

BANGOR SCHOOL COMMITTEE AGENDA
REGULAR MEETING

7:00 p.m., **Wednesday, July 20, 2022**

City Hall Council Chambers

Strategic Goals
(E) Excellence

(TL) Teaching and Learning
(ER) Engaged Relationships
(SW) Safety and Well-being

Mission: We provide educational opportunities that inspire students and adults to grow every day, to thrive over time, and to aspire continuously for excellence as learners and people.

PLEASE NOTE: Workshop session at 6:30 p.m. for a presentation by Diane Dickerson, YMCA.

A. Call to Order

1. Welcome
2. Pledge of Allegiance
3. Recognitions
 - a. Maine Gatorade Girls Outdoor Track Athlete of the Year

B. Adjustments to the Agenda

C. Public Comments (*Public participation procedures are listed in the Bangor School Committee brochure.*) Meeting is broadcast live in Bangor on the Educational Channel 1302 and streamed through Bangor School Department Facebook page.

D. Superintendent's Proposals and Updates

1. Action Items
2. Informational Items
 - a. Report of Reassignment(s) for School Year 2022-2023 – E, TL, ER, SW
 - b. Report of Resignation(s) – E, TL
 - c. Report of Leave of Absence – E, TL, ER, SW

E. Business Action Items

1. Action Items
 - a. Minutes
 1. Regular Meeting of June 8, 2022
 - b. Financial Report
 1. May 2022 Financial Report
 - c. Personnel – E, TL, ER, SW
 1. Nomination(s)
 - a. Teacher
 2. Extra Duty Assignments
 - d. Donations
2. Introduction Items
 - a. First Reading of a Policy – E
 1. Revised Policy AC – Nondiscrimination and Affirmative Action

F. Committee Updates

1. Comments and Questions from the Committee
2. Committee Appointments
3. Representatives' Reports – E, TL, ER, SW
 - a. Dropout Prevention
 - b. Southern Penobscot Regional Program for Children With Exceptionalities
 - c. United Technology Center
 - d. Scholarship
 - e. Other
4. Student Committee Member Updates

G. Reports

H. Information Items

1. Important Dates:
 - Wednesday, August 17, 2022 Regular Meeting – 7 p.m. Council Chambers
 - Monday, August 29, 2022 Beginning of Year Ceremony – 8 a.m. Peakes Auditorium
 - Thursday, September 1, 2022 – First Day of School
 - Wednesday, September 14, 2022 Regular Meeting – 7 p.m. Council Chambers
 - Wednesday, September 28, 2022 Regular Meeting – 7 p.m. Council Chambers

I. Questions and Comments from the Committee

J. Adjournment

SYNOPSIS OF AGENDA ITEMS
CONFIDENTIAL
REGULAR MEETING OF Wednesday, July 20, 2022

PLEASE NOTE: Workshop session at 6:30 p.m. for a presentation by Diane Dickerson, YMCA.

- A. 3. a. The Bangor School Department and the Bangor School Committee will recognize Anna Connors as Maine's Gatorade Girls Outdoor Track Athlete of the Year. She won the 100-meter dash, the 200 and the 400 to help the Rams win their second straight state Class A Track and Field championship.

- D. 2. a. I am reporting teacher reassignment(s) for School Year 2022-2023.
 - b. I am reporting resignation(s) for school year 2022-2023.
 - c. I am reporting a Leave of Absence from November 2022 to June 2023.

- E. 1. a. 1. I am recommending approval of the draft Minutes of the June 22, 2022 Regular School Committee Meeting.
 - b. 1. I am recommending approval of the May 2022 Financial Report.
 - c. 1. a. I am recommending teacher nomination(s) for the 2022-2023 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 2022-2023 school year. Additional nominations may be offered at meeting time.
 - 2. I am recommending Committee approval of Extra-Duty Assignments for school year 2022-2023.
 - d. Committee Member Sara Luciano will share donation(s).

- 2. a. 1. I am recommending first reading of a revised policy.

MINUTES
DRAFT
BANGOR SCHOOL COMMITTEE
REGULAR MEETING
7:00 p.m., Wednesday, June 22, 2022

School Committee Members present: Chair Marwa Hassanien, Ben Sprague, Sara Luciano, Carin Sychterz. Vice Chair Timothy Surrette, Members Clare Mundell and Sue Sorg were unable to attend.

A. 1. & 2. The meeting was called to order at 7:03 p.m. by Chair Marwa Hassanien. The pledge of allegiance followed.

3. a. The Bangor School Department and the Bangor School Committee recognized Muhammad Drammeh for his top honors in the CrimeFlash Fiction competition held by the Maine Writers and Publishers Alliance.

B. Adjustments to the Agenda:

No adjustments to the agenda.

C. Public Comments:

No public comments

D. 2. a. Superintendent Tager reported the following teacher reassignments for School Year 2022-2023:

Tamara Scharer from Special Education Teacher at Acadia Educational Unit to Special Education Resource Room Teacher at William S. Cohen School.

Samuel Picard from Special Education Teacher Self-Contained Classroom at James F. Doughty School to Special Education Teacher Self-Contained Classroom at William S. Cohen School.

Nicole Pinkham from Project Transition Teacher at Bangor High School to Special Education Teacher at Acadia Educational Unit.

Daniel Considine from Teacher at the Bangor Regional Therapeutic Day Program to Self Contained, Choices Program Teacher at James F. Doughty School.

b. Superintendent Tager reported the following resignations for school year 22-23:

Andre Roy	French Teacher	(.5) JFDS (.5) WSCS
John Hersom	JV Hockey Coach	Bangor High School
Aaron Santerre	B Boys Soccer Coach	James F. Doughty School
Adam Kaspala	A Boys Soccer Coach	William S. Cohen School
John Donato	A Softball Coach	William S. Cohen School
Justine Cone	Graduation Coach	Bangor High School

E. 1 .a. 1. VOTED 4-0 by roll call vote to approve the Minutes of the June 8, 2022 Regular School Committee Meeting.

- b. 1. VOTED 4-0 by roll call vote to approve the April 2022 Financial Report.
- 2. VOTED 4-0 by roll call vote to approve the June Bid and Quotation Report.
- c. 1. a. VOTED 4-0 by roll call vote to approve the following teacher nominations for the 2022-2023 school year, with a one-year Probationary Contract:

Jenna Hope	Social Worker	James F. Doughty School
Carolyn Moring	School Counselor	Vine Street School

- 2. VOTED 4-0 by roll call vote to approve the following Extra-Duty Assignments for school year 2022-2023:

Caleb Tipton (ET)	Boys Freshman Basketball Coach	Bangor High School
Caleb Tipton (ET)	Golf, Assistant Coach	Bangor High School

- d. Committee Member Ben Sprague shared the following donation(s):

To James F. Doughty School from the DMT Fund in Memory of Danielle Thompson, a cash donation to support students, having a total dollar value of \$250.

To James F. Doughty School from the Rall Family, books for the school library, having a total dollar value of \$500.

To William S. Cohen School from the Willey Law Offices, a cash donation to promote the attendance and admission of all students to the school dance, having a total dollar value of \$1,520.

To Mary Snow School from Hannaford Community Bag Program, a cash donation to support students, having a total dollar value of \$146.

To Abraham Lincoln School from Bangor Federal Credit Union, a cash donation to support students, having a total dollar value of \$250.

VOTED 4-0 by roll call vote to approve the donations.

- F. 1. Carolyn Sauda and Nicholas Bieberstein will be attending a leadership conference at the University of Maine next week.

Member Carin Sychterz will chair the July School Committee Meeting in the absence of Chair Marwa Hassanien and Vice Chair Timothy Surette.

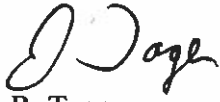
Member Carin Sychterz requested an update on tuition students.

Member Sara Luciano recommended that people apply for the available Ed Tech positions for School Year 2022-2023.

- H. 1. Important dates were reviewed by Chair Hassanien.

- J. VOTED 4-0 by roll call vote to adjourn the meeting at 7:20 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "J. Tager". The signature is fluid and cursive, with the first letter of the first name being a large, stylized capital 'J'.

James R. Tager
Superintendent of Schools

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
MONTHLY FINANCIAL STATEMENT					
<u>GENERAL FUND REVENUE</u>					
FUND BALANCE	1,250,000.00	104,166.70	1,145,833.70	0.00	104,166.30
LOCAL FOUNDATION ALLOCATION	19,018,538.00	1,584,878.16	17,433,659.76	0.00	1,584,878.24
LOCAL FUNDS - ADDITIONAL	6,570,183.00	547,515.25	6,022,667.75	0.00	547,515.25
TUITION - SECONDARY	1,150,000.00	0.00	903,312.69	0.00	246,687.31
TUITION - ELEMENTARY	0.00	0.00	0.00	0.00	0.00
TUITION - SPEC ED SECONDARY	175,000.00	23,028.06	200,703.68	0.00	-25,703.68
TUITION - SPEC ED ELEMENTARY	25,000.00	0.00	1,813.79	0.00	23,186.21
TUITION - SPEC ED - SEC-ST AG	250,000.00	0.00	135,245.53	0.00	114,754.47
TUITION - SPEC ED - ELEM-ST AG	150,000.00	0.00	77,666.56	0.00	72,333.44
TUITION - SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00
TRANSPORTATION-ST AGENCY	35,000.00	0.00	30,854.13	0.00	4,145.87
TRANSPORTATION-OTHER SOURCES	0.00	0.00	0.00	0.00	0.00
BANGOR HIGH SCHOOL ATHLETICS	30,000.00	0.00	38,277.00	0.00	-8,277.00
RENTALS - SECONDARY	10,000.00	0.00	-240.00	0.00	10,240.00
RENTALS - ELEMENTARY	1,000.00	0.00	0.00	0.00	1,000.00
SALES/REFUNDS - SECONDARY	5,000.00	109.01	794.35	0.00	4,205.65
SALES/REFUNDS - ELEMENTARY	2,000.00	4,432.82	17,876.90	0.00	-15,876.90
FOOD SERVICES PROGRAM	0.00	0.00	0.00	0.00	0.00
REGIONAL PROGRAMS	110,000.00	9,636.16	105,997.76	0.00	4,002.24
SALES OF PROPERTY	0.00	0.00	0.00	0.00	0.00
TOTAL LOCAL REVENUE	27,531,721.00	2,169,599.46	24,968,629.90	0.00	2,563,091.10
STATE REVENUES					
STATE FOUNDATION ALLOCATION	22,638,418.00	1,876,341.84	20,697,562.17	0.00	1,940,855.83
NATIONAL BD. FOR PROG TEA STDS	15,000.00	0.00	38,374.99	0.00	-23,374.99
MEDICARE REIMBURSEMENT	100,000.00	11,348.27	113,588.79	0.00	-13,588.79
TOTAL STATE REVENUE	22,753,418.00	1,887,690.11	20,849,525.95	0.00	1,903,892.05

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
(GENERAL FUND REVENUES CONTINUED)					
FEDERAL REVENUES					
FEDERAL IMPACT AID	20,000.00	0.00	127,036.00	0.00	-107,036.00
JUNIOR R.O.T.C.	75,000.00	6,175.90	56,038.55	0.00	18,961.45

TOTAL FEDERAL REVENUE	95,000.00	6,175.90	183,074.55	0.00	-88,074.55
GRAND TOTAL					
GENERAL FUND REVENUE	51,630,139.00	4,167,632.17	47,147,064.10	0.00	4,483,074.90
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**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
GENERAL FUND EXPENDITURES					
SCHOOL COMMITTEE	93,875.00	2,679.00	91,205.04	0.00	2,669.96
SUPERINTENDENT'S OFFICE	345,961.00	21,548.74	288,828.54	28,248.04	28,884.42
OFFICE OF ED IMPROVEMENT	932,242.00	93,576.14	557,079.31	263,558.66	111,604.03
BUSINESS OFFICE	730,808.00	52,938.50	591,927.97	57,877.03	81,003.00
MAINTENANCE	856,347.00	32,133.43	568,698.39	102,846.15	184,802.46
FOOD SERVICE	25,000.00	2,083.33	22,916.63	0.00	2,083.37
SPECIAL EDUCATION	9,849,851.00	692,546.24	7,900,633.59	934,269.68	1,014,947.73
TECHNOLOGY PROGRAM	1,108,151.00	51,209.92	830,210.81	72,714.37	205,225.82
COMMUNITY SCHOOL	290,281.00	14,056.53	183,531.82	20,380.29	86,368.89
PUPIL SERVICES	2,640,888.00	215,698.54	2,011,576.02	355,472.03	273,839.95
BANGOR HIGH SCHOOL	11,313,903.00	827,473.05	9,001,147.66	1,352,232.94	960,522.40
BANGOR HIGH ATHLETICS	925,154.00	99,186.64	769,991.82	136,419.55	18,742.63
PEAKES AUDITORIUM	7,100.00	440.62	3,223.31	0.00	3,876.69
GARLAND STREET FIELD	117,140.00	9,067.70	122,278.25	9,308.80	-14,447.05
JAMES F. DOUGHTY SCHOOL	3,467,317.00	254,459.70	2,854,990.67	395,542.29	216,784.04
WILLIAM S. COHEN SCHOOL	3,515,407.00	261,622.70	2,927,503.25	379,673.06	208,230.69
DOWNEAST SCHOOL	2,230,825.00	152,401.83	1,726,303.39	232,731.45	271,790.16
FAIRMOUNT SCHOOL	2,195,878.00	173,403.51	1,817,527.55	251,673.80	126,676.65
FRUIT STREET SCHOOL	2,563,923.00	218,427.70	2,297,918.64	265,546.59	457.77
FOURTEENTH STREET SCHOOL	1,225,762.00	97,511.06	999,180.12	169,044.15	57,537.73
ABRAHAM LINCOLN SCHOOL	1,911,445.00	142,740.22	1,439,722.20	226,885.82	244,836.98
MARY SNOW SCHOOL	1,992,611.00	152,151.24	1,757,963.66	213,720.61	20,926.73
VINE STREET SCHOOL	1,737,070.00	169,040.83	1,618,164.14	312,948.24	-194,042.38
CONTINGENCY	0.00	0.00	0.00	0.00	0.00
DEBT SERVICE	1,553,200.00	0.00	784,129.74	0.00	769,070.26
GRAND TOTAL					
GENERAL FUND EXPENDITURES	51,630,139.00	3,736,397.17	41,166,652.52	5,781,093.55	4,682,392.93

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
ADULT EDUCATION REVENUE					
FUND BALANCE	115,406.00	0.00	0.00	0.00	115,406.00
<u>LOCAL REVENUES</u>					
LOCAL SUBSIDY	200,000.00	16,666.67	183,333.37	0.00	16,666.63
TUITION	127,717.00	5,265.00	20,425.00	0.00	107,292.00
REG IV AD VOC.ED	17,700.00	0.00	0.00	0.00	17,700.00
DONATIONS	0.00	0.00	0.00	0.00	0.00
SALES/TEXTBOOKS	0.00	0.00	0.00	0.00	0.00
AD ED REIMBURSEMTS	5,730.00	360.00	-4,934.31	0.00	10,664.31
TOTAL LOCAL REVENUES	351,147.00	22,291.67	198,824.06	0.00	152,322.94
STATE SUBSIDY	82,698.00	0.00	82,698.50	0.00	-0.50
GRAND TOTAL AD ED LOCAL PROG REVENUE	549,251.00	22,291.67	281,522.56	0.00	267,728.44
<u>ADULT ED SPEC REV REVENUES</u>					
COLL TRANS DEMONSTRA GRANT	32,000.00	0.00	67,747.11	0.00	-35,747.11
ADULT ED WORKFORCE INNOVATION GRANT	0.00	0.00	102,970.00	0.00	-102,970.00
ADULT BASIC EDUCATION-REG	44,000.00	0.00	130,381.14	0.00	-86,381.14
TOTAL ADULT ED SPECIAL REVENUE REVENUES	76,000.00	0.00	301,098.25	0.00	-225,098.25
<u>AD ED GENERAL EVENING REVENUES</u>					
ENRICHMENT FEES/GEN EVENING TUITION	71,050.00	99.00	26,914.34	0.00	44,135.66
TEXTBOOK /MISC SALES/GENERAL EVENING	0.00	330.00	700.00	0.00	-700.00
TOTAL ADULT ED GENERAL EVENING PROG REVENUE	71,050.00	429.00	27,614.34	0.00	43,435.66
GRAND TOTAL ADULT ED REVENUE	696,301.00	22,720.67	610,235.15	0.00	86,065.85
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**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
ADULT ED EXPENDITURES					
<u>ADULT ED LOCAL PROGRAMS</u>					
ADULT ED ADMINISTRATION	239,329.00	20,223.79	199,735.90	19,731.77	19,861.33
TRANSITION PROGRAM	11,025.00	0.00	0.00	0.00	11,025.00
OPERATIONS & MAINTENANCE	15,750.00	1,010.94	13,064.69	0.00	2,685.31
VOCATIONAL EDUCATIONAL	63,200.00	1,286.27	28,524.80	154.73	34,520.47
HIGH SCHOOL COMPLETION	93,572.00	0.00	9,893.17	0.00	83,678.83
LITERACY PROGRAM	126,375.00	5,762.80	67,896.34	5,973.15	52,505.51
TOTAL ADULT ED LOCAL PROGRAMS	549,251.00	28,283.80	319,114.90	25,859.65	204,276.45
<u>ADULT ED SPEC REV EXPENDITURES</u>					
CONNECTME BROADBAND TECHNICAL ASST	0.00	0.00	0.00	0.00	0.00
COLL TRANS DEMONSTRA GRANT	32,000.00	1,814.43	79,381.23	3,656.35	-51,037.58
ADULT ED WORKFORCE INNOVATION GRANT	0.00	0.00	102,970.00	0.00	-102,970.00
ADULT BASIC EDUCATION	44,000.00	17,326.42	144,117.76	8,116.81	-108,234.57
TOTAL ADULT ED SPECIAL REVENUE EXPENDITURE	76,000.00	19,140.85	326,468.99	11,773.16	-262,242.15
TOTAL AD ED GEN EVEN EXPENDITURES	71,050.00	1,228.53	22,997.41	2,063.68	45,988.91
GRAND TOTAL ADULT ED EXPENDITURES	696,301.00	48,653.18	668,581.30	39,696.49	-11,976.79

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
<u>SPECIAL REVENUE FUND REVENUES</u>					
TITLE IA-DISADVANTAGED	1,818,000.00	150,667.06	1,687,420.93	0.00	130,579.07
ESSERF-EL & SEC SCHOOL EMERGENCY RELIEF FUND	0.00	120,859.17	956,436.35	0.00	-956,436.35
TITLE IIA-IMPROV TEACHER QUALITY	266,000.00	15,932.21	205,715.46	0.00	60,284.54
PRE-SCHOOL CLASSROOM SUPPLY GRANT	0.00	0.00	0.00	0.00	0.00
LOCAL ENTITLEMENT	997,000.00	0.00	146,577.19	0.00	850,422.81
PRE-SCHOOL HANDICAPPED	16,000.00	0.00	3,655.11	0.00	12,344.89
21ST CENTURY	280,000.00	0.00	169,459.52	0.00	110,540.48
ELIZABETH MEANS	12,000.00	15,000.00	15,000.00	0.00	-3,000.00
STATE RENOVATION	0.00	0.00	0.00	0.00	0.00
ADULT EDUCATION CONTINUITY OF SERVICE	0.00	0.00	0.00	0.00	0.00
STANDARDS BASED HS DIPLOMA ASSISTANCE	0.00	0.00	0.00	0.00	0.00
MARTI PROFESSIONAL DEVELOPMENT GRANT	0.00	0.00	0.00	0.00	0.00
PROGRAM IMPROVEMENT FUNDS		0.00	0.00	0.00	0.00
MCKINNEY GRANTS	0.00	0.00	3,757.86	0.00	-3,757.86
LEONARD & RENEE MINSKY FUND	0.00	0.00	0.00	0.00	0.00
PEPG DEVELOPMENT FUND		0.00	0.00	0.00	0.00
BARBARA BUSH FOUNDATION/TRENDSETTERS	0.00	0.00	650.00	0.00	-650.00
WALKING SCHOOL BUS	0.00	0.00	0.00	0.00	0.00
MAINE LEARNING TECHNOLOGY GRANT	0.00	0.00	192,795.88	0.00	-192,795.88
COMPUTER SCIENCE PROFESSIONAL DEVELOPMENT	0.00	0.00	0.00	0.00	0.00
NATIONAL BD CERTIFICATION SCHOLARSHIP FUND	0.00	0.00	0.00	0.00	0.00
SAMSHA CARA GRANT	0.00	0.00	0.00	0.00	0.00
STOP SCHOOL VIOLENCE GRANT	0.00	0.00	0.00	0.00	0.00
CRF-CORONAVIRUS RELIEF FUNDS	0.00	0.00	0.00	0.00	0.00
MAINE ARTS COMMISSION	0.00	0.00	0.00	0.00	0.00
GRAND TOTAL SPEC REVENUE FD REVENUES	3,389,000.00	302,458.44	3,381,468.30	0.00	7,531.70

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
<u>SPECIAL REVENUE FUND EXPENDITURES</u>					
TITLE IA-DISADVANTAGED	1,818,000.00	150,667.06	1,687,420.93	200,200.19	-69,621.12
ESSERF-EL & SEC SCHOOL EMERGENCY RELIEF FUND	0.00	120,859.17	956,436.35	2,547,657.75	-3,504,094.10
TITLE IIA-IMPROV TEACHER QUALITY	266,000.00	15,932.21	205,715.46	31,753.83	28,530.71
PRE-SCHOOL CLASSROOM SUPPLY GRANT	0.00	0.00	0.00	0.00	0.00
LOCAL ENTITLEMENT	997,000.00	39,366.60	483,959.23	15,144.02	497,896.75
PRE-SCHOOL GRANTS	16,000.00	10,367.61	26,611.47	1,201.47	-11,812.94
21ST CENTURY	280,000.00	19,690.31	212,641.43	20,705.42	46,653.15
ELIZABETH MEANS	12,000.00	3,000.00	33,682.10	0.00	-21,682.10
STATE RENOVATION	0.00	0.00	0.00	0.00	0.00
ADULT EDUCATION CONTINUITY OF SERVICE	0.00	0.00	0.00	0.00	0.00
STANDARDS BASED HS DIPLOMA ASSISTANCE	0.00	0.00	5,997.94	0.00	-5,997.94
MARTI PROFESSIONAL DEVELOPMENT GRANT	0.00	0.00	0.00	0.00	0.00
PROGRAM IMPROVEMENT FUNDS		0.00	0.00	0.00	0.00
MCKINNEY GRANTS	0.00	4,904.10	40,558.95	0.00	-40,558.95
LEONARD & RENEE MINSKY FUND	0.00	0.00	0.00	0.00	0.00
PEPG DEVELOPMENT FUND		0.00	0.00	0.00	0.00
BARBARA BUSH FOUNDATION/TRENDSETTERS	0.00	0.00	649.30	0.00	-649.30
WALKING SCHOOL BUS	0.00	0.00	0.00	0.00	0.00
MAINE LEARNING TECHNOLOGY GRANT	0.00	0.00	192,795.88	0.00	-192,795.88
COMPUTER SCIENCE PROFESSIONAL DEVELOPMENT	0.00	0.00	1,002.45	1,657.55	-2,660.00
NATIONAL BD CERTIFICATION SCHOLARSHIP FUND	0.00	0.00	0.00	0.00	0.00
SAMSHA CARA GRANT	0.00	0.00	1,221.45	0.00	-1,221.45
STOP SCHOOL VIOLENCE GRANT	0.00	4,999.00	4,999.00	0.00	-4,999.00
CRF-CORONAVIRUS RELIEF FUNDS	0.00	0.00	0.00	0.00	0.00
MAINE ARTS COMMISSION	0.00	0.00	0.00	0.00	0.00
GRAND TOTAL SPEC REVENUE FD EXPEND	3,389,000.00	369,786.06	3,853,691.94	2,818,320.23	-3,283,012.17

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
<u>FOOD SERVICE PROGRAM</u>					
REVENUE					
FUND BALANCE	5,000.00	0.00	0.00	0.00	5,000.00
LOCAL SUBSIDY	25,000.00	2,083.33	22,916.63	0.00	2,083.37
DAILY SALES - STUDENTS	159,786.00	-1,679.97	-3,579.75	0.00	163,365.75
DAILY SALES - ADULT MEALS	1,300.00	161.00	1,676.75	0.00	-376.75
DAILY SALES - A LA CARTE	208,000.00	23,065.90	159,990.12	0.00	48,009.88
SUMMER PROGRAM	0.00	0.00	0.00	0.00	0.00
OTHER REVENUES	65,000.00	450.00	10,417.62	0.00	54,582.38
STATE SUBSIDY - STATE MATCH	0.00	0.00	18,914.34	0.00	-18,914.34
STATE REIMBURSEMENTS	26,750.00	0.00	0.00	0.00	26,750.00
STATE FUNDS-AFTER SCHOOL PROG	25,000.00	1,896.00	12,772.00	0.00	12,228.00
FED MONIES - FRESH FRT & VEG	60,000.00	7,781.30	55,493.36	0.00	4,506.64
FED MONIES - MISC	0.00	0.00	64,094.56	0.00	-64,094.56
FED MONIES-SUMMER PROGRAM	0.00	0.00	2,448.44	0.00	-2,448.44
FED MONIES-PAID MEALS	1,024,100.00	208,073.64	1,549,501.83	0.00	-525,401.83
GRAND TOTAL FOOD SERV REVENUE	1,599,936.00	241,831.20	1,894,645.90	0.00	-294,709.90
GRAND TOTAL FOOD SERV EXPEND	1,599,936.00	142,830.79	1,395,612.03	174,467.14	29,856.83
<u>SPRPCE REGIONAL SERVICE CENTER</u>					
GRAND TOTAL SPRPCE REGIONAL SERV CNTR REVENUE	68,750.00	68,750.00	68,750.00	0.00	0.00
GRAND TOTAL SPRPCE REGIONAL SERV CNTR EXPENSES	68,750.00	0.00	27,375.00	0.00	41,375.00

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING MAY 31, 2022**

	2022 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
TRUST & AGENCY FUNDS					
<u>TRUST & AGENCY REVENUES</u>					
MULTIPLE HANDICAPPED PROGRAM	347,070.00	0.00	387,971.18	0.00	-40,901.18
HEARING IMPAIRED PROGRAM	0.00	0.00	0.00	0.00	0.00
ACADIA HOSPITAL PROGRAM	305,609.00	36,668.32	286,455.27	0.00	19,153.73
MULT HANDICAPPED SUM PROG REV	15,000.00	0.00	11,798.66	0.00	3,201.34
READING RECOVERY	0.00	0.00	0.00	0.00	0.00
DONATIONS/GIFTS	15,000.00	32,250.00	58,986.28	0.00	-43,986.28
BLACKBAUD DONATIONS	0.00	100.00	9,279.00	0.00	-9,279.00
ITEMIZED MAINTENANCE	0.00	0.00	593.80	0.00	-593.80
LAPTOP SELF INSURANCE PROG	0.00	169.14	2,820.78	0.00	-2,820.78
BANGOR REGIONAL SUMMER PROGRAM	20,000.00	0.00	14,895.26	0.00	5,104.74
BANGOR REGIONAL PROGRAM	2,085,038.00	244,886.04	1,936,783.41	0.00	148,254.59
REGIONAL DIRECTOR'S OFFICE	94,200.00	0.00	20,564.85	0.00	73,635.15
TOTAL TRUST & AGENCY REVENUES	2,881,917.00	314,073.50	2,730,148.49	0.00	151,768.51

<u>TRUST & AGENCY EXPENDITURES</u>					
MULTIPLE HANDICAPPED PROGRAM	347,070.00	36,750.05	417,283.59	46,080.88	-116,294.47
HEARING IMPAIRED PROGRAM	0.00	0.00	0.00	0.00	0.00
ACADIA HOSPITAL PROGRAM	305,609.00	22,613.50	255,507.81	29,595.37	20,505.82
MULT HANDICAPPED SUM PROG REV	15,000.00	0.00	11,746.94	0.00	3,253.06
READING RECOVERY	0.00	0.00	0.00	0.00	0.00
DONATIONS/GIFTS	15,000.00	2,631.64	15,754.19	156.89	-911.08
FIVE COLLEGES/ASIAN STUDIES	0.00	0.00	0.00	0.00	0.00
BLACKBAUD DONATIONS	0.00	6,496.78	28,325.26	0.00	-28,325.26
ITEMIZED MAINTENANCE	0.00	0.00	0.00	0.00	0.00
LAPTOP SELF INSURANCE PROG	0.00	0.00	13,600.44	0.00	-13,600.44
BANGOR REGIONAL SUMMER PROGRAM	20,000.00	0.00	14,641.96	0.00	5,358.04
BANGOR REGIONAL PROGRAM	2,085,038.00	185,832.80	1,831,715.54	247,089.79	6,232.67
REGIONAL DIRECTOR'S OFFICE	94,200.00	3,305.51	45,620.54	502.22	48,077.24
TOTAL TRUST & AGENCY EXPENSES	2,881,917.00	257,630.28	2,634,196.27	323,425.15	-75,704.42

**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, hair style or texture, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status.

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, genetic information is prohibited, or familial status.

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, genetic information, or familial status. 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, hair style or texture, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status.
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, hair style or texture, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status.

B. Harassment and Sexual Harassment

Harassment of school employees because of race, color, hair style or texture, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, or genetic information or familial status 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, genetic information, or familial status. 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

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 and/or 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 and/or 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 complaint will be assessed by the Title IX Coordinator and/or Affirmative Action Officer to determine the appropriate investigatory procedure. 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 and/or 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. To date, the Diversity, Equity, Inclusion and Belonging (DEIB) Coordinator serves the role of Department-wide Title IX Coordinator. The role of Affirmative Action Officer is divided between the DEIB Coordinator and an administrator appointed by 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 subcontracted and temporary 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, hair texture or style, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status. 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 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, hair texture or style, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status.

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, hair texture or style, 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 or 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 and/or 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 and/or 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 and/or 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 and/or Title IX Coordinator ~~is~~ are 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~~ all students 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
An Act to Improve Consistency in Terminology and within the Maine Human Rights Act Sec. 1, 5 MRSA § 4552
5 MRSA § 4552 Chapter 366. L.D. 1688

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
GBGB – Workplace Bullying
AC – Nondiscrimination and Harassment

ADOPTED: February 7, 2000

REVISED: August 17, 2022

