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**SUPPLEMENTAL COMPENSATION GUIDE**


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The following supplemental compensation guide shall be implemented by the Superintendent of Schools.

<b>CONTRACTED SERVICES:</b>	Accompanists	\$21.00 per hour
<b>WAGE SCALE:</b>	(Payroll with limited benefits as designated below.)	
	Summer Painters:	
	Foreman (only while serving as such)	\$15.75 per hour
	Painter	minimum wage
	Summer General Laborer	\$15.75 per hour
	Summer Grounds Maintenance	minimum wage
	Summer Temporary Custodians	minimum wage
	Theater Set Construction	minimum wage
	Peakes Manager	\$24.06 per hour
	Peakes Event Assistant	\$16.50 per hour
	Curriculum Development Summer Projects	\$150 per Day

<b>ATHLETIC OFFICIALS:</b>	(No fringe benefits.)	
	Starters, Site Supervisors, Meet Directors	\$15.75 per hour
	Ticket Sellers	minimum wage
	Ticket Takers	minimum wage
	Timers	minimum wage
	Scorers	minimum wage
	Announcers	minimum wage
	All Others (Ribbon writers, etc.)	minimum wage
	SPA Assigned Officials	Per SPA Officials Fee Schedule
	Physicians	\$125.00/game +mileage

**SUMMER CAFETERIA WORKERS:**

Food Services Assistants

    First year – Probationary Step (Assistant) –\$16.41 per hour

    More than one year Step B (Assistant) –\$17.00 per hour

    Supervisor – Step B (Manager) –\$18.43 per hour

**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.

**HOURS AND BENEFITS:** Hours shall be as designated by the Superintendent of Schools. Since these are supplemental employment opportunities, no benefits shall accrue other than as may be specifically authorized in writing by the Superintendent of Schools. It is the intent of the Bangor School Committee that the Superintendent review this policy annually and recommend such change as may be consistent with the needs of the Bangor School Department.

Payments shall be bi-weekly.



REVISED: May 25, 2022

EFFECTIVE: July 1, 2022

