



Regional School Unit 13
Office of the Superintendent
28 Lincoln Street
Rockland, ME 04841
Tel: 207-596-6620
Fax: 207-596-2004



Steffany Tribou
Assistant Superintendent & Director of Curriculum,
Assessment, and Instruction

John C. McDonald
Superintendent of Schools

Kati Hunt
Business Manager

Alli Young
Human Resource Director

Testimony in Support of LD1400: An Act to Exempt Certain Public-School Districts and Their Employees from the Paid Family and Medical Leave Benefits Program

Before the Joint Standing Committee on Labor and Housing

Submitted by: Alli Young, Human Resources Director on behalf of Regional School Unit 13, Rockland, ME, County of Knox.

Date: 04/22/2025

Honorable Chairs and distinguished members of the Joint Standing Committee on Labor and Housing,

My name is Alli Young, and I am a Human Resources Director. I am writing on behalf of Regional School Unit 13, representing the communities of Cushing, Owls Head, Rockland, Thomaston, and South Thomaston, to express our strong support for LD1400, an Act to Exempt Certain Public-School Districts and their Employees from the Paid Family and Medical Leave Benefits Program.

Regional School Unit 13 is deeply committed to the well-being of our dedicated employees. We recognize the importance of providing comprehensive leave benefits that support their personal and family needs. In this spirit, we have proactively established robust paid time off options that already meet and, in many ways, exceed the intent of the proposed Paid Family and Medical Leave Benefits Program.

Our existing leave structure provides employees with significant paid time off through annual allocations of personal leave, sick leave, and family sick leave. Furthermore, we have implemented a unique and beneficial Sick Leave Bank. This program, supported by the voluntary donation of just one sick day per year by our employees, provides substantial additional paid leave during extended illnesses or injuries. Eligible employees can access compensation calculated at four times their available sick days at the onset of the need, up to a maximum of 100 days per occurrence. This demonstrates a strong culture of mutual support and provides a crucial safety net for our staff during challenging times.

Importantly, any unused personal leave and sick leave awarded annually is rolled over into the employee's accrued sick leave balance, up to a maximum of 150 days. This accumulation ensures that our employees build a substantial reserve of paid time off for future needs, offering both flexibility and security.

It is also crucial to note that the terms and conditions of employment, including these generous paid leave benefits, are subject to a three-year collective bargaining agreement for both our teacher/professional staff and hourly staff. These agreements are carefully negotiated and reflect the mutual commitment between the district and our employees.

Given the comprehensive and employee-supported paid leave benefits already in place within Regional School Unit 13, we respectfully request that the Committee consider exempting our district and its employees from the proposed Paid Family and Medical Leave Benefits Program. Participation in this program would create an unnecessary duplication of benefits and administrative burden, potentially diverting resources that could be more effectively utilized to directly support our students and educational mission.

We believe that our existing framework effectively addresses the needs of our employees and provides a model of robust paid leave within the public education sector. We are confident that the intent of ensuring paid leave for employees is already well-met within RSU 13.

Thank you for your time and consideration of our testimony. My colleagues and I are available to answer any questions you may have.

Sincerely,



Alli Young, Human Resources Director

Email: allyoung@rsu13.org

Phone: 207-596-2001

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