

BANGOR SCHOOL COMMITTEE AGENDA
REGULAR MEETING
7:00 p.m., **Wednesday, August 19, 2020**
ZOOM

Strategic Goals
(AE) Academic Excellence
(PE) Professional Excellence
(QIP) Quality Instructional Program
(ES) Environment for Success

<https://us02web.zoom.us/j/83132971989?pwd=NGhZc3d1dms0TUo1VTNPThY1a1BJZz09>

Mission: The Bangor School Department will offer high quality instruction and comprehensive programs to provide academic excellence for all students.

A. Call to Order

1. Welcome
2. Pledge of Allegiance
3. Recognition(s)
 - a. Presidential Award for Excellence in Mathematics and Science Teaching

B. Adjustments to the Agenda

C. Public Comments (Public comments may be emailed to lmitchell@bangorschools.net up until 4 p.m. on the date of the meeting or by joining the ZOOM meeting and requesting to make a comment in the chat window. Individuals must include their full name and physical residence.) Meeting is broadcast live in Bangor on the Educational Channel 1302 and streamed https://townhallstreams.com/towns/bangorschools_me

D. Superintendent's Proposals and Updates

1. Action Items
 - a. Adjustments of Math Coach Positions – AE, PE, QIP, ES
2. Informational Items
 - a. Update on Reopening Plan – AE, PE, QIP, ES
 - b. Report of Resignation(s) – AE, PE, QIP, ES
 - c. Report of Reassignment(s) – AE, PE, QIP, ES

E. Business Action Items

1. Action Items
 - a. Minutes
 1. Special Meeting of July 21, 2020
 2. Regular Meeting of July 22, 2020
 - b. Personnel – PE
 1. Nomination(s)
 - a. Teacher(s)
 - b. Interim Superintendent
 2. Extra-Duty Assignments
 - c. Second Reading of Policies – ES
 1. Policy AC – Nondiscrimination & Affirmative Action
 2. Policy JICA – Student Dress
 3. Policy JICAA – Student Self-Expression
2. Introduction Items
 - a. First Reading of Policies – ES
 1. Policy ICA – School Calendar

F. Committee Updates

1. Comments and Questions from the Committee
2. Representatives' Reports - ES
 - a. Planning Committee
 - b. Diversity, Equity and Inclusion Committee
 - c. Suicide Prevention Committee
 - d. Dropout Prevention
 - e. Southern Penobscot Regional Program for Children With Exceptionalities
 - f. United Technology Center
 - g. Scholarship
 - h. Other

G. Reports

H. Information Items

1. Important Dates:
 - Thursday, September 10, 2020 Regular Meeting – 7 p.m. ZOOM
 - Wednesday, September 23, 2020 Regular Meeting – 7 p.m. ZOOM
 - Thursday, October 15, 2020 Regular Meeting – 7 p.m. ZOOM

I. Questions and Comments from the Committee

J. Adjournment

SYNOPSIS OF AGENDA ITEMS
CONFIDENTIAL
REGULAR MEETING OF Wednesday, August 19, 2020

- A. 3. a. The Bangor School Department and the Bangor School Committee will recognize Bangor High School Science Teacher, John Cangelosi, as the Presidential Award for Excellence in Mathematics and Science Teaching award winner. This is the highest award for science teaching in the United States.

 - D. 1. a. Due to the need for more coverage with the reopening plans, I am recommending that we not hire Math Coaches and hire Educational Technicians instead for the school year 2020-21.

 - D. 2. a. I will provide an update on the reopening plans.
 - b. I am reporting resignation(s).
 - c. I am reporting reassignment(s).

 - E. 1. a. 1-2. I am recommending approval of the draft Minutes of the July 21, 2020, Special School Committee Meeting and the July 22, 2020 Regular School Committee Meeting.
 - b. 1. a. I am recommending teacher nomination(s) for the 2020-2021 school year, with a one-year Probationary Contract.

The interview and evaluation process is in full swing as I seek to fill positions for the 2020-2021 school year. Additional nominations may be offered at meeting time.

 - b. The Committee will be appointing an Interim Superintendent for the 20-21 school year.
 - 2. I am recommending Committee approval of Extra-Duty Assignments for school year 2020-2021.
 - c. 1-3. I am recommending second reading of new and revised policies.
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- E. 2. a. 1. I am recommending first reading of a revised policy.

DRAFT
MINUTES

BANGOR SCHOOL COMMITTEE
SPECIAL MEETING via ZOOM
5:30 p.m., Tuesday, July 21, 2020

School Committee members present: Chair Warren Caruso, Vice Chair Tim Surette, Marwa Hassanien, John Hiatt, Marlene Susi, Sue Sorg, and Carin Sychterz.

The meeting was called to order at 5:30 p.m. by Chair Caruso, and the Pledge of Allegiance followed.

By roll call vote (7-0), entered executive session at 5:33 p.m. for the purpose of consulting with the school attorney according to 1 MRSA §405(6)(E).

Returned to public session at 6:47 p.m.

Meeting adjourned at 6:48 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Betsy M. Webb". The signature is written in a cursive style with a large initial "B" and a long, sweeping underline.

Betsy M. Webb, Ed.D.
Superintendent of Schools

DRAFT
MINUTES

BANGOR SCHOOL COMMITTEE
REGULAR MEETING via ZOOM
7:00 p.m., Wednesday, July 22, 2020

School Committee members present: Chair Warren Caruso, Vice Chair Tim Surette, John Hiatt, Marwa Hassanien, Marlene Susi, Sue Sorg, and Carin Sychterz.

A. 1 & 2. The meeting was called to order by Chair Caruso at 7:00 p.m., and the Pledge of Allegiance followed.

C. Clare Mundell, of 79 Norfolk Street, shared her appreciation for the planning being put into the reopening of school plans. She wondered about an alternate hybrid model based on cohorts of students with the greatest need to be in-person. She also asked about the social-emotional supports to be offered to students.

Marcella Kenny, of 251 Silver Road, expressed her concerns about how the high school is going to keep students safe given all that has been mishandled.

Karen Pendleton, of 29 Madison Street, shared her opinion that hybrid and remote options would be the safest.

Lynn Hempen expressed that she encouraged the Committee to use an evidence-based approach and not base decisions on parents' choices.

Landon Michaud, of 77 Stillwater Avenue, shared he has collected comments from high school students who expressed their experiences with discrimination.

Gerry Gross, of 41 Glencove Avenue, shared that a full page ad will be running in the Bangor Daily News on Saturday from many interfaith groups who wish to share their support for the students who have shared their experiences with racial inequities.

Terri Lewis read the statement to run in the Bangor Daily, which is supported by citizens, businesses, and organizations who wish to support students and advance the safety and inclusivity of all in the greater-Bangor area.

Amara Ifeji, of 110 Rolling Meadow Drive, expressed her gratitude to Dr. Webb, Members Hassanien and Sychterz, and Councilor Okafur for the efforts to rectify the issues she spoke of in the Bangor Daily News article. She further articulated the desire for accountability and a signed statement by Committee members and administration.

Ijeoma Obi, of Bangor, thanked Dr. Webb and School Committee members for their commitment and action, which demonstrates obligation to BIPOC students. She also expressed the need for accountability in a signed statement by Committee members and Administration.

- D. 1. a. Superintendent Webb recommended conceptual approval of the reopening plan. Given the changing conditions related to COVID-19 and expected revised guidance from the Maine Department of Education and Maine CDC, it must be understood that the reopening plan will need constant review and revision. Dr. Webb gave a full presentation of the plan and answered numerous questions.

By roll call vote, VOTED (7-0) to conceptually approve the plan.

- b. Superintendent Webb recommended approval of a new position at Bangor High School for a Title IX and Affirmative Action Officer and to use the funds originally planned for a Literacy Coach at the middle and high schools. Superintendent Webb shared this position is a top priority and needed more than the literacy coach at this time.

By roll call vote, VOTED (7-0) to approve the position.

- c. Superintendent Webb recommended Committee approval to join the national class action suit regarding costs associated with opioids.

Members asked questions.

By roll call vote, VOTED (7-0) to approve joining the suit and to authorize the Superintendent to complete the agreement.

- D. 2. a. Superintendent Webb reported the following resignation(s):

Garth Berenyi	Boys Soccer Coach	Bangor High School
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- b. Superintendent Webb reported the following reassignment(s):

April Miller from Grade 2 Teacher at Abraham Lincoln School to Grade 1 Teacher at Abraham Lincoln School.

- E. 1. a. 1. By roll call vote, VOTED (7-0) to approve the Minutes of the June 24, 2020 Regular School Committee Meeting.

- b. 1. Superintendent Webb recommended approval of the May 2020 Financial Report.

By roll call vote, VOTED (7-0) to approve the report as presented.

- c. 1. a. Superintendent Webb recommended the following teacher nomination(s) for the 2020-2021 school year, with a one-year Probationary Contract:

Robert Estey	Physical Education Teacher	James F. Doughty School
Picabo-Siera Mower	Social Worker	Bangor Regional Program

By roll call vote, VOTED (7-0) to approve the nominations as presented.

- c. 2. Superintendent Webb recommended Committee approval of the following Extra-Duty Assignments for school year 2020-2021:

Jay Kemble	Governance Committee Chair	Districtwide
Marisue Schuilling	Governance Committee	Districtwide
Melissa Barthelemy	(.5) Student Council Advisor	James F. Doughty School
Stephen Riitano	(.5) Student Council Advisor	James F. Doughty School
Jane Venturelli	English Department Head	Bangor High School
Barbara Stewart	Science Department Head	Bangor High School
Adam Leach	Guidance Department Head	Bangor High School
Barbara Stewart	STEM Research Coordinator	Bangor High School

By roll call vote, VOTED (7-0) to approve the nominations as presented.

- E. 2. a. 1-3. Superintendent Webb recommended first reading of new and revised policies.

By roll call vote, VOTED (7-0) to receive revised Policy AC Nondiscrimination & Affirmative Action as presented.

By roll call vote, VOTED (7-0) to receive new Policy JICA Student Dress as presented.

By roll call vote, VOTED (7-0) to receive new Policy JICAA Student Self-Expression as presented.

- F. 1. Member Hassanien thanked Dr. Webb and the Planning Committee for the excellent work on the reopening plans. She also thanked Dr. Webb for the work and communication with students on the racial equity and justice issues.

- F.2. a. Chair Caruso appointed Members Hassanien and Sychterz to the Diversity, Equity, and Inclusion Committee.

- b. Chair Caruso appointed Members Sorg and Surette to the Suicide Prevention Committee.

- H.1. Chair Caruso reviewed the informational items.

- I. Member Hassanien asked for clarification on committee assignments.

Member Susi asked about scheduled meetings on ZOOM.

Member Surette expressed his pleasure to serve on the Suicide Prevention Committee.

Member Hiatt asked about in-person meetings in a gymnasium.

Chair Caruso thanked the Planning Committee and administration for the plans for the school year.

J. By roll call vote, VOTED (7-0) to enter executive session at 9:53 p.m. for the purpose of the superintendent evaluation according to 1 MRSA §405(6)(A).

Returned to public session at 10:21 p.m.

K. Meeting adjourned at 10:22 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Betsy M. Webb". The signature is written in a cursive, flowing style.

Betsy M. Webb, Ed.D.
Superintendent of Schools

**BANGOR SCHOOL DEPARTMENT
NONDISCRIMINATION AND AFFIRMATIVE ACTION**

It is the policy of the Bangor School Department to provide an employment and educational environment that is free from discrimination and harassment based on race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information.

I. NONDISCRIMINATION IN EMPLOYMENT

A. Equal Employment Opportunity

Discrimination against school employees because of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information is prohibited.

The Bangor School Department shall not discriminate against any employee or applicant for employment because of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information. The Bangor School Department shall:

1. Recruit, hire, assign, train and promote persons in all job titles on the basis of merit and fitness, without regard to race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information.
2. Ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only strictly job-related requirements for promotional opportunities.
3. Ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, department-sponsored training, education, tuition assistance, social and recreation programs will be administered without regard to race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information.

B. Harassment and Sexual Harassment

Harassment of school employees because of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information is prohibited. Such conduct is a violation of Bangor School Department policy and also may constitute unlawful discrimination under state and federal laws.

Harassment

Harassment includes but is not limited to verbal abuse, threats, physical assault and/or battery based on race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information. Under the Maine Civil Rights Act, violence or threats of violence against a person or their property based on their sexual orientation are also illegal.

Sexual Harassment

Sexual harassment is addressed under federal and state laws and regulations. The scope and



definitions of sexual harassment under these laws differ, as described below.

1. Title IX Sexual Harassment

Under the federal Title IX regulations, sexual harassment includes the following conduct on the basis of sex, which takes place within the context of the school unit's education programs and activities:

- a. "Quid pro quo" sexual harassment by a school employee: Conditioning a school aid, benefit or service (such as a promotion or favorable evaluation) on an individual's participation in unwelcome sexual conduct;
- b. "Hostile environment" sexual harassment: Unwelcome conduct based on sex that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies an individual's equal access to the school unit's education programs and activities; or
- c. Sexual assault, dating violence, domestic violence and stalking as these terms are defined in federal laws.

2. Sexual Harassment Under Title VII and Maine Law

Under another federal law, Title VII, and under Maine law/regulations, sexual harassment is defined differently. Maine Human Rights Commission regulations define sexual harassment as conduct on the basis of sex which satisfies one or more of the following:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. Submission to or rejection of such conduct by an employee is used as the basis for employment decisions affecting the employee; or
- c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment may include unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature, ~~when:~~

- ~~a. Submission to such conduct is made either explicitly or implicitly a term or condition of an employee's work environment or employee benefits.~~
- ~~b. Submission to or rejection of such conduct by an employee is used as the basis for employment decisions; and/or~~
- ~~c. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.~~

Examples of sexually harassing behavior include, but are not limited to, the following:

Offensive sexual flirtations
Suggestive or lewd remarks
Sexually suggestive gestures
Advances or propositions
The display of sexually suggestive objects, pictures or written materials
Lewd names
Sexual practical jokes or horseplay



Consequences of Harassment

Any employee who engages in harassment or sexual harassment will be subject to disciplinary action, up to and including termination of employment.

Reporting Harassment

Employees who believe that they have been subjected to harassment or sexual harassment are expected to comply with the Discrimination and Harassment Complaint Procedure described in Section I(C) of this Policy. Complaints of unlawful harassment and sexual harassment also may be filed with the Maine Human Rights Commission, State House Station 51, Augusta, Maine 04333.

C. Discrimination and Harassment Complaint Procedure

Any employee who believes they have been harassed or sexually harassed is encouraged to make a report to the Affirmative Action Officer/Title IX Coordinator. The Affirmative Action Officer/Title IX Coordinator is also available to answer questions and provide assistance to any individual who is unsure whether harassment or sexual harassment has occurred.

All reports and complaints regarding harassment or sexual harassment of employees shall be addressed through the Discrimination & Harassment Complaint Procedure (Regulation AC).

Employees are expected to report incidents of discrimination or harassment as soon as possible after an incident occurs to a Principal or Assistant Principal, the Superintendent or Assistant Superintendent, or the Department's Affirmative Action Officer/Title IX Coordinator. (See attached Schedule A.) Should the employee's supervisor be involved in the incident, the report can be made directly to any of the other administrators listed above. Employees who are uncertain whether unlawful discrimination or harassment has occurred are encouraged to discuss their concerns with any administrator.

Retaliation Prohibited

Employees shall not be retaliated against for reporting suspected discrimination or harassment or for participating in any part of the complaint process.

Investigation and Resolution of Complaint

Upon notification of a charge of harassment or discrimination, the Superintendent or Assistant Superintendent will designate the Affirmative Action Officer/Title IX Coordinator or other appropriate person to initiate an immediate investigation into the complaint. The complaint will be investigated and resolved in accordance with the following guidelines:

1. The investigator shall gather relevant information, through interviews and other necessary means, to objectively assess the exact nature of the alleged misconduct.
2. The investigator shall provide the individual who is the subject of the complaint an opportunity to be heard as part of the investigation.
3. The investigator shall keep a written record of the investigation.
4. Confidentiality shall be maintained to the extent possible, and in accordance with applicable state and federal laws.
5. The investigator shall consult with the Superintendent or Assistant Superintendent concerning the investigation, conclusions, and any remedial or disciplinary actions.
6. If the investigator determines that discrimination or harassment occurred, the investigator shall so report to the Superintendent or other appropriate administrator, who shall determine the appropriate remedial and disciplinary action to be taken.
7. The employee who made the complaint shall be informed of the results of the investigation and its resolution, subject to applicable state and federal laws.



D. Implementation and Enforcement

Ultimate responsibility for implementation and enforcement of the Nondiscrimination and Affirmative Action Policy rests with the Bangor School Committee. Initial inquiries should be directed to the Affirmative Action Officer/Title IX Coordinator or the Superintendent of Schools.

Appointment of Affirmative Action Officer/Title IX Coordinator

The Superintendent shall appoint and authorize an Affirmative Action Officer/Title IX Coordinator who shall have direct access to the Superintendent. The Affirmative Action Officer/Title IX Coordinator shall:

1. Ensure compliance with all federal and state requirements relating to nondiscrimination, including sexual harassment.
2. Investigate complaints alleging unlawful discrimination,
3. Coordinate or direct nondiscrimination and equal employment opportunity activities,
4. Assist persons through the Discrimination and Harassment Complaint Procedure,
5. Advise the Superintendent and other staff on policy and procedures, and
6. Prepare Affirmative Action plans and monitor compliance with same.

Policy Distribution and Training

All employees shall receive a copy of this policy on an annual basis. All newly hired employees shall be provided training about sexual harassment within one year of commencing employment, and all newly hired supervisory and administrative employees shall be provided training in addressing sexual harassment complaints within one year of commencing employment as a supervisor or administrator.

Policy Statement

The following statement shall be included in all written publications of the Department:

The Bangor School Department shall not discriminate and shall comply with applicable laws prohibiting discrimination on the grounds of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information. Questions and complaints should be directed to the Superintendent of Schools, Bangor School Department, 73 Harlow Street, Bangor ME 04401, 992-4150.

E. Affirmative Action**Recruitment**

The Bangor School Department shall secure application from qualified individuals. A conscientious effort will be made to secure applications from men, women, and persons representing minority groups for employment in areas within the Department where representation of that sex or group is lacking or is in imbalance.

Implementation

1. Include reference to "equal opportunity employer" in ~~newspaper~~ advertisements.
2. Notify staff members of vacancies in accordance with labor agreements.
3. Consider referrals of applications from placement offices and programs whose concerns are the employment of minorities, and encourage such applications when imbalances exist.

Affirmative Action Program

The Affirmative Action Officer/Title IX Coordinator shall be responsible for preparing affirmative action plans and ensuring compliance with all legal requirements relating to discrimination and harassment.

II. NONDISCRIMINATION IN EDUCATION

A. Equal Educational Opportunity

All policies and practices of the Bangor School Department shall be consistent with equal educational opportunities for all students entitled to attend the schools of the Department and will comply with all federal and state laws, rules and regulations regarding civil and human rights. There shall be no unlawful discrimination based upon such factors as race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information.

The Bangor School Committee directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and other individuals having access rights to school premises and activities.

B. Harassment and Sexual Harassment of Students

Harassment of students because of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information is prohibited. Such conduct is a violation of Bangor School Department policy and may also constitute illegal discrimination under state and federal laws.

School employees, fellow students, volunteers, visitors to the schools, and other persons with whom students may interact in order to pursue or engage in education programs and activities, are required to refrain from such conduct.

Harassment

Harassment includes but is not limited to verbal abuse, threats, physical assault and/or battery, based on race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information. Harassment that rises to the level of physical assault, battery and/or abuse, and/or bullying behavior are also addressed in Policies JICIA Weapons, Violence and School Safety and JICK Bullying in Schools.

Sexual Harassment

Sexual Harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors or pressure to engage in sexual activity, and other verbal, nonverbal or physical conduct of a sexual nature that interferes with a student's education. School employees, fellow students, volunteers and visitors to the school activities are required to refrain from such conduct. Sexual harassment is addressed under federal and state laws/regulations. The scope and definitions of sexual harassment under these laws differ, as described below.

1. Title IX Sexual Harassment

Under the federal Title IX regulations, sexual harassment includes the following conduct on the basis of sex which takes place within the context of the school unit's education programs and activities:

- a. "Quid pro quo" sexual harassment by a school employee: Conditioning a school aid benefit or service (such as a better grade or a college recommendation) on an individual's participation in unwelcome sexual conduct;
- b. "Hostile environment" sexual harassment: Unwelcome conduct based on sex that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies an individual's equal access to the school unit's education programs and activities; or



- c. Sexual assault, dating violence, domestic violence and stalking as these terms are defined in federal laws.

2. Sexual Harassment Under Maine Law

Under Maine law, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in the following situations:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of a student's educational benefits;
- b. Submission to or rejection of such conduct by a student is used as the basis for decisions on educational benefits; or
- c. Such conduct has the purpose and effect of substantially interfering with a student's academic performance or creates an intimidating, hostile or offensive environment.

Consequences of Harassment

Harassment and sexual harassment of students by school employees is considered grounds for disciplinary action, up to and including discharge. Harassment and sexual harassment of students by other students is considered grounds for disciplinary action, up to and including expulsion. The Principal or Superintendent will determine appropriate sanctions for harassment of students by persons other than school employees and students.

Investigation and Resolution of Complaints

The Affirmative Action Officer/Title IX Coordinator or other appropriate administrator will investigate complaints of harassment in accordance with the Student Harassment Complaint Procedure. School employees, students, and parents shall be informed of this procedure through handbooks or other means selected by the school administration.

C. Student Harassment Complaint Procedure

All school employees are required to report possible incidents of harassment or sexual harassment involving students to the Affirmative Action Officer/Title IX Coordinator. Failure to report such incidents may result in disciplinary action.

Students or parents are expected to report incidents of discrimination or harassment as soon as possible after an incident occurs to the Building Principal, Assistant Principal, or the Department's Affirmative Action Officer/Title IX Coordinator. Students, parents/legal guardians and other individuals are strongly encouraged to report possible incidents of harassment or sexual harassment involving students to the Affirmative Action Officer/Title IX Coordinator. Upon notification of a complaint of harassment or discrimination by a student or parent, the Principal or Assistant Principal shall initiate an investigation into the complaint. If the investigation indicates that discrimination or harassment occurred, the Principal or Assistant Principal shall determine the appropriate remedial and disciplinary action to be taken.

The Affirmative Action Officer/Title IX Coordinator is also available to answer questions and provide assistance to any individual who is unsure whether harassment or sexual harassment has occurred.

All reports and complaints of harassment or sexual harassment against students shall be addressed through the Discrimination & Harassment Complaint Procedure (Regulation AC).

D. Student Scholarships



Student scholarships shall be awarded on a basis that prohibits discrimination by sex. The opportunity for scholarship awards will be equal for males and females in each graduating class.

Legal Reference: Equal Employment Opportunity Act of 1972 (P.L. 92-261), amending Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000 (e) et seq.)
Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.); 34 C.F.R. Part 106 (Title IX regulations)
Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d)
Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)
Equal Pay Act of 1963 (29 U.S.C. § 206)
Section 504 of the Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 et seq.), as amended
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), as amended
Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff et seq.)
Maine Human Rights Act (5 MRSA § 4551 et seq.), as amended
Clery Act (20 U.S.C. §1092(f)(6)(A)(v) - definition of sexual assault)
Violence Against Women Act (34 U.S.C. § 1092(f)(6)(A)(v) – definition of sexual assault; 34 U.S.C. § 12291(a)(10) – dating violence; 34 U.S.C. §12291(a)(3) – definition of stalking; 34 U.S.C. §12291(a)(8) – definition of domestic violence)
20-A MRSA § 6553
MHRC/MDOE Joint Rule Chapter 94-348 and 05-071, ch. 4

Cross Reference: AC-R – Discrimination and Harassment Complaint Procedure
ACAD – Hazing
GBEB – Staff Conduct with Students
JICIA – Weapons, Violence, and School Safety
JICJ – Student Use of Cell Phones
JICK – Bullying in Schools

ADOPTED: February 7, 2000

REVISED: September 25, 2019



STUDENT SELF-EXPRESSION

Students have a right to express themselves on school property and at school functions through speech or expressive actions, provided the expression will not materially and substantially interfere with the orderly operation of the school and the rights of others.

This policy prohibits self-expression that:

- A. Is obscene, vulgar, or profane, or harms the reputation of others.
- B. Violates federal, state, or local laws.
- C. Advocates the use or availability of tobacco, alcohol, or illegal drugs.
- D. Incites violence.
- E. Interferes with or advocates interference with the orderly operation of the schools.

It is the determination of the School Committee that flags, symbols, lettering, or insignia associated with organizations or movements that promote hatred or violence or that support white supremacy, such as Confederate symbolism and the swastika, or that denigrate others on the basis of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information, materially and substantially interfere with the orderly operation of our schools. Therefore, such flags, symbols, lettering or insignia are prohibited on school property or at school functions. Flags, symbols, lettering, or insignia covered by this policy may be allowed in approved learning or library materials, or in a classroom setting (e.g., a history class discussion of the Civil War or World War II), as part of a learning assignment supervised by a teacher.

The Superintendent is responsible for the development of any administrative procedures necessary to implement this policy.

Cross Reference: JICA – Student Dress

ADOPTED:



STUDENT DRESS

The Bangor School Committee recognizes that responsibility for the dress and appearance of students rests with individual students and their parent(s)/guardian(s). The Committee will not interfere with this right unless the personal choices of students create a disruptive influence on the school program or affect the health or safety of others.

Students are encouraged to use sound judgment and reflect respect for themselves and others in dress and grooming. In keeping with the goals of the school department to provide a safe, healthy, and non-discriminatory environment free of harassment for educating students for maximum academic and social development, the following restrictions on dress shall be enforced while in school buildings, on school grounds (when school is in session), at school functions, in school vehicles, on school property, and at school-sponsored activities. Students shall not wear:

- A. Articles of clothing that promote the use of tobacco, alcohol, or other drugs, or weapons.
- B. Clothing, footwear, insignia, or accessories that are intended to identify the wearer as a member of a particular gang.
- C. Articles of clothing with displays that are sexual, vulgar, lewd, or indecent or include insulting words (e.g., racial/ethnic slurs) or symbols.
- D. Articles of clothing with displays that are racially inflammatory, include hate speech, and/or violate the School Committee's discrimination or harassment policies or policies regarding self-expression.
- E. Clothing that is destructive of school property (e.g., cleats, pants with metal inserts that scratch furniture).

School administrators or teachers may require special clothing for health and safety reasons for students participating in physical education, certain extracurricular activities, work with or around machines or other activities. However, no particular brand may be required.

Guidelines for student dress, which will be developed and enforced by the administration in individual schools, shall be written in a manner free from discrimination on the basis of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information.

The administration recognizes the responsibility of the individual student to dress in a manner that reflects respect for self and others and will address concerns with student attire individually and respectfully. In cases where an administrator determines that clothing is not consistent with this individual responsibility, the student will be expected to change their dress before continuing the school day. Parents of students requesting accommodation for religious beliefs, disabilities, or other grounds should contact the principal.

The Superintendent is responsible for the development of any administrative procedures necessary to implement this policy.

Cross Reference: JICAA – Student Self-Expression



ADOPTED:



REVISED

**Bangor School Department
2020-2021 Calendar**

2020 July					October (21)					2021 January (19)					April (17)				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		<u>1</u>	<u>2</u>	<u>H</u>				<u>1</u>	<u>2</u>					<u>H</u>				<u>1</u>	<u>2</u>
<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9q</u>
<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>H</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>H</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>H</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29q</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>
August					November (15 + 3)					February (15)					May (20)				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6q</u>						<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
<u>10</u>	<u>11</u>	<u>12A</u>	<u>13A</u>	<u>14</u>	<u>9</u>	<u>10</u>	<u>H</u>	<u>12</u>	<u>13</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
<u>17</u>	<u>18</u>	<u>19</u>	<u>20b</u>	<u>21</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>
<u>24</u>	<u>25</u>	<u>26a</u>	<u>27ac</u>	<u>28</u>	<u>23d</u>	<u>24d</u>	<u>25</u>	<u>H</u>	<u>H</u>	<u>H</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>
<u>31</u>					<u>30</u>					<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>H</u>				
September (21)					December (16)					March (22 + 1)					June (14 + 1)				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	<u>1*</u>	<u>2</u>	<u>3</u>	<u>4</u>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>H</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>
<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19e</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18f</u>
<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>H</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>21g</u>	<u>22h</u>	<u>23A</u>	<u>24</u>	<u>25</u>
<u>28</u>	<u>29</u>	<u>30</u>			<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		<u>29</u>	<u>30</u>	<u>31</u>			<u>28</u>	<u>29</u>	<u>30</u>		

+2 Teacher Workdays
(August 25 & 26, 2021)

Schools not in session

- * First Day of School for Students
- A Administrative Academy
- a Teacher Academy
- b New Employee Orientation (Administrators & Teachers)
- c Bangor High School Orientation - New Students only
- d Elementary/Middle/High Schools Parent Conferences
Monday, November 23rd (8am-3pm; 4-7pm) & Tuesday, November 24th (8am-3pm; 4-7pm)
- e Teacher In-Service
- f Last Student Day K-12
- g Last Teacher Workday K-12
- h 1st & 2nd year Teacher Workshop
- H Holiday - No employees on duty except security personnel
- Educational Technician/Custodians/Maintenance/Secretaries In-Service Day
- q End of Quarter

This calendar allows for five (5) days to be lost due to inclement weather or other emergencies. Parents, students, and employees should anticipate adjusting the school year in June 2021 (shortening or extending) if fewer or more than five (5) days are lost.

Bangor High School Graduation - June 13, 2021

NOTES:

1. Bangor High School examinations will begin during the week of January ~~11th~~ 19th and during the week of June 7th (or last student days, if calendar adjustments are necessary).
2. Bangor High School Senior week Schedule:

Prom	TBD	TBD
Senior Salute	Tuesday	June 8, 2021
Senior Examinations end	Wednesday	June 9, 2021
Notification of non-graduates	Wednesday	June 9, 2021
Banquet	TBD	TBD
Graduation practice	Friday	June 11, 2021
Graduation	4:00 p.m., Sunday	June 13, 2021
3. Bangor High School Summer Sessions will be:
 - 2020 June 22 - July 17, 2020 (except Friday, July 3, 2020)
 - 2021 June 21 - July 16, 2021 (except Monday, July 5, 2021)
4. Report cards will be distributed on these dates:

<u>K - 12</u>	
November	12
February	4
April	15
June	24

ADOPTED: January 23, 2020

REVISED: August 19, 2020