

BANGOR SCHOOL COMMITTEE AGENDA  
REGULAR MEETING

7:00 p.m., **Wednesday, August 17, 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 6:00 p.m. for a discussion on the Citizens Advisory Committee on Mental Health.**

**A. Call to Order**

1. Welcome
2. Pledge of Allegiance

**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. Student Tuition Update – E, TL, ER, SW
  - b. Report of Reassignment(s) for School Year 2022-2023 – E, TL, ER, SW
  - c. Report of Resignation(s) – E, TL
  - d. Report of Leave of Absence – E, TL, ER, SW

**E. Business Action Items**

1. Action Items
  - a. Minutes
    1. Regular Meeting of July 20, 2022
  - b. Personnel – E, TL, ER, SW
    1. Nomination(s)
      - a. Teacher
    2. Extra Duty Assignments
      - a. 21-22 School Year
      - b. 22-23 School Year
    - c. Second Reading of a Policy – E
      1. Revised Policy AC – Nondiscrimination and Affirmative Action
  2. Introduction Items
    - a. First Reading of Policies – E
      1. Revised Policy GDB-7 – Support Staff Compensation Guide
      2. Revised Policy GDB-8 – Adult and Community Education Compensation Guide
      3. Revised Policy JICA – Student Dress

**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:
  - 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. Executive Session**

For the purpose of Evaluation of the Superintendent 1 M.R.S.A. § 405 (6)(A)

**K. Adjournment**

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

**PLEASE NOTE: Workshop session at 6:00 p.m. for a discussion on the Citizens Advisory Committee on Mental Health.**

- D. 2. a. School Safety and Communications Director Ray Phinney will provide the Committee with an update on Student Tuition.
- b. I am reporting teacher reassignment(s) for School Year 2022-2023.
- c. I am reporting resignation(s) for school year 2022-2023.
- d. 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 July 20, 2022 Regular School Committee Meeting.
- b. 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. a. I am recommending Committee approval of Extra-Duty Assignments for school year 2021-2022.
- 2. b. I am recommending Committee approval of Extra-Duty Assignments for school year 2022-2023.
- c. I am recommending second reading of a revised policy.  
  
Revised Policy AC – Nondiscrimination and Affirmative Action
- 2. a. 1. I am recommending first reading of revised policies.  
  
Revised Policy GDB-7 – Support Staff Compensation Guide  
Revised Policy GDB-8 – Adult and Community Education Compensation Guide  
Revised Policy JICA – Student Dress

MINUTES  
DRAFT  
BANGOR SCHOOL COMMITTEE  
REGULAR MEETING  
7:00 p.m., Wednesday, July 20, 2022

School Committee Members present: Claire Mundell, Ben Sprague, Sara Luciano, Carin Sychterz. Sue Sorg, Vice Chair Timothy Surrette (via zoom), Chair Marwa Hassanien was unable to attend.

A. 1. & 2. The meeting was called to order at 7:00 p.m. by Chair Carin Sychterz. The pledge of allegiance followed.

3. a. The Bangor School Department and the Bangor School Committee recognized Anna Connors for being named the 2022 Maine Gatorade Girls Outdoor Track Athlete of the Year.

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:

Corey Fleming from Special Education (Grades K-8) Teacher at Bangor Regional Program to Special Education (Grades 9-12) Teacher at Bangor Regional Program.

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

Jennifer Farrar	Grade 5 Teacher	Mary Snow School
Karlee Price	Speech/Language Pathologist	Bangor High School
Jay Kemble	Governance Committee Chair	Districtwide
Mark Dieuveuil	Assistant, Boys Varsity Soccer	Bangor High School
Kari Thurman	Assistant Track and Field Coach	James F. Doughty School
Daniel Magas	B Soccer Coach	William S. Cohen School

c. Superintendent Tager reported the following Leave of Absence from November 2022 to June 2023:

Caroline DeRoche-Turner	Grade 6 Teacher	William S. Cohen School
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E. 1 .a. 1. VOTED 6-0 by roll call vote to approve the Minutes of the June 22, 2022 Regular School Committee Meeting.

b. 1. VOTED 6-0 by roll call vote to approve the May 2022 Financial Report.

c. 1. a. VOTED 6-0 by roll call vote to approve the following teacher nominations for the 2022-2023 school year, with a one-year Probationary Contract:

Daniel Baker	Special Education Teacher	Bangor Regional Program
Amanda Cobb	Special Education Teacher	Bangor Regional Program
Victoria Kasper	Grade 7/8 Science Teacher	William S. Cohen School
Frederick Maddocks	Special Education Teacher	Bangor Regional Program
Lori Marchand	Special Education Teacher	James F. Doughty School
Sarah McLaughlin	Art Teacher	Vine St/Downeast/BRP
Sarah O'Connell	Science Teacher	Bangor High School
Shannon Shook	Special Education Teacher	Abraham Lincoln School
Joy Walters	School Counselor	William S. Cohen School
Casey White	Grade 5 Teacher	Mary Snow School

- 2. VOTED 6-0 by roll call vote to approve the following Extra-Duty Assignments for school year 2022-2023:

Thomas True	Grade 8 Team Leader	William S. Cohen School
Melissa Barthelemy	Special Education Team Leader	James F. Doughty School
Caleb Tipton (ET)	B Baseball Coach	James F. Doughty School
Kari Thurman	Head Coach, Cross Country	James F. Doughty School
Kari Thurman	Head Coach, Track and Field	James F. Doughty School
Tracy Vassiliev	Boys Swim Coach	James F. Doughty School

- d. Committee Member Sara Luciano shared the following donation(s):

To James F. Doughty School from Angelo's Pizza, 35 large pizzas for Grade 8 fun night, having a total dollar value of \$550.

To James F. Doughty School from C & L Aviation, Field Day Food and Supplies, having a total dollar value of \$2, 606.

VOTED 6-0 by roll call vote to approve the donations.

- 2. a. 1. VOTED 6-0 by roll call vote to approve first reading of the following policy:

Revised policy AC – Nondiscrimination and Affirmative Action

- H. 1. Important dates were reviewed by Member Carin Sychterz.

- I. Chair Sychterz requested an update on AP results, Graduation Rates and Tuition Students. Superintendent Tager has planned for these presentations for the August (Tuition)/September (AP/Graduation Rates) School Committee Meetings.

- J. VOTED 6-0 by roll call vote to adjourn the meeting at 7:15 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

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**BANGOR SCHOOL DEPARTMENT  
NONDISCRIMINATION AND AFFIRMATIVE ACTION**

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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  
An Act to Prohibit Discrimination in Employment and School Based on Hair Texture or Hairstyle, LD 598, SP 237 Sec 15 MRSA § 4553 sub § 8-G, Sec 25 MRSA § 4553, sub § 8-H

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



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**SUPPORT STAFF COMPENSATION GUIDE**


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The following compensation guide shall be implemented by the Superintendent of Schools except where probationary assignment or employee performance, in the Superintendent's professional judgment, warrants salary/wage adjustments less than those authorized by the guide.

<b>POSITIONS:</b> Director of Physical Plant	\$71,388 per year
Food Service Supervisor	\$20.86 per hour
School Safety and Communications Director	\$25.32 per hour
BHS Title IX and Affirmative Action Officer	\$32.03 per hour
<del>Graduation Coach</del>	<del>\$36.44 per hour</del>
Mentoring Coordinator	\$36.44 per hour

**WORK YEAR:** The Director of Physical Plant, School Safety and Communications Director and BHS Title IX and Affirmative Action Officer are expected to work forty (40) hours per week year-round. The Director of Physical Plant must be prepared to respond to emergencies and to provide supervision of employees on different schedules.

The Food Service Supervisor shall work eight (8) hours per day.

The ~~Graduation Coach~~ and the Mentoring Coordinator will work School year with 10 days before school starts and 10 days after school ends.

**HOLIDAYS:** The Director of Physical Plant, School Safety and Communications Director and BHS Title IX and Affirmative Action Officer shall be entitled to the following thirteen (13) non-work holidays with pay:

Independence Day	Christmas Day	Juneteenth
Labor Day	New Year's Day	
Indigenous Peoples' Day	Martin Luther King Day	
Veterans Day	Presidents' Day	
Thanksgiving Day	Patriots Day	
Day after Thanksgiving	Memorial Day	

The Food Service Supervisor, ~~Graduation Coach~~ and Mentoring Coordinator shall be entitled to the following nine (9) holidays with pay:

Labor Day	Christmas Day
Indigenous Peoples' Day	New Year's Day
Veterans Day	Martin Luther King Day
Thanksgiving Day	Memorial Day
Day after Thanksgiving	

**VACATIONS:** The Director of Physical Plant shall be entitled to fifteen (15) workdays of paid vacation annually following one (1) fiscal year of employment, to twenty (20) workdays of paid vacation annually following five (5) fiscal years of employment, and to twenty-five (25) workdays of paid vacation annually following ten (10) fiscal years of employment. Vacation leave shall be taken at such times as



approved by the Superintendent of Schools. Vacation time may not be accumulated or carried forward from one year to the next except as specifically authorized by the Superintendent in writing.

The School Safety and Communications Director and BHS Title IX and Affirmative Action Officer with at least six (6) months of service by July 1, shall be entitled to ten (10) days of paid vacation during the following twelve (12) months, and thereafter shall be counted as having completed one (1) year of service by said July. After five (5) years of service, shall be entitle to fifteen (15) days of paid vacation.

The Food Service Supervisor shall receive eight (8) days of vacation pay after one year of service and thirteen (13) days of vacation pay after five years.

**SICK LEAVE:** Thirteen (13) days of sick leave shall be given annually. Up to five (5) days annually shall be allowed with pay for the caring of an immediate family member who is ill. These days shall be deducted from the sick leave balance. Unused sick leave may accumulate to one hundred eighty (180) days.

**BEREAVEMENT LEAVE:** Up to five (5) days of paid leave shall be granted upon the death of an immediate family member.

**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.

**OTHER LEAVES:** The Superintendent may approve other leaves of absence, with or without pay, for military duty, jury duty, and child adoption. The Superintendent may approve other leaves of absence, with or without pay, not to exceed five days per fiscal year. With the exception of emergency situations, a 48-hour notice will be required for such leave requests.

**PROFESSIONAL DEVELOPMENT:** Employees may be reimbursed for the actual cost of courses taken or workshops attended during their employment by the Bangor School Department subject to the written approval of the Superintendent of Schools in advance of attendance and provided such expenditures are within the limits of the applicable budget account. The Superintendent shall ascertain that such courses/workshops are directly related to the potential improvement of the employee's performance in the job to which the employee is assigned.

**LICENSES:** The Superintendent of Schools may authorize payment of fees for such examinations and licenses as may be required or, in the Superintendent's professional judgment, are appropriate to the employee's job assignment with the Bangor School Department.

**HOSPITAL/MEDICAL INSURANCE:** The Bangor School Department will provide the following full-year insurance benefits. The Bangor School Department will pay 100% of the premium for single coverage for Anthem Blue Cross/Blue Shield Choice Plus Plan. The Director of Physical Plant, School Safety and Communication Director, and the Food Service Supervisor will pay 41% of the contract for adult with child, two-person, or full-family coverage. The BHS Title IX and Affirmative Action Officer, ~~Graduation Coach~~ and Mentoring Coordinator will pay 50% of the contract for adult with child, two-person, or full-family coverage. Any employee whose spouse receives either two-person or family-plan coverage as an employee of any Bangor City Department, including the School Department, is not eligible for dual health insurance under this policy.

**DENTAL INSURANCE:** The Bangor School Department will provide the following full-year dental



insurance. The levels of coverage are single, two-person, or family coverage. The total cost of the dental benefit will be paid by the employee.

**LIFE INSURANCE:** Employees shall be entitled to participate, at their own expense, in the group life insurance offered through the Maine State Retirement System.

Employees shall be entitled to \$10,000 coverage at the expense of the Bangor School Department.

**DISABILITY INSURANCE:** Employees shall be entitled to receive disability insurance provided to other Bangor School Department employees, at the expense of the Bangor School Department.

**RETIREMENT:** Employees shall participate in the Maine Public Employees Retirement System (MainePERS) "Participating District" or in MainePERS for teachers or social security as required by Maine Law. The Committee shall pay to each employee with at least fifteen (15) years of experience in the Department, who retires from the Department and will be immediately drawing a pension from Maine Public Employees Retirement System and/or Social Security benefits, up to thirty (30) days of accrued sick leave.

**PAYMENT:** Payment shall be bi-weekly.

**OTHER BENEFITS:** Employees shall be entitled only to those benefits specified above. No payment in lieu of insurance or other benefits shall be authorized. It is the intent of the Bangor School Committee that the Superintendent of Schools reviews this policy annually and recommends such changes as may be consistent with the needs of the Bangor School Department.

ADOPTED: June 22, 2016

REVISED: ~~May 25, 2022~~

EFFECTIVE: ~~July 1, 2022~~



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**ADULT AND COMMUNITY EDUCATION COMPENSATION GUIDE**


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The following supplemental compensation guide shall be implemented by the Superintendent of Schools except where probationary assignment or employee performance, in the Superintendent's professional judgment, warrants salary/wage adjustments less than those authorized by the guide.

**A. INSTRUCTIONAL PERSONNEL****WAGE SCALE BASED UPON HOURS ACTUALLY WORKED**

Adult Education, Community School,  
and Summer School Instructors

	Non-academic Programs Instructor	Academic Programs Instructors	Community School Ed Techs
First two years (two years meaning four semesters in Bangor Adult and Community Education or two years teaching experience as a faculty member of the Bangor School Department)	\$21.79	\$25.36	\$14.27
More than two years (two years as defined above) in the Bangor Adult and Community Education program prior to 1 July	\$24.75	\$26.76	\$15.76
Lead Alternative Education Teacher		\$30.49	
Adult Education Contracted Instructors and Vocational Instructors: Payment as approved by the Superintendent and Director, provided that each course or group of courses is/are self-sufficient.			

**RETIREMENT:** Instructional personnel shall participate in the Maine Public Employees Retirement System (MainePERS) as specified by Maine State Law: all employees currently participating in the MainePERS (except those drawing retirement pay from the System).

**COURSE PARTICIPATION:** Bangor Adult Education instructors and educational technicians and/or their spouses may enroll in Bangor Adult Education courses—other than those with special fees such as Real Estate—without payment of the course registration fee.



**B. ADMINISTRATIVE/SECRETARIAL PERSONNEL**

**HOURS:** Payment shall be for hours actually assigned for work by the Director of Adult Education. Generally, the following shall apply:

Adult Basic Education Coordinator: \$50,597 per year  
52-week position; 40 hours per week

~~Adult Education Career Pathways Advisor:~~ College and Career Success Coordinator:  
First two (2) years of employment \$25.36 per hour  
After two (2) full years of employment \$26.76 per hour

Adult Education Diploma Coordinator:  
First two (2) years of employment \$21.79 per hour  
After two (2) full years of employment \$24.75 per hour

Community School/Adult Education Secretary: (1 full-time; 1 part-time)  
A. Not to exceed 37½ hours per week for 52 weeks  
B. Not to exceed 20 hours per week for 52 weeks  
First two (2) years of employment \$19.03 per hour (Sec III Step B)  
After two (2) full years of employment \$20.66 per hour (Sec III Step C)  
After ten (10) full years of employment \$20.86 per hour (Sec III Step D)

Learning Center Secretary II:  
Not to exceed 16 hours per week for 46 weeks  
First two (2) years of employment \$19.03 per hour  
After two (2) full years of employment \$20.66 per hour  
After ten (10) full years of employment \$20.86 per hour

One full year is 1 July–30 June.

In the event that a substitute is needed, refer to Policy GCEA.

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week for 52 weeks:**

**HOLIDAYS:** Administrative/secretarial employees shall be entitled to the following thirteen (13) non-work holidays with pay, except that Juneteenth and Independence Day shall be a paid holiday for only those whose work year continues past 3 July:

Independence Day	Thanksgiving Day	Martin Luther King Day
Labor Day	Day after Thanksgiving	Presidents' Day
Indigenous Peoples' Day	Christmas Day	Patriots' Day
Veterans Day	New Year's Day	Memorial Day
		Juneteenth

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week for 46 weeks:**

**HOLIDAYS:** Administrative/secretarial employees shall be entitled to the following thirteen (13) non-work holidays with pay, except that Juneteenth and Independence Day shall be a paid holiday for only those whose work year continues past 3 July:





Independence Day	Thanksgiving Day	Martin Luther King Day
Labor Day	Day after Thanksgiving	Presidents' Day
Indigenous Peoples' Day	Christmas Day	Patriots' Day
Veterans Day	New Year's Day	Memorial Day
		Juneteenth

**The following benefit applies to the Diploma Coordinator and College and Career Success Coordinator working at least 32 hours per week and at least five (5) days per week for 52 weeks:**

**HOLIDAYS:** The Diploma Coordinator shall be entitled to the following eleven (11) non-work holidays with pay, except that Independence Day shall be a paid holiday for only those whose work year continues past 3 July:

Independence Day	Thanksgiving Day	Martin Luther King Day
Labor Day	Day after Thanksgiving	Presidents' Day
Indigenous Peoples' Day	Christmas Day	
Veterans Day	New Year's Day	Memorial Day

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week:**

**VACATIONS:** Secretarial personnel who work 52 weeks per year shall be entitled to two weeks (10 workdays) of paid vacation annually following one (1) fiscal year of employment and to three weeks (15 workdays) of paid vacation annually following five (5) fiscal years of employment.

Administrative personnel who work 52 weeks per year shall be entitled to four weeks (20 workdays) of paid vacation annually.

When an administrator or secretary works two different seasonal work schedules, no more than two weeks of vacation may be taken on the basis of the longer work week.

Vacation leave shall be taken at such times as approved by the Superintendent of Schools. Vacation time may not be accumulated or carried forward from one year to the next except as specifically authorized by the Superintendent in writing.

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week:**

**SICK LEAVE:** Ten (10) days of sick leave shall become available at the beginning of each school year for the sole purpose of absence without loss of pay during the employee's personal illness or personal medical appointments. Such leave shall be prorated at one and one-half (1½) days per month for persons entering or leaving employment during the school year. Unused sick leave may accumulate to a maximum of one hundred fifty (150) days.

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week:**

**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.

**FAMILY LEAVE:** Administrative/secretarial employees shall be entitled to a maximum of five (5) days per school year—not to exceed three (3) days in each instance—to provide care for members of their immediate family whose illness demands such care.

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week:**

**BEREAVEMENT LEAVE:** Administrative/secretarial employees shall be entitled to up to four (4) days of leave, plus one (1) day of travel time if necessary, in each instance of death of a member of the immediate family. Immediate family shall be limited to grandparent, parent, spouse, sibling, child or grandchild in nature, in-law, or step relationship. In situations where a unique relationship existed between the employee and the deceased, over a period of time and which evinced a relationship similar to the above, bereavement leave may be approved at the discretion of the Superintendent.

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week:**

**JURY DUTY:** An administrative/secretarial employee who is summoned and appears for jury duty, may continue on full pay provided that the employee agrees to reimburse to the Bangor School Department any payments received because of such jury duty.

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week:**

**PERSONAL LEAVE:** An administrative/secretarial employee shall be entitled to up to two (2) non-consecutive days of leave per year for compelling non-recreational reasons, upon the prior approval of the Superintendent of Schools.

**The following benefit applies to administrative/secretarial employees working at least 32 hours per week and at least five (5) days per week:**

**OTHER LEAVES:** The Superintendent may approve other leaves of absence, with or without pay, not to exceed five (5) days per school year. The Superintendent may also recommend to the School Committee, at the request of the employee, extended leaves of absence with or without pay. With the exception of emergency situations, a 48-hour notice will be required for such leave requests.

**VACANCIES AND TRANSFERS:** Notices of available positions shall be posted for at least five (5) employee workdays. Those who wish to transfer to another assignment shall address a written request to the Superintendent of Schools. The Superintendent shall evaluate such requests on the basis of qualifications and evaluation of the employee, the needs of the Bangor School Department, and the length of continuous service as an employee.

**ASSIGNMENTS:** Administrative/secretarial employees shall be given written notice of their wages and assignments for the forthcoming year not later than 1 June or within thirty (30) days of City Council approval of the applicable school-year budget, whichever comes later.

**EVALUATIONS:** Administrative/secretarial employees shall be evaluated at least annually by the Director of Adult and Community Education. The evaluation shall provide the employee with an opportunity to confer with the evaluator, to sign the written evaluation, and to add any relevant information for inclusion in the



employee's personnel file.

**HOSPITAL/MEDICAL INSURANCE:** The Bangor School Department will provide the following full-year insurance benefits for administrative/secretarial employees who are employed at least 32 hours per normal work week. The Bangor School Department will pay the premium for single coverage for Blue Cross/Blue Shield/Blue Alliance (UCR) insurance or such alternative coverage as may be determined from time to time by the School Committee. The employee will pay the annual premium increase, not to exceed 41%, over the previous year's rate for the duration of the contract for adult with child, two-persons, or full-family coverage. Adult Education teachers who are employed at least 25 hours per normal work week shall be eligible, at their own expense, to participate in single coverage for Blue Cross/Blue Shield/Blue Alliance (UCR) insurance or MEA Choice Plus. Any employee whose spouse receives either two-person or family-plan coverage as an employee of any Bangor City Department, including the School Department, is not eligible for dual health insurance under this policy.

**DENTAL INSURANCE:** The Bangor School Department will provide the following full-year dental insurance for full- and part-time employees. The levels of coverage are single, two-person, or family coverage. The total cost of the dental benefit will be paid by the employee.

**LIFE INSURANCE:** Administrative/secretarial employees who are employed at least 32 hours per normal work week shall be eligible, at their own expense, to participate in the Basic, Supplemental and Dependent group life insurance offered through the MainePERS.

Secretarial employees who are employed at least 30 hours per normal work week shall also be entitled to \$5,000 coverage at the expense of the Bangor School Department.

Adult Basic Education Coordinator shall be entitled to \$10,000 coverage at the expense of the Bangor School Department.

**RETIREMENT:** Administrative/secretarial employees shall participate in the MainePERS for teachers or support staff as required by Maine law. Employees hired after April 1, 2001 shall participate in the Social Security System.

**OTHER BENEFITS:** Employees shall be entitled only to those benefits specified above. No payment in lieu of insurance or other benefits shall be authorized. It is the intent of the Bangor School Committee that the Superintendent of Schools review this policy annually and recommend such changes as may be consistent with the needs of the Bangor School Department.

**DISABILITY INSURANCE:** Administrative/secretarial staff who work more than 20 hours per week shall receive disability insurance provided to other Bangor School Department secretarial personnel.

**The following benefits apply to the Diploma Coordinator and College and Career Success Coordinator working at least 32 hours per week and at least five (5) days per week for 52 weeks:**

**VACATIONS:** The Diploma Coordinator and College and Career Success Coordinator who works 52 weeks per year shall be entitled to two weeks (10 workdays) of paid vacation annually.

Vacation leave shall be taken at such times as approved by the Superintendent of Schools. Vacation time may not be accumulated or carried forward from one year to the next except as specifically authorized by the Superintendent in writing.

**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.

**FAMILY LEAVE:** The Diploma Coordinator and College and Career Success Coordinator who works 52 weeks per year shall be entitled to a maximum of five (5) days per school year—not to exceed three (3) days in each instance—to provide care for members of their immediate family whose illness demands such care.

**BEREAVEMENT LEAVE:** The Diploma Coordinator and College and Career Success Coordinator who works 52 weeks per year shall be entitled to up to four (4) days of leave, plus one (1) day of travel time if necessary, in each instance of death of a member of the immediate family. Immediate family shall be limited to grandparent, parent, spouse, sibling, child or grandchild in nature, in-law, or step relationship. In situations where a unique relationship existed between the employee and the deceased, over a period of time and which evinced a relationship similar to the above, bereavement leave may be approved at the discretion of the Superintendent.

**JURY DUTY:** The Diploma Coordinator and College and Career Success Coordinator who is summoned and appears for jury duty, may continue on full pay provided that the employee agrees to reimburse to the Bangor School Department any payments received because of such jury duty.

**PERSONAL LEAVE:** The Diploma Coordinator and College and Career Success Coordinator who works 52 weeks per year shall be entitled to up to two (2) non-consecutive days of leave per year for compelling non-recreational reasons, upon the prior approval of the Superintendent of Schools.

**VACANCIES AND TRANSFERS:** Notices of available positions shall be posted for at least five (5) employee workdays. Those who wish to transfer to another assignment shall address a written request to the Superintendent of Schools. The Superintendent shall evaluate such requests on the basis of qualifications and evaluation of the employee, the needs of the Bangor School Department, and the length of continuous service as an employee.

**ASSIGNMENTS:** Employees shall be given written notice of their wages and assignments for the forthcoming year not later than 1 June or within thirty (30) days of City Council approval of the applicable school-year budget, whichever comes later.

**EVALUATIONS:** Employees shall be evaluated at least annually by the Director of Adult and Community Education. The evaluation shall provide the employee with an opportunity to confer with the evaluator, to sign the written evaluation, and to add any relevant information for inclusion in the employee's personnel file.

**HOSPITAL/MEDICAL INSURANCE:** The Bangor School Department will provide the following full-year insurance benefits for employees who are employed at least 32 hours per normal work week. The Bangor School Department will pay the premium for single coverage for Blue Cross/Blue Shield/Blue Alliance (UCR) insurance or such alternative coverage as may be determined from time to time by the School Committee. The employee will pay the annual premium increase, not to exceed 41%, over the previous year's rate for the duration of the contract for adult with child, two-persons, or full-family coverage. Adult Education teachers who are employed at least 25 hours per normal work week shall be eligible, at their own expense, to participate in single coverage for Blue Cross/Blue Shield/Blue Alliance (UCR) insurance or MEA Choice Plus. Any employee whose spouse receives either two-person or family-plan coverage as an employee of any Bangor City Department, including the School Department, is not eligible for dual health insurance under this policy.



**DENTAL INSURANCE:** The Bangor School Department will provide the following full-year dental insurance for full- and part-time employees. The levels of coverage are single, two-person, or family coverage. The total cost of the dental benefit will be paid by the employee.

**LIFE INSURANCE:** Employees who are employed at least 32 hours per normal work week shall be eligible, at their own expense, to participate in the Basic, Supplemental and Dependent group life insurance offered through the MainePERS.

Secretarial employees who are employed at least 30 hours per normal work week shall also be entitled to \$5,000 coverage at the expense of the Bangor School Department.

Adult Basic Education Coordinator shall be entitled to \$10,000 coverage at the expense of the Bangor School Department.

**RETIREMENT:** Employees shall participate in the MainePERS for teachers or support staff as required by Maine law. Employees hired after April 1, 2001 shall participate in the Social Security System.

**PAYMENT:** Employees will be paid biweekly.

**OTHER BENEFITS:** Employees shall be entitled only to those benefits specified above. No payment in lieu of insurance or other benefits shall be authorized. It is the intent of the Bangor School Committee that the Superintendent of Schools review this policy annually and recommend such changes as may be consistent with the needs of the Bangor School Department.

**DISABILITY INSURANCE:** Administrative/secretarial staff who work more than 20 hours per week shall receive disability insurance provided to other Bangor School Department secretarial personnel.

ADOPTED: June 22, 2016  
REVISED: ~~May 25, 2022~~  
EFFECTIVE: July 1, 2022



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**STUDENT DRESS**

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The Bangor School Committee recognizes that responsibility for the dress and appearance of students rests with individual students and their parent(s)/guardian(s). As a reflection of self-expression and one's cultural practices and identities, the Committee will ~~not~~ interfere with this right only on the occasion when apparel or appearance unless the personal choices of students create a disruptive influence on the academic environment school program or affect the health or safety of others.

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, or familial status. Further, student dress guidelines reflect the need for equitable enforcement that does not reinforce stereotypes or disproportionately impact students of diverse sizes, gender expressions/identities, income levels, and underrepresented racial, ethnic, or religious groups.

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 deter clear identification of students' faces, including sunglasses while indoors, face coverings (excluding masks mandated for COVID-19 or other medical purposes), baseball caps and hoods. Identification of school staff, students, and guests is needed in many circumstances.
- B. Articles of clothing that promote the use of tobacco, alcohol, ~~or other~~ drugs, or weapons.
- C. Clothing, footwear, insignia, or accessories that are intended to identify the wearer with gang activity as a member of a particular gang.
- D. Articles of clothing with ~~displays~~ text or depictions that are sexual, vulgar, lewd, generally insulting, or include content that results in insulting or discriminatory effect of any protected class or marginalized population. or indecent or include insulting words (e.g., racial/ethnic slurs) or symbols.
- E. 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.
- F. Clothing that is destructive of school property (e.g., cleats, pants with metal inserts that scratch furniture).
- G. Chains of any type affixed to clothing.
- H. Clothing that exposes undergarments or does not cover the body appropriately: Clothes must be worn in a way such that genital areas, buttocks, and chest are covered when a student engages in



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school-related activities and movement. Clothing should fully cover undergarments. Bra/tank top straps and visible waistbands do not constitute excessive exposure. Midriff should be reasonably covered, meaning clothing should cover the majority of one's abdomen. See-through and strapless clothing shall not be worn. Excessively baggy clothes that pose a safety risk should not be worn.

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.

If any aspect of student dress is not in accordance with the above guidelines due to religious beliefs, ethnic or cultural expression, disabilities, or medical purposes, a parent or guardian should contact the building principal for reasonable accommodation. Final determination for appropriate dress is at the discretion of Bangor School Department administration. The Superintendent is responsible for the development of any administrative procedures necessary to implement this policy.

#### Implementation of Student Dress Policy:

Students not meeting expectations of the Student Dress policy will be addressed individually, privately and tactfully by building staff in the event of a dress code violation outlined in items A through H above. Students whose clothing violates Student Dress rules will then be given the opportunity to change clothing, wear clothing with objectionable content inside out, and/or cover clothing with another article of clothing. A parent or guardian may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day. Parent(s)/guardian(s) will be contacted if there is unresolved or ongoing non-compliance with attire.

Staff will be trained on what dress choices constitute a policy violation and how to address violations of the Student Dress policy annually as scheduled by building administration and upon new hire orientation.

This policy will be published annually in student handbooks and reviewed annually with students on a schedule determined by building administration and upon new student onboarding.

Cross Reference:     AC – Nondiscrimination and Affirmative Action  
                              JICAA – Student Self-Expression

ADOPTED: August 19, 2020  
REVISED: September 14, 2022

