

## Newsletter for May 2024

### *Upcoming Professional Development Opportunities*

Our final Lunch N' Learn for the 2023-2024 school year will be June 4. The Maine Department of Labor Paid Family and Medical Leave team will join us so, keep abreast of new developments on this topic via their [webpage](#) and have your questions ready. The Zoom link for the event was sent to members on May 17; please reach out to [Joanne](#) if you did not receive the link.

MeASBO and Drummond Woodsum's Annual Fall Law Conference will be held on Friday, October 18 at the Augusta Civic Center. Additional information will be shared as it becomes available.

### *131<sup>st</sup> Legislature, Second Session Enacted Legislation*

The legislative session adjourned on April 17. The legislature was called back on May 10 for "veto day" in order to vote to override the Governor's vetos of some bills. On that day, the Senate also passed several other bills that were voted off the Appropriations table *after* the legislature's adjournment. The Governor has declined to sign those bills therefore, those bills, and any others remaining on the Appropriations table, simply die. You may read more about the Governor's decision [here](#).

The list of enacted bills which impact school units may be found on our [website](#): Member Center>Legislative Information. The most impactful activity was enacted via the Supplemental Budget – the minimum wage for Ed Techs and Other Support Staff, as well as the transition of responsibility for special education services to children ages three through five from CDS to school units.

If you have questions about any of the bills enacted, please feel welcome to reach out to [Joanne](#).

### *Tri State Recap*

The 32<sup>nd</sup> Tri State ASBO Conference featured a wealth of information and abundant opportunities to connect with peers from Maine, New Hampshire, and Vermont. Thank you to the business officials from these three states who

make time in their already busy schedules to coordinate this event. Presentations from the event will be posted to the Tri State [website](#).

Mark your calendars for next year's conference, to be held in Whitefield, New Hampshire, May 21<sup>st</sup> through 23<sup>rd</sup>.

### *2024-2025 Membership Reminder*

School personnel 2024-2025 membership dues will remain at current levels: \$250 for an individual membership and \$500 for a district membership. Remember that purchasing a district membership allows all members of your team to receive the membership benefits of:

- ✓ ability to attend quarterly meetings featuring professional development opportunities and networking opportunities
- ✓ receipt of a monthly newsletter
- ✓ participation in Lunch N' Learn
- ✓ participation in MeASBO's voluntary certification program
- ✓ access to the "Member Center" of the MeASBO website which provides legislative updates, links to school finance information, and professional development/training links
- ✓ participation in the MeASBO list serve

For additional information regarding benefits of membership, please see the "Join or Renew Your Membership" link on our website.

Vendor organization membership dues will remain at \$600 annually. Vendor organizations may find their full list of membership benefits at the "Join or Renew Your Membership" link on our website.

## **News and Upcoming Events from Our Partners**



### *ASBO International*



[ASBO USA](#)

Last month, the Department of Labor [issued a final rule](#) regarding overtime pay and eligibility. The final rule will become effective on July 1, 2024, and January 1, 2025, through a two-phase implementation process.

The rule will primarily impact employees who are considered exempt from overtime pay due to the "Executive, Administrative, and Professional" federal exceptions. Currently, the salary threshold for employees to remain exempt from overtime compensation is \$35,568/year (or \$684/week). For highly compensated employees, the salary threshold is \$107,432/year. These thresholds will increase accordingly:

- *As of July 1, 2024:* The salary threshold to remain exempt from overtime pay will increase to \$43,888/year (or \$844/week). The highly compensated employee threshold will increase to \$132,964/year.
- *As of January 1, 2025:* The salary threshold to remain exempt from overtime pay will increase again to \$58,656/year (or \$1,128/week). The highly compensated employee threshold will increase again to \$151,164/year.

For more information, [read ASBO International Strategic Partner American Fidelity's blog on the Network](#), which also provides tips for districts on preparing to implement the final rule.

#### DOL Upcoming Webinars on Overtime Compliance

DOL's Wage and Hour Division is also offering two online seminars to provide employers with information about the new rule and how to comply with requirements under the Fair Labor Standards Act (FLSA) on [Thursday, May 30](#) (2:00-3:00 PM ET) and [Monday, June 3](#), (2:00-3:00 PM ET). These webinars are free but registration is required.

#### ASBO/AASA Advocacy

In the meantime, ASBO International and AASA [are advocating](#) for a delay in the rule's implementation to allow districts more time to prepare. ASBO International's *School Business Daily* newsletter highlighted our advocacy efforts in this morning's issue, [as reported in Education Week](#). The article also notes how the new salary threshold may affect some non-teaching workers in schools, such as nurses, athletic trainers, and librarians who previously earned too much to qualify. Districts that opt to pay overtime to newly qualified employees may need to adopt new methods to track work hours and ensure compliance with the rule. *EdWeek* also notes that teachers remain exempt from the overtime rule, despite unions having advocated to make that change.

### *Maine Department of Education*

#### Federal Fiscal Programs Office Hours

The federal fiscal team looks forward to their monthly office hours on Thursday, May 30 and Thursday, June 27 at 10 am. Jump on and address any questions you may have for year-end. You can [register here](#) to attend.

## School Construction Program Office Hours

Office hours on June 3, July 1 and August 1 at 1:00 pm are intended to provide support for those school units completing a major capital construction project. You may join the webinar here: <https://www.maine.gov/doe/calendar#calendar-6c6f22e1-033b-47cd-8ea3-0906acf8c9e4-event-ls4nb850>

## School Finance Office Hours

The School Finance Team will be establishing regularly scheduled “office hours”. Please look for, and respond to a quick survey from MeASBO to help the School Finance Team establish a day and time that works best for all of you!

## *Maine Department of Labor*

The Maine Department of Labor has published proposed [rules](#) for Maine’s new Paid Family and Medical Leave Program, which is now available for comments from the public through July 8, 2024. The public can submit comments through a link on the Department’s website or mail.

Comments can be submitted online [here](#). Comments can also be submitted to the Paid Family and Medical Leave Program via mail sent to 50 State House Station, Augusta, Maine 04333-0050.

For those who are unable to provide comments through the above ways, the Department will also receive comments in person on June 10, 2024 at 9 a.m. in the Maine Department of Labor’s Frances Perkins Room at 45 Commerce Drive, Augusta.

**The public comment period for PFML rulemaking will end on July 8, 2024.** Comments made by mail must have a postdate of July 8 or earlier.

The Department will continue to update its Paid Family and Medical Leave website whenever new information is available: <https://www.maine.gov/labor/pfml/>

Remember, our June 4 Lunch N’ Learn will feature the PFML team; please save the date and refer to the May 17 event announcement for Zoom link to participate.

## *Maine Revenue Services*

[Maine State Tax Symposium to cover recent tax updates and the Maine Tax Portal](#)

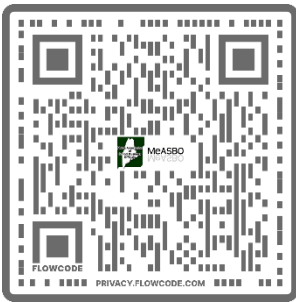
## *News clippings of interest*

[Biden-Harris Administration Hosts First-Ever White House Summit for Sustainable and Healthy Schools](#)

[How schools can vet AI tools to protect student data - K-12 Dive](#)

[3 ways districts are using a federal reimbursement to provide free school meals – K-12 Dive](#)

## *Reminders.....*



### *MeASBO Website*

Be sure to check out the “Shared Documents” section of our website, found under the Member Center. Recent additions include a suggested “Monthly To Do List” for Finance and HR teams, and, an “AI” presentation shared with us from a school district in Ontario, Canada.

### *MeASBO List Serve and Forums*

The MeASBO List Serve has been reactivated and a test message sent to all members last month. If you did not receive the message, please check your “spam” folder and if it’s not there and you wish to participate in the list serve, please reach out to [Joanne](#) as the list serve is being actively utilized to communicate information to members. The address to submit correspondence to the list serve is: [measbolistserv@measbo.memberclicks.net](mailto:measbolistserv@measbo.memberclicks.net)

If you are a vendor member, remember that there is a forum board specifically for you. This allows you to support our members through providing educational information, and continue to build positive, supportive relationships with our members. The forum is moderated by MeASBO leadership to maintain the goals and objectives of the forum board.