

---

**TUTOR COMPENSATION GUIDE**


---

Tutors employed directly by the Bangor School Department shall be paid per hour for hours actually worked based on Table A (below). At the discretion of the Superintendent, 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. Earned Paid Leave (EPL) is the only other benefits tutors are entitled to 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.

- **TABLE A: Wages – Tutor scale**

<u>Education</u>	<u>0-2 years of experience</u>	<u>2+ years of experience</u>
<u>Non-Degree (3-4 years of college)</u>	<u>\$16.15</u>	<u>\$18.15</u>
<u>Bachelor's Degree – Not Certified</u>	<u>\$18.00</u>	<u>\$20.00</u>
<u>Master's Degree – Not Certified</u>	<u>\$19.00</u>	<u>\$21.00</u>
<u>Bachelor's Degree – Teacher Certified</u>	<u>\$20.00</u>	<u>\$22.00</u>
<u>Master's Degree – Teacher Certified</u>	<u>\$21.00</u>	<u>\$23.00</u>

ADOPTED: June 20, 1983

REVISED: January 26, 2022

