

BANGOR SCHOOL COMMITTEE AGENDA
REGULAR MEETING
7:00 p.m., **Wednesday, December 14, 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
2. Informational Items
 - a. Report on the Pilot for Wabanaki Studies – E, TL, ER, SW

E. Business Action Items

1. Action Items
 - a. Minutes
 1. Regular Meeting of November 30, 2022
 - b. Certification of Employment of the Superintendent of Schools
 - c. Financial Report
 1. September Financial Report
 - d. Personnel – E, TL, ER, SW
 1. Extra-Duty Assignments
 - e. Second Reading of a Policy
 1. Revised Policy GDB-7 – Support Staff Compensation Guide
 - f. Donation(s)
2. Introduction Items

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:
 - 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
 - Wednesday, February 1, 2023 Regular Meeting – 7 p.m. Council Chambers
 - Wednesday, February 15, 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, December 14, 2022

- D. 2. a. Bangor High School Principal Paul Butler and World Language Department Head Marisue Schuilling will share with the Committee the pilot plans for Wabanaki Studies.

- E. 1. a. 1-2. I am recommending approval of the draft Minutes of the November 30, 2022 Regular School Committee Meeting.
 - b. Title 20-A M.R.S.A. Section 1051 (2) requires that school committees certify employment of a superintendent each December for the following school year. All Maine school units are required by law to have a superintendent. The Bangor School Committee must vote to authorize the Chair to complete the certification of employment form for the next school year 2023-2024.
 - c. I am recommending approval of the September 2022 Financial Report.
 - d. 1. I am recommending Committee approval of Extra-Duty Assignments for school year 2022-2023.
 - e. I am recommending second reading of a revised policy.
 - 1. Revised Policy GDB-7 – Support Staff Compensation Guide
 - f. Committee Member Clare Mundell will share donations.

Bangor High School

Micmac Language & Culture

Course Pilot / Spring 2023

- Desire to broaden BHS language offerings
- Interest in linguistics as a pathway of study
- Creative nudging of a community member
- Preserve & celebrate indigenous languages



Origins of the Idea

- Collaboration with BHS History
- Resourceful regional education community
- Insight of indigenous language specialists
- A network that extended to MIT



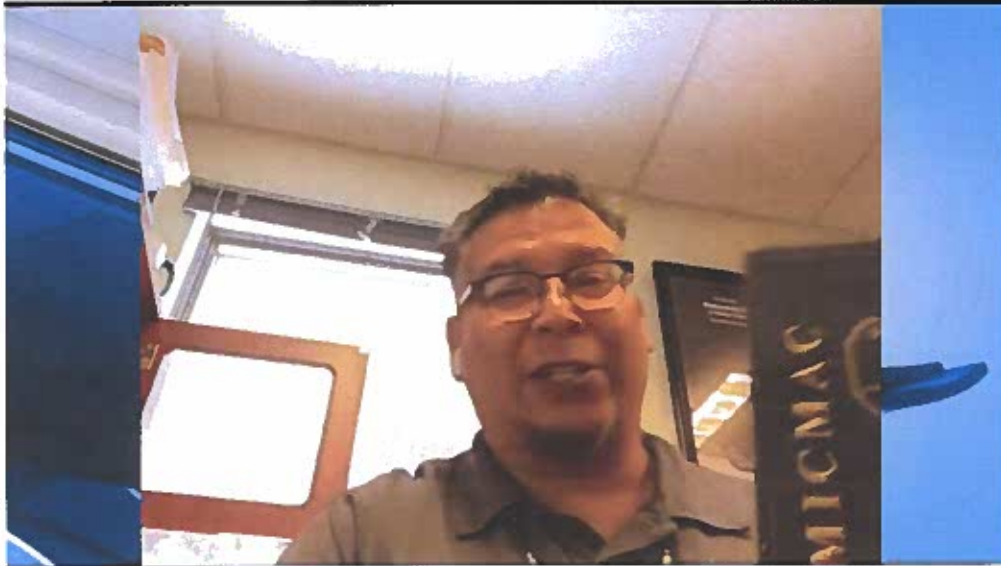
Advancing the Idea

- Born and lives in Presque Isle
- Member of Aroostook Band of Micmacs
- Graduate student / MITILI
- Eagerly accepted an adjunct role at BHS



Partnering with John Francis

Member of the Aroostook Band of Micmacs to study linguistics at MIT



John Dennis, a member of the Aroostook Band of Micmacs, has been accepted into a Master's Program at MIT, where he'll learn skills to teach others Micmac.

By Kathy McCarty

Published: Apr. 9, 2021 at 10:15 PM EDT

WAGM-TV8 April, 2021

- 2nd semester course for elective credit
- Lily Crane live in class / John live by Zoom
- Focus on language, culture, history
- Eyes and minds on potential expansion

Framing the Pilot

- An enriching experience for our students
- A collaborative learning experience for BHS
- Ability to help put the MITILI into action
- Celebrate and preserve Micmac language



Desired Outcomes



KEEPING LANGUAGE ALIVE

Desired Outcomes

MINUTES
DRAFT
BANGOR SCHOOL COMMITTEE
REGULAR MEETING
7:00 p.m., Thursday, November 30, 2022

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surette, Clare Mundell, Ben Sprague, Sara Luciano, and Imke Schessler-Jandreau. Sue Sorg was unable to attend.

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

B. VOTED 6-0 to approve the following Adjustments to the Agenda:

E. 1. b. Personnel – Extra-Duty Assignments

C. Public Comments:

No Public Comments

D. 1. a. VOTED 6-0 to approve the Community Solar Power proposal.

b. VOTED 6-0 to transition the meeting into a public hearing regarding LD577.

VOTED 4-0, 2 abstained, to close the public hearing.

VOTED 4-0, 2 abstained, to not 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. Superintendent Tager reported the following teacher reassignment for School Year 2022-2023:

Kelly Hasselbrack from Special Education Teacher at Bangor High School to Multilingual Teacher for the District.

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

Casey Quinn	Special Education Teacher	Downeast School
Kelly Hasselbrack	IEP Coordinator (.25)	Bangor High School

E. 1 .a. 1-2. VOTED 6-0 to approve the Minutes of the November 14, 2022 Organizational Meeting and the November 16, 2022 Regular School Committee Meeting.

b. 1. VOTED 6-0 to approve the following extra-duty assignments for the 2022-2023 school year:

Carmin Curry	Special Education Dept. Head	Bangor High School
Ashley Thornton	Special Education Dept. Head	Bangor High School

- c. Committee Member Sara Luciano shared the following donations:

To Abraham Lincoln School from the Charleston Church, winter coats, having a total dollar value of \$950.

To Fruit Street School from the Charleston Church, winter coats, having a total dollar value of \$500.

To Vine Street School from the Charleston Church, winter coats, having a total dollar value of \$600.

To Fairmount School from the Charleston Church, winter coats, having a total dollar value of \$375.

To Bangor Regional Program from First National Bank, funds to purchase 10 “30 Days Lost in Space” coding kits, having a total dollar value of \$970.

To Bangor Regional Program from Katahdin Trust, funding for 2 gas powered bicycle kits and accessories, having a total dollar value of \$409.

To Bangor High School from the Tramuto Porter Foundation, a cash donation for Veteran Induction and Ceremony, having a total dollar value of \$7,500.

To Downeast School from Charleston Church, winter coats, having a total dollar value of \$500.

To Downeast School from Betty Van Tobel, hats and mittens, having a total dollar value of \$100.

To Downeast School from Pelky Oil, 112 turkey dinners, having a total dollar value of \$5,600.

To Downeast School from Bangor Savings Bank, Peanut Butter & Jelly, having a total dollar value of \$560.

VOTED 5-0, 1 abstained, to approve all donations.

- E. 2. a. VOTED 6-0 to approve first reading of the following revised policy:

Revised Policy GDB-7 – Support Staff Compensation Guide

- F. 1. Member Tim Surette proudly shared additional complements in regard to Dr Webb, specifically in mentoring other professionals.

Member Ben Sprague mentioned his positive connection to Dr Webb particularly in supporting extra and co-curricular activities.

- F. 2. Member Clare Mundell shared that the Policy Committee met for the first time, they will meet again in two weeks.

Member Sara Luciano shared information from her visit to the U. T. C. open house.

F. 4. Member Carolyn Suda provided multiple updates on current High School activities and fundraising.

Chair Marwa Hassanien introduced the new student representative, Luke Dusablon.

Member Luke Dusablon thanked the committee for the opportunity.

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

J. VOTED 6-0 to adjourn the meeting at 7:35 p.m.

Respectfully Submitted,



James R. Tager
Superintendent of Schools

State of Maine
DEPARTMENT OF EDUCATION
23 State House Station
Augusta ME 04333-0023

2022-2023

**CERTIFICATION OF EMPLOYMENT OF A SUPERINTENDENT OF SCHOOLS AND REPORT OF
ACTIONS OF JOINT COMMITTEE, S.A.D., C.S.D., MUNICIPAL UNIT OR OTHER SCHOOL ADMINISTRATIVE UNIT
(R.S.U., A.O.S.) TO SUPPORT SUPERINTENDENT'S OFFICE AND OFFICE STAFF**

Name of Supervisory Unit: Bangor School Department

Name of Superintendent Elected by the Board
Including Full or Part-time or Interim

James R. Tager

RESULTS OF MEETING:

- | | Name | Address |
|---|------------------------|--|
| 1. Chairperson: | <u>Marwa Hassanien</u> | <u>92 Chestnut Trail, Bangor, ME 04401</u> |
| 2. Secretary (if elected): | _____ | _____ |
| 3. TO BE COMPLETED BY SUPERVISORY UNITS ONLY: (Units combining for the purpose of employing a Superintendent): | | |

Number of Board members present at the meeting from each member unit of the supervisory unit:

Unit	No. of Board Members	Percentage of Salary	Percentage of Service
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

4. Salary paid the Superintendent in the current year ending June 30, 2022 \$150,000
5. Salary authorized for the year ending June 30, 2023 \$153,750
6. Have you made provisions for an office for the Superintendent of Schools, office assistants and other office expenses?
YES [X] NO []
7. We certify that the above information and actions of the Board, pursuant to [Title 20-A, M.R.S. Section 1051](#), are in accordance with its votes taken December 14, 2022.
(date)

(Attach copy of minutes and copy of Superintendent's contract)

Signed _____, Chairperson December 14, 2022
(date)

Signed _____, Secretary _____
(date)

8. I, James R. Tager, hold a valid Superintendent's certificate for the State of
(name of Superintendent)

Maine which expires 7/14/2024 and I accept the position of Superintendent of Schools for
(date)

Bangor School Department for the period beginning July 1, 2023 and ending
(unit or units) (date)

June 30, 2024. I do faithfully declare that I will uphold the laws of this State and that I will
(year)

faithfully perform the duties of Superintendent of Schools as required by law and as set forth by the Board(s)

which employ(s) me.

SIGNED _____ DATE December 14, 2022
Superintendent

9. SIGNED _____ DATE _____
Commissioner of Education

For information call: 624-6663

Return original and one (1) copy to:

Deputy Commissioner
Maine Department of Education
23 State House Station
Augusta, Maine 04333-0023

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 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	104,166.67	312,500.01	0.00	937,499.99
LOCAL FOUNDATION ALLOCATION	19,000,665.00	1,583,388.75	4,750,166.25	0.00	14,250,498.75
LOCAL FUNDS - ADDITIONAL	6,588,056.00	549,004.67	1,647,014.01	0.00	4,941,041.99
TUITION - SECONDARY	1,150,000.00	0.00	0.00	0.00	1,150,000.00
TUITION - ELEMENTARY	0.00	0.00	0.00	0.00	0.00
TUITION - SPEC ED SECONDARY	175,000.00	18,536.72	18,536.72	0.00	156,463.28
TUITION - SPEC ED ELEMENTARY	25,000.00	0.00	0.00	0.00	25,000.00
TUITION - SPEC ED - SEC-ST AG	250,000.00	36,346.40	47,031.01	0.00	202,968.99
TUITION - SPEC ED - ELEM-ST AG	150,000.00	8,151.92	8,215.22	0.00	141,784.78
TUITION - SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00
TRANSPORTATION-ST AGENCY	35,000.00	6,980.80	6,980.80	0.00	28,019.20
BANGOR HIGH SCHOOL ATHLETICS	30,000.00	11,506.00	9,106.00	0.00	20,894.00
RENTALS - SECONDARY	10,000.00	0.00	0.00	0.00	10,000.00
RENTALS - ELEMENTARY	1,000.00	0.00	0.00	0.00	1,000.00
SALES/REFUNDS - SECONDARY	5,000.00	30.00	61.76	0.00	4,938.24
SALES/REFUNDS - ELEMENTARY	2,000.00	0.00	45.00	0.00	1,955.00
FOOD SERVICES PROGRAM	0.00	0.00	0.00	0.00	0.00
REGIONAL PROGRAMS	110,000.00	9,636.16	28,908.48	0.00	81,091.52
SALES OF PROPERTY	0.00	0.00	0.00	0.00	0.00
TOTAL LOCAL REVENUE	27,531,721.00	2,223,581.42	6,516,065.25	0.00	21,015,655.75
STATE REVENUES					
STATE FOUNDATION ALLOCATION	24,081,603.00	2,005,109.37	6,015,328.11	0.00	18,066,274.89
NATIONAL BD. FOR PROG TEA STDS	15,000.00	0.00	0.00	0.00	15,000.00
MEDICARE REIMBURSEMENT	100,000.00	0.00	0.00	0.00	100,000.00
TOTAL STATE REVENUE	24,196,603.00	2,005,109.37	6,015,328.11	0.00	18,181,274.89

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 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	0.00	0.00	20,000.00
JUNIOR R.O.T.C.	75,000.00	0.00	12,351.80	0.00	62,648.20
TOTAL FEDERAL REVENUE	95,000.00	0.00	12,351.80	0.00	82,648.20
GRAND TOTAL					
GENERAL FUND REVENUE	53,073,324.00	4,332,857.46	12,856,245.17	0.00	40,217,078.83

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
GENERAL FUND EXPENDITURES					
SCHOOL COMMITTEE	92,161.00	1,472.83	33,143.09	1,816.92	57,200.99
SUPERINTENDENT'S OFFICE	353,437.00	31,996.26	91,752.19	150,095.70	111,589.11
OFFICE OF ED IMPROVEMENT	1,004,362.00	56,653.24	124,900.96	261,423.61	618,037.43
BUSINESS OFFICE	886,805.00	54,808.88	154,719.26	175,376.01	556,709.73
MAINTENANCE	908,215.00	50,198.69	131,206.98	219,344.53	557,663.49
FOOD SERVICE	25,000.00	2,083.34	6,250.02	0.00	18,749.98
SPECIAL EDUCATION	10,211,865.00	730,897.67	1,612,972.64	5,436,636.17	3,162,256.19
TECHNOLOGY PROGRAM	1,160,284.00	79,216.86	296,616.51	231,078.88	632,588.61
COMMUNITY SCHOOL	368,125.00	5,655.18	38,473.44	20,069.17	309,582.39
PUPIL SERVICES	2,759,655.00	63,578.19	171,827.46	434,350.67	2,153,476.87
BANGOR HIGH SCHOOL	10,746,857.00	930,033.70	2,264,683.92	6,252,347.61	2,229,825.47
BANGOR HIGH ATHLETICS	963,864.00	69,477.55	149,532.08	295,270.52	519,061.40
PEAKES AUDITORIUM	7,388.00	446.85	459.80	1,308.88	5,619.32
GARLAND STREET FIELD	128,850.00	1,717.52	20,488.61	20,606.70	87,754.69
JAMES F. DOUGHTY SCHOOL	3,556,077.00	271,702.78	688,000.36	1,975,375.30	892,701.34
WILLIAM S. COHEN SCHOOL	3,582,655.00	277,253.78	720,822.69	1,909,777.70	952,054.61
DOWNEAST SCHOOL	2,312,023.00	176,399.15	429,700.22	1,211,028.79	671,293.99
FAIRMOUNT SCHOOL	2,239,294.00	170,028.88	452,900.28	1,234,475.05	551,918.67
FRUIT STREET SCHOOL	2,819,432.00	212,467.42	519,957.65	1,500,584.18	798,890.17
FOURTEENTH STREET SCHOOL	1,280,516.00	114,569.11	319,760.04	717,427.84	243,328.12
ABRAHAM LINCOLN SCHOOL	1,790,024.00	132,060.34	357,074.92	890,812.60	542,136.48
MARY SNOW SCHOOL	2,114,992.00	177,373.97	467,954.78	1,824,250.75	-177,213.53
VINE STREET SCHOOL	1,981,443.00	173,930.79	418,305.93	1,014,785.26	548,351.81
CONTINGENCY	0.00	0.00	0.00	0.00	0.00
DEBT SERVICE	1,780,000.00	0.00	0.00	0.00	1,780,000.00
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GRAND TOTAL					
GENERAL FUND EXPENDITURES	53,073,324.00	3,784,022.98	9,471,503.83	25,778,242.84	17,823,577.33
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**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
ADULT EDUCATION REVENUE					
FUND BALANCE	79,985.00	0.00	0.00	0.00	79,985.00
<u>LOCAL REVENUES</u>					
LOCAL SUBSIDY	200,000.00	16,666.67	50,000.01	0.00	149,999.99
TUITION	47,016.00	240.00	8,650.00	0.00	38,366.00
REG IV AD VOC.ED	19,000.00	0.00	0.00	0.00	19,000.00
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	10,050.00	0.00	0.00	0.00	10,050.00
TOTAL LOCAL REVENUES	276,066.00	16,906.67	58,650.01	0.00	217,415.99
STATE SUBSIDY	101,429.00	0.00	0.00	0.00	101,429.00
GRAND TOTAL AD ED LOCAL PROG REVENUE	457,480.00	16,906.67	58,650.01	0.00	398,829.99
<u>ADULT ED SPEC REV REVENUES</u>					
COLL TRANS DEMONSTRA GRANT	34,000.00	0.00	26,497.02	0.00	7,502.98
ADULT ED WORKFORCE INNOVATION GRANT	0.00	0.00	0.00	0.00	0.00
COLLEGE & CAREER SUCCESS PROGRAM	0.00	0.00	0.00	0.00	0.00
ADULT BASIC EDUCATION-REG	53,000.00	0.00	0.00	0.00	53,000.00
TOTAL ADULT ED SPECIAL REVENUE REVENUES	87,000.00	0.00	26,497.02	0.00	60,502.98
<u>AD ED GENERAL EVENING REVENUES</u>					
ENRICHMENT FEES/GEN EVENING TUITION	64,600.00	-15.00	-15.00	-394.00	65,009.00
TEXTBOOK /MISC SALES/GENERAL EVENING	0.00	0.00	0.00	0.00	0.00
TOTAL ADULT ED GENERAL EVENING PROG REVENUE	64,600.00	-15.00	-15.00	-394.00	65,009.00
GRAND TOTAL ADULT ED REVENUE	609,080.00	16,891.67	85,132.03	-394.00	524,341.97

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
ADULT ED EXPENDITURES					
<u>ADULT ED LOCAL PROGRAMS</u>					
ADULT ED ADMINISTRATION	240,943.00	17,019.65	56,279.97	99,371.38	85,291.65
TRANSITION PROGRAM	5,385.00	0.00	0.00	0.00	5,385.00
OPERATIONS & MAINTENANCE	17,300.00	748.10	2,605.73	0.00	14,694.27
VOCATIONAL EDUCATIONAL	57,978.00	70.45	23,113.43	0.00	34,864.57
HIGH SCHOOL COMPLETION	20,988.00	1,820.24	2,461.24	7,519.24	11,007.52
LITERACY PROGRAM	114,886.00	5,721.96	20,547.44	39,962.19	54,376.37
TOTAL ADULT ED LOCAL PROGRAMS	457,480.00	25,380.40	105,007.81	146,852.81	205,619.38
<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	34,000.00	2,479.44	22,373.94	6,430.57	5,195.49
ADULT ED WORKFORCE INNOVATION GRANT	0.00	0.00	0.00	0.00	0.00
COLLEGE & CAREER SUCCESS PROGRAM	0.00	0.00	0.00	39,859.05	-39,859.05
ADULT BASIC EDUCATION	53,000.00	2,745.05	8,558.60	6,847.62	37,593.78
TOTAL ADULT ED SPECIAL REVENUE EXPENDITURES	87,000.00	5,224.49	30,932.54	53,137.24	2,930.22
TOTAL AD ED GEN EVEN EXPENDITURES	64,600.00	650.93	650.93	3,276.78	60,672.29
GRAND TOTAL ADULT ED EXPENDITURES	609,080.00	31,255.82	136,591.28	203,266.83	269,221.89

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
<u>SPECIAL REVENUE FUND REVENUES</u>					
TITLE IA-DISADVANTAGED	1,576,000.00	130,848.18	397,480.89	0.00	1,178,519.11
ESSERF-EL & SEC SCHOOL EMERGENCY RELIEF FUND	0.00	46,112.26	695,112.99	0.00	-695,112.99
TITLE IIA-IMPROV TEACHER QUALITY	254,000.00	18,716.69	87,373.28	0.00	166,626.72
LOCAL ENTITLEMENT	993,000.00	0.00	0.00	0.00	993,000.00
PRE-SCHOOL GRANTS	21,000.00	0.00	0.00	0.00	21,000.00
21ST CENTURY	150,000.00	0.00	0.00	0.00	150,000.00
ELIZABETH MEANS	15,000.00	0.00	0.00	0.00	15,000.00
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	0.00
MCKINNEY GRANTS	0.00	0.00	0.00	0.00	0.00
LEONARD & RENEE MINSKY FUND	0.00	0.00	0.00	0.00	0.00
PRE-K EXPANSION GRANT	0.00	0.00	0.00	0.00	0.00
BARBARA BUSH FOUNDATION/TRENDSETTERS	0.00	0.00	0.00	0.00	0.00
WALKING SCHOOL BUS	0.00	0.00	0.00	0.00	0.00
MAINE LEARNING TECHNOLOGY GRANT	0.00	93,973.60	93,973.60	0.00	-93,973.60
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	3,009,000.00	289,650.73	1,273,940.76	0.00	1,735,059.24

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
<u>SPECIAL REVENUE FUND EXPENDITURES</u>					
TITLE IA-DISADVANTAGED	1,576,000.00	130,848.18	397,480.89	825,331.42	353,187.69
ESSERF-EL & SEC SCHOOL EMERGENCY RELIEF FUND	0.00	350,846.18	999,846.91	2,339,459.06	-3,339,305.97
TITLE IIA-IMPROV TEACHER QUALITY	254,000.00	17,246.69	87,532.28	129,613.03	36,854.69
LOCAL ENTITLEMENT	993,000.00	7,376.68	23,867.03	12,026.12	957,106.85
PRE-SCHOOL GRANTS	21,000.00	17,656.70	26,683.78	27,720.74	-33,404.52
21ST CENTURY	150,000.00	10,927.50	94,262.02	50,657.69	5,080.29
ELIZABETH MEANS	15,000.00	17,013.44	17,902.42	506.00	-3,408.42
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	0.00
MCKINNEY GRANTS	0.00	1,733.51	2,224.07	1,875.59	-4,099.66
LEONARD & RENEE MINSKY FUND	0.00	0.00	0.00	0.00	0.00
PRE-K EXPANSION GRANT	0.00	2,745.06	2,745.06	25,416.72	-28,161.78
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	93,973.60	0.00	-93,973.60
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	7,864.43	0.00	-7,864.43
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	3,009,000.00	556,393.94	1,755,032.49	3,412,606.37	-2,158,638.86

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 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	2,083.34	6,250.02	0.00	18,749.98
DAILY SALES - STUDENTS	0.00	2,378.20	2,315.70	0.00	-2,315.70
DAILY SALES - ADULT MEALS	1,600.00	266.80	266.80	0.00	1,333.20
DAILY SALES - A LA CARTE	65,000.00	44,857.07	44,857.07	0.00	20,142.93
SUMMER PROGRAM	0.00	0.00	0.00	0.00	0.00
OTHER REVENUES	40,000.00	1,464.03	1,909.03	0.00	38,090.97
STATE SUBSIDY - STATE MATCH	0.00	0.00	0.00	0.00	0.00
STATE REIMBURSEMENTS	30,568.00	64,909.10	64,909.10	0.00	-34,341.10
STATE FUNDS-AFTER SCHOOL PROG	25,000.00	758.16	758.16	0.00	24,241.84
FED MONIES - FRESH FRT & VEG	60,000.00	14,802.09	14,802.09	0.00	45,197.91
FED MONIES - MISC	0.00	0.00	0.00	0.00	0.00
FED MONIES-SUMMER PROGRAM	0.00	0.00	0.00	0.00	0.00
FED MONIES-PAID MEALS	1,608,642.00	134,704.46	134,704.46	0.00	1,473,937.54
GRAND TOTAL FOOD SERV REVENUE	1,860,810.00	266,223.25	270,772.43	0.00	1,590,037.57
GRAND TOTAL FOOD SERV EXPEND	1,860,810.00	172,599.59	214,114.68	293,395.39	1,353,299.93
<u>SPRPCE REGIONAL SERVICE CENTER</u>					
GRAND TOTAL SPRPCE REGIONAL SERV CNTR REVENUE	178,919.00	0.00	0.00	0.00	178,919.00
GRAND TOTAL SPRPCE REGIONAL SERV CNTR EXPENSES	178,919.00	2,379.78	3,606.56	66,575.31	108,737.13

**BANGOR SCHOOL DEPARTMENT
FINANCIAL STATEMENT
PERIOD ENDING SEPTEMBER 30, 2022**

	2023 BUDGET	REC/EXP PTD	REC/EXP YTD	ENC YTD	YTD BALANCE
TRUST & AGENCY FUNDS					
<u>TRUST & AGENCY REVENUES</u>					
MULTIPLE HANDICAPPED PROGRAM	371,642.00	63,102.57	63,102.57	0.00	308,539.43
ACADIA HOSPITAL PROGRAM	303,722.00	40,067.00	40,067.00	0.00	263,655.00
MULT HANDICAPPED SUM PROG REV	17,514.00	0.00	15,191.71	0.00	2,322.29
DONATIONS/GIFTS	15,000.00	6,110.00	6,110.00	0.00	8,890.00
BLACKBAUD DONATIONS	0.00	0.00	0.00	0.00	0.00
ITEMIZED MAINTENANCE	0.00	0.00	0.00	0.00	0.00
LAPTOP SELF INSURANCE PROG	0.00	13,711.50	14,091.50	0.00	-14,091.50
BANGOR REGIONAL SUMMER PROGRAM	20,000.00	0.00	30,552.42	0.00	-10,552.42
BANGOR REGIONAL PROGRAM	2,268,073.00	285,437.72	285,437.72	0.00	1,982,635.28
REGIONAL DIRECTOR'S OFFICE	0.00	0.00	0.00	0.00	0.00
TOTAL TRUST & AGENCY REVENUES	2,995,951.00	408,428.79	454,552.92	0.00	2,541,398.08
<u>TRUST & AGENCY EXPENDITURES</u>					
MULTIPLE HANDICAPPED PROGRAM	371,642.00	36,480.19	79,081.82	225,521.06	67,039.12
ACADIA HOSPITAL PROGRAM	303,722.00	22,163.21	61,697.73	164,487.57	77,536.70
MULT HANDICAPPED SUM PROG REV	17,514.00	553.33	15,632.40	0.00	1,881.60
DONATIONS/GIFTS	15,000.00	1,598.27	2,108.30	0.00	12,891.70
BLACKBAUD DONATIONS	0.00	0.00	0.00	0.00	0.00
ITEMIZED MAINTENANCE	0.00	0.00	2,812.94	0.00	-2,812.94
LAPTOP SELF INSURANCE PROG	0.00	0.00	3,366.00	0.00	-3,366.00
BANGOR REGIONAL SUMMER PROGRAM	20,000.00	1,561.75	30,553.55	0.00	-10,553.55
BANGOR REGIONAL PROGRAM	2,268,073.00	203,394.43	370,084.49	1,479,558.71	418,429.80
REGIONAL DIRECTOR'S OFFICE	0.00	0.00	1,273.15	0.00	-1,273.15
TOTAL TRUST & AGENCY EXPENSES	2,995,951.00	265,751.18	566,610.38	1,869,567.34	559,773.28

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
<u>Director of Community Outreach and Safety</u>	<u>\$32.03 per hour</u>
School Safety and Communications Director	\$25.32
BHS Title IX and Affirmative Action Officer	\$32.03 per hour
Mentoring Coordinator	\$36.44 per hour

WORK YEAR: The Director of Physical Plant, Director of Community Outreach and Safety 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, Director of Community Outreach and Safety 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 Director of Community Outreach and Safety 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, Director of Community Outreach and Safety, 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

