

**CONSULTANT COMPENSATION GUIDE**

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The Superintendent of Schools is authorized to employ from time to time consultants to provide services consistent with the policies and approved budget of the Bangor School Department.

Consultants may provide direct services to students, may provide technical assistance, or may perform non-instructional services. Compensation shall be determined by the Superintendent of Schools but shall not include fringe benefits; consultants shall not be considered as employees of the Bangor School Department but as independent contractors.

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