that each Metropolitan Statistical Area and Micropolitan

Statistical area are treated as a single Labor Market Area. There are several consequences to this change, and each of these consequences presents a challenge to updating the EPS Regional Adjustment to newer Labor Market definitions. First, some labor market areas are larger than previously. For example, the Bangor Metropolitan area contains what used to be the Bangor LMA as well as portions of the former Outer Bangor LMA. Second, some areas now cross state lines. For example, both the Portsmouth Metropolitan area and the Dover-Durham Metropolitan area are partly within Maine and partly within New Hampshire. Third, there are some towns, four in Maine, that are not in any labor market area, because they are between two Metropolitan or Micropolitan areas but not in either one.

As was the case for the original development of the EPS Regional Adjustment component, the newer LMAs were not and should not have been used in the updated EPS Regional Adjustment calculation. Four kinds of modifications were needed. Some were similar to modifications made in the original EPS labor market analysis. Others were new due to differences in the older and newer LMA definitions. First, as in the original EPS regional adjustment calculation, regional SAUs were assigned to the teacher market area where the greatest proportion of their students reside. For some member towns, this assignment is different from their own LMA as an individual town. Second, for Labor Market Areas partly in New Hampshire and partly in Maine, only the Maine portion was included in the proposed Maine teacher market areas. New Hampshire towns and cities were excluded. Third, towns that were not assigned an LMA by the US Department of Labor and were not part of a regional SAU were assigned to an adjacent teacher market area. Fourth and last, as in the original EPS LMA assignments, some labor market areas were combined with other areas due to having small numbers of SAUs and small numbers of teachers. In one case, Acton LMA, only two SAUs remained once regional SAUs were assigned. These two SAUs were not adjacent and were assigned to two different teacher market areas to assure that the resulting teacher market areas were geographically contiguous.

(See Appendix B for a listing of the specific necessary adaptations used to create usable MTMAs based on LMAs.)

Results: Proposed EPS Teacher Market Areas

Statistics on the proposed Maine Teacher Market Areas are listed in Table 3. There are wide ranges in the number of SAUs, towns, students, and teachers in the proposed Teacher Market Areas because of the wide range of population density across Maine. The proposed Portland-South Portland Metropolitan TMA, with 50,056 students, includes 28% of statewide student enrollment. The four highest enrollment areas together comprise more than half of the state's students. Each area has a sufficient number of teachers to run the regression models used in calculating the EPS regional adjustment. No SAU is its own region; there are at least three SAUs in each proposed area.

Table 3. Proposed EPS Maine Teacher Market Areas for Regional Adjustment Calculations (2016-17 Student and Staff Data)

	EPS Teacher Market Area (Proposed)	Number of SAUs	Number of Towns	Resident Enrollment	FTE Teachers
1	York-Wells TMA	3	4	4,108	319.9
2	Sanford-Berwick TMA	4	7	8,647	567.6
3	Portland-South Portland Metropolitan TMA	22	40	50,056	3,330.3
4	Brunswick Micropolitan TMA	6	12	7,502	545.2
5	Boothbay TMA	12	15	2,106	132.7
6	Rockland-Camden TMA	12	25	5,301	461.5
7	Paris-Fryeburg TMA	3	20	5,528	350.4
8	Lewiston-Auburn Metropolitan TMA	6	12	15,547	1,002.5
9	Augusta Micropolitan TMA	8	28	13,294	885.7
10	Waterville Micropolitan TMA	3	6	5,059	336.4
11	Belfast TMA	5	22	3,624	259.8
12	Ellsworth TMA	23	38	6,483	511.1
13	Machias TMA	19	24	2,232	159.6
14	Rumford TMA	5	19	3,265	245.6
15	Farmington TMA	8	26	4,019	339.0
16	Skowhegan TMA	12	22	4,495	304.1
17	Pittsfield TMA	3	12	3,232	194.3
18	Bangor Metropolitan TMA	19	39	15,549	1,051.8
19	Lincoln-Millinocket TMA	12	17	2,138	145.8
20	Calais TMA	20	20	1,804	139.3
21	Dover-Foxcroft TMA	11	25	3,365	217.5
22	Houlton TMA	8	28	2,632	178.0
23	Presque Isle-Fort Kent TMA	21	41	6,913	473.4
	Lowest	3	4	1,804	132.7
	Highest	23	41	50,056	3,330.3
	Maine	245	502	176,899	12,151.5

Comparison of Old LMAs and LMA Groups to Proposed Maine TMAs

Adopting the proposed teacher market areas would result in fewer areas and be based on much newer demographic data, as shown by comparison summarized in Table 4. The proposed reduction in areas from 29 to 23 roughly parallels the reduction in LMAs from 35 to 30. The modified LMA groups used for the current EPS regional adjustment were based on data that is now nearly 30 years old.

Table 4. Comparison of Old LMAs and LMA Groups to Proposed New Maine TMAs

Modified Old LMAs and Groups	Proposed Maine TMAs
29 Modified LMA Groups	23 Proposed Maine TMAs
Based on 35 LMAs from 1990 Census	Based on 30 LMAs from 2010 Census
Modified due to: o Regional SAUs crossing LMA borders o Too few SAUs or teachers	Modified due to: o Regional SAUs crossing LMA borders o SAUs partly in New Hampshire o Towns in between LMAs o Too few SAUs or teachers

Methods: Calculating a Regional Adjustment for Proposed EPS Teacher Market Areas

A Regional Adjustment was calculated for the proposed Maine TMAs in the same way as the updated calculation for the old LMAs and LMA Groups. TMA average full-time teacher salaries were adjusted for the experience and education of teacher in the TMA using regression analysis. The adjusted salary is an estimate of what the average salary would be in the TMA if the experience and education levels were the same as the state as a whole. The regional adjustment is an index of those adjusted salaries with the statewide average salary represented by a value of 1.00.

Results: Calculating the Regional Adjustment Calculation for Proposed EPS Teacher Market Areas

The Regional Adjustment calculated for the proposed Maine TMAs is listed in Table 5. For each TMA the average annual teacher salary is shown as a dollar amount as well as indexed to the state, where 1.00 represents the statewide average annual teacher salary. As with the update using the old LMAs, adjusting the salaries for education and experience had an effect on most individual areas and resulted in a range of adjustments that was narrower than an index of unadjusted average salaries. The average salary adjusted for education and experience to the right of the indexed salary was used in computing the regional adjustment. Teachers in areas where the adjusted average salary is lower than the unadjusted average salary have on average fewer years of experience or a lower average educational attainment than in the state as a whole. The regional adjustment in the rightmost column is the adjusted average salary indexed to the state, where a 1.00 represents the state average. The 1.19 in the regional adjustment column for the York-Wells TMA means that after adjusting for the experience and education levels, averages salaries were 19% higher than the state average. The calculated regional adjustments ranged from a low of 0.80 in the Machias TMA and the Lincoln-Millinocket TMA to 1.19 in the York-Wells TMA. This was a smaller range than the unadjusted average salaries, which ranged from a 0.76 index in the Lincoln-Millinocket TMA to 1.21 in the York-Wells TMA.

Comparison of update with old LMAs and proposed Maine TMAs

This is the first time a regional adjustment has been calculated for these regional groupings. As a result no previous adjustments are available for comparison. However, it is possible to compare the range of adjustments using the old LMAs versus the proposed Maine TMAs. Using the proposed TMAS resulted in a slightly wider range of regional adjustments, 0.80 to 1.19, compared to the update of salary data only using the old LMAs, which ranged from 0.80 to 1.16. Both of these ranges are wider than the range of the current EPS Regional Adjustment, 0.84 to 1.09, based on 2004-05 salary data. This because the updated ranges are based on more recent salary data, and the differences between teacher salaries in low cost and high cost areas of the state have been widening since 2004-05.

Table 5. Regional Adjustment Calculation
For Proposed EPS Maine Teacher Market Areas (2016-17 Staff Data)

	EPS Teacher Market Area (Proposed)	Average Teacher Salary	Indexed to State	Average Salary Adjusted for Education and Experience	Regional Adjustment
1	York-Wells TMA	$ 63,596	1.21	$ 62,418	1.19
2	Sanford-Berwick TMA	53,835	1.02	54,609	1.04
3	Portland-South Portland Metro TMA	57,790	1.10	56,776	1.08
4	Brunswick Micropolitan TMA	57,445	1.09	53,838	1.02
5	Boothbay TMA	58,157	1.11	58,248	1.11
6	Rockland-Camden TMA	53,076	1.01	54,570	1.04
7	Paris-Fryeburg TMA	45,717	0.87	46,566	0.89
8	Lewiston-Auburn Metropolitan TMA	48,163	0.92	50,772	0.97
9	Augusta Micropolitan TMA	48,439	0.92	48,466	0.92
10	Waterville Micropolitan TMA	50,284	0.96	48,621	0.92
11	Belfast TMA	50,553	0.96	50,531	0.96
12	Ellsworth TMA	47,645	0.91	47,732	0.91
13	Machias TMA	40,345	0.77	42,295	0.80
14	Rumford TMA	50,252	0.96	49,572	0.94
15	Farmington TMA	49,339	0.94	48,394	0.92
16	Skowhegan TMA	51,942	0.99	50,656	0.96
17	Pittsfield TMA	47,077	0.90	50,340	0.96
18	Bangor Metropolitan TMA	53,265	1.01	52,607	1.00
19	Lincoln-Millinocket TMA	39,960	0.76	41,922	0.80
20	Calais TMA	46,012	0.88	48,763	0.93
21	Dover-Foxcroft TMA	46,359	0.88	48,640	0.93
22	Houlton TMA	44,660	0.85	45,407	0.86
23	Presque Isle-Fort Kent TMA	47,960	0.91	48,011	0.91
	Lowest	$ 39,960	0.76	$ 41,922	0.80
	Highest	$ 63,596	1.21	$ 62,418	1.19
	Maine	$ 52,572	1.00	$ 52,572	1.00

Findings Part Two: Policy Options with Estimated Costs

A number of policy options were considered in this review based upon the updated calculations in Part I. Cost estimates and evaluations of these options are listed in Part II of this report.

Policy Options

There are several options for what to do going forward with the EPS Regional Adjustment. Policymakers may decide to keep the regional adjustment as it is, change it, or eliminate it altogether. If a decision is made to change it, there are several ways to do so, including one or more of the following.

- Update the regional adjustment indices based on recent salary data.
- Update the geographic areas.
- Establish and Implement a minimum adjustment as a floor.
- Establish and Implement a maximum ceiling or cap. A floor or ceiling can be a fixed number, or a soft number that averages the actual adjustment with the target number.

Any number or combination of these modifications is possible. The updates to the salary data and geographic areas were introduced in Findings Part I of this report. A floor and/or ceiling would set limits to how low or how high a regional adjustment may be. Table 6 outlines several options for how these changes may be combined, which are evaluated in subsequent sections of this report.

Table 6. Policy Options Examined

Policy Option		Description
Option 1	*Remove the Regional Adjustment from EPS*	Allocate school staff salaries in all regions based on statewide average salaries (in effect, setting regional index to 1.00 for all regions).
Option 2	*Status Quo: No change*	Continue using the existing Regional Adjustment based on 2004-05 salary data with geographic areas based on 1990 US Census.
Option 3	*Update Salary data only*	Update the Regional Adjustment using 2016-17 teacher salary data but continue using geographic areas based on 1990 US Census.
Option 4	*Update Salary Data and Regions*	Update the Regional Adjustment using 2016-17 teacher salary data and use geographic areas based on current US Department of Labor LMAs.
Modified Options	*Add a floor or ceiling to Options 2,3, or 4*	Modify the adjustment in Option 1, 2, or 3 by: A. Adding a floor (e.g., bring all adjustments to become at least 0.90, 0.93, 0.95, or 1.00) B. Adding a floor and a fixed ceiling (e.g., cap maximum adjustment at 1.09) C. Add a floor and a soft cap (e.g. a floor of 0.93 while bringing those above 1.07 halfway down to 1.07)

In addition to options about how to calculate a regional adjustment, there are related policy decisions. One example that has been considered in the past is to require actual salary increases to qualify for a higher minimum regional adjustment. This was included in the *Report of the EPS Commission to Study the Adequacy and Equity of Certain Cost Components of the School Funding Formula*, 2015, as part of the Betit proposal. The purpose of this proposed policy was to provide an incentive to SAUs with lower salaries to raise them closer to the state average. Without this policy, SAUs would be allowed to use funds from the higher regional adjustment on other priorities while keeping actual salaries below the regionally adjusted EPS salaries.

Cost Estimates

Simulations of each selected policy option were run to determine the regional adjustment in each geographic area and to estimate how much the EPS allocations would change in the SAUs in each area. The change in cost allocation statewide and within each geographic area was estimated based on the actual school staffing levels within each area. These amounts were based on actual total full-time equivalent (FTE) teacher counts within each area and increased to estimate allocations for all EPS school staff positions. They were not based on EPS recommended staffing or weighted pupil counts.

A summary of the cost of each option is provided in Table 7. The total cost is the estimated change in cost allocation in all SAUs. Increased cost allocations in all options would be borne in part by the state through higher subsidies and in part by local governments through a higher property tax mill rate expectation and required local share. The state share is the estimated net increase (or decrease) in state subsidy to SAUs assuming a 55% state share percentage. The local share is the estimated increase in local required amount assuming a 45% local share percentage. These amounts are thus only estimates, because the exact state share percentage may be related to whether a district has a projected change in allocation; i.e. if districts receiving increases tend to have less property wealth, the actual state share may be higher than 55%. The increased local required amount would mean an increased property tax mill rate expectation. The numbers of SAUs with increases and decreases along with the estimated amounts are also shown, as is the range of regional adjustments under each policy option. The detailed results for selected policy options by SAU within each geographic area are available in the Tables of Appendix C.

The *status quo*, Option 2, is listed as no cost, because it is the option to which the others were compared. Some of the options examined are estimated to lower the total allocation for salaries. Option

4, for example, updating the adjustment to reflect more recent salary data and geographic data, would result in an estimated $3.9 million *lower* total allocation than the retaining the *status quo*. Assuming a 55% state share and a 45% local share, this would amount to a lower state share by $2.2 million and a lower local share by $1.8 million. A lower state share would mean a lower state subsidy, assuming no other changes to the EPS model. A lower local share would result in a lower required mill rate for education, if no other changes were made.

The options affect the allocations of each SAU differently, as shown in the columns of Table 7 showing the increases and decreases. Option 1 for example, removing the regional adjustment altogether, has a modest estimated net cost reduction of $0.9 million. But figuring into that modest reduction are a substantial increase of $22.6 million in 116 SAUs along with a reduction of $23.5 million in 66 other SAUs.

Table 7. Estimated Cost of Policy Options ($millions)

Policy Option Simulation		Total Cost	State Share+	Local Share+	SAUs with Increase		SAUs with Decrease		Range
1* Remove Adjustment (all 1.00)		**-$ 0.9**	**-$ 0.5**	**-$ 0.4**	**116**	**$ 22.6**	**66**	**-$ 23.5**	**All=1.00**
2 *Status Quo* (no update)		**$ 0.0**	**$ 0.0**	**$ 0.0**	**0**	**$ 0.0**	**0**	**$ 0.0**	**0.84–1.09**
2A.1	Floor = 1.00 Old LMA	$ 22.6	$ 12.4	$ 10.2	116	$ 22.6	0	$ 0.0	1.00–1.09
2A.2	Floor = 0.95 Old LMA	$ 6.6	$ 3.6	$ 3.0	66	$ 6.6	0	$ 0.0	0.95–1.09
2A.3*	Floor = 0.93 Old LMA	$ 3.8	$ 2.1	$ 1.7	39	$ 3.8	0	$ 0.0	0.93–1.09
2A.4	Floor = 0.90 Old LMA	$ 1.6	$ 0.9	$ 0.7	28	$ 1.6	0	$ 0.0	0.90–1.09
3 Update Salary Data, Old LMAs		**-$ 4.7**	**-$ 2.6**	**-$ 2.1**	**49**	**$ 8.6**	**108**	**-$ 13.3**	**0.80–1.16**
3A.1	Floor = 1.00 Old LMA	$ 28.4	$ 15.6	$ 12.8	158	$ 30.9	22	-$ 2.5	1.00–1.16
3A.2	Floor = 0.95 Old LMA	$ 8.8	$ 4.9	$ 4.0	108	$ 14.9	47	-$ 6.1	0.95–1.16
3A.3	Floor = 0.93 Old LMA	$ 3.2	$ 1.8	$ 1.5	88	$ 12.4	78	-$ 9.1	0.93–1.16
3A.4	Floor = 0.90 Old LMA	-$ 1.8	-$ 1.0	-$ 0.8	77	$ 10.2	92	-$ 12.0	0.90–1.16
3B*	Floor 0.93, Ceiling 1.09	-$ 0.4	-$ 0.2	-$ 0.2	88	$ 8.7	78	-$ 9.1	0.93–1.09
3C*	Floor 0.93, Soft cap 1.07	$ 0.3	$ 0.2	$ 0.2	88	$ 9.5	78	-$ 9.1	0.93–1.12
4 Update Salary Data, New TMAs		**-$ 3.9**	**-$ 2.2**	**-$ 1.8**	**57**	**$ 9.4**	**114**	**-$ 13.4**	**0.80–1.19**
4B*	Floor 0.93, Ceiling 1.09	$ 0.7	$ 0.4	$ 0.3	76	$ 9.7	82	-$ 9.0	0.93–1.09
4C*	Floor 0.93, Soft cap 1.07	$ 1.6	$ 0.9	$ 0.7	77	$ 10.6	82	-$ 9.0	0.93–1.13

**See tables in Appendix C for cost estimates by SAU*

+ *State and local shares are estimates based on a 55% state share. Actual breakdowns may vary based on the actual state shares in each SAU after minimum mill rate expectations have been applied.*

Evaluation & Discussion of Policy Options

General Discussion

An analysis was conducted to aid in evaluation of the policy options, keeping in mind (1) that the purpose of the EPS funding model is to provide adequate educational resources to give every student an equitable opportunity to achieve the state learning standards and (2) that the purpose of the Regional Adjustment Component of EPS is to make sure that the allocation dollars are sufficient to purchase the necessary educational human resources for providing this equitable educational opportunity in all areas of the state.

The overarching finding of this review is that salary gaps have continued to widen across the state in each successive review of the regional adjustment component. There are at least two factors that contribute to this divergence over time: changing underlying differences in labor markets across different parts of the state, and the changing ability of individual districts to raise adequate funds to hire and retain highly-qualified teachers. An example of the former is a diminishing supply of teachers across New England, which puts increased pressure on districts close to New Hampshire and Massachusetts to raise salaries. Areas of the state with tighter labor markets overall (lower unemployment rates) will also have increased pressure to raise salaries to keep the teachers they have from leaving for other types of employment, while areas with less economic growth will be more able to retain teachers without offering raises. An example of changing ability to pay would include a town with markedly decreased property wealth due to closure of a large employer, such as a paper mill. When these towns seek to raise budgets to pay for needed cost of living increases, the funds must be raised from a smaller pool of property values, hitting residential taxpayers' wallets on top of the other challenges from community job losses. Such districts can struggle to pass budgets, and their teacher salaries may not remain adequate.

Since the goal of the Essential Programs and Services funding model is to provide the resources necessary to provide equitable educational opportunity to all students—regardless of their district's wealth—the challenge is to establish a geographic index that adjusts for labor market realities but not community wealth. In districts where teacher salaries are lower (or higher) than what is needed to attract and retain enough qualified teachers, those actual salaries may not be valid estimates of a fair and adequate labor market. In that case, using them as indicators of labor market variation would introduce error, which may in turn exacerbate inequities based on ability to pay. However, there is no data source that exists to make it possible to readily identify whether the teachers that are paid by a given district's salaries are adequate. Anecdotal reports suggest that smaller, lower-income, and rural schools have a harder time retaining qualified teachers; these were corroborated by a recent MEPRI study of Maine teacher turnover (MEPRI, 2018), which discerned a pattern of teacher movement for higher pay. Lacking empirical data to inform the question, we are left to make inferences that salaries at both the high and low ends of each labor market are likely influenced by community wealth in addition to true regional variations.

In addition, it is important to recognize that increasing the EPS cost allocation for salaries does not guarantee an increase in actual local salaries. If the allocation provides more funding than the district needs to cover its contractual salary commitments, it may choose to spend the surplus allocation on other local priorities than increasing salaries. This is true of all options. With those issues in mind, the following sections evaluate the results of each of the proposed policy options.

Option 1: Remove adjustment

Option 1 would set all regional adjustment factors to the state average of 1.00, effectively removing the regional adjustment. This option would bring more allocation and subsidy to the lower cost areas of the state, and has a slightly lower estimated cost than the *status quo*. However, although the total net cost reduction is small, there would be a large reduction in cost allocations in the higher cost areas of the state ($23.6 million in 66 SAUs). As a result, the EPS cost allocation dollars would be insufficient to provide the EPS recommended level of staffing in the higher cost geographic areas. This type of inadequacy is contrary to the purpose of the regional adjustment and the EPS cost model to provide equitable access to education resources for all students in all areas of the state. In addition, because Option 1 does not include a safeguard to ensure that additional funds are spent on raising salaries, regional variation in actual salaries may continue to widen even if the regional adjustment is removed from the funding model. A table providing cost estimates for Option 1 by SAU is included in Appendix C.

MEPRI researchers do not recommend Option 1, as it undermines the linked goals of adequacy and efficiency for the EPS funding formula. This analysis and review of the regional adjustment component corroborates and describes the patterns of regional variation in salaries that exist above and beyond district-to-district differences in ability to pay. Some areas of the state require higher salaries than average, and some require lower than average based on established labor market norms. If the regional adjustment were removed, then districts in high-cost parts of the state would not be allocated enough funds to meet their salary requirements, and may not be able to compete with adjoining labor market areas for teachers. This is a concern for adequacy. Conversely, districts that pay below the state average would receive more funds or have a higher local required amount than they actually need to meet their contractual obligations. This raises concerns about overall efficiency.

Option 2: Status quo

Option 2, keeping the status quo, is designated as the no-cost option, as the other options are evaluated relative to it. This option has been chosen by policymakers during each of the previous review cycles. The regional adjustment has not been updated since its initial inclusion in the original implementation of EPS for Fiscal Year 2005-06. The primary reason given for keeping the status quo has been the widening of the geographic variation in actual salaries and the resulting widening of the range of updated regional adjustment calculations. The range has continued to widen within the current analysis and review.

Retaining the *status quo* prevents widening the range of adjustments and protects SAUs from decreases in allocations that would reflect changes in actual market area salaries in regions where teacher salaries have not kept pace with the rest of the state. One drawback of this option is that the *status quo* does not reflect current reality of regional variation in teacher salaries. Salaries in some areas have increased more than the state average, and some less. As a result, some lower cost areas have moved closer to the state average, and some have moved further away. The same is true of higher cost areas. The current regional adjustments based on Fiscal Year 2004-05 salaries do not reflect these changes.

Another drawback is that concerns have been raised about the adequacy of the funding levels for those furthest below the state averages, as discussed above. The districts whose indices have dropped since 2005 are currently receiving more allocation per EPS teacher than they are actually spending; this is why the spending gap has grown. If the current below-average salaries are inadequate, then decreasing the funding provided to those districts may further hamper efforts to raise salaries to be more competitive with other labor markets.

Under Option 2A, the addition of several different floors to the current, non-updated model was examined. Option 2A.1 is a floor of 1.00. All areas with an adjustment below 1.00 would be raised to 1.00, while those above 1.00 would receive their actual adjustment. The advantage of this option is that it would provide increased allocation in all areas of the state with below-average salary costs. The main drawback of this option is the high cost of an estimated $22.5 million, including an estimated state subsidy increase of $12.4 and an increased required mill rate to yield a 10.2 million increase in the local required share. The cost may be justified if it meets enough policy objectives to be a priority initiative.

However, as in Option 1, it is important to note that EPS allocations need not be used by SAUs to pay for the exact resources in the EPS model. The EPS model is considered one way of implementing, but whether to choose that way or another is treated as a local decision. Thus, SAUs currently paying lower salary rates could continue to pay lower salary rates, subject to the teacher minimum salary, even if the EPS allocation was calculated on a higher amount. If such an option is chosen, policymakers may consider whether to add a requirement that low salary SAUs increase actual salaries as a condition for receiving the higher regional adjustment (as in the Betit proposal discussed above).

Options 2A.2 through 2A.4—floors of 0.95, 0.93, and 0.90, respectively—are lower cost alternatives to the floor of 1.00. Each would institute a minimum regional adjustment. They provide a smaller amount of additional subsidy to the lowest salary areas of the state resulting in lower net state and local shared costs. The floor of 0.90 has the lowest cost estimate of $1.6 million. The floor of 0.93 and 0.95 have moderate cost estimates of $3.8 million and $6.6 million respectively.

MEPRI researchers do not recommend keeping the status quo, due to the aforementioned concerns that widening pay disparities are resulting in inequities for teachers in the current funding system. However, instituting a floor of some kind, as in options 2.A.2 through 4, would mitigate the risk of underfunding in the areas of the state with below-average. Option 2.A.1 is less preferred because it sets a minimum index at the state average; by definition, the average is above the level that half of Maine's SAUs are currently paying, and thus is a likely over-estimate of adequate salaries for many districts.

Option 3: Update Salary Data

Option 3, updating the indices to reflect current data, has the advantage of using more recent salary data and thus reflects current salary cost differences. It also has an estimated cost reduction of $4.7 million, which is the net total of allocation increases of $8.6 million in 49 SAUs and decreases of $13.3 million in 108 SAUs. However, as in previous updates, the newly calculated regional adjustment has widened to a range of 0.80 to 1.16 as a result of the increasing geographic differences in actual salaries.

Several types of modifications of Option 3 were examined, including four different floors and two options with both a floor and a modification at the higher end. The lowest cost areas would receive an increased cost allocation because of the floor. Even with the modifications at the high end, some high cost areas may still see an increased cost allocation compared to the current EPS regional adjustment, but not as much as the actual salary increases in the highest cost areas as reflected in the updated regional adjustment calculations.

Options 3A.1 through 3A.4 provide floors similar to those under Option 2A. The primary advantage of these options modifications is in providing increased subsidies to lower salary areas of the state. The main disadvantage is the cost. The highest cost option of all options analyzed in this review is Option 3A.1, an update of the regional adjustment based on new salary data together with a floor of 1.00. The estimated total cost is $28.4 million. Options 3A.2 through 3A.4, floors of 0.95, 0.93, and 0.90, provide a lower cost way of providing more subsidy to lower cost areas of the state by mitigating the negative effect on EPS cost allocations of the low actual salaries in those areas, which are not keeping pace with the rest of the state. None of the floors guarantee increases in actual salaries or prevent the continued widening of regional salary differences.

Option 3B provides a minimum adjustment floor of 0.93 and caps the maximum adjustment at 1.09, which is equal to the highest current adjustment. Capping the adjustment lowers the total cost, resulting in an overall estimated allocation reduction of $0.4 million. The floor provides additional subsidy to the lowest cost areas of the state. The current reality of regional cost differences is better reflected among those areas between the 0.92 and 1.09. Necessarily, this means some areas will experience lower adjustments, specifically 78 SAUs with an estimated reduction of $9.1 million in allocation. Another possible drawback is that the cap may result in allocations that are inadequate to provide equitable educational resources in some higher cost areas. As noted in the evaluation of Option 1, removing the regional adjustment, this type of inadequacy is contrary to the purpose of the regional adjustment and the EPS cost model in general.

Option 3C, which has a floor of 0.93 and a soft cap of 1.07, is an attempt to provide a balanced approach, recognizing the increasingly higher cost of labor in parts of the state, while at the same time acknowledging some portion of the salary increases may be due to the higher local ability to pay rather than strictly higher salary requirements of teachers. Areas above the soft cap of 1.07 receive an adjustment halfway between 1.07 and the calculated adjustment. For example, the calculated adjustment for Kittery - York LMA is 1.16. Under Option 3C, it would receive an adjustment halfway between 1.07 and 1.16, which is 1.12. The result is a range of adjustments from 0.93 to 1.12. The cost is a relatively low estimated $0.3 million. The floor provides an increase to the lowest cost areas. And the cost is more reflective of actual salary differences in the middle and higher cost areas of the state. As in Option 3B, there are areas whose salaries have not kept pace with the state average, resulting in reduced adjustments under this option. They are the same 78 SAUs and $9.1 million as in Option 3B. It is possible though less likely that this option also provides inadequate resources in the higher cost areas. However, they would be closer to adequate than either Option 3B or the *status quo*.

Option 4: Update Labor Market Areas

Option 4, like option 3, has the advantage of using more recent salary data and thus reflects current salary cost differences. Additionally, because it is based on new Labor Market Areas, it has the advantage of reflecting current analysis and policy regarding geographic areas and connections. Intuitively, without looking at the results, Option 4 *should* be the best. And its cost is low with a total cost allocation of $3.9 million lower than the *status quo*. However, similarly to Option 3, the continued widening range of geographic differences in actual salaries results in a wider newly calculated regional adjustment. This option, unmodified, has the widest range of adjustments, from 0.80 to 1.19. Furthermore, the change to fewer and larger Labor Market Areas, especially in Metropolitan and Micropolitan Statistical Areas, results in greater variation in salaries within the larger TMAs. For example, the Bangor Metropolitan TMA includes SAUs that were previously in the Outer Bangor LMA as well as other lower cost areas. This results in a reduced adjustment for the SAUs that were previously in the Bangor LMA (from 1.02 to 1.00) and increased adjustments in the SAUs that were previously in the Outer Bangor LMA (from 0.89 to 1.00) and other lower cost nearby LMAs. The wider range of adjustments can be mitigated by modifying the adjustment with a floor and a cap, but the effect of the larger areas would not be affected by the floor or cap.

Options 4B and 4C provide modifications to Option 4, by combining the update of salary data and geographic areas with a floor and either a hard cap or soft cap, respectively, similar to Options 3B and 3C. As such they share some of the same pros and cons as these options. Because the salary data is newer, they provide an adjustment close to current reality of geographic salary cost variation. They rely on geographic areas that fit current national policy. They are relatively low cost, an estimated $0.7 million for Option 4B and $1.6 million for Option 4C. Because of the floor, both options provide an increased allocation in the low cost areas, although without guaranteeing actual salary increases.

Similar to Options 3B and 3C, they may suffer some degree of inadequacy in the highest salary areas, which is mitigated somewhat by the soft cap in Option 4C. But in both cases, they are at least as adequate as the *status quo*, which has a top adjustment of 1.09. The highest adjustments for Options 4B and 4C are 1.09 and 1.13, respectively. They also both have a drawback in common with Option 4 in that the larger areas provide greater variation within the large regions, such as the Bangor Metropolitan

TMA, resulting in a reduced adjustment in some SAUs and an increase in others as higher and lower cost regions are recombined.

Because the updated labor market areas would have a large and sudden impact on a handful of districts, we do not recommend adopting them at this time. The new labor market areas based on large metropolitan and micropolitan areas appear to capture too many districts in greater Portland and greater Bangor, thus losing some of the more granular distinctions between high-cost and low-cost outlying areas. Also, because there will be yet another round of labor market area updates prepared in the near future when the 2020 census data are available, it is preferable to wait until those have been determined by the Department of Labor.

Summary of MEPRI Recommendations

As detailed in the evaluation and discussion above, it appears likely that the practice of using salary data as a measure of regional differences in labor markets is imperfect. Salaries are indeed influenced by labor market factors (e.g. cost of living differences, regional competition for jobs, etc.), as can be seen by overall patterns that vary systematically across the state. This is best demonstrated by the finding that there are high-poverty districts in some parts of the state that pay at or above the state average, and low-poverty districts elsewhere that are able to pay below the state average. However, salaries also depend on each district's ability to raise taxpayer funds in annual budget discussions. This can be seen in the comparative salaries within each labor market area, with poorer districts generally paying lower than neighboring wealthy districts. Thus salaries at the both the lowest and highest ends of the spectrum can reasonably be presumed to be influenced by community wealth, and are not solely a reflection of regional differences. Thus MEPRI recommends the following options.

1. Each successive analysis of the regional adjustment component has validated that there are patterns of variation across the state that are persistent and unrelated to wealth. In the spirit of an adequacy-based funding formula, we recommend retaining a regional adjustment index to promote equitable distribution of resources.
2. To mitigate the effect of inability to raise sufficient funding in lower-income communities, it would be beneficial to institute a minimum "floor" to ensure that each district raises funds that are adequate to attract teachers. This floor should be less than 1.00, as long as 1.00 is defined as the state average, since typical and expected regional labor market variation means that some districts can attract teachers with below-average salaries. These communities

should not be expected to raise more taxpayer funds than are needed to provide adequate resources.[1]

3. As a corollary to a floor, it would also be beneficial to institute a maximum adjustment. The communities at the very top of the pay scales are more able to raise taxpayer funds to pay higher salaries that will entice teachers from lower-paying districts (and retain the teachers they have). This is an endogenous phenomenon, and predictably benefits those who are able to pay. However, scarce state taxpayer dollars are best directed at ensuring minimum adequacy. This could be achieved by either: a) instituting a fixed or soft cap, or b) keeping the current regional adjustments in place (at a maximum is 1.09) rather than updating based on newer salary data.
4. MEPRI does not recommend updating the boundaries of the geographic areas to newer Teacher Market Areas at this time. The newer, larger, regions do not appear to be as cohesive as those currently in use, and updated labor market areas will be developed in the next few years using updated Census data. MEPRI should continue to monitor geographic variation in teacher salaries during future periodic reviews of the EPS Regional Adjustment, particularly when new labor market areas are generated based on 2020 Census data, and recommend changes as appropriate.
5. Schedule an interim review(s) of the EPS Salary Matrices and the EPS Regional Adjustment to make use of FY2021 salary data in order to monitor the impact of having a $40,000 minimum teacher salary. This policy change will influence teacher salary schedules in each district resulting in changes to geographic variation in teacher salaries and the regional adjustment. This review should closely examine salary changes in the lower-salary areas of

[1] It should be noted that as the new $40,000 minimum teacher salary is incrementally implemented as a result of recent legislation, the effect on lower salary areas will be the greatest. The current regional adjustments will not be adequate to provide the needed allocation at the lowest end of the range. The potential impacts of the minimum salary were explored in an addendum to MEPRI's 2019 review of salary matrices. If salary increases are targeted only at teachers below $40K (without equal raises for higher-salary staff) then a floor of 0.90 should be sufficient to provide for the new minimum salaries even in the lowest salary areas. This is because the new floor would be applied to the total allocation, providing more than enough additional funding to provide raises for the proportion affected. However, it is unclear how the new minimum salary will impact salary schedules for all staff in future contract negotiations. Moreover, areas receiving above the floor will also be affected. Thus the salary matrices should be updated more frequently, taking new minimums into account. Ideally this analysis should inform the timeline for phasing out specific state subsidy relating to the new minimum salary, as some areas may need a longer ramp to absorb the impact of increased costs.

the state compared to the state as a whole. It may be appropriate to extend the timeline for providing additional state subsidy to the districts most affected by the new minimum salary requirement in order to phase in the increased share for local taxpayers more gradually.

References

MEPRI (2018). Teacher Turnover in Maine: Analysis of Staffing Patterns 2005-06 to 2016-17. Available at mepri.maine.edu/posts.

MEPRI (2015). Report of the Commission to Study the Adequacy and Equity of Certain Cost Components of the School Funding Formula - Report to Joint Standing Committee on Education and Cultural Affairs - Maine State Legislature. Available at https://usm.maine.edu/cepare/school-funding.

Appendix A: Calculating an Updated Regional Adjustment

Table A1. Regional Adjustment Calculation by LMA Group (Old LMAs, 2016-17 Staff Data)

Labor Market Area (LMA)		Intercept (First Year Bachelor's Degree)	Experience Coefficient (First 20 Years)	Experience Coefficient (Beyond 20 Years)	Education Coefficient	Average Salary Adjusted for Education and Experience	Regional Adjustment
1	Kittery - York LMA	$ 42,227	$ 1,235	$ 0	1.089	$ 61,026	1.16
2	Sanford LMA	33,943	1,252	278	0.481	51,971	0.99
3	Biddeford LMA	37,752	1,284	316	0.709	56,997	1.08
4	Greater Portland LMA	37,327	1,315	252	1.030	57,729	1.10
5	Bath - Brunswick LMA	32,946	1,326	578	0.852	53,942	1.03
6	Boothbay Harbor LMA	38,530	1,369	395	0.540	58,564	1.11
7/10	Sebago Lake LMA Norway - Paris LMA	32,443	946	311	0.747	47,532	0.90
8	Lewiston - Auburn LMA	33,740	1,108	409	0.615	50,772	0.97
9	Rockland LMA	36,325	1,136	284	0.988	54,441	1.04
11	Stonington LMA	35,408	634	673	0.890	48,112	0.92
12	Augusta LMA	31,600	1,068	626	0.520	48,503	0.92
13	Waterville LMA	34,644	827	761	0.420	48,621	0.92
14	Belfast LMA	33,928	1,243	0	0.478	50,994	0.97
15	Bucksport LMA	30,759	977	600	0.294	45,759	0.87
16	Jonesport - Milbridge LMA	32,841	622	300	0.472	43,000	0.82
17	Bangor LMA	32,189	1,394	293	1.060	53,792	1.02
18	Machias - Eastport LMA	31,771	767	165	0.668	43,920	0.84
19	Dexter - Pittsfield LMA	32,096	1,130	339	0.893	50,030	0.95
20	Ellsworth - Bar Harbor LMA	34,624	856	527	0.407	48,216	0.92
21	Outer Bangor LMA	31,655	961	380	0.325	45,867	0.87
22	Rumford LMA	33,879	982	441	0.666	49,572	0.94
23	Lincoln - Howland LMA	30,788	628	536	0.551	41,973	0.80
24	Farmington LMA	33,907	971	473	0.278	48,395	0.92
25	Calais LMA	32,045	1,205	80	0.006	47,450	0.90
26/27/28	Patten - Island Falls LMA Millinocket - East Millinocket LMA Houlton LMA	30,856	966	373	0.419	45,396	0.86
29	Skowhegan LMA	33,752	1,143	207	0.631	50,656	0.96
30/31	Greenville LMA Dover - Foxcroft LMA	32,146	1,065	281	0.576	48,126	0.92
32	Presque Isle - Caribou LMA	30,672	1,036	378	0.906	47,577	0.90
33/34/35	Van Buren LMA Fort Kent LMA Madawaska LMA	36,459	701	573	0.917	49,785	0.95
	Lowest	$ 30,672	$ 622	$ 0	0.006	$ 41,973	0.80
	Highest	$ 42,227	$ 1,394	$ 761	1.089	$ 61,026	1.16
	Maine	$ 34,044	$ 1,150	$ 347	1.000	$ 52,572	1.00

Appendix B: Updating from Old LMAs and LMA Groups to Proposed Maine Teacher Market Areas

Proposed MTMAs were based on 30 Labor Market Areas, which in turn were based on 2010 census data and are recognized by US Department of Labor.

Table B1. LMAs by Town (Count includes Unorganized Territory)

LMA	LMA Name	Towns
1	Portsmouth, NH-ME Metropolitan NECTA	3
2	Dover-Durham, NH-ME Metropolitan NECTA	3
3	Wells, LMA	3
4	Sanford, Micropolitan NECTA	2
5	Acton, LMA	5
6	Portland-South Portland, Metropolitan NECTA	39
7	Brunswick, Micropolitan NECTA	14
8	Boothbay, LMA	4
9	Waldoboro, LMA	12
10	Rockland-Camden, LMA	21
11	Conway, NH- LMA	6
12	Bridgton-Paris, LMA	11
13	Lewiston-Auburn, Metropolitan NECTA	16
14	Augusta, Micropolitan NECTA	22
15	Waterville, Micropolitan NECTA	9
16	Belfast, LMA	19
17	Ellsworth, LMA	41
18	Machias, LMA	23
19	Rumford, LMA	19
20	Farmington, LMA	31
21	Skowhegan, LMA	26
22	Pittsfield, LMA	11
23	Bangor, Metropolitan NECTA	46
24	Lincoln, LMA	13
25	Calais, LMA	22
26	Dover-Foxcroft, LMA	22
27	Millinocket, LMA	11
28	Houlton, LMA	29
29	Presque Isle, LMA	41
30	Madawaska, LMA	4
99	Isolated Town	4
	Grand Total	532

Adaptations to LMAs needed to be usable areas for calculating an EPS Regional Adjustment

1. Each SUA with towns in multiple LMAs (Table B2) was assigned to the LMA with greatest number of their resident students (Table B3).
2. Isolated towns were assigned to an adjacent LMA.
3. SAUs from the 30 LMAs with too few teachers or SAUs to compute a valid regional adjustment were assigned to an adjacent area, resulting in 23 proposed MTMAs

Table B2. SAUs with towns in more than one LMA

SAU		LMAs	Enroll	Largest LMA	Percentage	LMA
3156	RSU 02	4	2,036	728	36%	14
1234	RSU 40/MSAD 40	2	1,809	1,011	56%	10
1229	RSU 35/MSAD 35	2	2,236	1,268	57%	2
3165	RSU 19	2	2,075	1,286	62%	22
1249	RSU 55/MSAD 55	2	1,018	644	63%	5
1255	RSU 61/MSAD 61	2	1,831	1,195	65%	6
3157	RSU 04	2	1,511	1,000	66%	13
3164	RSU 18	2	2,854	1,900	67%	14
1240	MSAD 46	2	896	600	67%	26
1251	RSU 57/MSAD 57	4	3,099	2,171	70%	6
3159	RSU 10	3	2,570	1,906	74%	19
1254	RSU 60/MSAD 60	2	2,987	2,320	78%	2
1261	RSU 68/MSAD 68	2	1,017	830	82%	26
1247	RSU 53/MSAD 53	2	1,037	862	83%	22
1235	RSU 41/MSAD 41	2	674	561	83%	26
3174	RSU 39	2	1,302	1,092	84%	29
1197	RSU 03/MSAD 03	2	1,337	1,164	87%	16
1265	RSU 74/MSAD 74	2	664	586	88%	21
3175	RSU 67	2	931	843	91%	24
1284	Airline CSD	2	46	42	91%	23
3160	RSU 12	3	1,496	1,369	92%	14
3217	RSU 22	2	2,361	2,175	92%	23
1211	RSU 17/MSAD 17	2	3,405	3,195	94%	12
3184	RSU 78	2	197	185	94%	20
3206	RSU 09	2	2,326	2,234	96%	20
1198	RSU 80/MSAD 04	2	543	527	97%	26
1264	RSU 72/MSAD 72	2	1,105	1,076	97%	11
1225	RSU 31/MSAD 31	2	482	471	98%	23
Grand Total			43,845	33,241	76%	

Note: RSU 02 includes Richmond, an "isolated town" (not in an LMA)

Table B3. Towns Where LMA30 by Town Differs from LMA by SAU

SAU		Town	Town LMA		SAU LMA		Enroll
1197	RSU 03/MSAD 03	Troy	22	Pittsfield, LMA	16	Belfast, LMA	173
1198	RSU 80/MSAD 04	Wellington	22	Pittsfield, LMA	26	Dover-Foxcroft, LMA	16
1211	RSU 17/MSAD 17	Hebron	13	Lewiston-Auburn, Metropolitan NECTA	12	Bridgton-Paris, LMA	210
1225	RSU 31/MSAD 31	Maxfield	27	Millinocket, LMA	23	Bangor, Metropolitan NECTA	11
1229	RSU 35/MSAD 35	Eliot	1	Portsmouth, NH-ME Metropolitan NECTA	2	Dover-Durham, NH-ME Metropolitan NECTA	968
1234	RSU 40/MSAD 40	Friendship	9	Waldoboro, LMA	10	Rockland-Camden, LMA	136
1234	RSU 40/MSAD 40	Waldoboro	9	Waldoboro, LMA	10	Rockland-Camden, LMA	662
1235	RSU 41/MSAD 41	Lagrange	23	Bangor, Metropolitan NECTA	26	Dover-Foxcroft, LMA	113
1240	MSAD 46	Exeter	23	Bangor, Metropolitan NECTA	26	Dover-Foxcroft, LMA	142
1240	MSAD 46	Garland	23	Bangor, Metropolitan NECTA	26	Dover-Foxcroft, LMA	154
1247	RSU 53/MSAD 53	Burnham	15	Waterville, Micropolitan NECTA	22	Pittsfield, LMA	175
1249	RSU 55/MSAD 55	Baldwin	6	Portland-South Portland, Metropolitan NECTA	5	Acton, LMA	186
1249	RSU 55/MSAD 55	Cornish	6	Portland-South Portland, Metropolitan NECTA	5	Acton, LMA	188
1251	RSU 57/MSAD 57	Alfred	99	Isolated Town	6	Portland-South Portland, Metropolitan NECTA	383
1251	RSU 57/MSAD 57	Newfield	5	Acton, LMA	6	Portland-South Portland, Metropolitan NECTA	180
1251	RSU 57/MSAD 57	Shapleigh	4	Sanford, Micropolitan NECTA	6	Portland-South Portland, Metropolitan NECTA	365
1254	RSU 60/MSAD 60	North Berwick	3	Wells, LMA	2	Dover-Durham, NH-ME Metropolitan NECTA	667
1255	RSU 61/MSAD 61	Bridgton	12	Bridgton-Paris, LMA	6	Portland-South Portland, Metropolitan NECTA	636
1261	RSU 68/MSAD 68	Charleston	23	Bangor, Metropolitan NECTA	26	Dover-Foxcroft, LMA	187
1264	RSU 72/MSAD 72	Stoneham	12	Bridgton-Paris, LMA	11	Conway, NH- LMA	29
1265	RSU 74/MSAD 74	New Portland	20	Farmington, LMA	21	Skowhegan, LMA	78

(Continued) Table B3. Towns Where LMA30 by Town Differs from LMA by SAU

SAU		Town	Town LMA		SAU LMA		Enroll
1284	Airline CSD	Great Pond	17	Ellsworth, LMA	23	Bangor, Metropolitan NECTA	4
3156	RSU 02	Dresden	7	Brunswick, Micropolitan NECTA	14	Augusta, Micropolitan NECTA	199
3156	RSU 02	Monmouth	13	Lewiston-Auburn, Metropolitan NECTA	14	Augusta, Micropolitan NECTA	635
3156	RSU 02	Richmond	99	Isolated Town	14	Augusta, Micropolitan NECTA	474
3157	RSU 04	Litchfield	99	Isolated Town	13	Lewiston-Auburn, Metropolitan NECTA	511
3159	RSU 10	Buckfield	13	Lewiston-Auburn, Metropolitan NECTA	19	Rumford, LMA	293
3159	RSU 10	Canton	13	Lewiston-Auburn, Metropolitan NECTA	19	Rumford, LMA	122
3159	RSU 10	Hartford	13	Lewiston-Auburn, Metropolitan NECTA	19	Rumford, LMA	144
3159	RSU 10	Sumner	12	Bridgton-Paris, LMA	19	Rumford, LMA	105
3160	RSU 12	Alna	9	Waldoboro, LMA	14	Augusta, Micropolitan NECTA	82
3160	RSU 12	Westport	7	Brunswick, Micropolitan NECTA	14	Augusta, Micropolitan NECTA	45
3164	RSU 18	Oakland	15	Waterville, Micropolitan NECTA	14	Augusta, Micropolitan NECTA	954
3165	RSU 19	Dixmont	23	Bangor, Metropolitan NECTA	22	Pittsfield, LMA	141
3165	RSU 19	Etna	23	Bangor, Metropolitan NECTA	22	Pittsfield, LMA	185
3165	RSU 19	Newport	23	Bangor, Metropolitan NECTA	22	Pittsfield, LMA	463
3174	RSU 39	Limestone	98	missing	29	Presque Isle, LMA	210
3175	RSU 67	Mattawamkeag	27	Millinocket, LMA	24	Lincoln, LMA	88
3184	RSU 78	Magalloway Plt	19	Rumford, LMA	20	Farmington, LMA	12
3206	RSU 09	Starks	21	Skowhegan, LMA	20	Farmington, LMA	92
3217	RSU 22	Frankfort	17	Ellsworth, LMA	23	Bangor, Metropolitan NECTA	186
Total	28 SAUs	41 towns					10,604

Appendix C: Policy Option Simulation Model Tables

List of Tables:

Simulation Policy Option 1: Remove Regional Adjustment All = 1.00 (Old LMAs)

SAU		FTE Teachers	Old LMA		No Adjustment All = 1.00	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
	Maine	12,151.5			1.000	1.001	-0.001	-$870,204	-$72
	Total Positive	5,517.0						$22,614,214	$4,099
	Total Negative	6,189.1						-$23,484,418	-$3,794
1085	Kittery Pub Schls	80.2	1	Kittery - York LMA	1.00	1.06	-0.06	-$333	-$3,154
1191	York Pub Schls	139.0	1	Kittery - York LMA	1.00	1.06	-0.06	-$577	-$3,154
1229	RSU 35/MSAD 35	152.1	1	Kittery - York LMA	1.00	1.06	-0.06	-$632	-$3,154
1254	RSU 60/MSAD 60	206.9	2	Sanford LMA	1.00	1.03	-0.03	-$430	-$1,577
1148	Sanford Pub Schls	191.6	2	Sanford LMA	1.00	1.03	-0.03	-$398	-$1,577
1000	Acton Pub Schls	17.0	2	Sanford LMA	1.00	1.03	-0.03	-$35	-$1,577
1251	RSU 57/MSAD 57	184.8	2	Sanford LMA	1.00	1.03	-0.03	-$384	-$1,577
1293	Wells-Ogunquit CSD	100.7	3	Biddeford LMA	1.00	1.09	-0.09	-$627	-$4,732
1016	Biddeford Pub Schls	165.0	3	Biddeford LMA	1.00	1.09	-0.09	-$1,028	-$4,732
1044	Dayton Pub Schls	10.7	3	Biddeford LMA	1.00	1.09	-0.09	-$67	-$4,732
1146	Saco Pub Schls	127.5	3	Biddeford LMA	1.00	1.09	-0.09	-$794	-$4,732
3167	RSU 21	154.2	3	Biddeford LMA	1.00	1.09	-0.09	-$961	-$4,732
3168	RSU 23	64.0	3	Biddeford LMA	1.00	1.09	-0.09	-$399	-$4,732
1029	Cape Elizabeth Pub Schls	116.6	4	Greater Portland LMA	1.00	1.08	-0.08	-$646	-$4,206
1057	Falmouth Pub Schls	161.7	4	Greater Portland LMA	1.00	1.08	-0.08	-$896	-$4,206
1065	Gorham Pub Schls	170.2	4	Greater Portland LMA	1.00	1.08	-0.08	-$943	-$4,206
1134	Portland Pub Schls	483.3	4	Greater Portland LMA	1.00	1.08	-0.08	-$2,677	-$4,206
1135	Long Island Pub Schls	2.0	4	Greater Portland LMA	1.00	1.08	-0.08	-$11	-$4,206
1149	Scarborough Pub Schls	219.4	4	Greater Portland LMA	1.00	1.08	-0.08	-$1,215	-$4,206
1155	South Portland Pub Schls	206.4	4	Greater Portland LMA	1.00	1.08	-0.08	-$1,143	-$4,206
1175	Westbrook Pub Schls	155.2	4	Greater Portland LMA	1.00	1.08	-0.08	-$860	-$4,206
1190	Yarmouth Schls	110.4	4	Greater Portland LMA	1.00	1.08	-0.08	-$611	-$4,206
1200	RSU 06/MSAD 06	240.0	4	Greater Portland LMA	1.00	1.08	-0.08	-$1,329	-$4,206
1209	RSU 15/MSAD 15	134.1	4	Greater Portland LMA	1.00	1.08	-0.08	-$743	-$4,206
1245	RSU 51/MSAD 51	143.0	4	Greater Portland LMA	1.00	1.08	-0.08	-$792	-$4,206
3149	Chebeague Island Pub Schls	2.9	4	Greater Portland LMA	1.00	1.08	-0.08	-$16	-$4,206
3158	RSU 05	138.6	4	Greater Portland LMA	1.00	1.08	-0.08	-$768	-$4,206
3162	RSU 14	209.5	4	Greater Portland LMA	1.00	1.08	-0.08	-$1,160	-$4,206
1026	Brunswick Pub Schls	177.7	5	Bath - Brunswick LMA	1.00	1.02	-0.02	-$246	-$1,051
1061	Georgetown Pub Schls	8.5	5	Bath - Brunswick LMA	1.00	1.02	-0.02	-$12	-$1,051
1174	West Bath Pub Schls	10.6	5	Bath - Brunswick LMA	1.00	1.02	-0.02	-$15	-$1,051

Simulation Policy Option 1: Remove Regional Adjustment All = 1.00 (Old LMAs)

SAU	FTE Teachers	Old LMA	No Adjustment All = 1.00	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1186 Wiscasset Pub Schls	46.5	5 Bath - Brunswick LMA	1.00	1.02	-0.02	-$64	-$1,051
1266 RSU 75/MSAD 75	170.9	5 Bath - Brunswick LMA	1.00	1.02	-0.02	-$237	-$1,051
3152 RSU 01 - LKRSU	131.0	5 Bath - Brunswick LMA	1.00	1.02	-0.02	-$181	-$1,051
1055 Edgecomb Pub Schls	7.0	5 Bath - Brunswick LMA	1.00	1.02	-0.02	-$10	-$1,051
1154 Southport Pub Schls	2.6	6 Boothbay Harbor LMA	1.00	1.03	-0.03	-$5	-$1,577
1281 Boothbay-Boothbay Hbr CSD	47.5	6 Boothbay Harbor LMA	1.00	1.03	-0.03	-$99	-$1,577
1023 Bristol Pub Schls	13.8	6 Boothbay Harbor LMA	1.00	1.03	-0.03	-$29	-$1,577
1109 Monhegan Plt School Dept	1.0	6 Boothbay Harbor LMA	1.00	1.03	-0.03	-$2	-$1,577
1117 Nobleboro Pub Schls	12.4	6 Boothbay Harbor LMA	1.00	1.03	-0.03	-$26	-$1,577
1153 South Bristol Pub Schls	6.2	6 Boothbay Harbor LMA	1.00	1.03	-0.03	-$13	-$1,577
1290 Great Salt Bay CSD	29.3	6 Boothbay Harbor LMA	1.00	1.03	-0.03	-$61	-$1,577
1249 RSU 55/MSAD 55	71.2	7 Sebago Lake LMA	1.00	0.94	0.06	$296	$3,154
1255 RSU 61/MSAD 61	130.8	7 Sebago Lake LMA	1.00	0.94	0.06	$543	$3,154
1264 RSU 72/MSAD 72	55.9	7 Sebago Lake LMA	1.00	0.94	0.06	$232	$3,154
1211 RSU 17/MSAD 17	223.3	10 Norway - Paris LMA	1.00	0.94	0.06	$928	$3,154
1007 Auburn Pub Schls	237.5	8 Lewiston - Auburn LMA	1.00	0.98	0.02	$329	$1,051
1088 Lewiston Pub Schls	344.8	8 Lewiston - Auburn LMA	1.00	0.98	0.02	$477	$1,051
1092 Lisbon Pub Schls	74.2	8 Lewiston - Auburn LMA	1.00	0.98	0.02	$103	$1,051
1246 RSU 52/MSAD 52	136.0	8 Lewiston - Auburn LMA	1.00	0.98	0.02	$188	$1,051
3157 RSU 04	94.6	8 Lewiston - Auburn LMA	1.00	0.98	0.02	$131	$1,051
3163 RSU 16	115.4	8 Lewiston - Auburn LMA	1.00	0.98	0.02	$160	$1,051
1004 Appleton Pub Schls	12.5	9 Rockland LMA	1.00	1.00	-	-	-
1077 Hope Pub Schls	14.1	9 Rockland LMA	1.00	1.00	-	-	-
1201 RSU 07/MSAD 07	10.8	9 Rockland LMA	1.00	1.00	-	-	-
1202 RSU 08/MSAD 08	19.8	9 Rockland LMA	1.00	1.00	-	-	-
1222 RSU 28/MSAD 28	55.0	9 Rockland LMA	1.00	1.00	-	-	-
1234 RSU 40/MSAD 40	127.0	9 Rockland LMA	1.00	1.00	-	-	-
1259 RSU 65/MSAD 65	1.0	9 Rockland LMA	1.00	1.00	-	-	-
1294 Five Town CSD	52.2	9 Rockland LMA	1.00	1.00	-	-	-
3161 RSU 13	136.4	9 Rockland LMA	1.00	1.00	-	-	-
3240 St George Pub Schls	16.6	9 Rockland LMA	1.00	1.00	-	-	-
1078 Isle Au Haut Pub Schls	1.1	11 Stonington LMA	1.00	0.95	0.05	$4	$2,629
1017 Blue Hill Pub Schls	26.8	11 Stonington LMA	1.00	0.95	0.05	$93	$2,629
1024 Brooklin Pub Schls	8.2	11 Stonington LMA	1.00	0.95	0.05	$28	$2,629

Simulation Policy Option 1: Remove Regional Adjustment All = 1.00 (Old LMAs)

SAU	FTE Teachers	Old LMA	No Adjustment All = 1.00	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1025 Brooksville Pub Schls	8.6	11 Stonington LMA	1.00	0.95	0.05	$30	$2,629
1032 Castine Pub Schls	6.9	11 Stonington LMA	1.00	0.95	0.05	$24	$2,629
1094 Frenchboro Pub Schls	1.0	11 Stonington LMA	1.00	0.95	0.05	$3	$2,629
1128 Penobscot Pub Schls	8.5	11 Stonington LMA	1.00	0.95	0.05	$29	$2,629
1150 Sedgwick Pub Schls	9.2	11 Stonington LMA	1.00	0.95	0.05	$32	$2,629
1267 MSAD 76	3.6	11 Stonington LMA	1.00	0.95	0.05	$12	$2,629
1289 Deer Isle-Stonington CSD	31.8	11 Stonington LMA	1.00	0.95	0.05	$110	$2,629
1081 Jefferson Pub Schls	12.9	12 Augusta LMA	1.00	0.95	0.05	$45	$2,629
1008 Augusta Pub Schls	135.5	12 Augusta LMA	1.00	0.95	0.05	$469	$2,629
1166 Vassalboro Pub Schls	31.5	12 Augusta LMA	1.00	0.95	0.05	$109	$2,629
1185 Winthrop Pub Schls	64.9	12 Augusta LMA	1.00	0.95	0.05	$225	$2,629
1205 RSU 11/MSAD 11	144.3	12 Augusta LMA	1.00	0.95	0.05	$500	$2,629
3156 RSU 02	155.8	12 Augusta LMA	1.00	0.95	0.05	$539	$2,629
3160 RSU 12	72.4	12 Augusta LMA	1.00	0.95	0.05	$251	$2,629
3164 RSU 18	179.8	12 Augusta LMA	1.00	0.95	0.05	$622	$2,629
3173 RSU 38	101.5	12 Augusta LMA	1.00	0.95	0.05	$351	$2,629
1058 Fayette Pub Schls	4.8	12 Augusta LMA	1.00	0.95	0.05	$17	$2,629
1224 RSU 30/MSAD 30	12.4	12 Augusta LMA	1.00	0.95	0.05	$43	$2,629
1170 Waterville Pub Schls	108.3	13 Waterville LMA	1.00	0.97	0.03	$225	$1,577
1183 Winslow Schls	83.2	13 Waterville LMA	1.00	0.97	0.03	$173	$1,577
1243 RSU 49/MSAD 49	144.9	13 Waterville LMA	1.00	0.97	0.03	$301	$1,577
1091 Lincolnville Pub Schls	15.0	14 Belfast LMA	1.00	1.01	-0.01	-$10	-$526
1079 Islesboro Pub Schls	12.7	14 Belfast LMA	1.00	1.01	-0.01	-$9	-$526
1197 RSU 03/MSAD 03	89.4	14 Belfast LMA	1.00	1.01	-0.01	-$62	-$526
3166 RSU 20	38.4	14 Belfast LMA	1.00	1.01	-0.01	-$27	-$526
3239 Northport Pub Schls	9.3	14 Belfast LMA	1.00	1.01	-0.01	-$6	-$526
3241 RSU 71	110.0	14 Belfast LMA	1.00	1.01	-0.01	-$76	-$526
3170 RSU 25	69.4	15 Bucksport LMA	1.00	0.94	0.06	$288	$3,154
1046 Dedham Pub Schls	12.4	15 Bucksport LMA	1.00	0.94	0.06	$52	$3,154
1014 Beals Pub Schls	6.6	16 Jonesport - Milbridge LMA	1.00	0.84	0.16	$73	$8,412
1083 Jonesport Pub Schls	11.7	16 Jonesport - Milbridge LMA	1.00	0.84	0.16	$130	$8,412
1231 RSU 37/MSAD 37	48.4	16 Jonesport - Milbridge LMA	1.00	0.84	0.16	$536	$8,412
1292 Moosabec CSD	9.1	16 Jonesport - Milbridge LMA	1.00	0.84	0.16	$101	$8,412
3230 Cherryfield Pub Schls	8.6	16 Jonesport - Milbridge LMA	1.00	0.84	0.16	$95	$8,412

Simulation Policy Option 1: Remove Regional Adjustment All = 1.00 (Old LMAs)

SAU	FTE Teachers	Old LMA	No Adjustment All = 1.00	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1011 Bangor Pub Schls	237.1	17 Bangor LMA	1.00	1.02	-0.02	-$328	-$1,051
1021 Brewer Pub Schls	95.0	17 Bangor LMA	1.00	1.02	-0.02	-$132	-$1,051
1063 Glenburn Pub Schls	32.2	17 Bangor LMA	1.00	1.02	-0.02	-$45	-$1,051
1074 Hermon Pub Schls	74.9	17 Bangor LMA	1.00	1.02	-0.02	-$104	-$1,051
1106 Milford Pub Schls	22.2	17 Bangor LMA	1.00	1.02	-0.02	-$31	-$1,051
1124 Orrington Pub Schls	26.7	17 Bangor LMA	1.00	1.02	-0.02	-$37	-$1,051
1167 Veazie Pub Schls	10.6	17 Bangor LMA	1.00	1.02	-0.02	-$15	-$1,051
1257 RSU 63/MSAD 63	39.0	17 Bangor LMA	1.00	1.02	-0.02	-$54	-$1,051
1270 Indian Island	16.5	17 Bangor LMA	1.00	1.02	-0.02	-$23	-$1,051
3171 RSU 26	63.4	17 Bangor LMA	1.00	1.02	-0.02	-$88	-$1,051
3172 RSU 34	95.6	17 Bangor LMA	1.00	1.02	-0.02	-$132	-$1,051
3217 RSU 22	145.0	17 Bangor LMA	1.00	1.02	-0.02	-$201	-$1,051
1082 Jonesboro Pub Schls	4.6	18 Machias - Eastport LMA	1.00	0.84	0.16	$51	$8,412
1095 Machias Pub Schls	35.0	18 Machias - Eastport LMA	1.00	0.84	0.16	$388	$8,412
1173 Wesley Pub Schls	1.0	18 Machias - Eastport LMA	1.00	0.84	0.16	$11	$8,412
1213 RSU 85/MSAD 19	8.9	18 Machias - Eastport LMA	1.00	0.84	0.16	$99	$8,412
3129 East Machias Pub Schls	12.5	18 Machias - Eastport LMA	1.00	0.84	0.16	$138	$8,412
3136 Cutler Pub Schls	5.7	18 Machias - Eastport LMA	1.00	0.84	0.16	$63	$8,412
3137 Machiasport Pub Schls	5.1	18 Machias - Eastport LMA	1.00	0.84	0.16	$56	$8,412
3138 Whiting Pub Schls	2.4	18 Machias - Eastport LMA	1.00	0.84	0.16	$27	$8,412
1054 Eastport Pub Schls	15.2	18 Machias - Eastport LMA	1.00	0.84	0.16	$168	$8,412
1127 Pembroke Pub Schls	8.5	18 Machias - Eastport LMA	1.00	0.84	0.16	$94	$8,412
1129 Perry Pub Schls	8.8	18 Machias - Eastport LMA	1.00	0.84	0.16	$97	$8,412
1272 Pleasant Point	16.8	18 Machias - Eastport LMA	1.00	0.84	0.16	$186	$8,412
1073 Harmony Pub Schls	5.3	19 Dexter - Pittsfield LMA	1.00	0.94	0.06	$22	$3,154
1247 RSU 53/MSAD 53	51.1	19 Dexter - Pittsfield LMA	1.00	0.94	0.06	$212	$3,154
3165 RSU 19	137.9	19 Dexter - Pittsfield LMA	1.00	0.94	0.06	$573	$3,154
1240 MSAD 46	64.0	19 Dexter - Pittsfield LMA	1.00	0.94	0.06	$266	$3,154
1012 Bar Harbor Pub Schls	32.3	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$157	$3,680
1040 Cranberry Isles Pub Schls	2.7	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$13	$3,680
1056 Ellsworth Pub Schls	84.7	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$410	$3,680
1071 Hancock Pub Schls	16.5	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$80	$3,680
1087 Lamoine Pub Schls	11.2	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$54	$3,680
1112 Mount Desert Pub Schls	19.3	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$94	$3,680

Simulation Policy Option 1: Remove Regional Adjustment All = 1.00 (Old LMAs)

SAU	FTE Teachers	Old LMA	No Adjustment All = 1.00	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1156 Southwest Harbor Pub Schls	14.6	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$71	$3,680
1159 Surry Pub Schls	10.9	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$53	$3,680
1162 Tremont Pub Schls	14.4	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$70	$3,680
1163 Trenton Pub Schls	13.5	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$65	$3,680
1283 Mt Desert CSD	42.5	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$206	$3,680
3169 RSU 24	74.5	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$361	$3,680
1125 Otis Pub Schls	8.0	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$39	$3,680
1284 Airline CSD	3.0	20 Ellsworth - Bar Harbor LMA	1.00	0.93	0.07	$15	$3,680
1069 Greenbush Pub Schls	10.8	21 Outer Bangor LMA	1.00	0.89	0.11	$82	$5,783
1217 RSU 87/MSAD 23	45.4	21 Outer Bangor LMA	1.00	0.89	0.11	$346	$5,783
1258 RSU 64/MSAD 64	74.0	21 Outer Bangor LMA	1.00	0.89	0.11	$564	$5,783
1238 RSU 44/MSAD 44	56.9	22 Rumford LMA	1.00	0.93	0.07	$276	$3,680
3159 RSU 10	185.7	22 Rumford LMA	1.00	0.93	0.07	$900	$3,680
3238 Andover Pub Schls	3.0	22 Rumford LMA	1.00	0.93	0.07	$15	$3,680
1225 RSU 31/MSAD 31	40.0	23 Lincoln - Howland LMA	1.00	0.86	0.14	$388	$7,360
3175 RSU 67	72.5	23 Lincoln - Howland LMA	1.00	0.86	0.14	$703	$7,360
1252 RSU 58/MSAD 58	54.4	24 Farmington LMA	1.00	0.96	0.04	$151	$2,103
3184 RSU 78	18.5	24 Farmington LMA	1.00	0.96	0.04	$51	$2,103
3198 RSU 73	107.2	24 Farmington LMA	1.00	0.96	0.04	$297	$2,103
3206 RSU 09	146.7	24 Farmington LMA	1.00	0.96	0.04	$406	$2,103
3229 Eustis Pub Schls	7.4	24 Farmington LMA	1.00	0.96	0.04	$20	$2,103
1001 Alexander Pub Schls	4.4	25 Calais LMA	1.00	0.96	0.04	$12	$2,103
1009 Baileyville Pub Schls	24.8	25 Calais LMA	1.00	0.96	0.04	$69	$2,103
1028 Calais Pub Schls	33.7	25 Calais LMA	1.00	0.96	0.04	$93	$2,103
1035 Charlotte Pub Schls	3.4	25 Calais LMA	1.00	0.96	0.04	$9	$2,103
1136 Princeton Pub Schls	9.0	25 Calais LMA	1.00	0.96	0.04	$25	$2,103
1271 Indian Township	11.4	25 Calais LMA	1.00	0.96	0.04	$32	$2,103
1288 East Range CSD	3.3	25 Calais LMA	1.00	0.96	0.04	$9	$2,103
1208 RSU 84/MSAD 14	13.5	25 Calais LMA	1.00	0.96	0.04	$37	$2,103
1052 East Millinocket Pub Schls	17.3	27 Millinocket - East Millinock	1.00	0.88	0.12	$144	$6,309
1105 Medway Pub Schls	8.9	27 Millinocket - East Millinock	1.00	0.88	0.12	$74	$6,309
1107 Millinocket Pub Schls	34.7	27 Millinocket - East Millinock	1.00	0.88	0.12	$288	$6,309
1223 RSU 29/MSAD 29	80.0	28 Houlton LMA	1.00	0.88	0.12	$665	$6,309
1262 RSU 70/MSAD 70	34.5	28 Houlton LMA	1.00	0.88	0.12	$287	$6,309

Simulation Policy Option 1: Remove Regional Adjustment All = 1.00 (Old LMAs)

SAU	FTE Teachers	Old LMA	No Adjustment All = 1.00	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
3199 RSU 50	50.0	26 Patten - Island Falls LMA	1.00	0.88	0.12	$415	$6,309
1206 RSU 82/MSAD 12	15.4	29 Skowhegan LMA	1.00	1.03	-0.03	-$32	-$1,577
1207 RSU 83/MSAD 13	20.1	29 Skowhegan LMA	1.00	1.03	-0.03	-$42	-$1,577
1248 RSU 54/MSAD 54	163.6	29 Skowhegan LMA	1.00	1.03	-0.03	-$340	-$1,577
1253 RSU 59/MSAD 59	49.0	29 Skowhegan LMA	1.00	1.03	-0.03	-$102	-$1,577
1265 RSU 74/MSAD 74	45.6	29 Skowhegan LMA	1.00	1.03	-0.03	-$95	-$1,577
3231 Athens Pub Schls	10.4	29 Skowhegan LMA	1.00	1.03	-0.03	-$22	-$1,577
1070 Greenville Pub Schls	19.0	30 Greenville LMA	1.00	0.95	0.05	$66	$2,629
1198 RSU 80/MSAD 04	40.0	31 Dover - Foxcroft LMA	1.00	0.95	0.05	$138	$2,629
1235 RSU 41/MSAD 41	48.7	31 Dover - Foxcroft LMA	1.00	0.95	0.05	$169	$2,629
1261 RSU 68/MSAD 68	45.8	31 Dover - Foxcroft LMA	1.00	0.95	0.05	$159	$2,629
1033 Caswell Pub Schls	1.8	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$12	$5,257
1053 Easton Pub Schls	19.0	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$132	$5,257
1116 New Sweden Pub Schls	4.9	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$34	$5,257
1187 Woodland Pub Schls	11.3	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$78	$5,257
1196 RSU 79/MSAD 01	105.5	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$730	$5,257
1214 RSU 86/MSAD 20	36.9	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$255	$5,257
1226 RSU 32/MSAD 32	20.3	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$141	$5,257
1236 RSU 42/MSAD 42	34.0	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$235	$5,257
1239 RSU 45/MSAD 45	23.0	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$159	$5,257
3174 RSU 39	91.7	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$635	$5,257
1097 Madawaska Pub Schls	30.7	32 Presque Isle - Caribou LMA	1.00	0.90	0.10	$213	$5,257
1218 RSU 88/MSAD 24	22.2	33 Van Buren LMA	1.00	0.99	0.01	$15	$526
1221 MSAD 27	54.7	34 Fort Kent LMA	1.00	0.99	0.01	$38	$526
1227 RSU 33/MSAD 33	17.4	35 Madawaska LMA	1.00	0.99	0.01	$12	$526

Simulation Policy Option 2A3: No Update Floor = 0.93 (Old LMAs)

	SAU	FTE Teachers	Old LMA	Adjustment Floor = 0.93	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
	Maine	12,151.5		1.006	1.001	0.004	$3,775,128	$311
	Total Positive	1,056.1					$3,775,128	$3,575
	Total Negative	0.0					$0	#DIV/0!
1085	Kittery Pub Schls	80.2	1 Kittery - York LMA	1.06	1.06	-	-	-
1191	York Pub Schls	139.0	1 Kittery - York LMA	1.06	1.06	-	-	-
1229	RSU 35/MSAD 35	152.1	1 Kittery - York LMA	1.06	1.06	-	-	-
1254	RSU 60/MSAD 60	206.9	2 Sanford LMA	1.03	1.03	-	-	-
1148	Sanford Pub Schls	191.6	2 Sanford LMA	1.03	1.03	-	-	-
1000	Acton Pub Schls	17.0	2 Sanford LMA	1.03	1.03	-	-	-
1251	RSU 57/MSAD 57	184.8	2 Sanford LMA	1.03	1.03	-	-	-
1293	Wells-Ogunquit CSD	100.7	3 Biddeford LMA	1.09	1.09	-	-	-
1016	Biddeford Pub Schls	165.0	3 Biddeford LMA	1.09	1.09	-	-	-
1044	Dayton Pub Schls	10.7	3 Biddeford LMA	1.09	1.09	-	-	-
1146	Saco Pub Schls	127.5	3 Biddeford LMA	1.09	1.09	-	-	-
3167	RSU 21	154.2	3 Biddeford LMA	1.09	1.09	-	-	-
3168	RSU 23	64.0	3 Biddeford LMA	1.09	1.09	-	-	-
1029	Cape Elizabeth Pub Schls	116.6	4 Greater Portland LMA	1.08	1.08	-	-	-
1057	Falmouth Pub Schls	161.7	4 Greater Portland LMA	1.08	1.08	-	-	-
1065	Gorham Pub Schls	170.2	4 Greater Portland LMA	1.08	1.08	-	-	-
1134	Portland Pub Schls	483.3	4 Greater Portland LMA	1.08	1.08	-	-	-
1135	Long Island Pub Schls	2.0	4 Greater Portland LMA	1.08	1.08	-	-	-
1149	Scarborough Pub Schls	219.4	4 Greater Portland LMA	1.08	1.08	-	-	-
1155	South Portland Pub Schls	206.4	4 Greater Portland LMA	1.08	1.08	-	-	-
1175	Westbrook Pub Schls	155.2	4 Greater Portland LMA	1.08	1.08	-	-	-
1190	Yarmouth Schls	110.4	4 Greater Portland LMA	1.08	1.08	-	-	-
1200	RSU 06/MSAD 06	240.0	4 Greater Portland LMA	1.08	1.08	-	-	-
1209	RSU 15/MSAD 15	134.1	4 Greater Portland LMA	1.08	1.08	-	-	-
1245	RSU 51/MSAD 51	143.0	4 Greater Portland LMA	1.08	1.08	-	-	-
3149	Chebeague Island Pub Schls	2.9	4 Greater Portland LMA	1.08	1.08	-	-	-
3158	RSU 05	138.6	4 Greater Portland LMA	1.08	1.08	-	-	-
3162	RSU 14	209.5	4 Greater Portland LMA	1.08	1.08	-	-	-
1026	Brunswick Pub Schls	177.7	5 Bath - Brunswick LMA	1.02	1.02	-	-	-
1061	Georgetown Pub Schls	8.5	5 Bath - Brunswick LMA	1.02	1.02	-	-	-
1174	West Bath Pub Schls	10.6	5 Bath - Brunswick LMA	1.02	1.02	-	-	-

Simulation Policy Option 2A3: No Update Floor = 0.93 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment Floor = 0.93	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1186 Wiscasset Pub Schls	46.5	5 Bath - Brunswick LMA	1.02	1.02	-	-	-
1266 RSU 75/MSAD 75	170.9	5 Bath - Brunswick LMA	1.02	1.02	-	-	-
3152 RSU 01 - LKRSU	131.0	5 Bath - Brunswick LMA	1.02	1.02	-	-	-
1055 Edgecomb Pub Schls	7.0	5 Bath - Brunswick LMA	1.02	1.02	-	-	-
1154 Southport Pub Schls	2.6	6 Boothbay Harbor LMA	1.03	1.03	-	-	-
1281 Boothbay-Boothbay Hbr CSD	47.5	6 Boothbay Harbor LMA	1.03	1.03	-	-	-
1023 Bristol Pub Schls	13.8	6 Boothbay Harbor LMA	1.03	1.03	-	-	-
1109 Monhegan Plt School Dept	1.0	6 Boothbay Harbor LMA	1.03	1.03	-	-	-
1117 Nobleboro Pub Schls	12.4	6 Boothbay Harbor LMA	1.03	1.03	-	-	-
1153 South Bristol Pub Schls	6.2	6 Boothbay Harbor LMA	1.03	1.03	-	-	-
1290 Great Salt Bay CSD	29.3	6 Boothbay Harbor LMA	1.03	1.03	-	-	-
1249 RSU 55/MSAD 55	71.2	7 Sebago Lake LMA	0.94	0.94	-	-	-
1255 RSU 61/MSAD 61	130.8	7 Sebago Lake LMA	0.94	0.94	-	-	-
1264 RSU 72/MSAD 72	55.9	7 Sebago Lake LMA	0.94	0.94	-	-	-
1211 RSU 17/MSAD 17	223.3	10 Norway - Paris LMA	0.94	0.94	-	-	-
1007 Auburn Pub Schls	237.5	8 Lewiston - Auburn LMA	0.98	0.98	-	-	-
1088 Lewiston Pub Schls	344.8	8 Lewiston - Auburn LMA	0.98	0.98	-	-	-
1092 Lisbon Pub Schls	74.2	8 Lewiston - Auburn LMA	0.98	0.98	-	-	-
1246 RSU 52/MSAD 52	136.0	8 Lewiston - Auburn LMA	0.98	0.98	-	-	-
3157 RSU 04	94.6	8 Lewiston - Auburn LMA	0.98	0.98	-	-	-
3163 RSU 16	115.4	8 Lewiston - Auburn LMA	0.98	0.98	-	-	-
1004 Appleton Pub Schls	12.5	9 Rockland LMA	1.00	1.00	-	-	-
1077 Hope Pub Schls	14.1	9 Rockland LMA	1.00	1.00	-	-	-
1201 RSU 07/MSAD 07	10.8	9 Rockland LMA	1.00	1.00	-	-	-
1202 RSU 08/MSAD 08	19.8	9 Rockland LMA	1.00	1.00	-	-	-
1222 RSU 28/MSAD 28	55.0	9 Rockland LMA	1.00	1.00	-	-	-
1234 RSU 40/MSAD 40	127.0	9 Rockland LMA	1.00	1.00	-	-	-
1259 RSU 65/MSAD 65	1.0	9 Rockland LMA	1.00	1.00	-	-	-
1294 Five Town CSD	52.2	9 Rockland LMA	1.00	1.00	-	-	-
3161 RSU 13	136.4	9 Rockland LMA	1.00	1.00	-	-	-
3240 St George Pub Schls	16.6	9 Rockland LMA	1.00	1.00	-	-	-
1078 Isle Au Haut Pub Schls	1.1	11 Stonington LMA	0.95	0.95	-	-	-
1017 Blue Hill Pub Schls	26.8	11 Stonington LMA	0.95	0.95	-	-	-
1024 Brooklin Pub Schls	8.2	11 Stonington LMA	0.95	0.95	-	-	-

Simulation Policy Option 2A3: No Update Floor = 0.93 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment Floor = 0.93	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1025 Brooksville Pub Schls	8.6	11 Stonington LMA	0.95	0.95	-	-	-
1032 Castine Pub Schls	6.9	11 Stonington LMA	0.95	0.95	-	-	-
1094 Frenchboro Pub Schls	1.0	11 Stonington LMA	0.95	0.95	-	-	-
1128 Penobscot Pub Schls	8.5	11 Stonington LMA	0.95	0.95	-	-	-
1150 Sedgwick Pub Schls	9.2	11 Stonington LMA	0.95	0.95	-	-	-
1267 MSAD 76	3.6	11 Stonington LMA	0.95	0.95	-	-	-
1289 Deer Isle-Stonington CSD	31.8	11 Stonington LMA	0.95	0.95	-	-	-
1081 Jefferson Pub Schls	12.9	12 Augusta LMA	0.95	0.95	-	-	-
1008 Augusta Pub Schls	135.5	12 Augusta LMA	0.95	0.95	-	-	-
1166 Vassalboro Pub Schls	31.5	12 Augusta LMA	0.95	0.95	-	-	-
1185 Winthrop Pub Schls	64.9	12 Augusta LMA	0.95	0.95	-	-	-
1205 RSU 11/MSAD 11	144.3	12 Augusta LMA	0.95	0.95	-	-	-
3156 RSU 02	155.8	12 Augusta LMA	0.95	0.95	-	-	-
3160 RSU 12	72.4	12 Augusta LMA	0.95	0.95	-	-	-
3164 RSU 18	179.8	12 Augusta LMA	0.95	0.95	-	-	-
3173 RSU 38	101.5	12 Augusta LMA	0.95	0.95	-	-	-
1058 Fayette Pub Schls	4.8	12 Augusta LMA	0.95	0.95	-	-	-
1224 RSU 30/MSAD 30	12.4	12 Augusta LMA	0.95	0.95	-	-	-
1170 Waterville Pub Schls	108.3	13 Waterville LMA	0.97	0.97	-	-	-
1183 Winslow Schls	83.2	13 Waterville LMA	0.97	0.97	-	-	-
1243 RSU 49/MSAD 49	144.9	13 Waterville LMA	0.97	0.97	-	-	-
1091 Lincolnville Pub Schls	15.0	14 Belfast LMA	1.01	1.01	-	-	-
1079 Islesboro Pub Schls	12.7	14 Belfast LMA	1.01	1.01	-	-	-
1197 RSU 03/MSAD 03	89.4	14 Belfast LMA	1.01	1.01	-	-	-
3166 RSU 20	38.4	14 Belfast LMA	1.01	1.01	-	-	-
3239 Northport Pub Schls	9.3	14 Belfast LMA	1.01	1.01	-	-	-
3241 RSU 71	110.0	14 Belfast LMA	1.01	1.01	-	-	-
3170 RSU 25	69.4	15 Bucksport LMA	0.94	0.94	-	-	-
1046 Dedham Pub Schls	12.4	15 Bucksport LMA	0.94	0.94	-	-	-
1014 Beals Pub Schls	6.6	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$41	$4,732
1083 Jonesport Pub Schls	11.7	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$73	$4,732
1231 RSU 37/MSAD 37	48.4	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$302	$4,732
1292 Moosabec CSD	9.1	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$57	$4,732
3230 Cherryfield Pub Schls	8.6	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$54	$4,732

Simulation Policy Option 2A3: No Update Floor = 0.93 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment Floor = 0.93	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1011 Bangor Pub Schls	237.1	17 Bangor LMA	1.02	1.02	-	-	-
1021 Brewer Pub Schls	95.0	17 Bangor LMA	1.02	1.02	-	-	-
1063 Glenburn Pub Schls	32.2	17 Bangor LMA	1.02	1.02	-	-	-
1074 Hermon Pub Schls	74.9	17 Bangor LMA	1.02	1.02	-	-	-
1106 Milford Pub Schls	22.2	17 Bangor LMA	1.02	1.02	-	-	-
1124 Orrington Pub Schls	26.7	17 Bangor LMA	1.02	1.02	-	-	-
1167 Veazie Pub Schls	10.6	17 Bangor LMA	1.02	1.02	-	-	-
1257 RSU 63/MSAD 63	39.0	17 Bangor LMA	1.02	1.02	-	-	-
1270 Indian Island	16.5	17 Bangor LMA	1.02	1.02	-	-	-
3171 RSU 26	63.4	17 Bangor LMA	1.02	1.02	-	-	-
3172 RSU 34	95.6	17 Bangor LMA	1.02	1.02	-	-	-
3217 RSU 22	145.0	17 Bangor LMA	1.02	1.02	-	-	-
1082 Jonesboro Pub Schls	4.6	18 Machias - Eastport LMA	0.93	0.84	0.09	$29	$4,732
1095 Machias Pub Schls	35.0	18 Machias - Eastport LMA	0.93	0.84	0.09	$218	$4,732
1173 Wesley Pub Schls	1.0	18 Machias - Eastport LMA	0.93	0.84	0.09	$6	$4,732
1213 RSU 85/MSAD 19	8.9	18 Machias - Eastport LMA	0.93	0.84	0.09	$55	$4,732
3129 East Machias Pub Schls	12.5	18 Machias - Eastport LMA	0.93	0.84	0.09	$78	$4,732
3136 Cutler Pub Schls	5.7	18 Machias - Eastport LMA	0.93	0.84	0.09	$36	$4,732
3137 Machiasport Pub Schls	5.1	18 Machias - Eastport LMA	0.93	0.84	0.09	$32	$4,732
3138 Whiting Pub Schls	2.4	18 Machias - Eastport LMA	0.93	0.84	0.09	$15	$4,732
1054 Eastport Pub Schls	15.2	18 Machias - Eastport LMA	0.93	0.84	0.09	$95	$4,732
1127 Pembroke Pub Schls	8.5	18 Machias - Eastport LMA	0.93	0.84	0.09	$53	$4,732
1129 Perry Pub Schls	8.8	18 Machias - Eastport LMA	0.93	0.84	0.09	$55	$4,732
1272 Pleasant Point	16.8	18 Machias - Eastport LMA	0.93	0.84	0.09	$105	$4,732
1073 Harmony Pub Schls	5.3	19 Dexter - Pittsfield LMA	0.94	0.94	-	-	-
1247 RSU 53/MSAD 53	51.1	19 Dexter - Pittsfield LMA	0.94	0.94	-	-	-
3165 RSU 19	137.9	19 Dexter - Pittsfield LMA	0.94	0.94	-	-	-
1240 MSAD 46	64.0	19 Dexter - Pittsfield LMA	0.94	0.94	-	-	-
1012 Bar Harbor Pub Schls	32.3	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1040 Cranberry Isles Pub Schls	2.7	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1056 Ellsworth Pub Schls	84.7	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1071 Hancock Pub Schls	16.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1087 Lamoine Pub Schls	11.2	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1112 Mount Desert Pub Schls	19.3	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-

Simulation Policy Option 2A3: No Update Floor = 0.93 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment Floor = 0.93	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1156 Southwest Harbor Pub Schls	14.6	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1159 Surry Pub Schls	10.9	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1162 Tremont Pub Schls	14.4	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1163 Trenton Pub Schls	13.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1283 Mt Desert CSD	42.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
3169 RSU 24	74.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1125 Otis Pub Schls	8.0	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1284 Airline CSD	3.0	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1069 Greenbush Pub Schls	10.8	21 Outer Bangor LMA	0.93	0.89	0.04	$30	$2,103
1217 RSU 87/MSAD 23	45.4	21 Outer Bangor LMA	0.93	0.89	0.04	$126	$2,103
1258 RSU 64/MSAD 64	74.0	21 Outer Bangor LMA	0.93	0.89	0.04	$205	$2,103
1238 RSU 44/MSAD 44	56.9	22 Rumford LMA	0.93	0.93	-	-	-
3159 RSU 10	185.7	22 Rumford LMA	0.93	0.93	-	-	-
3238 Andover Pub Schls	3.0	22 Rumford LMA	0.93	0.93	-	-	-
1225 RSU 31/MSAD 31	40.0	23 Lincoln - Howland LMA	0.93	0.86	0.07	$194	$3,680
3175 RSU 67	72.5	23 Lincoln - Howland LMA	0.93	0.86	0.07	$351	$3,680
1252 RSU 58/MSAD 58	54.4	24 Farmington LMA	0.96	0.96	-	-	-
3184 RSU 78	18.5	24 Farmington LMA	0.96	0.96	-	-	-
3198 RSU 73	107.2	24 Farmington LMA	0.96	0.96	-	-	-
3206 RSU 09	146.7	24 Farmington LMA	0.96	0.96	-	-	-
3229 Eustis Pub Schls	7.4	24 Farmington LMA	0.96	0.96	-	-	-
1001 Alexander Pub Schls	4.4	25 Calais LMA	0.96	0.96	-	-	-
1009 Baileyville Pub Schls	24.8	25 Calais LMA	0.96	0.96	-	-	-
1028 Calais Pub Schls	33.7	25 Calais LMA	0.96	0.96	-	-	-
1035 Charlotte Pub Schls	3.4	25 Calais LMA	0.96	0.96	-	-	-
1136 Princeton Pub Schls	9.0	25 Calais LMA	0.96	0.96	-	-	-
1271 Indian Township	11.4	25 Calais LMA	0.96	0.96	-	-	-
1288 East Range CSD	3.3	25 Calais LMA	0.96	0.96	-	-	-
1208 RSU 84/MSAD 14	13.5	25 Calais LMA	0.96	0.96	-	-	-
1052 East Millinocket Pub Schls	17.3	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$60	$2,629
1105 Medway Pub Schls	8.9	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$31	$2,629
1107 Millinocket Pub Schls	34.7	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$120	$2,629
1223 RSU 29/MSAD 29	80.0	28 Houlton LMA	0.93	0.88	0.05	$277	$2,629
1262 RSU 70/MSAD 70	34.5	28 Houlton LMA	0.93	0.88	0.05	$119	$2,629

Simulation Policy Option 2A3: No Update Floor = 0.93 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment Floor = 0.93	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
3199 RSU 50	50.0	26 Patten - Island Falls LMA	0.93	0.88	0.05	$173	$2,629
1206 RSU 82/MSAD 12	15.4	29 Skowhegan LMA	1.03	1.03	-	-	-
1207 RSU 83/MSAD 13	20.1	29 Skowhegan LMA	1.03	1.03	-	-	-
1248 RSU 54/MSAD 54	163.6	29 Skowhegan LMA	1.03	1.03	-	-	-
1253 RSU 59/MSAD 59	49.0	29 Skowhegan LMA	1.03	1.03	-	-	-
1265 RSU 74/MSAD 74	45.6	29 Skowhegan LMA	1.03	1.03	-	-	-
3231 Athens Pub Schls	10.4	29 Skowhegan LMA	1.03	1.03	-	-	-
1070 Greenville Pub Schls	19.0	30 Greenville LMA	0.95	0.95	-	-	-
1198 RSU 80/MSAD 04	40.0	31 Dover - Foxcroft LMA	0.95	0.95	-	-	-
1235 RSU 41/MSAD 41	48.7	31 Dover - Foxcroft LMA	0.95	0.95	-	-	-
1261 RSU 68/MSAD 68	45.8	31 Dover - Foxcroft LMA	0.95	0.95	-	-	-
1033 Caswell Pub Schls	1.8	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$4	$1,577
1053 Easton Pub Schls	19.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$39	$1,577
1116 New Sweden Pub Schls	4.9	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$10	$1,577
1187 Woodland Pub Schls	11.3	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$23	$1,577
1196 RSU 79/MSAD 01	105.5	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$219	$1,577
1214 RSU 86/MSAD 20	36.9	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$77	$1,577
1226 RSU 32/MSAD 32	20.3	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$42	$1,577
1236 RSU 42/MSAD 42	34.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$71	$1,577
1239 RSU 45/MSAD 45	23.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$48	$1,577
3174 RSU 39	91.7	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$190	$1,577
1097 Madawaska Pub Schls	30.7	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$64	$1,577
1218 RSU 88/MSAD 24	22.2	33 Van Buren LMA	0.99	0.99	-	-	-
1221 MSAD 27	54.7	34 Fort Kent LMA	0.99	0.99	-	-	-
1227 RSU 33/MSAD 33	17.4	35 Madawaska LMA	0.99	0.99	-	-	-

Simulation Policy Option 3B: Update Floor = 0.93 Ceiling = 1.09 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
Maine	12,151.5		1.001	1.001	-0.001	-$434,929	-$36
Total Positive	5,535.0					$8,705,774	$1,573
Total Negative	5,410.2					-$9,140,703	-$1,690
1085 Kittery Pub Schls	80.2	1 Kittery - York LMA	1.09	1.06	0.03	$167	$1,577
1191 York Pub Schls	139.0	1 Kittery - York LMA	1.09	1.06	0.03	$289	$1,577
1229 RSU 35/MSAD 35	152.1	1 Kittery - York LMA	1.09	1.06	0.03	$316	$1,577
1254 RSU 60/MSAD 60	206.9	2 Sanford LMA	0.99	1.03	-0.04	-$573	-$2,103
1148 Sanford Pub Schls	191.6	2 Sanford LMA	0.99	1.03	-0.04	-$531	-$2,103
1000 Acton Pub Schls	17.0	2 Sanford LMA	0.99	1.03	-0.04	-$47	-$2,103
1251 RSU 57/MSAD 57	184.8	2 Sanford LMA	0.99	1.03	-0.04	-$512	-$2,103
1293 Wells-Ogunquit CSD	100.7	3 Biddeford LMA	1.08	1.09	-0.01	-$70	-$526
1016 Biddeford Pub Schls	165.0	3 Biddeford LMA	1.08	1.09	-0.01	-$114	-$526
1044 Dayton Pub Schls	10.7	3 Biddeford LMA	1.08	1.09	-0.01	-$7	-$526
1146 Saco Pub Schls	127.5	3 Biddeford LMA	1.08	1.09	-0.01	-$88	-$526
3167 RSU 21	154.2	3 Biddeford LMA	1.08	1.09	-0.01	-$107	-$526
3168 RSU 23	64.0	3 Biddeford LMA	1.08	1.09	-0.01	-$44	-$526
1029 Cape Elizabeth Pub Schls	116.6	4 Greater Portland LMA	1.09	1.08	0.01	$81	$526
1057 Falmouth Pub Schls	161.7	4 Greater Portland LMA	1.09	1.08	0.01	$112	$526
1065 Gorham Pub Schls	170.2	4 Greater Portland LMA	1.09	1.08	0.01	$118	$526
1134 Portland Pub Schls	483.3	4 Greater Portland LMA	1.09	1.08	0.01	$335	$526
1135 Long Island Pub Schls	2.0	4 Greater Portland LMA	1.09	1.08	0.01	$1	$526
1149 Scarborough Pub Schls	219.4	4 Greater Portland LMA	1.09	1.08	0.01	$152	$526
1155 South Portland Pub Schls	206.4	4 Greater Portland LMA	1.09	1.08	0.01	$143	$526
1175 Westbrook Pub Schls	155.2	4 Greater Portland LMA	1.09	1.08	0.01	$107	$526
1190 Yarmouth Schls	110.4	4 Greater Portland LMA	1.09	1.08	0.01	$76	$526
1200 RSU 06/MSAD 06	240.0	4 Greater Portland LMA	1.09	1.08	0.01	$166	$526
1209 RSU 15/MSAD 15	134.1	4 Greater Portland LMA	1.09	1.08	0.01	$93	$526
1245 RSU 51/MSAD 51	143.0	4 Greater Portland LMA	1.09	1.08	0.01	$99	$526
3149 Chebeague Island Pub Schls	2.9	4 Greater Portland LMA	1.09	1.08	0.01	$2	$526
3158 RSU 05	138.6	4 Greater Portland LMA	1.09	1.08	0.01	$96	$526
3162 RSU 14	209.5	4 Greater Portland LMA	1.09	1.08	0.01	$145	$526
1026 Brunswick Pub Schls	177.7	5 Bath - Brunswick LMA	1.03	1.02	0.01	$123	$526
1061 Georgetown Pub Schls	8.5	5 Bath - Brunswick LMA	1.03	1.02	0.01	$6	$526
1174 West Bath Pub Schls	10.6	5 Bath - Brunswick LMA	1.03	1.02	0.01	$7	$526

Simulation Policy Option 3B: Update Floor = 0.93 Ceiling = 1.09 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1186 Wiscasset Pub Schls	46.5	5 Bath - Brunswick LMA	1.03	1.02	0.01	$32	$526
1266 RSU 75/MSAD 75	170.9	5 Bath - Brunswick LMA	1.03	1.02	0.01	$118	$526
3152 RSU 01 - LKRSU	131.0	5 Bath - Brunswick LMA	1.03	1.02	0.01	$91	$526
1055 Edgecomb Pub Schls	7.0	5 Bath - Brunswick LMA	1.03	1.02	0.01	$5	$526
1154 Southport Pub Schls	2.6	6 Boothbay Harbor LMA	1.09	1.03	0.06	$11	$3,154
1281 Boothbay-Boothbay Hbr CSD	47.5	6 Boothbay Harbor LMA	1.09	1.03	0.06	$197	$3,154
1023 Bristol Pub Schls	13.8	6 Boothbay Harbor LMA	1.09	1.03	0.06	$57	$3,154
1109 Monhegan Plt School Dept	1.0	6 Boothbay Harbor LMA	1.09	1.03	0.06	$4	$3,154
1117 Nobleboro Pub Schls	12.4	6 Boothbay Harbor LMA	1.09	1.03	0.06	$52	$3,154
1153 South Bristol Pub Schls	6.2	6 Boothbay Harbor LMA	1.09	1.03	0.06	$26	$3,154
1290 Great Salt Bay CSD	29.3	6 Boothbay Harbor LMA	1.09	1.03	0.06	$122	$3,154
1249 RSU 55/MSAD 55	71.2	7 Sebago Lake LMA	0.93	0.94	-0.01	-$49	-$526
1255 RSU 61/MSAD 61	130.8	7 Sebago Lake LMA	0.93	0.94	-0.01	-$91	-$526
1264 RSU 72/MSAD 72	55.9	7 Sebago Lake LMA	0.93	0.94	-0.01	-$39	-$526
1211 RSU 17/MSAD 17	223.3	10 Norway - Paris LMA	0.93	0.94	-0.01	-$155	-$526
1007 Auburn Pub Schls	237.5	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$164	-$526
1088 Lewiston Pub Schls	344.8	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$239	-$526
1092 Lisbon Pub Schls	74.2	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$51	-$526
1246 RSU 52/MSAD 52	136.0	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$94	-$526
3157 RSU 04	94.6	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$65	-$526
3163 RSU 16	115.4	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$80	-$526
1004 Appleton Pub Schls	12.5	9 Rockland LMA	1.04	1.00	0.04	$35	$2,103
1077 Hope Pub Schls	14.1	9 Rockland LMA	1.04	1.00	0.04	$39	$2,103
1201 RSU 07/MSAD 07	10.8	9 Rockland LMA	1.04	1.00	0.04	$30	$2,103
1202 RSU 08/MSAD 08	19.8	9 Rockland LMA	1.04	1.00	0.04	$55	$2,103
1222 RSU 28/MSAD 28	55.0	9 Rockland LMA	1.04	1.00	0.04	$152	$2,103
1234 RSU 40/MSAD 40	127.0	9 Rockland LMA	1.04	1.00	0.04	$352	$2,103
1259 RSU 65/MSAD 65	1.0	9 Rockland LMA	1.04	1.00	0.04	$3	$2,103
1294 Five Town CSD	52.2	9 Rockland LMA	1.04	1.00	0.04	$145	$2,103
3161 RSU 13	136.4	9 Rockland LMA	1.04	1.00	0.04	$378	$2,103
3240 St George Pub Schls	16.6	9 Rockland LMA	1.04	1.00	0.04	$46	$2,103
1078 Isle Au Haut Pub Schls	1.1	11 Stonington LMA	0.93	0.95	-0.02	-$2	-$1,051
1017 Blue Hill Pub Schls	26.8	11 Stonington LMA	0.93	0.95	-0.02	-$37	-$1,051
1024 Brooklin Pub Schls	8.2	11 Stonington LMA	0.93	0.95	-0.02	-$11	-$1,051

Simulation Policy Option 3B: Update Floor = 0.93 Ceiling = 1.09 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1025 Brooksville Pub Schls	8.6	11 Stonington LMA	0.93	0.95	-0.02	-$12	-$1,051
1032 Castine Pub Schls	6.9	11 Stonington LMA	0.93	0.95	-0.02	-$10	-$1,051
1094 Frenchboro Pub Schls	1.0	11 Stonington LMA	0.93	0.95	-0.02	-$1	-$1,051
1128 Penobscot Pub Schls	8.5	11 Stonington LMA	0.93	0.95	-0.02	-$12	-$1,051
1150 Sedgwick Pub Schls	9.2	11 Stonington LMA	0.93	0.95	-0.02	-$13	-$1,051
1267 MSAD 76	3.6	11 Stonington LMA	0.93	0.95	-0.02	-$5	-$1,051
1289 Deer Isle-Stonington CSD	31.8	11 Stonington LMA	0.93	0.95	-0.02	-$44	-$1,051
1081 Jefferson Pub Schls	12.9	12 Augusta LMA	0.93	0.95	-0.02	-$18	-$1,051
1008 Augusta Pub Schls	135.5	12 Augusta LMA	0.93	0.95	-0.02	-$188	-$1,051
1166 Vassalboro Pub Schls	31.5	12 Augusta LMA	0.93	0.95	-0.02	-$44	-$1,051
1185 Winthrop Pub Schls	64.9	12 Augusta LMA	0.93	0.95	-0.02	-$90	-$1,051
1205 RSU 11/MSAD 11	144.3	12 Augusta LMA	0.93	0.95	-0.02	-$200	-$1,051
3156 RSU 02	155.8	12 Augusta LMA	0.93	0.95	-0.02	-$216	-$1,051
3160 RSU 12	72.4	12 Augusta LMA	0.93	0.95	-0.02	-$100	-$1,051
3164 RSU 18	179.8	12 Augusta LMA	0.93	0.95	-0.02	-$249	-$1,051
3173 RSU 38	101.5	12 Augusta LMA	0.93	0.95	-0.02	-$141	-$1,051
1058 Fayette Pub Schls	4.8	12 Augusta LMA	0.93	0.95	-0.02	-$7	-$1,051
1224 RSU 30/MSAD 30	12.4	12 Augusta LMA	0.93	0.95	-0.02	-$17	-$1,051
1170 Waterville Pub Schls	108.3	13 Waterville LMA	0.93	0.97	-0.04	-$300	-$2,103
1183 Winslow Schls	83.2	13 Waterville LMA	0.93	0.97	-0.04	-$230	-$2,103
1243 RSU 49/MSAD 49	144.9	13 Waterville LMA	0.93	0.97	-0.04	-$401	-$2,103
1091 Lincolnville Pub Schls	15.0	14 Belfast LMA	0.97	1.01	-0.04	-$42	-$2,103
1079 Islesboro Pub Schls	12.7	14 Belfast LMA	0.97	1.01	-0.04	-$35	-$2,103
1197 RSU 03/MSAD 03	89.4	14 Belfast LMA	0.97	1.01	-0.04	-$248	-$2,103
3166 RSU 20	38.4	14 Belfast LMA	0.97	1.01	-0.04	-$106	-$2,103
3239 Northport Pub Schls	9.3	14 Belfast LMA	0.97	1.01	-0.04	-$26	-$2,103
3241 RSU 71	110.0	14 Belfast LMA	0.97	1.01	-0.04	-$305	-$2,103
3170 RSU 25	69.4	15 Bucksport LMA	0.93	0.94	-0.01	-$48	-$526
1046 Dedham Pub Schls	12.4	15 Bucksport LMA	0.93	0.94	-0.01	-$9	-$526
1014 Beals Pub Schls	6.6	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$41	$4,732
1083 Jonesport Pub Schls	11.7	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$73	$4,732
1231 RSU 37/MSAD 37	48.4	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$302	$4,732
1292 Moosabec CSD	9.1	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$57	$4,732
3230 Cherryfield Pub Schls	8.6	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$54	$4,732

Simulation Policy Option 3B: Update Floor = 0.93 Ceiling = 1.09 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1011 Bangor Pub Schls	237.1	17 Bangor LMA	1.02	1.02	-	-	-
1021 Brewer Pub Schls	95.0	17 Bangor LMA	1.02	1.02	-	-	-
1063 Glenburn Pub Schls	32.2	17 Bangor LMA	1.02	1.02	-	-	-
1074 Hermon Pub Schls	74.9	17 Bangor LMA	1.02	1.02	-	-	-
1106 Milford Pub Schls	22.2	17 Bangor LMA	1.02	1.02	-	-	-
1124 Orrington Pub Schls	26.7	17 Bangor LMA	1.02	1.02	-	-	-
1167 Veazie Pub Schls	10.6	17 Bangor LMA	1.02	1.02	-	-	-
1257 RSU 63/MSAD 63	39.0	17 Bangor LMA	1.02	1.02	-	-	-
1270 Indian Island	16.5	17 Bangor LMA	1.02	1.02	-	-	-
3171 RSU 26	63.4	17 Bangor LMA	1.02	1.02	-	-	-
3172 RSU 34	95.6	17 Bangor LMA	1.02	1.02	-	-	-
3217 RSU 22	145.0	17 Bangor LMA	1.02	1.02	-	-	-
1082 Jonesboro Pub Schls	4.6	18 Machias - Eastport LMA	0.93	0.84	0.09	$29	$4,732
1095 Machias Pub Schls	35.0	18 Machias - Eastport LMA	0.93	0.84	0.09	$218	$4,732
1173 Wesley Pub Schls	1.0	18 Machias - Eastport LMA	0.93	0.84	0.09	$6	$4,732
1213 RSU 85/MSAD 19	8.9	18 Machias - Eastport LMA	0.93	0.84	0.09	$55	$4,732
3129 East Machias Pub Schls	12.5	18 Machias - Eastport LMA	0.93	0.84	0.09	$78	$4,732
3136 Cutler Pub Schls	5.7	18 Machias - Eastport LMA	0.93	0.84	0.09	$36	$4,732
3137 Machiasport Pub Schls	5.1	18 Machias - Eastport LMA	0.93	0.84	0.09	$32	$4,732
3138 Whiting Pub Schls	2.4	18 Machias - Eastport LMA	0.93	0.84	0.09	$15	$4,732
1054 Eastport Pub Schls	15.2	18 Machias - Eastport LMA	0.93	0.84	0.09	$95	$4,732
1127 Pembroke Pub Schls	8.5	18 Machias - Eastport LMA	0.93	0.84	0.09	$53	$4,732
1129 Perry Pub Schls	8.8	18 Machias - Eastport LMA	0.93	0.84	0.09	$55	$4,732
1272 Pleasant Point	16.8	18 Machias - Eastport LMA	0.93	0.84	0.09	$105	$4,732
1073 Harmony Pub Schls	5.3	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$4	$526
1247 RSU 53/MSAD 53	51.1	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$35	$526
3165 RSU 19	137.9	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$95	$526
1240 MSAD 46	64.0	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$44	$526
1012 Bar Harbor Pub Schls	32.3	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1040 Cranberry Isles Pub Schls	2.7	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1056 Ellsworth Pub Schls	84.7	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1071 Hancock Pub Schls	16.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1087 Lamoine Pub Schls	11.2	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1112 Mount Desert Pub Schls	19.3	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-

Simulation Policy Option 3B: Update Floor = 0.93 Ceiling = 1.09 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1156 Southwest Harbor Pub Schls	14.6	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1159 Surry Pub Schls	10.9	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1162 Tremont Pub Schls	14.4	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1163 Trenton Pub Schls	13.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1283 Mt Desert CSD	42.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
3169 RSU 24	74.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1125 Otis Pub Schls	8.0	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1284 Airline CSD	3.0	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1069 Greenbush Pub Schls	10.8	21 Outer Bangor LMA	0.93	0.89	0.04	$30	$2,103
1217 RSU 87/MSAD 23	45.4	21 Outer Bangor LMA	0.93	0.89	0.04	$126	$2,103
1258 RSU 64/MSAD 64	74.0	21 Outer Bangor LMA	0.93	0.89	0.04	$205	$2,103
1238 RSU 44/MSAD 44	56.9	22 Rumford LMA	0.94	0.93	0.01	$39	$526
3159 RSU 10	185.7	22 Rumford LMA	0.94	0.93	0.01	$129	$526
3238 Andover Pub Schls	3.0	22 Rumford LMA	0.94	0.93	0.01	$2	$526
1225 RSU 31/MSAD 31	40.0	23 Lincoln - Howland LMA	0.93	0.86	0.07	$194	$3,680
3175 RSU 67	72.5	23 Lincoln - Howland LMA	0.93	0.86	0.07	$351	$3,680
1252 RSU 58/MSAD 58	54.4	24 Farmington LMA	0.93	0.96	-0.03	-$113	-$1,577
3184 RSU 78	18.5	24 Farmington LMA	0.93	0.96	-0.03	-$38	-$1,577
3198 RSU 73	107.2	24 Farmington LMA	0.93	0.96	-0.03	-$223	-$1,577
3206 RSU 09	146.7	24 Farmington LMA	0.93	0.96	-0.03	-$305	-$1,577
3229 Eustis Pub Schls	7.4	24 Farmington LMA	0.93	0.96	-0.03	-$15	-$1,577
1001 Alexander Pub Schls	4.4	25 Calais LMA	0.93	0.96	-0.03	-$9	-$1,577
1009 Baileyville Pub Schls	24.8	25 Calais LMA	0.93	0.96	-0.03	-$52	-$1,577
1028 Calais Pub Schls	33.7	25 Calais LMA	0.93	0.96	-0.03	-$70	-$1,577
1035 Charlotte Pub Schls	3.4	25 Calais LMA	0.93	0.96	-0.03	-$7	-$1,577
1136 Princeton Pub Schls	9.0	25 Calais LMA	0.93	0.96	-0.03	-$19	-$1,577
1271 Indian Township	11.4	25 Calais LMA	0.93	0.96	-0.03	-$24	-$1,577
1288 East Range CSD	3.3	25 Calais LMA	0.93	0.96	-0.03	-$7	-$1,577
1208 RSU 84/MSAD 14	13.5	25 Calais LMA	0.93	0.96	-0.03	-$28	-$1,577
1052 East Millinocket Pub Schls	17.3	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$60	$2,629
1105 Medway Pub Schls	8.9	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$31	$2,629
1107 Millinocket Pub Schls	34.7	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$120	$2,629
1223 RSU 29/MSAD 29	80.0	28 Houlton LMA	0.93	0.88	0.05	$277	$2,629
1262 RSU 70/MSAD 70	34.5	28 Houlton LMA	0.93	0.88	0.05	$119	$2,629

Simulation Policy Option 3B: Update Floor = 0.93 Ceiling = 1.09 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
3199 RSU 50	50.0	26 Patten - Island Falls LMA	0.93	0.88	0.05	$173	$2,629
1206 RSU 82/MSAD 12	15.4	29 Skowhegan LMA	0.96	1.03	-0.07	-$75	-$3,680
1207 RSU 83/MSAD 13	20.1	29 Skowhegan LMA	0.96	1.03	-0.07	-$97	-$3,680
1248 RSU 54/MSAD 54	163.6	29 Skowhegan LMA	0.96	1.03	-0.07	-$793	-$3,680
1253 RSU 59/MSAD 59	49.0	29 Skowhegan LMA	0.96	1.03	-0.07	-$237	-$3,680
1265 RSU 74/MSAD 74	45.6	29 Skowhegan LMA	0.96	1.03	-0.07	-$221	-$3,680
3231 Athens Pub Schls	10.4	29 Skowhegan LMA	0.96	1.03	-0.07	-$50	-$3,680
1070 Greenville Pub Schls	19.0	30 Greenville LMA	0.93	0.95	-0.02	-$26	-$1,051
1198 RSU 80/MSAD 04	40.0	31 Dover - Foxcroft LMA	0.93	0.95	-0.02	-$55	-$1,051
1235 RSU 41/MSAD 41	48.7	31 Dover - Foxcroft LMA	0.93	0.95	-0.02	-$67	-$1,051
1261 RSU 68/MSAD 68	45.8	31 Dover - Foxcroft LMA	0.93	0.95	-0.02	-$63	-$1,051
1033 Caswell Pub Schls	1.8	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$4	$1,577
1053 Easton Pub Schls	19.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$39	$1,577
1116 New Sweden Pub Schls	4.9	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$10	$1,577
1187 Woodland Pub Schls	11.3	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$23	$1,577
1196 RSU 79/MSAD 01	105.5	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$219	$1,577
1214 RSU 86/MSAD 20	36.9	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$77	$1,577
1226 RSU 32/MSAD 32	20.3	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$42	$1,577
1236 RSU 42/MSAD 42	34.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$71	$1,577
1239 RSU 45/MSAD 45	23.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$48	$1,577
3174 RSU 39	91.7	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$190	$1,577
1097 Madawaska Pub Schls	30.7	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$64	$1,577
1218 RSU 88/MSAD 24	22.2	33 Van Buren LMA	0.95	0.99	-0.04	-$61	-$2,103
1221 MSAD 27	54.7	34 Fort Kent LMA	0.95	0.99	-0.04	-$151	-$2,103
1227 RSU 33/MSAD 33	17.4	35 Madawaska LMA	0.95	0.99	-0.04	-$48	-$2,103

Simulation Policy Option 3C: Floor = 0.93; Soft Cap = 1.07 (Old LMAs)

	SAU	FTE Teachers	Old LMA	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
	Maine	12,151.5		1.001	1.001	0.000	$336,270	$28
	Total Positive	5,535.0					$9,476,973	$1,712
	Total Negative	5,410.2					-$9,140,703	-$1,690
1085	Kittery Pub Schls	80.2	1 Kittery - York LMA	1.12	1.06	0.06	$333	$3,154
1191	York Pub Schls	139.0	1 Kittery - York LMA	1.12	1.06	0.06	$577	$3,154
1229	RSU 35/MSAD 35	152.1	1 Kittery - York LMA	1.12	1.06	0.06	$632	$3,154
1254	RSU 60/MSAD 60	206.9	2 Sanford LMA	0.99	1.03	-0.04	-$573	-$2,103
1148	Sanford Pub Schls	191.6	2 Sanford LMA	0.99	1.03	-0.04	-$531	-$2,103
1000	Acton Pub Schls	17.0	2 Sanford LMA	0.99	1.03	-0.04	-$47	-$2,103
1251	RSU 57/MSAD 57	184.8	2 Sanford LMA	0.99	1.03	-0.04	-$512	-$2,103
1293	Wells-Ogunquit CSD	100.7	3 Biddeford LMA	1.08	1.09	-0.01	-$70	-$526
1016	Biddeford Pub Schls	165.0	3 Biddeford LMA	1.08	1.09	-0.01	-$114	-$526
1044	Dayton Pub Schls	10.7	3 Biddeford LMA	1.08	1.09	-0.01	-$7	-$526
1146	Saco Pub Schls	127.5	3 Biddeford LMA	1.08	1.09	-0.01	-$88	-$526
3167	RSU 21	154.2	3 Biddeford LMA	1.08	1.09	-0.01	-$107	-$526
3168	RSU 23	64.0	3 Biddeford LMA	1.08	1.09	-0.01	-$44	-$526
1029	Cape Elizabeth Pub Schls	116.6	4 Greater Portland LMA	1.09	1.08	0.01	$81	$526
1057	Falmouth Pub Schls	161.7	4 Greater Portland LMA	1.09	1.08	0.01	$112	$526
1065	Gorham Pub Schls	170.2	4 Greater Portland LMA	1.09	1.08	0.01	$118	$526
1134	Portland Pub Schls	483.3	4 Greater Portland LMA	1.09	1.08	0.01	$335	$526
1135	Long Island Pub Schls	2.0	4 Greater Portland LMA	1.09	1.08	0.01	$1	$526
1149	Scarborough Pub Schls	219.4	4 Greater Portland LMA	1.09	1.08	0.01	$152	$526
1155	South Portland Pub Schls	206.4	4 Greater Portland LMA	1.09	1.08	0.01	$143	$526
1175	Westbrook Pub Schls	155.2	4 Greater Portland LMA	1.09	1.08	0.01	$107	$526
1190	Yarmouth Schls	110.4	4 Greater Portland LMA	1.09	1.08	0.01	$76	$526
1200	RSU 06/MSAD 06	240.0	4 Greater Portland LMA	1.09	1.08	0.01	$166	$526
1209	RSU 15/MSAD 15	134.1	4 Greater Portland LMA	1.09	1.08	0.01	$93	$526
1245	RSU 51/MSAD 51	143.0	4 Greater Portland LMA	1.09	1.08	0.01	$99	$526
3149	Chebeague Island Pub Schls	2.9	4 Greater Portland LMA	1.09	1.08	0.01	$2	$526
3158	RSU 05	138.6	4 Greater Portland LMA	1.09	1.08	0.01	$96	$526
3162	RSU 14	209.5	4 Greater Portland LMA	1.09	1.08	0.01	$145	$526
1026	Brunswick Pub Schls	177.7	5 Bath - Brunswick LMA	1.03	1.02	0.01	$123	$526
1061	Georgetown Pub Schls	8.5	5 Bath - Brunswick LMA	1.03	1.02	0.01	$6	$526

Simulation Policy Option 3C: Floor = 0.93; Soft Cap = 1.07 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1174 West Bath Pub Schls	10.6	5 Bath - Brunswick LMA	1.03	1.02	0.01	$7	$526
1186 Wiscasset Pub Schls	46.5	5 Bath - Brunswick LMA	1.03	1.02	0.01	$32	$526
1266 RSU 75/MSAD 75	170.9	5 Bath - Brunswick LMA	1.03	1.02	0.01	$118	$526
3152 RSU 01 - LKRSU	131.0	5 Bath - Brunswick LMA	1.03	1.02	0.01	$91	$526
1055 Edgecomb Pub Schls	7.0	5 Bath - Brunswick LMA	1.03	1.02	0.01	$5	$526
1154 Southport Pub Schls	2.6	6 Boothbay Harbor LMA	1.09	1.03	0.06	$11	$3,154
1281 Boothbay-Boothbay Hbr CSD	47.5	6 Boothbay Harbor LMA	1.09	1.03	0.06	$197	$3,154
1023 Bristol Pub Schls	13.8	6 Boothbay Harbor LMA	1.09	1.03	0.06	$57	$3,154
1109 Monhegan Plt School Dept	1.0	6 Boothbay Harbor LMA	1.09	1.03	0.06	$4	$3,154
1117 Nobleboro Pub Schls	12.4	6 Boothbay Harbor LMA	1.09	1.03	0.06	$52	$3,154
1153 South Bristol Pub Schls	6.2	6 Boothbay Harbor LMA	1.09	1.03	0.06	$26	$3,154
1290 Great Salt Bay CSD	29.3	6 Boothbay Harbor LMA	1.09	1.03	0.06	$122	$3,154
1249 RSU 55/MSAD 55	71.2	7 Sebago Lake LMA	0.93	0.94	-0.01	-$49	-$526
1255 RSU 61/MSAD 61	130.8	7 Sebago Lake LMA	0.93	0.94	-0.01	-$91	-$526
1264 RSU 72/MSAD 72	55.9	7 Sebago Lake LMA	0.93	0.94	-0.01	-$39	-$526
1211 RSU 17/MSAD 17	223.3	10 Norway - Paris LMA	0.93	0.94	-0.01	-$155	-$526
1007 Auburn Pub Schls	237.5	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$164	-$526
1088 Lewiston Pub Schls	344.8	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$239	-$526
1092 Lisbon Pub Schls	74.2	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$51	-$526
1246 RSU 52/MSAD 52	136.0	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$94	-$526
3157 RSU 04	94.6	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$65	-$526
3163 RSU 16	115.4	8 Lewiston - Auburn LMA	0.97	0.98	-0.01	-$80	-$526
1004 Appleton Pub Schls	12.5	9 Rockland LMA	1.04	1.00	0.04	$35	$2,103
1077 Hope Pub Schls	14.1	9 Rockland LMA	1.04	1.00	0.04	$39	$2,103
1201 RSU 07/MSAD 07	10.8	9 Rockland LMA	1.04	1.00	0.04	$30	$2,103
1202 RSU 08/MSAD 08	19.8	9 Rockland LMA	1.04	1.00	0.04	$55	$2,103
1222 RSU 28/MSAD 28	55.0	9 Rockland LMA	1.04	1.00	0.04	$152	$2,103
1234 RSU 40/MSAD 40	127.0	9 Rockland LMA	1.04	1.00	0.04	$352	$2,103
1259 RSU 65/MSAD 65	1.0	9 Rockland LMA	1.04	1.00	0.04	$3	$2,103
1294 Five Town CSD	52.2	9 Rockland LMA	1.04	1.00	0.04	$145	$2,103
3161 RSU 13	136.4	9 Rockland LMA	1.04	1.00	0.04	$378	$2,103
3240 St George Pub Schls	16.6	9 Rockland LMA	1.04	1.00	0.04	$46	$2,103
1078 Isle Au Haut Pub Schls	1.1	11 Stonington LMA	0.93	0.95	-0.02	-$2	-$1,051

Simulation Policy Option 3C: Floor = 0.93; Soft Cap = 1.07 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1017 Blue Hill Pub Schls	26.8	11 Stonington LMA	0.93	0.95	-0.02	-$37	-$1,051
1024 Brooklin Pub Schls	8.2	11 Stonington LMA	0.93	0.95	-0.02	-$11	-$1,051
1025 Brooksville Pub Schls	8.6	11 Stonington LMA	0.93	0.95	-0.02	-$12	-$1,051
1032 Castine Pub Schls	6.9	11 Stonington LMA	0.93	0.95	-0.02	-$10	-$1,051
1094 Frenchboro Pub Schls	1.0	11 Stonington LMA	0.93	0.95	-0.02	-$1	-$1,051
1128 Penobscot Pub Schls	8.5	11 Stonington LMA	0.93	0.95	-0.02	-$12	-$1,051
1150 Sedgwick Pub Schls	9.2	11 Stonington LMA	0.93	0.95	-0.02	-$13	-$1,051
1267 MSAD 76	3.6	11 Stonington LMA	0.93	0.95	-0.02	-$5	-$1,051
1289 Deer Isle-Stonington CSD	31.8	11 Stonington LMA	0.93	0.95	-0.02	-$44	-$1,051
1081 Jefferson Pub Schls	12.9	12 Augusta LMA	0.93	0.95	-0.02	-$18	-$1,051
1008 Augusta Pub Schls	135.5	12 Augusta LMA	0.93	0.95	-0.02	-$188	-$1,051
1166 Vassalboro Pub Schls	31.5	12 Augusta LMA	0.93	0.95	-0.02	-$44	-$1,051
1185 Winthrop Pub Schls	64.9	12 Augusta LMA	0.93	0.95	-0.02	-$90	-$1,051
1205 RSU 11/MSAD 11	144.3	12 Augusta LMA	0.93	0.95	-0.02	-$200	-$1,051
3156 RSU 02	155.8	12 Augusta LMA	0.93	0.95	-0.02	-$216	-$1,051
3160 RSU 12	72.4	12 Augusta LMA	0.93	0.95	-0.02	-$100	-$1,051
3164 RSU 18	179.8	12 Augusta LMA	0.93	0.95	-0.02	-$249	-$1,051
3173 RSU 38	101.5	12 Augusta LMA	0.93	0.95	-0.02	-$141	-$1,051
1058 Fayette Pub Schls	4.8	12 Augusta LMA	0.93	0.95	-0.02	-$7	-$1,051
1224 RSU 30/MSAD 30	12.4	12 Augusta LMA	0.93	0.95	-0.02	-$17	-$1,051
1170 Waterville Pub Schls	108.3	13 Waterville LMA	0.93	0.97	-0.04	-$300	-$2,103
1183 Winslow Schls	83.2	13 Waterville LMA	0.93	0.97	-0.04	-$230	-$2,103
1243 RSU 49/MSAD 49	144.9	13 Waterville LMA	0.93	0.97	-0.04	-$401	-$2,103
1091 Lincolnville Pub Schls	15.0	14 Belfast LMA	0.97	1.01	-0.04	-$42	-$2,103
1079 Islesboro Pub Schls	12.7	14 Belfast LMA	0.97	1.01	-0.04	-$35	-$2,103
1197 RSU 03/MSAD 03	89.4	14 Belfast LMA	0.97	1.01	-0.04	-$248	-$2,103
3166 RSU 20	38.4	14 Belfast LMA	0.97	1.01	-0.04	-$106	-$2,103
3239 Northport Pub Schls	9.3	14 Belfast LMA	0.97	1.01	-0.04	-$26	-$2,103
3241 RSU 71	110.0	14 Belfast LMA	0.97	1.01	-0.04	-$305	-$2,103
3170 RSU 25	69.4	15 Bucksport LMA	0.93	0.94	-0.01	-$48	-$526
1046 Dedham Pub Schls	12.4	15 Bucksport LMA	0.93	0.94	-0.01	-$9	-$526
1014 Beals Pub Schls	6.6	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$41	$4,732
1083 Jonesport Pub Schls	11.7	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$73	$4,732

Simulation Policy Option 3C: Floor = 0.93; Soft Cap = 1.07 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1231 RSU 37/MSAD 37	48.4	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$302	$4,732
1292 Moosabec CSD	9.1	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$57	$4,732
3230 Cherryfield Pub Schls	8.6	16 Jonesport - Milbridge LMA	0.93	0.84	0.09	$54	$4,732
1011 Bangor Pub Schls	237.1	17 Bangor LMA	1.02	1.02	-	-	-
1021 Brewer Pub Schls	95.0	17 Bangor LMA	1.02	1.02	-	-	-
1063 Glenburn Pub Schls	32.2	17 Bangor LMA	1.02	1.02	-	-	-
1074 Hermon Pub Schls	74.9	17 Bangor LMA	1.02	1.02	-	-	-
1106 Milford Pub Schls	22.2	17 Bangor LMA	1.02	1.02	-	-	-
1124 Orrington Pub Schls	26.7	17 Bangor LMA	1.02	1.02	-	-	-
1167 Veazie Pub Schls	10.6	17 Bangor LMA	1.02	1.02	-	-	-
1257 RSU 63/MSAD 63	39.0	17 Bangor LMA	1.02	1.02	-	-	-
1270 Indian Island	16.5	17 Bangor LMA	1.02	1.02	-	-	-
3171 RSU 26	63.4	17 Bangor LMA	1.02	1.02	-	-	-
3172 RSU 34	95.6	17 Bangor LMA	1.02	1.02	-	-	-
3217 RSU 22	145.0	17 Bangor LMA	1.02	1.02	-	-	-
1082 Jonesboro Pub Schls	4.6	18 Machias - Eastport LMA	0.93	0.84	0.09	$29	$4,732
1095 Machias Pub Schls	35.0	18 Machias - Eastport LMA	0.93	0.84	0.09	$218	$4,732
1173 Wesley Pub Schls	1.0	18 Machias - Eastport LMA	0.93	0.84	0.09	$6	$4,732
1213 RSU 85/MSAD 19	8.9	18 Machias - Eastport LMA	0.93	0.84	0.09	$55	$4,732
3129 East Machias Pub Schls	12.5	18 Machias - Eastport LMA	0.93	0.84	0.09	$78	$4,732
3136 Cutler Pub Schls	5.7	18 Machias - Eastport LMA	0.93	0.84	0.09	$36	$4,732
3137 Machiasport Pub Schls	5.1	18 Machias - Eastport LMA	0.93	0.84	0.09	$32	$4,732
3138 Whiting Pub Schls	2.4	18 Machias - Eastport LMA	0.93	0.84	0.09	$15	$4,732
1054 Eastport Pub Schls	15.2	18 Machias - Eastport LMA	0.93	0.84	0.09	$95	$4,732
1127 Pembroke Pub Schls	8.5	18 Machias - Eastport LMA	0.93	0.84	0.09	$53	$4,732
1129 Perry Pub Schls	8.8	18 Machias - Eastport LMA	0.93	0.84	0.09	$55	$4,732
1272 Pleasant Point	16.8	18 Machias - Eastport LMA	0.93	0.84	0.09	$105	$4,732
1073 Harmony Pub Schls	5.3	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$4	$526
1247 RSU 53/MSAD 53	51.1	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$35	$526
3165 RSU 19	137.9	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$95	$526
1240 MSAD 46	64.0	19 Dexter - Pittsfield LMA	0.95	0.94	0.01	$44	$526
1012 Bar Harbor Pub Schls	32.3	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1040 Cranberry Isles Pub Schls	2.7	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-

Simulation Policy Option 3C: Floor = 0.93; Soft Cap = 1.07 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1056 Ellsworth Pub Schls	84.7	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1071 Hancock Pub Schls	16.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1087 Lamoine Pub Schls	11.2	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1112 Mount Desert Pub Schls	19.3	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1156 Southwest Harbor Pub Schls	14.6	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1159 Surry Pub Schls	10.9	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1162 Tremont Pub Schls	14.4	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1163 Trenton Pub Schls	13.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1283 Mt Desert CSD	42.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
3169 RSU 24	74.5	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1125 Otis Pub Schls	8.0	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1284 Airline CSD	3.0	20 Ellsworth - Bar Harbor LMA	0.93	0.93	-	-	-
1069 Greenbush Pub Schls	10.8	21 Outer Bangor LMA	0.93	0.89	0.04	$30	$2,103
1217 RSU 87/MSAD 23	45.4	21 Outer Bangor LMA	0.93	0.89	0.04	$126	$2,103
1258 RSU 64/MSAD 64	74.0	21 Outer Bangor LMA	0.93	0.89	0.04	$205	$2,103
1238 RSU 44/MSAD 44	56.9	22 Rumford LMA	0.94	0.93	0.01	$39	$526
3159 RSU 10	185.7	22 Rumford LMA	0.94	0.93	0.01	$129	$526
3238 Andover Pub Schls	3.0	22 Rumford LMA	0.94	0.93	0.01	$2	$526
1225 RSU 31/MSAD 31	40.0	23 Lincoln - Howland LMA	0.93	0.86	0.07	$194	$3,680
3175 RSU 67	72.5	23 Lincoln - Howland LMA	0.93	0.86	0.07	$351	$3,680
1252 RSU 58/MSAD 58	54.4	24 Farmington LMA	0.93	0.96	-0.03	-$113	-$1,577
3184 RSU 78	18.5	24 Farmington LMA	0.93	0.96	-0.03	-$38	-$1,577
3198 RSU 73	107.2	24 Farmington LMA	0.93	0.96	-0.03	-$223	-$1,577
3206 RSU 09	146.7	24 Farmington LMA	0.93	0.96	-0.03	-$305	-$1,577
3229 Eustis Pub Schls	7.4	24 Farmington LMA	0.93	0.96	-0.03	-$15	-$1,577
1001 Alexander Pub Schls	4.4	25 Calais LMA	0.93	0.96	-0.03	-$9	-$1,577
1009 Baileyville Pub Schls	24.8	25 Calais LMA	0.93	0.96	-0.03	-$52	-$1,577
1028 Calais Pub Schls	33.7	25 Calais LMA	0.93	0.96	-0.03	-$70	-$1,577
1035 Charlotte Pub Schls	3.4	25 Calais LMA	0.93	0.96	-0.03	-$7	-$1,577
1136 Princeton Pub Schls	9.0	25 Calais LMA	0.93	0.96	-0.03	-$19	-$1,577
1271 Indian Township	11.4	25 Calais LMA	0.93	0.96	-0.03	-$24	-$1,577
1288 East Range CSD	3.3	25 Calais LMA	0.93	0.96	-0.03	-$7	-$1,577
1208 RSU 84/MSAD 14	13.5	25 Calais LMA	0.93	0.96	-0.03	-$28	-$1,577

Simulation Policy Option 3C: Floor = 0.93; Soft Cap = 1.07 (Old LMAs)

SAU	FTE Teachers	Old LMA	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1052 East Millinocket Pub Schls	17.3	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$60	$2,629
1105 Medway Pub Schls	8.9	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$31	$2,629
1107 Millinocket Pub Schls	34.7	27 Millinocket - East Millinocket LMA	0.93	0.88	0.05	$120	$2,629
1223 RSU 29/MSAD 29	80.0	28 Houlton LMA	0.93	0.88	0.05	$277	$2,629
1262 RSU 70/MSAD 70	34.5	28 Houlton LMA	0.93	0.88	0.05	$119	$2,629
3199 RSU 50	50.0	26 Patten - Island Falls LMA	0.93	0.88	0.05	$173	$2,629
1206 RSU 82/MSAD 12	15.4	29 Skowhegan LMA	0.96	1.03	-0.07	-$75	-$3,680
1207 RSU 83/MSAD 13	20.1	29 Skowhegan LMA	0.96	1.03	-0.07	-$97	-$3,680
1248 RSU 54/MSAD 54	163.6	29 Skowhegan LMA	0.96	1.03	-0.07	-$793	-$3,680
1253 RSU 59/MSAD 59	49.0	29 Skowhegan LMA	0.96	1.03	-0.07	-$237	-$3,680
1265 RSU 74/MSAD 74	45.6	29 Skowhegan LMA	0.96	1.03	-0.07	-$221	-$3,680
3231 Athens Pub Schls	10.4	29 Skowhegan LMA	0.96	1.03	-0.07	-$50	-$3,680
1070 Greenville Pub Schls	19.0	30 Greenville LMA	0.93	0.95	-0.02	-$26	-$1,051
1198 RSU 80/MSAD 04	40.0	31 Dover - Foxcroft LMA	0.93	0.95	-0.02	-$55	-$1,051
1235 RSU 41/MSAD 41	48.7	31 Dover - Foxcroft LMA	0.93	0.95	-0.02	-$67	-$1,051
1261 RSU 68/MSAD 68	45.8	31 Dover - Foxcroft LMA	0.93	0.95	-0.02	-$63	-$1,051
1033 Caswell Pub Schls	1.8	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$4	$1,577
1053 Easton Pub Schls	19.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$39	$1,577
1116 New Sweden Pub Schls	4.9	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$10	$1,577
1187 Woodland Pub Schls	11.3	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$23	$1,577
1196 RSU 79/MSAD 01	105.5	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$219	$1,577
1214 RSU 86/MSAD 20	36.9	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$77	$1,577
1226 RSU 32/MSAD 32	20.3	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$42	$1,577
1236 RSU 42/MSAD 42	34.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$71	$1,577
1239 RSU 45/MSAD 45	23.0	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$48	$1,577
3174 RSU 39	91.7	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$190	$1,577
1097 Madawaska Pub Schls	30.7	32 Presque Isle - Caribou LMA	0.93	0.90	0.03	$64	$1,577
1218 RSU 88/MSAD 24	22.2	33 Van Buren LMA	0.95	0.99	-0.04	-$61	-$2,103
1221 MSAD 27	54.7	34 Fort Kent LMA	0.95	0.99	-0.04	-$151	-$2,103
1227 RSU 33/MSAD 33	17.4	35 Madawaska LMA	0.95	0.99	-0.04	-$48	-$2,103

Simulation Policy Option 4B: Floor = 0.93; Cap = 1.09 (Proposed TMAs)

SAU		FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
	Maine	12,151.5		1.002	1.001	0.001	$691,233	$57
	Total Positive	3,063.9					$9,693,398	$3,164
	Total Negative	5,611.3					-$9,002,165	-$1,604
1085	Kittery Pub Schls	80.2	1 York-Wells TMA	1.09	1.06	0.03	$167	$1,577
1191	York Pub Schls	139.0	1 York-Wells TMA	1.09	1.06	0.03	$289	$1,577
1293	Wells-Ogunquit CSD	100.7	1 York-Wells TMA	1.09	1.09	-	-	-
1229	RSU 35/MSAD 35	152.1	2 Sanford-Berwick TMA	1.04	1.06	-0.02	-$211	-$1,051
1000	Acton Pub Schls	17.0	2 Sanford-Berwick TMA	1.04	1.03	0.01	$12	$526
1148	Sanford Pub Schls	191.6	2 Sanford-Berwick TMA	1.04	1.03	0.01	$133	$526
1254	RSU 60/MSAD 60	206.9	2 Sanford-Berwick TMA	1.04	1.03	0.01	$143	$526
1251	RSU 57/MSAD 57	184.8	3 Portland-South Portland Metropolitan TMA	1.08	1.03	0.05	$640	$2,629
1016	Biddeford Pub Schls	165.0	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$114	-$526
1044	Dayton Pub Schls	10.7	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$7	-$526
1146	Saco Pub Schls	127.5	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$88	-$526
3167	RSU 21	154.2	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$107	-$526
3168	RSU 23	64.0	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$44	-$526
1029	Cape Elizabeth Pub Schls	116.6	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1057	Falmouth Pub Schls	161.7	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1065	Gorham Pub Schls	170.2	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1134	Portland Pub Schls	483.3	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1135	Long Island Pub Schls	2.0	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1149	Scarborough Pub Schls	219.4	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1155	South Portland Pub Schls	206.4	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1175	Westbrook Pub Schls	155.2	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1190	Yarmouth Schls	110.4	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1200	RSU 06/MSAD 06	240.0	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1209	RSU 15/MSAD 15	134.1	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1245	RSU 51/MSAD 51	143.0	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
3149	Chebeague Island Pub Schls	2.9	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
3158	RSU 05	138.6	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
3162	RSU 14	209.5	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1255	RSU 61/MSAD 61	130.8	3 Portland-South Portland Metropolitan TMA	1.08	0.94	0.14	$1,268	$7,360
1026	Brunswick Pub Schls	177.7	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-

Simulation Policy Option 4B: Floor = 0.93; Cap = 1.09 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1061 Georgetown Pub Schls	8.5	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1174 West Bath Pub Schls	10.6	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1186 Wiscasset Pub Schls	46.5	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1266 RSU 75/MSAD 75	170.9	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
3152 RSU 01 - LKRSU	131.0	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1055 Edgecomb Pub Schls	7.0	5 Boothbay TMA	1.09	1.02	0.07	$34	$3,680
1023 Bristol Pub Schls	13.8	5 Boothbay TMA	1.09	1.03	0.06	$57	$3,154
1109 Monhegan Plt School Dept	1.0	5 Boothbay TMA	1.09	1.03	0.06	$4	$3,154
1117 Nobleboro Pub Schls	12.4	5 Boothbay TMA	1.09	1.03	0.06	$52	$3,154
1153 South Bristol Pub Schls	6.2	5 Boothbay TMA	1.09	1.03	0.06	$26	$3,154
1154 Southport Pub Schls	2.6	5 Boothbay TMA	1.09	1.03	0.06	$11	$3,154
1281 Boothbay-Boothbay Hbr CSD	47.5	5 Boothbay TMA	1.09	1.03	0.06	$197	$3,154
1290 Great Salt Bay CSD	29.3	5 Boothbay TMA	1.09	1.03	0.06	$122	$3,154
1081 Jefferson Pub Schls	12.9	5 Boothbay TMA	1.09	0.95	0.14	$125	$7,360
1004 Appleton Pub Schls	12.5	6 Rockland-Camden TMA	1.04	1.00	0.04	$35	$2,103
1077 Hope Pub Schls	14.1	6 Rockland-Camden TMA	1.04	1.00	0.04	$39	$2,103
1201 RSU 07/MSAD 07	10.8	6 Rockland-Camden TMA	1.04	1.00	0.04	$30	$2,103
1202 RSU 08/MSAD 08	19.8	6 Rockland-Camden TMA	1.04	1.00	0.04	$55	$2,103
1222 RSU 28/MSAD 28	55.0	6 Rockland-Camden TMA	1.04	1.00	0.04	$152	$2,103
1234 RSU 40/MSAD 40	127.0	6 Rockland-Camden TMA	1.04	1.00	0.04	$352	$2,103
1259 RSU 65/MSAD 65	1.0	6 Rockland-Camden TMA	1.04	1.00	0.04	$3	$2,103
1294 Five Town CSD	52.2	6 Rockland-Camden TMA	1.04	1.00	0.04	$145	$2,103
3161 RSU 13	136.4	6 Rockland-Camden TMA	1.04	1.00	0.04	$378	$2,103
3240 St George Pub Schls	16.6	6 Rockland-Camden TMA	1.04	1.00	0.04	$46	$2,103
1078 Isle Au Haut Pub Schls	1.1	6 Rockland-Camden TMA	1.04	0.95	0.09	$7	$4,732
1091 Lincolnville Pub Schls	15.0	6 Rockland-Camden TMA	1.04	1.01	0.03	$31	$1,577
1211 RSU 17/MSAD 17	223.3	7 Paris-Fryeburg TMA	0.93	0.94	-0.01	-$155	-$526
1249 RSU 55/MSAD 55	71.2	7 Paris-Fryeburg TMA	0.93	0.94	-0.01	-$49	-$526
1264 RSU 72/MSAD 72	55.9	7 Paris-Fryeburg TMA	0.93	0.94	-0.01	-$39	-$526
1007 Auburn Pub Schls	237.5	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$164	-$526
1088 Lewiston Pub Schls	344.8	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$239	-$526
1092 Lisbon Pub Schls	74.2	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$51	-$526
1246 RSU 52/MSAD 52	136.0	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$94	-$526

Simulation Policy Option 4B: Floor = 0.93; Cap = 1.09 (Proposed TMAs)

SAU		FTE Teachers	EPS Teacher Market Area (Proposed)		Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
3157	RSU 04	94.6	8	Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$65	-$526
3163	RSU 16	115.4	8	Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$80	-$526
1008	Augusta Pub Schls	135.5	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$188	-$1,051
1166	Vassalboro Pub Schls	31.5	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$44	-$1,051
1185	Winthrop Pub Schls	64.9	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$90	-$1,051
1205	RSU 11/MSAD 11	144.3	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$200	-$1,051
3156	RSU 02	155.8	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$216	-$1,051
3160	RSU 12	72.4	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$100	-$1,051
3164	RSU 18	179.8	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$249	-$1,051
3173	RSU 38	101.5	9	Augusta Micropolitan TMA	0.93	0.95	-0.02	-$141	-$1,051
1170	Waterville Pub Schls	108.3	10	Waterville Micropolitan TMA	0.93	0.97	-0.04	-$300	-$2,103
1183	Winslow Schls	83.2	10	Waterville Micropolitan TMA	0.93	0.97	-0.04	-$230	-$2,103
1243	RSU 49/MSAD 49	144.9	10	Waterville Micropolitan TMA	0.93	0.97	-0.04	-$401	-$2,103
1079	Islesboro Pub Schls	12.7	11	Belfast TMA	0.96	1.01	-0.05	-$44	-$2,629
1197	RSU 03/MSAD 03	89.4	11	Belfast TMA	0.96	1.01	-0.05	-$309	-$2,629
3166	RSU 20	38.4	11	Belfast TMA	0.96	1.01	-0.05	-$133	-$2,629
3239	Northport Pub Schls	9.3	11	Belfast TMA	0.96	1.01	-0.05	-$32	-$2,629
3241	RSU 71	110.0	11	Belfast TMA	0.96	1.01	-0.05	-$381	-$2,629
1017	Blue Hill Pub Schls	26.8	12	Ellsworth TMA	0.93	0.95	-0.02	-$37	-$1,051
1024	Brooklin Pub Schls	8.2	12	Ellsworth TMA	0.93	0.95	-0.02	-$11	-$1,051
1025	Brooksville Pub Schls	8.6	12	Ellsworth TMA	0.93	0.95	-0.02	-$12	-$1,051
1032	Castine Pub Schls	6.9	12	Ellsworth TMA	0.93	0.95	-0.02	-$10	-$1,051
1094	Frenchboro Pub Schls	1.0	12	Ellsworth TMA	0.93	0.95	-0.02	-$1	-$1,051
1128	Penobscot Pub Schls	8.5	12	Ellsworth TMA	0.93	0.95	-0.02	-$12	-$1,051
1150	Sedgwick Pub Schls	9.2	12	Ellsworth TMA	0.93	0.95	-0.02	-$13	-$1,051
1267	MSAD 76	3.6	12	Ellsworth TMA	0.93	0.95	-0.02	-$5	-$1,051
1289	Deer Isle-Stonington CSD	31.8	12	Ellsworth TMA	0.93	0.95	-0.02	-$44	-$1,051
3170	RSU 25	69.4	12	Ellsworth TMA	0.93	0.94	-0.01	-$48	-$526
1012	Bar Harbor Pub Schls	32.3	12	Ellsworth TMA	0.93	0.93	-	-	-
1040	Cranberry Isles Pub Schls	2.7	12	Ellsworth TMA	0.93	0.93	-	-	-
1056	Ellsworth Pub Schls	84.7	12	Ellsworth TMA	0.93	0.93	-	-	-
1071	Hancock Pub Schls	16.5	12	Ellsworth TMA	0.93	0.93	-	-	-
1087	Lamoine Pub Schls	11.2	12	Ellsworth TMA	0.93	0.93	-	-	-

Simulation Policy Option 4B: Floor = 0.93; Cap = 1.09 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1112 Mount Desert Pub Schls	19.3	12 Ellsworth TMA	0.93	0.93	-	-	-
1156 Southwest Harbor Pub Schls	14.6	12 Ellsworth TMA	0.93	0.93	-	-	-
1159 Surry Pub Schls	10.9	12 Ellsworth TMA	0.93	0.93	-	-	-
1162 Tremont Pub Schls	14.4	12 Ellsworth TMA	0.93	0.93	-	-	-
1163 Trenton Pub Schls	13.5	12 Ellsworth TMA	0.93	0.93	-	-	-
1283 Mt Desert CSD	42.5	12 Ellsworth TMA	0.93	0.93	-	-	-
3169 RSU 24	74.5	12 Ellsworth TMA	0.93	0.93	-	-	-
1014 Beals Pub Schls	6.6	13 Machias TMA	0.93	0.84	0.09	$41	$4,732
1083 Jonesport Pub Schls	11.7	13 Machias TMA	0.93	0.84	0.09	$73	$4,732
1231 RSU 37/MSAD 37	48.4	13 Machias TMA	0.93	0.84	0.09	$302	$4,732
1292 Moosabec CSD	9.1	13 Machias TMA	0.93	0.84	0.09	$57	$4,732
3230 Cherryfield Pub Schls	8.6	13 Machias TMA	0.93	0.84	0.09	$54	$4,732
1082 Jonesboro Pub Schls	4.6	13 Machias TMA	0.93	0.84	0.09	$29	$4,732
1095 Machias Pub Schls	35.0	13 Machias TMA	0.93	0.84	0.09	$218	$4,732
1173 Wesley Pub Schls	1.0	13 Machias TMA	0.93	0.84	0.09	$6	$4,732
1213 RSU 85/MSAD 19	8.9	13 Machias TMA	0.93	0.84	0.09	$55	$4,732
3129 East Machias Pub Schls	12.5	13 Machias TMA	0.93	0.84	0.09	$78	$4,732
3136 Cutler Pub Schls	5.7	13 Machias TMA	0.93	0.84	0.09	$36	$4,732
3137 Machiasport Pub Schls	5.1	13 Machias TMA	0.93	0.84	0.09	$32	$4,732
3138 Whiting Pub Schls	2.4	13 Machias TMA	0.93	0.84	0.09	$15	$4,732
1238 RSU 44/MSAD 44	56.9	14 Rumford TMA	0.94	0.93	0.01	$39	$526
3159 RSU 10	185.7	14 Rumford TMA	0.94	0.93	0.01	$129	$526
3238 Andover Pub Schls	3.0	14 Rumford TMA	0.94	0.93	0.01	$2	$526
1058 Fayette Pub Schls	4.8	15 Farmington TMA	0.93	0.95	-0.02	-$7	-$1,051
1252 RSU 58/MSAD 58	54.4	15 Farmington TMA	0.93	0.96	-0.03	-$113	-$1,577
3184 RSU 78	18.5	15 Farmington TMA	0.93	0.96	-0.03	-$38	-$1,577
3198 RSU 73	107.2	15 Farmington TMA	0.93	0.96	-0.03	-$223	-$1,577
3206 RSU 09	146.7	15 Farmington TMA	0.93	0.96	-0.03	-$305	-$1,577
3229 Eustis Pub Schls	7.4	15 Farmington TMA	0.93	0.96	-0.03	-$15	-$1,577
1206 RSU 82/MSAD 12	15.4	16 Skowhegan TMA	0.96	1.03	-0.07	-$75	-$3,680
1207 RSU 83/MSAD 13	20.1	16 Skowhegan TMA	0.96	1.03	-0.07	-$97	-$3,680
1248 RSU 54/MSAD 54	163.6	16 Skowhegan TMA	0.96	1.03	-0.07	-$793	-$3,680
1253 RSU 59/MSAD 59	49.0	16 Skowhegan TMA	0.96	1.03	-0.07	-$237	-$3,680

Simulation Policy Option 4B: Floor = 0.93; Cap = 1.09 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1265 RSU 74/MSAD 74	45.6	16 Skowhegan TMA	0.96	1.03	-0.07	-$221	-$3,680
3231 Athens Pub Schls	10.4	16 Skowhegan TMA	0.96	1.03	-0.07	-$50	-$3,680
1073 Harmony Pub Schls	5.3	17 Pittsfield TMA	0.96	0.94	0.02	$7	$1,051
1247 RSU 53/MSAD 53	51.1	17 Pittsfield TMA	0.96	0.94	0.02	$71	$1,051
3165 RSU 19	137.9	17 Pittsfield TMA	0.96	0.94	0.02	$191	$1,051
1046 Dedham Pub Schls	12.4	18 Bangor Metropolitan TMA	1.00	0.94	0.06	$52	$3,154
1011 Bangor Pub Schls	237.1	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$328	-$1,051
1021 Brewer Pub Schls	95.0	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$132	-$1,051
1063 Glenburn Pub Schls	32.2	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$45	-$1,051
1074 Hermon Pub Schls	74.9	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$104	-$1,051
1106 Milford Pub Schls	22.2	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$31	-$1,051
1124 Orrington Pub Schls	26.7	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$37	-$1,051
1167 Veazie Pub Schls	10.6	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$15	-$1,051
1257 RSU 63/MSAD 63	39.0	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$54	-$1,051
1270 Indian Island	16.5	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$23	-$1,051
3171 RSU 26	63.4	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$88	-$1,051
3172 RSU 34	95.6	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$132	-$1,051
3217 RSU 22	145.0	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$201	-$1,051
1125 Otis Pub Schls	8.0	18 Bangor Metropolitan TMA	1.00	0.93	0.07	$39	$3,680
1284 Airline CSD	3.0	18 Bangor Metropolitan TMA	1.00	0.93	0.07	$15	$3,680
1069 Greenbush Pub Schls	10.8	18 Bangor Metropolitan TMA	1.00	0.89	0.11	$82	$5,783
1217 RSU 87/MSAD 23	45.4	18 Bangor Metropolitan TMA	1.00	0.89	0.11	$346	$5,783
1258 RSU 64/MSAD 64	74.0	18 Bangor Metropolitan TMA	1.00	0.89	0.11	$564	$5,783
1225 RSU 31/MSAD 31	40.0	18 Bangor Metropolitan TMA	1.00	0.86	0.14	$388	$7,360
1224 RSU 30/MSAD 30	12.4	19 Lincoln-Millinocket TMA	0.93	0.95	-0.02	-$17	-$1,051
3175 RSU 67	72.5	19 Lincoln-Millinocket TMA	0.93	0.86	0.07	$351	$3,680
1052 East Millinocket Pub Schls	17.3	19 Lincoln-Millinocket TMA	0.93	0.88	0.05	$60	$2,629
1105 Medway Pub Schls	8.9	19 Lincoln-Millinocket TMA	0.93	0.88	0.05	$31	$2,629
1107 Millinocket Pub Schls	34.7	19 Lincoln-Millinocket TMA	0.93	0.88	0.05	$120	$2,629
1054 Eastport Pub Schls	15.2	20 Calais TMA	0.93	0.84	0.09	$95	$4,732
1127 Pembroke Pub Schls	8.5	20 Calais TMA	0.93	0.84	0.09	$53	$4,732
1129 Perry Pub Schls	8.8	20 Calais TMA	0.93	0.84	0.09	$55	$4,732
1272 Pleasant Point	16.8	20 Calais TMA	0.93	0.84	0.09	$105	$4,732

Simulation Policy Option 4B: Floor = 0.93; Cap = 1.09 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 to 1.09	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1001 Alexander Pub Schls	4.4	20 Calais TMA	0.93	0.96	-0.03	-$9	-$1,577
1009 Baileyville Pub Schls	24.8	20 Calais TMA	0.93	0.96	-0.03	-$52	-$1,577
1028 Calais Pub Schls	33.7	20 Calais TMA	0.93	0.96	-0.03	-$70	-$1,577
1035 Charlotte Pub Schls	3.4	20 Calais TMA	0.93	0.96	-0.03	-$7	-$1,577
1136 Princeton Pub Schls	9.0	20 Calais TMA	0.93	0.96	-0.03	-$19	-$1,577
1271 Indian Township	11.4	20 Calais TMA	0.93	0.96	-0.03	-$24	-$1,577
1288 East Range CSD	3.3	20 Calais TMA	0.93	0.96	-0.03	-$7	-$1,577
1240 MSAD 46	64.0	21 Dover-Foxcroft TMA	0.93	0.94	-0.01	-$44	-$526
1070 Greenville Pub Schls	19.0	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$26	-$1,051
1198 RSU 80/MSAD 04	40.0	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$55	-$1,051
1235 RSU 41/MSAD 41	48.7	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$67	-$1,051
1261 RSU 68/MSAD 68	45.8	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$63	-$1,051
1208 RSU 84/MSAD 14	13.5	22 Houlton TMA	0.93	0.96	-0.03	-$28	-$1,577
1223 RSU 29/MSAD 29	80.0	22 Houlton TMA	0.93	0.88	0.05	$277	$2,629
1262 RSU 70/MSAD 70	34.5	22 Houlton TMA	0.93	0.88	0.05	$119	$2,629
3199 RSU 50	50.0	22 Houlton TMA	0.93	0.88	0.05	$173	$2,629
1033 Caswell Pub Schls	1.8	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$4	$1,577
1053 Easton Pub Schls	19.0	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$39	$1,577
1097 Madawaska Pub Schls	30.7	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$64	$1,577
1116 New Sweden Pub Schls	4.9	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$10	$1,577
1187 Woodland Pub Schls	11.3	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$23	$1,577
1196 RSU 79/MSAD 01	105.5	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$219	$1,577
1214 RSU 86/MSAD 20	36.9	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$77	$1,577
1226 RSU 32/MSAD 32	20.3	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$42	$1,577
1236 RSU 42/MSAD 42	34.0	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$71	$1,577
1239 RSU 45/MSAD 45	23.0	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$48	$1,577
3174 RSU 39	91.7	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$190	$1,577
1218 RSU 88/MSAD 24	22.2	23 Presque Isle-Fort Kent TMA	0.93	0.99	-0.06	-$92	-$3,154
1221 MSAD 27	54.7	23 Presque Isle-Fort Kent TMA	0.93	0.99	-0.06	-$227	-$3,154
1227 RSU 33/MSAD 33	17.4	23 Presque Isle-Fort Kent TMA	0.93	0.99	-0.06	-$72	-$3,154

Simulation Policy Option 4C: Floor = 0.93; Soft Cap = 1.07 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
Maine	12,151.5		1.003	1.001	0.002	$1,577,153	$130
Total Positive	3,164.6					$10,579,318	$3,343
Total Negative	5,611.3					-$9,002,165	-$1,604
1085 Kittery Pub Schls	80.2	1 York-Wells TMA	1.13	1.06	0.07	$389	$3,680
1191 York Pub Schls	139.0	1 York-Wells TMA	1.13	1.06	0.07	$674	$3,680
1293 Wells-Ogunquit CSD	100.7	1 York-Wells TMA	1.13	1.09	0.04	$279	$2,103
1229 RSU 35/MSAD 35	152.1	2 Sanford-Berwick TMA	1.04	1.06	-0.02	-$211	-$1,051
1000 Acton Pub Schls	17.0	2 Sanford-Berwick TMA	1.04	1.03	0.01	$12	$526
1148 Sanford Pub Schls	191.6	2 Sanford-Berwick TMA	1.04	1.03	0.01	$133	$526
1254 RSU 60/MSAD 60	206.9	2 Sanford-Berwick TMA	1.04	1.03	0.01	$143	$526
1251 RSU 57/MSAD 57	184.8	3 Portland-South Portland Metropolitan TMA	1.08	1.03	0.05	$640	$2,629
1016 Biddeford Pub Schls	165.0	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$114	-$526
1044 Dayton Pub Schls	10.7	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$7	-$526
1146 Saco Pub Schls	127.5	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$88	-$526
3167 RSU 21	154.2	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$107	-$526
3168 RSU 23	64.0	3 Portland-South Portland Metropolitan TMA	1.08	1.09	-0.01	-$44	-$526
1029 Cape Elizabeth Pub Schls	116.6	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1057 Falmouth Pub Schls	161.7	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1065 Gorham Pub Schls	170.2	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1134 Portland Pub Schls	483.3	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1135 Long Island Pub Schls	2.0	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1149 Scarborough Pub Schls	219.4	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1155 South Portland Pub Schls	206.4	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1175 Westbrook Pub Schls	155.2	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1190 Yarmouth Schls	110.4	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1200 RSU 06/MSAD 06	240.0	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1209 RSU 15/MSAD 15	134.1	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1245 RSU 51/MSAD 51	143.0	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
3149 Chebeague Island Pub Schls	2.9	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
3158 RSU 05	138.6	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
3162 RSU 14	209.5	3 Portland-South Portland Metropolitan TMA	1.08	1.08	-	-	-
1255 RSU 61/MSAD 61	130.8	3 Portland-South Portland Metropolitan TMA	1.08	0.94	0.14	$1,268	$7,360
1026 Brunswick Pub Schls	177.7	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-

Simulation Policy Option 4C: Floor = 0.93; Soft Cap = 1.07 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1061 Georgetown Pub Schls	8.5	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1174 West Bath Pub Schls	10.6	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1186 Wiscasset Pub Schls	46.5	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1266 RSU 75/MSAD 75	170.9	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
3152 RSU 01 - LKRSU	131.0	4 Brunswick Micropolitan TMA	1.02	1.02	-	-	-
1055 Edgecomb Pub Schls	7.0	5 Boothbay TMA	1.09	1.02	0.07	$34	$3,680
1023 Bristol Pub Schls	13.8	5 Boothbay TMA	1.09	1.03	0.06	$57	$3,154
1109 Monhegan Plt School Dept	1.0	5 Boothbay TMA	1.09	1.03	0.06	$4	$3,154
1117 Nobleboro Pub Schls	12.4	5 Boothbay TMA	1.09	1.03	0.06	$52	$3,154
1153 South Bristol Pub Schls	6.2	5 Boothbay TMA	1.09	1.03	0.06	$26	$3,154
1154 Southport Pub Schls	2.6	5 Boothbay TMA	1.09	1.03	0.06	$11	$3,154
1281 Boothbay-Boothbay Hbr CSD	47.5	5 Boothbay TMA	1.09	1.03	0.06	$197	$3,154
1290 Great Salt Bay CSD	29.3	5 Boothbay TMA	1.09	1.03	0.06	$122	$3,154
1081 Jefferson Pub Schls	12.9	5 Boothbay TMA	1.09	0.95	0.14	$125	$7,360
1004 Appleton Pub Schls	12.5	6 Rockland-Camden TMA	1.04	1.00	0.04	$35	$2,103
1077 Hope Pub Schls	14.1	6 Rockland-Camden TMA	1.04	1.00	0.04	$39	$2,103
1201 RSU 07/MSAD 07	10.8	6 Rockland-Camden TMA	1.04	1.00	0.04	$30	$2,103
1202 RSU 08/MSAD 08	19.8	6 Rockland-Camden TMA	1.04	1.00	0.04	$55	$2,103
1222 RSU 28/MSAD 28	55.0	6 Rockland-Camden TMA	1.04	1.00	0.04	$152	$2,103
1234 RSU 40/MSAD 40	127.0	6 Rockland-Camden TMA	1.04	1.00	0.04	$352	$2,103
1259 RSU 65/MSAD 65	1.0	6 Rockland-Camden TMA	1.04	1.00	0.04	$3	$2,103
1294 Five Town CSD	52.2	6 Rockland-Camden TMA	1.04	1.00	0.04	$145	$2,103
3161 RSU 13	136.4	6 Rockland-Camden TMA	1.04	1.00	0.04	$378	$2,103
3240 St George Pub Schls	16.6	6 Rockland-Camden TMA	1.04	1.00	0.04	$46	$2,103
1078 Isle Au Haut Pub Schls	1.1	6 Rockland-Camden TMA	1.04	0.95	0.09	$7	$4,732
1091 Lincolnville Pub Schls	15.0	6 Rockland-Camden TMA	1.04	1.01	0.03	$31	$1,577
1211 RSU 17/MSAD 17	223.3	7 Paris-Fryeburg TMA	0.93	0.94	-0.01	-$155	-$526
1249 RSU 55/MSAD 55	71.2	7 Paris-Fryeburg TMA	0.93	0.94	-0.01	-$49	-$526
1264 RSU 72/MSAD 72	55.9	7 Paris-Fryeburg TMA	0.93	0.94	-0.01	-$39	-$526
1007 Auburn Pub Schls	237.5	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$164	-$526
1088 Lewiston Pub Schls	344.8	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$239	-$526
1092 Lisbon Pub Schls	74.2	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$51	-$526
1246 RSU 52/MSAD 52	136.0	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$94	-$526

Simulation Policy Option 4C: Floor = 0.93; Soft Cap = 1.07 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
3157 RSU 04	94.6	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$65	-$526
3163 RSU 16	115.4	8 Lewiston-Auburn Metropolitan TMA	0.97	0.98	-0.01	-$80	-$526
1008 Augusta Pub Schls	135.5	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$188	-$1,051
1166 Vassalboro Pub Schls	31.5	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$44	-$1,051
1185 Winthrop Pub Schls	64.9	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$90	-$1,051
1205 RSU 11/MSAD 11	144.3	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$200	-$1,051
3156 RSU 02	155.8	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$216	-$1,051
3160 RSU 12	72.4	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$100	-$1,051
3164 RSU 18	179.8	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$249	-$1,051
3173 RSU 38	101.5	9 Augusta Micropolitan TMA	0.93	0.95	-0.02	-$141	-$1,051
1170 Waterville Pub Schls	108.3	10 Waterville Micropolitan TMA	0.93	0.97	-0.04	-$300	-$2,103
1183 Winslow Schls	83.2	10 Waterville Micropolitan TMA	0.93	0.97	-0.04	-$230	-$2,103
1243 RSU 49/MSAD 49	144.9	10 Waterville Micropolitan TMA	0.93	0.97	-0.04	-$401	-$2,103
1079 Islesboro Pub Schls	12.7	11 Belfast TMA	0.96	1.01	-0.05	-$44	-$2,629
1197 RSU 03/MSAD 03	89.4	11 Belfast TMA	0.96	1.01	-0.05	-$309	-$2,629
3166 RSU 20	38.4	11 Belfast TMA	0.96	1.01	-0.05	-$133	-$2,629
3239 Northport Pub Schls	9.3	11 Belfast TMA	0.96	1.01	-0.05	-$32	-$2,629
3241 RSU 71	110.0	11 Belfast TMA	0.96	1.01	-0.05	-$381	-$2,629
1017 Blue Hill Pub Schls	26.8	12 Ellsworth TMA	0.93	0.95	-0.02	-$37	-$1,051
1024 Brooklin Pub Schls	8.2	12 Ellsworth TMA	0.93	0.95	-0.02	-$11	-$1,051
1025 Brooksville Pub Schls	8.6	12 Ellsworth TMA	0.93	0.95	-0.02	-$12	-$1,051
1032 Castine Pub Schls	6.9	12 Ellsworth TMA	0.93	0.95	-0.02	-$10	-$1,051
1094 Frenchboro Pub Schls	1.0	12 Ellsworth TMA	0.93	0.95	-0.02	-$1	-$1,051
1128 Penobscot Pub Schls	8.5	12 Ellsworth TMA	0.93	0.95	-0.02	-$12	-$1,051
1150 Sedgwick Pub Schls	9.2	12 Ellsworth TMA	0.93	0.95	-0.02	-$13	-$1,051
1267 MSAD 76	3.6	12 Ellsworth TMA	0.93	0.95	-0.02	-$5	-$1,051
1289 Deer Isle-Stonington CSD	31.8	12 Ellsworth TMA	0.93	0.95	-0.02	-$44	-$1,051
3170 RSU 25	69.4	12 Ellsworth TMA	0.93	0.94	-0.01	-$48	-$526
1012 Bar Harbor Pub Schls	32.3	12 Ellsworth TMA	0.93	0.93	-	-	-
1040 Cranberry Isles Pub Schls	2.7	12 Ellsworth TMA	0.93	0.93	-	-	-
1056 Ellsworth Pub Schls	84.7	12 Ellsworth TMA	0.93	0.93	-	-	-
1071 Hancock Pub Schls	16.5	12 Ellsworth TMA	0.93	0.93	-	-	-
1087 Lamoine Pub Schls	11.2	12 Ellsworth TMA	0.93	0.93	-	-	-

Simulation Policy Option 4C: Floor = 0.93; Soft Cap = 1.07 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1112 Mount Desert Pub Schls	19.3	12 Ellsworth TMA	0.93	0.93	-	-	-
1156 Southwest Harbor Pub Schls	14.6	12 Ellsworth TMA	0.93	0.93	-	-	-
1159 Surry Pub Schls	10.9	12 Ellsworth TMA	0.93	0.93	-	-	-
1162 Tremont Pub Schls	14.4	12 Ellsworth TMA	0.93	0.93	-	-	-
1163 Trenton Pub Schls	13.5	12 Ellsworth TMA	0.93	0.93	-	-	-
1283 Mt Desert CSD	42.5	12 Ellsworth TMA	0.93	0.93	-	-	-
3169 RSU 24	74.5	12 Ellsworth TMA	0.93	0.93	-	-	-
1014 Beals Pub Schls	6.6	13 Machias TMA	0.93	0.84	0.09	$41	$4,732
1083 Jonesport Pub Schls	11.7	13 Machias TMA	0.93	0.84	0.09	$73	$4,732
1231 RSU 37/MSAD 37	48.4	13 Machias TMA	0.93	0.84	0.09	$302	$4,732
1292 Moosabec CSD	9.1	13 Machias TMA	0.93	0.84	0.09	$57	$4,732
3230 Cherryfield Pub Schls	8.6	13 Machias TMA	0.93	0.84	0.09	$54	$4,732
1082 Jonesboro Pub Schls	4.6	13 Machias TMA	0.93	0.84	0.09	$29	$4,732
1095 Machias Pub Schls	35.0	13 Machias TMA	0.93	0.84	0.09	$218	$4,732
1173 Wesley Pub Schls	1.0	13 Machias TMA	0.93	0.84	0.09	$6	$4,732
1213 RSU 85/MSAD 19	8.9	13 Machias TMA	0.93	0.84	0.09	$55	$4,732
3129 East Machias Pub Schls	12.5	13 Machias TMA	0.93	0.84	0.09	$78	$4,732
3136 Cutler Pub Schls	5.7	13 Machias TMA	0.93	0.84	0.09	$36	$4,732
3137 Machiasport Pub Schls	5.1	13 Machias TMA	0.93	0.84	0.09	$32	$4,732
3138 Whiting Pub Schls	2.4	13 Machias TMA	0.93	0.84	0.09	$15	$4,732
1238 RSU 44/MSAD 44	56.9	14 Rumford TMA	0.94	0.93	0.01	$39	$526
3159 RSU 10	185.7	14 Rumford TMA	0.94	0.93	0.01	$129	$526
3238 Andover Pub Schls	3.0	14 Rumford TMA	0.94	0.93	0.01	$2	$526
1058 Fayette Pub Schls	4.8	15 Farmington TMA	0.93	0.95	-0.02	-$7	-$1,051
1252 RSU 58/MSAD 58	54.4	15 Farmington TMA	0.93	0.96	-0.03	-$113	-$1,577
3184 RSU 78	18.5	15 Farmington TMA	0.93	0.96	-0.03	-$38	-$1,577
3198 RSU 73	107.2	15 Farmington TMA	0.93	0.96	-0.03	-$223	-$1,577
3206 RSU 09	146.7	15 Farmington TMA	0.93	0.96	-0.03	-$305	-$1,577
3229 Eustis Pub Schls	7.4	15 Farmington TMA	0.93	0.96	-0.03	-$15	-$1,577
1206 RSU 82/MSAD 12	15.4	16 Skowhegan TMA	0.96	1.03	-0.07	-$75	-$3,680
1207 RSU 83/MSAD 13	20.1	16 Skowhegan TMA	0.96	1.03	-0.07	-$97	-$3,680
1248 RSU 54/MSAD 54	163.6	16 Skowhegan TMA	0.96	1.03	-0.07	-$793	-$3,680
1253 RSU 59/MSAD 59	49.0	16 Skowhegan TMA	0.96	1.03	-0.07	-$237	-$3,680

Simulation Policy Option 4C: Floor = 0.93; Soft Cap = 1.07 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1265 RSU 74/MSAD 74	45.6	16 Skowhegan TMA	0.96	1.03	-0.07	-$221	-$3,680
3231 Athens Pub Schls	10.4	16 Skowhegan TMA	0.96	1.03	-0.07	-$50	-$3,680
1073 Harmony Pub Schls	5.3	17 Pittsfield TMA	0.96	0.94	0.02	$7	$1,051
1247 RSU 53/MSAD 53	51.1	17 Pittsfield TMA	0.96	0.94	0.02	$71	$1,051
3165 RSU 19	137.9	17 Pittsfield TMA	0.96	0.94	0.02	$191	$1,051
1046 Dedham Pub Schls	12.4	18 Bangor Metropolitan TMA	1.00	0.94	0.06	$52	$3,154
1011 Bangor Pub Schls	237.1	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$328	-$1,051
1021 Brewer Pub Schls	95.0	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$132	-$1,051
1063 Glenburn Pub Schls	32.2	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$45	-$1,051
1074 Hermon Pub Schls	74.9	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$104	-$1,051
1106 Milford Pub Schls	22.2	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$31	-$1,051
1124 Orrington Pub Schls	26.7	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$37	-$1,051
1167 Veazie Pub Schls	10.6	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$15	-$1,051
1257 RSU 63/MSAD 63	39.0	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$54	-$1,051
1270 Indian Island	16.5	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$23	-$1,051
3171 RSU 26	63.4	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$88	-$1,051
3172 RSU 34	95.6	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$132	-$1,051
3217 RSU 22	145.0	18 Bangor Metropolitan TMA	1.00	1.02	-0.02	-$201	-$1,051
1125 Otis Pub Schls	8.0	18 Bangor Metropolitan TMA	1.00	0.93	0.07	$39	$3,680
1284 Airline CSD	3.0	18 Bangor Metropolitan TMA	1.00	0.93	0.07	$15	$3,680
1069 Greenbush Pub Schls	10.8	18 Bangor Metropolitan TMA	1.00	0.89	0.11	$82	$5,783
1217 RSU 87/MSAD 23	45.4	18 Bangor Metropolitan TMA	1.00	0.89	0.11	$346	$5,783
1258 RSU 64/MSAD 64	74.0	18 Bangor Metropolitan TMA	1.00	0.89	0.11	$564	$5,783
1225 RSU 31/MSAD 31	40.0	18 Bangor Metropolitan TMA	1.00	0.86	0.14	$388	$7,360
1224 RSU 30/MSAD 30	12.4	19 Lincoln-Millinocket TMA	0.93	0.95	-0.02	-$17	-$1,051
3175 RSU 67	72.5	19 Lincoln-Millinocket TMA	0.93	0.86	0.07	$351	$3,680
1052 East Millinocket Pub Schls	17.3	19 Lincoln-Millinocket TMA	0.93	0.88	0.05	$60	$2,629
1105 Medway Pub Schls	8.9	19 Lincoln-Millinocket TMA	0.93	0.88	0.05	$31	$2,629
1107 Millinocket Pub Schls	34.7	19 Lincoln-Millinocket TMA	0.93	0.88	0.05	$120	$2,629
1054 Eastport Pub Schls	15.2	20 Calais TMA	0.93	0.84	0.09	$95	$4,732
1127 Pembroke Pub Schls	8.5	20 Calais TMA	0.93	0.84	0.09	$53	$4,732
1129 Perry Pub Schls	8.8	20 Calais TMA	0.93	0.84	0.09	$55	$4,732
1272 Pleasant Point	16.8	20 Calais TMA	0.93	0.84	0.09	$105	$4,732

Simulation Policy Option 4C: Floor = 0.93; Soft Cap = 1.07 (Proposed TMAs)

SAU	FTE Teachers	EPS Teacher Market Area (Proposed)	Adjustment 0.93 Floor 1.07 Soft Cap	Current Adjustment	Change	Estimated Cost ($,000s)	Cost per Teacher
1001 Alexander Pub Schls	4.4	20 Calais TMA	0.93	0.96	-0.03	-$9	-$1,577
1009 Baileyville Pub Schls	24.8	20 Calais TMA	0.93	0.96	-0.03	-$52	-$1,577
1028 Calais Pub Schls	33.7	20 Calais TMA	0.93	0.96	-0.03	-$70	-$1,577
1035 Charlotte Pub Schls	3.4	20 Calais TMA	0.93	0.96	-0.03	-$7	-$1,577
1136 Princeton Pub Schls	9.0	20 Calais TMA	0.93	0.96	-0.03	-$19	-$1,577
1271 Indian Township	11.4	20 Calais TMA	0.93	0.96	-0.03	-$24	-$1,577
1288 East Range CSD	3.3	20 Calais TMA	0.93	0.96	-0.03	-$7	-$1,577
1240 MSAD 46	64.0	21 Dover-Foxcroft TMA	0.93	0.94	-0.01	-$44	-$526
1070 Greenville Pub Schls	19.0	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$26	-$1,051
1198 RSU 80/MSAD 04	40.0	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$55	-$1,051
1235 RSU 41/MSAD 41	48.7	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$67	-$1,051
1261 RSU 68/MSAD 68	45.8	21 Dover-Foxcroft TMA	0.93	0.95	-0.02	-$63	-$1,051
1208 RSU 84/MSAD 14	13.5	22 Houlton TMA	0.93	0.96	-0.03	-$28	-$1,577
1223 RSU 29/MSAD 29	80.0	22 Houlton TMA	0.93	0.88	0.05	$277	$2,629
1262 RSU 70/MSAD 70	34.5	22 Houlton TMA	0.93	0.88	0.05	$119	$2,629
3199 RSU 50	50.0	22 Houlton TMA	0.93	0.88	0.05	$173	$2,629
1033 Caswell Pub Schls	1.8	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$4	$1,577
1053 Easton Pub Schls	19.0	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$39	$1,577
1097 Madawaska Pub Schls	30.7	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$64	$1,577
1116 New Sweden Pub Schls	4.9	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$10	$1,577
1187 Woodland Pub Schls	11.3	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$23	$1,577
1196 RSU 79/MSAD 01	105.5	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$219	$1,577
1214 RSU 86/MSAD 20	36.9	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$77	$1,577
1226 RSU 32/MSAD 32	20.3	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$42	$1,577
1236 RSU 42/MSAD 42	34.0	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$71	$1,577
1239 RSU 45/MSAD 45	23.0	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$48	$1,577
3174 RSU 39	91.7	23 Presque Isle-Fort Kent TMA	0.93	0.90	0.03	$190	$1,577
1218 RSU 88/MSAD 24	22.2	23 Presque Isle-Fort Kent TMA	0.93	0.99	-0.06	-$92	-$3,154
1221 MSAD 27	54.7	23 Presque Isle-Fort Kent TMA	0.93	0.99	-0.06	-$227	-$3,154
1227 RSU 33/MSAD 33	17.4	23 Presque Isle-Fort Kent TMA	0.93	0.99	-0.06	-$72	-$3,154