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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.

**POSITIONS:**

Director of Physical Plant	\$73,351 per year
Food Service Supervisor	\$21.43 per hour
Director of Community Outreach and Safety	\$72,000 per year
DEIB (Diversity, Equity, Inclusion, Belonging), Title IX, and Affirmative Action Officer	\$90,000 per year

**WORK YEAR:** The Director of Physical Plant; Director of Community Outreach and Safety; and the DEIB, 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.

**HOLIDAYS:** The Director of Physical Plant; Director of Community Outreach and Safety; and DEIB, 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 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 the DEIB, 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 entitled 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 will be credited in advance with Earned Paid Leave (EPL) at the beginning of each contract year (July 1 to June 30). Crediting of EPL shall be based on the number of hours that the employee is regularly scheduled to work. The advance crediting and accrual of EPL is based on accrual of 1 hour of EPL for every 40 hours worked, up to a maximum of 40 hours per year. Newly hired employees may not use EPL until they have been employed by the Bangor School Department for 120 days. 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 42% of the contract for adult with child, two-person, or full-family coverage. The DEIB, Title IX, and Affirmative Action Officer 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 \$10,000 coverage at the expense of the Bangor School Department.

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

**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 Bangor School Department, who retires from the Bangor School 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 24, 2023

EFFECTIVE: July 1, 2023

