

**BANGOR SCHOOL COMMITTEE AGENDA
REGULAR MEETING**

7:00 p.m., **Wednesday, November 30, 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.*

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
 - a. Community Solar Power – E, SW
PUBLIC HEARING
 - b. LD577 – Child and Adult Care Food Program (CACFP) – E, TL, ER, SW
CLOSE PUBLIC HEARING
2. Informational Items
 - a. Report of Reassignment(s) – E, TL, ER, SW
 - b. Report of Resignation(s) – E, TL, ER, SW

E. Business Action Items

1. Action Items
 - a. Minutes
 1. Organizational Meeting of November 14, 2022
 2. Regular Meeting of November 16, 2022
 - b. Donation(s)
2. Introduction Items
 - a. First Reading of Policies – E
 1. Revised Policy GDB-7 – Support Staff Compensation Guide

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, December 14, 2022 Regular Meeting – 7 p.m. Council Chambers
Friday, December 23, 2022 Bangor Day
Wednesday, January 11, 2023 Regular Meeting – 7 p.m. Council Chambers
Wednesday, January 25, 2023 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, November 30, 2022

D. 1. a. I am recommending approval of the Community Solar Power proposal.

b. OPEN PUBLIC HEARING

LD577 – An Act to Increase Access to Nutritious Foods in Schools by Implementing an After-School Food Program for At-Risk Students:

A school administrative unit shall participate in the federal child and adult care food program established in 42 United States Code, Section 1766 as required under this paragraph. The commissioner shall assist school administrative units subject to the requirements of this paragraph in developing a plan to participate in the federal child and adult care food program to serve at-risk students who attend after-school programming and in obtaining federal, state and private funds to pay for this program. Beginning with the 2019-2020 school year, a school administrative unit with at least one public school in which at least 50% of students qualified for a free or reduced-priced lunch during the preceding school year shall participate in the federal child and adult care food program in accordance with 42 United States Code, Section 1766 during the school year, subject to the provisions of this paragraph.

Notwithstanding other provisions of this paragraph, a school administrative unit that is required to operate a federal child and adult care food program may choose not to operate such a program if it determines by a vote of governing body of the school administrative unit after notice and a public hearing that operating such a program would be financially or logistically impracticable.

COMMENTS

CLOSE PUBLIC HEARING

I am recommending that we choose not to operate a federal child and adult care food program as Bangor has already established a partnership with the Good Shepherd Food Bank who provides the requirements stated in LD577.

D. 2. a. I am reporting reassignment(s).

b. I am reporting resignation(s).

E. 1. a. 1-2. I am recommending approval of the draft Minutes of the November 14, 2022 Organizational Meeting and the November 16, 2022 Regular School Committee Meeting.

b. Committee Member Sara Luciano will share donations.

E. 2. a. I am recommending first reading of a revised policy.

1. Revised Policy GDB-7 – Support Staff Compensation Guide



BANGOR SCHOOL DEPARTMENT

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Superintendent of Schools

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Director of Business Services

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11/22/2022

To: Bangor School Committee Members

From: Jim Tager, Superintendent of Schools

Re: Net Energy Credit Memo

Good afternoon,

The State of Maine enacted a program which allows for Net Energy Billing (NEB) tariffs. This program is overseen by the Maine Public Utilities Commission. The Bangor School Department has received a proposal from Solar On Earth regarding their Net Energy Credit billing program which includes a 25% discount offer. Solar On Earth is a company located in Action, MA but also has a dozen plus employees based in the State of Maine.

The actual solar farm that will be generating the electricity will be located at 99 Knox Road, Bar Harbor, ME 04609. The farm will generate 1.9 megawatts from 13-15 acres of solar panels. Currently, all equipment has been received and they are ready to begin construction. The completion date is estimated to be May 2023. Only after completion of the project can the Net Energy Credit billing commence.

The amount of electricity produced each month will determine the amount of credits applied to the School Department's Versant statements. The credit will show up each month on a new billing line item located on page two of the statement. Any remaining amount due will be paid directly to Versant Power.

Solar On Earth partners with a company who function is to process all of the monthly NEB billing. A few weeks after the Versant statements, the billing company sends invoices to the school department for the amount of the applied credit less the 25% savings. The school department will send this payment to the billing company.

Solar on Earth will continue to be involved through-out the duration of the project, providing customer service such as monthly picture updates during the construction of the solar farm. Also note the following informational items:

- This program is on a dollar saved versus credit applied bases. The amount of electricity used each month does not impact the percent of savings.
- The program assumes an annual .5% degradation of the solar farm.
- The proposal anticipates the electrical rates to increase at least at the same rate of degradation
- Net energy credits support green energy, translate into financial savings and reduce emissions.
- The biggest informational item is that the annual savings will be above \$87,000/ year and \$1,747,000 over the twenty-year term of the agreement

We recommend the School Committee approve the Solar on Earth proposal.

See references below:

City of Lynn, MA
Michael Bertino, CFO
Michael.bertino@lynnma.gov
(781) 586-6788

Monique Bergeron, Executive Director
Bellingham Housing Authority,
bellinghamha@comcast.net
(508) 883-4999

Dawn Fattore, Business Manager
Dover-Sherborn Regional School District
fattored@doversherborn.org
(508) 785-0036

**HP0421
LD 577****Session - 129th Maine Legislature****LR 1570
Item 1**

An Act To Increase Access to Nutritious Foods in Schools by Implementing an After-school Food Program for At-risk Students

Emergency preamble. Whereas, acts and resolves of the Legislature do not become effective until 90 days after adjournment unless enacted as emergencies; and

Whereas, the health, safety and future success of children are greatly influenced by the children's diet and nutrition beginning at a very young age; and

Whereas, many families in the State do not have the income or the means to access adequate nutrition and a healthy diet; and

Whereas, many children who do not receive adequate nutrition at home receive nutritious food at school through various school food service programs; and

Whereas, this legislation needs to take effect before the expiration of the 90-day period in order for schoolchildren in the State to benefit from the federal child and adult care food program for the 2019-2020 school year; and

Whereas, in the judgment of the Legislature, these facts create an emergency within the meaning of the Constitution of Maine and require the following legislation as immediately necessary for the preservation of the public peace, health and safety; now, therefore,

Be it enacted by the People of the State of Maine as follows:

Sec. 1. 20-A MRSA §6602, sub-§1, ¶D is enacted to read:

D. A school administrative unit shall participate in the federal child and adult care food program established in 42 United States Code, Section 1766 as required under this paragraph. The commissioner shall assist school administrative units subject to the requirements of this paragraph in developing a plan to participate in the federal child and adult care food program to serve at-risk students who attend after-school programming and in obtaining federal, state and private funds to pay for this program. Beginning with the 2019-2020 school year, a school administrative unit with at least one public school in which at least 50% of students qualified for a free or reduced-price lunch during the preceding school year shall participate in the federal child and adult care food program in accordance with 42 United States Code, Section 1766 during the school year, subject to the provisions of this paragraph.

Notwithstanding other provisions of this paragraph, a school administrative unit that is required to operate a federal child and adult care food program may choose not to operate such a program if it determines by a vote of the governing body of the school administrative unit after notice and a public hearing that operating such a program would be financially or logistically impracticable.

Emergency clause. In view of the emergency cited in the preamble, this legislation takes effect when approved.

SUMMARY

This bill provides for the participation in the federal child and adult care food program to serve at-risk students who attend after-school programming by school administrative units that choose to operate the program and have at least one public school in which at least 50% of students qualified for a free or reduced-price lunch during the preceding school year.

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MINUTES
DRAFT
BANGOR SCHOOL COMMITTEE
ORGANIZATIONAL MEETING
11:00 a.m., Monday, November 14, 2022

School Committee Members present: Marwa Hassanien, Timothy Surette, Clare Mundell, Ben Sprague, Sue Sorg, Sara Luciano and Imke Schessler-Jandreau

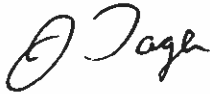
The meeting was called to order at 11:00 a.m. by Superintendent Tager and the pledge of allegiance followed.

- A. City Clerk, Lisa Goodwin, administered the Oath of Office, swearing in new School Committee Members Marwa Hassanien and Imke Schessler-Jandreau.
- B. 1. VOTED 7-0 by roll call vote to appoint Marwa Hassanien as School Committee Chair for 2022-2023.
 - 2. VOTED 7-0 by roll call vote to appoint Timothy Surette as School Committee Vice-Chair for 2022-2023.
- C. Chair Marwa Hassanien read the Code of Ethics all School Committee Members are to follow.
- D. 1. VOTED 7-0 by roll call vote to appoint Building Principals as Attendance Officers.
 - 2. VOTED 7-0 by roll call vote to appoint Brian Bannen as the Affirmative Action Officer.
 - 3. VOTED 6-0 by roll call vote to appoint Dana Carver-Bialer as Title IX Coordinator.
 - 4. VOTED 7-0 by roll call vote to appoint Brian Bannen as the Wellness Committee Chair.
 - 5. a. VOTED 7-0 by roll call vote to appoint Sue Sorg, Imke Schessler-Jandreau and Tim Surette as representatives for the United Technology Center.
 - b. VOTED 7-0 by roll call vote to appoint Sara Luciano and Clare Mundell (alternate) as representatives to Southern Penobscot Regional Program for Children with Exceptionalities.
 - c. VOTED 7-0 by roll call vote to appoint Marwa Hassanien and Tim Surette as representatives for the DEIB Advisory Committee.
 - 6. VOTED 7-0 by roll call vote to appoint Ben Sprague and Clare Mundell as representatives for negotiations.

7. VOTED 7-0 by roll call vote to appoint Sara Luciano and Imke Schessler-Jandreau as representatives for the Dropout Prevention Committee.
8. VOTED 7-0 by roll call vote to appoint Clare Mundell and Sue Sorg as representatives for the Policy Committee.
9. VOTED 7-0 by roll call vote to appoint Clare Mundell as the Mental Health Representative.
10. All School Committee Members were directed to read the Finance Committee Rotation list included in the provided packet.
11. VOTED 7-0 by roll call vote to appoint Dr. Kristen Martin as the Bangor School Department Physician with an annual stipend of two thousand, two hundred, and ten dollars (\$2,210.00). Dr Martin will provide consulting services on a referral basis.
12. VOTED 7-0 by roll call vote to continue the legal services of Brann and Isaacson, with Daniel Stockford serving as General Legal Counsel and Chief Negotiator for the Bangor School Department.

VOTED 7-0 by roll call vote to adjourn the meeting at 11:15 a.m.

Respectfully Submitted,



James R. Tager
Superintendent of Schools

MINUTES
DRAFT
BANGOR SCHOOL COMMITTEE
REGULAR MEETING
7:00 p.m., Thursday, November 16, 2022

The Board Workshop Training Session with School attorney Dan Stockford began at 5:30 p.m. in the City Hall Council Chambers. Chair Marwa Hassanien, Vice Chair Timothy Surrette, Clare Mundell, Ben Sprague, Imke Schessler-Jandreau, Sue Sorg, Sara Luciano were in attendance.

The Workshop Session ended at 6:30 p.m.

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surrette, Clare Mundell, Ben Sprague, Sue Sorg, Sara Luciano, Imke Schessler-Jandreau

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

B. Adjustments to the Agenda:

D. 2. b. Report of Resignations was added to the agenda

C. Public Comments:

Michael Norton spoke to the committee about energy, medicine, Tides Day and a play write.

D. 2. a. Business Director Jerry Hayman, Solar Farms Consultants Travis Curtis and Nathan McCarthy shared a presentation on Community Solar Power.

b. Superintendent Tager reported the following teacher resignations for School Year 2022-2023:

Denise Vittum Special Education Teacher William S. Cohen School

E. 1 .a. 1. VOTED 7-0 by roll call vote to approve the Minutes of the October 26, 2022 Regular School Committee Meeting.

b. 1. VOTED 7-0 by roll call vote to approve the August Financial Report.

c. 1. VOTED 7-0 by roll call vote to approve the following extra-duty assignments for the 2021-2022 school year:

Kathleen Vorenkamp	B Cheering Coach	William S. Cohen School
Sophia Sciarappa	Varsity Softball Coach	Bangor High School
Keith Simpson	B Girls Basketball Coach	William S. Cohen School

d. Committee Member Susan Sorg shared the following donations:

To Abraham Lincoln School from the Rock Church, gift bags for teachers, having a total dollar value of \$200.

To Abraham Lincoln School from Tyler McIntosh – McIntosh Forestry Services, 10 yards of wood chips for the school garden, having a total dollar value of \$150.

To Fruit Street School from St. Paul Apostle Parish in Bangor, shoes and socks, having a total dollar value of \$500.

To Vine Street School from Bangor Savings Bank, 150 jars of peanut butter, jelly and fluff, having a total dollar value of \$450.

To Vine Street School from Elks Lodge # 244, 55 dictionaries for third grade students, having a total dollar value of \$207.

To Vine Street School from the Rock Church of Bangor, 50 Gift Bags for Staff, having a total dollar value of \$200.

To Vine Street School from Chick-fil-A Leader Academy, 5 books for each third-grade student and staff member, having a total dollar value of \$1,200.

To William S. Cohen School from Art and Beth Kotredes, a cash donation to purchase school snacks, having a total dollar value of \$100.

To William S. Cohen School from Art and Beth Kotredes, a cash donation to support students during the holidays, having a total dollar value of \$250.

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 Bangor High School Athletics from Norman Minsky, a treadmill, having a total dollar value of \$2,500.

VOTED 7-0 by roll call vote to approve all donations.

F. 1. Member Surette shared that the SPRPCE multi-purpose room is complete.

Member Surette spoke about the professional development training is being offered at Bangor Regional.

F. 4. Member Sauda provided multiple updates on current High School activities.

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

J. VOTED 7-0 by roll call vote to enter into Executive Session at 7:45 p.m.

VOTED 7-0 by roll call vote to exit the Executive session.

K. VOTED 7-0 by roll call vote to adjourn the meeting at 8:10 p.m.

Respectfully Submitted,

A handwritten signature in black ink that reads "J Tager". The signature is written in a cursive style with a large initial "J" and a stylized "Tager".

James R. Tager
Superintendent of Schools

SUPPORT STAFF COMPENSATION GUIDE

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.

POSITIONS: Director of Physical Plant	\$71,388 per year
Food Service Supervisor	\$20.86 per hour
School Safety and Communications Director	\$25.32 32.03 per hour
BHS Title IX and Affirmative Action Officer	\$32.03 per hour
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 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 ~~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, ~~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: ~~September 14, 2022~~ November 22, 2022

EFFECTIVE: ~~September 14, 2022~~ December 14, 2022

