

## **COMPANION MEMORANDUM OF UNDERSTANDING**

**BETWEEN THE RSU 9 BOARD OF DIRECTORS AND THE MT. BLUE ADMINISTRATORS ASSOCIATION**

**SUBJECT: ACCESSION AND INCLUSION OF THE ATHLETIC DIRECTOR POSITION**

WHEREAS, the RSU 9 Board of Directors ("the Board") and the Mt. Blue Administrators Association ("the Association") are parties to a Collective Bargaining Agreement ("CBA") currently in effect; and

WHEREAS, the position of Athletic Director is currently excluded from the bargaining unit represented by the Association; and

WHEREAS, Christian M. Elkington, Superintendent of RSU 9 Schools, the Board, and the Association mutually agree that the administrative and supervisory duties of the Athletic Director share a community of interest with the administrative positions currently represented by the Association; and

WHEREAS, both parties desire to voluntarily amend the bargaining unit composition mid-contract to include this position without requiring a formal state petition;

NOW, THEREFORE, the Board and the Association agree to the following terms:

1. **Inclusion in Bargaining Unit:** Effective July 1, 2026, the position of Athletic Director shall be recognized as a member position within the bargaining unit represented by the Association.
2. **Amendment to Recognition Clause:** The Recognition Clause of the active CBA between the Board and the Association is hereby amended to explicitly list the "Athletic Director" under the included administrative positions.
3. **Application of Contract Terms:** Upon the effective date, the position of Athletic Director shall be subject to all applicable provisions, rights, protections, and benefits outlined within the active CBA, except as modified by Section 4 of this agreement.
4. **Wages and Work Year Calendar:** The specific salary schedule placement, step assignment, and work-year calendar (number of contract days) for the Athletic Director position shall be appended to this MOU as "Exhibit A" and incorporated into the CBA's salary provisions.
5. **No Precedent:** This MOU is executed based on the specific job duties and community of interest found in the Athletic Director role. It does not set a

precedent for adding any other non-union positions to the Association's bargaining unit.

6. Entire Agreement: This document constitutes the full and final agreement of the parties regarding this specific unit modification.


IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding.

**For the RSU 9 Board of Directors:**

  
Gwendolyn Doak, Board Chair

6/11/26  
Date

**For the Administration:**

  
Christian M. Elkington, Superintendent

6/11/2026  
Date

**For the Mt. Blue Administrators Association:**

  
James Black, Association President / Representative

6/16/26  
Date

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