

TUTOR COMPENSATION GUIDE

Tutors employed directly by the Bangor School Department shall be paid at the minimum rate of \$12.15 per hour for hours actually worked. At the discretion of the Superintendent, upon recommendation of the Director of Pupil Services, a limited number of experienced tutors who provide exceptional liaison services with other agencies may be paid at a higher rate per hour for hours actually worked. However, when the cost of tutors employed by other agencies are chargeable to the Bangor School Department, compensation shall be as established by the agency subject to the approval of the Superintendent of Schools for the Bangor School Department.

Tutors shall participate in the Maine State Retirement System as required by Maine Law but shall not be entitled to any other benefits from the Bangor School Department.

All newly employed tutors shall be required to pay through payroll deduction the Federal Medicare Tax.

EARNED PAID LEAVE (EPL): Employees shall accrue one hour of EPL for every forty (40) hours worked, up to a maximum of forty (40) hours per year. EPL may be used for any purpose. Notice requirements will differ between leave for planned purposes and leave for unplanned/emergency purposes. Use of EPL and procedures regarding EPL must follow Regulation GBP.

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