

**BANGOR SCHOOL COMMITTEE AGENDA**  
**REGULAR MEETING**

7:00 p.m., **Wednesday, July 17, 2024**

**Bangor High School – Library**

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. Every Student Succeeds Act (ESSA) Report – E, TL, ER, SW
  - b. Commissioner's Conference Report – E, TL, ER, SW
  - c. Report of Reassignment(s) for School Year 24-25 – E, TL, ER, SW
  - d. Report of Resignation(s) – E, TL, ER, SW

**E. Business Action Items**

1. Action Items
  - a. Minutes
    1. Regular Meeting of June 12, 2024
  - b. Financial Report(s)
    1. April 2024 Financial Report
    2. May 2024 Financial Report
    3. June Bids & Quotations
    4. Additional Bonding Request
  - c. Personnel – TL
    1. Nomination(s)
      - a. Teacher
      - b. Administrator
    2. Extra Duty Assignment(s)
  - d. Second Reading of Revised Policies
    1. Revised Policy KDA – Public Information Program
    2. Revised Policy KDB – Public's Right to Know/Freedom of Access
    3. Revised Policy KF – Community Use of School Facilities
    4. Revised Policy KGD – Community Use of Instructional Equipment/Materials
    5. Revised Policy KCD – Public Gifts/Donations to the School
    6. Revised Policy KHB – Advertising in the Schools
    7. Revised Policy KI – Visitors to the Schools
    8. Revised Policy KJA – Distribution of Non-School Materials
    9. Revised Policy KLG – Relations with School Resource Officers and Law Enforcement Authorities
    10. Revised Policy KNAG – Reporting Child Abuse and Neglect
    11. Revised Policy LEC – Educational Research and Surveys, Interviews, Analyses, or Evaluations of Students, Families or Faculty
    12. Revised Policy GDB-9 – Supplemental Compensation Guide
  - e. Donations
2. Introduction Items
  - a. First Reading of Revised Policies
    1. Revised Policy AC – Nondiscrimination, Equal Opportunity and Affirmative Action
    2. New Policy ACA - Equity
    3. Revised Policy IMB – Teaching About Controversial/Sensitive Issues
    4. Revised Policy IMDA – Patriotic Exercises

**F. Committee Updates**

1. Comments and Questions from the Committee
2. Committee Appointments
3. Representatives' Reports – E, TL, ER, SW
  - a. Dropout Prevention
  - b. United Technology Center
  - c. Scholarship
  - d. Other
4. Student Committee Member Updates

**G. Reports**

**H. Information Items**

1. Important Dates:

Wednesday, August 21, 2024 Regular Meeting – 7 p.m. Bangor High School Library

Wednesday, August 28, 2024 Opening of Schools – 8:00 a.m. Peakes Auditorium

Wednesday, September 11, 2024 Regular Meeting – 7 p.m. Bangor High School Library

Wednesday, September 25, 2024 Regular Meeting – 7 p.m. Bangor High School Library

**I. Questions and Comments from the Committee**

**J. Adjournment**

*SYNOPSIS OF AGENDA ITEMS*  
**CONFIDENTIAL**  
*REGULAR MEETING OF Wednesday, July 17, 2024*

- D. 2. a. Assistant Superintendent Dr. Kathy Harris-Smedberg will provide a report on the Every Student Succeeds Act (ESSA).
  - b. I will share information on the recent Commissioner’s Conference in June.
  - c. I am reporting teacher and administrator reassignment(s) for the School Year 2024-2025.
  - d. I am reporting resignation(s) for the School Year 2024-2025.
- E. 1. a. 1. I am recommending approval of the draft Minutes of the June 12, 2024 Regular School Committee Meeting.
  - b. 1. I am recommending approval of the April 2024 Financial Report.
  - 2. I am recommending approval of the May 2024 Financial Report.
  - 3. I am recommending approval of the June Bids & Quotations.
  - 4. I am recommending Committee approval of the bonding request above the SRRF funding to complete projects at William S. Cohen School and James F. Doughty School for the Indoor Air Quality Improvement Projects, Bangor High School for the Curtain Wall Replacement Project and Mary Snow School for the Roof Structure Improvement Project. I am recommending authorization from the School Committee to assume the required debt service for each project which totals \$8,115,731.
  - c. 1. a. I am recommending teacher nomination(s) for the 2024-2025 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 2024-2025 school year. Additional nominations may be offered at meeting time.**
  - b. 1. I am recommending Administrator nomination(s) for the 2024-2025 school year, with a one-year Probationary Contract.
  - 2. I am recommending approval of Extra Duty Assignments for 2024-2025.
  - d. I am recommending approval of the Second Reading of Revised Policies:
    - 1. Revised Policy KDA – Public Information Program
    - 2. Revised Policy KDB – Public’s Right to Know/Freedom of Access
    - 3. Revised Policy KF – Community Use of School Facilities
    - 4. Revised Policy KGD – Community Use of Instructional Equipment/Materials
    - 5. Revised Policy KCD – Public Gifts/Donations to the School
    - 6. Revised Policy KHB – Advertising in the Schools
    - 7. Revised Policy KI – Visitors to the Schools
    - 8. Revised Policy KJA – Distribution of Non-School Materials

9. Revised Policy KLG – Relations with School Resource Officers and Law Enforcement Authorities
10. Revised Policy KNAG – Reporting Child Abuse and Neglect
11. Revised Policy LEC – Educational Research and Surveys, Interviews, Analyses, or Evaluations of Students, Families or Faculty
12. Revised Policy GDB-9 – Supplemental Compensation Guide

e. Committee Member Katie Brydon will share donation(s).

E. 2. a. I am recommending first reading of new and revised policies:

1. Revised Policy AC – Nondiscrimination, Equal Opportunity and Affirmative Action
2. New Policy ACA - Equity
3. Revised Policy IMB – Teaching About Controversial/Sensitive Issues
4. Revised Policy IMBA – Patriotic Exercises



# Every Student Succeeds Act (ESSA)

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School Committee Presentation – July 17, 2024

# Advisory Committee Members

- Parents/Guardians
- Community Members
- Teachers
- Administration



# Advisory Responsibilities

- Learn about ESSA
- Review Title IA, Title IIA
- How Funds are Used
- Parents Right to Know
- Family Engagement
- McKinney-Vento
- Foster Care
- Provide Feedback



# What is ESSA?

- Every Student Succeeds Act (ESSA) – part of the Elementary and secondary Education act (ESEA)
- ESEA was first introduced in 1965 by president Johnson to provide all children with “full educational opportunity”
- Title I is a large component of ESSA
- Intent is to “ensure success for all students and schools, with goals to close the achievement gaps, increase equity, improve the quality of instruction, and increase outcomes for all students.”

# Title IA



- Federal grant
- Funds are distributed based on supporting the learning of low income students
- Once funds are distributed to school districts, any child in a Title IA school, regardless of income, may access Title programming based on academic need

# Title IA

- Develop math skills
- Develop literacy skills
- Encourage parental involvement in child's education
- Develop problem solving skills
- Students are serviced based on academic identification of need



# Title IA Requirements



- Set goals for improvement
- Measure student achievement using state and local assessments
- Supplemental services

# Title IA Requirements continued

- Engage parents/guardians in child's learning
- Develop a Parent/School Compact
- Develop a Family Engagement Policy



# 2023-2024 School-Wide Programming to Support Math and Reading

## PreK-3 Schools

Abraham Lincoln School

Downeast School

Fourteenth Street

Vine Street School

## Grade 4-5 Schools

Fairmount School



# District Goals for Elementary Schools

- The percentage of students demonstrating proficiency in math, as measured by the NWEA spring to spring scores, will improve from the spring of 2023 to the spring of 2024.
- The percentage of students demonstrating proficiency in reading, as measured by the NWEA spring to spring scores, will improve from the spring of 2023 to the spring of 2024.
- The percentage of students identified as chronically absent, as measured by the attendance data from spring to spring, will improve from 30.47% to 28% by the spring of 2024.

# Fund Use

- FY 25 Title I allocation\* \$1,582,086 is shared with private schools (\$2,898 less than FY24)
- To pay salaries and benefits for Title IA support in math and literacy (teachers and one ed tech)
- To purchase materials that support the Title IA supplemental instruction in math and literacy
- To pay salaries and benefits for McKinney-Vento and Foster Care liaison
- To purchase materials to support McKinney-Vento and Foster Care students



# Family Right to Know



- Qualification of teachers working with your child
  - Teacher certification
  - Degree(s) held
- If your child receives help from a paraprofessional
  - Certification held
- Student participation in assessment and procedures
- Information about the State of Maine assessments
  - Subject, purpose, source, time required, results

# Family Engagement Requirement

- Develop and distribute Family Engagement Policy
- Review and amend Parent/School Compact prior to November 2024
  - Completed at each school
- Provide parent feedback, suggestions, and recommendations specific to Title I



# Family Engagement Continued



- Offer parent engagement activities
- Showcase events
  - Parent/Teacher conferences
  - PEAK (Parent & Educators Accelerating Kids)
  - PTO Events
  - Open House
  - Academic Showcase
  - Volunteers
  - Other

# Parent Involvement Goals



- All Title I schools will hold at least four PEAK events during the 2024-2025 school year to strengthen the parent school connections – one per quarter is suggested
- 80% of PEAK project evaluation rubrics will indicate a participation evaluation score of a “3” or “4” on a four point rating scale, indicating that the activities positively impacted the participant’s ability to assist in literacy and/or mathematics in the home.

# McKinney-Vento

- Enacted in 1987 under President Reagan
- Guarantees homeless students the right to a free appropriate public education
- Aids students in accessing educational services
- Guarantees homeless students free transportation to attend school
- Guarantees eligibility for Title IA



# McKinney-Vento



- Appoint a liaison (Principal Kristi Lord)
- Liaison works closely with school principals, guidance counselors, and social workers to confirm student progress & ensure necessary supports and/or resources are available to the student
- Liaison meets monthly with Assistant Superintendent (Dr. Kathy Harris-Smedberg)
- Provides training when required or needed

# Foster Care



- Guarantees children in foster care the right to a free and appropriate education
- Aids students in accessing educational services
- Guarantees homeless students free transportation to attend school
- Guarantees eligibility for Title IA
- Liaison appointed with similar responsibilities as the McKinney-Vento liaison (Principal Kristy Lord)
- Liaison meets monthly with Assistant Superintendent (Dr. Kathy Harris-Smedberg)

# Title IIA

- Funds are used to increase academic achievement of students by improving the effectiveness of teacher and principal
- FY25 \$298,655 that is shared with private schools (\$240 increase from FY24)



# Title IIA



Class size reduction at  
Downeast and Vine Street  
Schools

Professional Development  
opportunities supporting Title I  
faculty (Reading Recovery and  
Coaching fees)

# Private Schools Accessing Title Funds

- All Saints Catholic School
  - Title IA - \$6,449
  - Title IIA - \$10,297
- Bangor Christian
  - Title IA - \$25,677
  - Title IIA - \$21,161
- John Bapst Memorial High School
  - Title IIA - \$33,965
- United Cerebral Palsy of Maine
  - Title IA - \$0
  - Title IIA - \$178
- Stillwater Academy
  - Title IA - \$10,855
  - Title IIA - \$1402
- **Total Title IA for Private Schools - \$42,981 (2.7%)**
- **Total Title IIA for Private Schools - \$66,825 (22.4% of allocation)**



# Title IV

- Funding provided for:
  - Well rounded education
  - Improve school conditions for student learning
  - Improve the use of technology
  - Improve the academic achievement and digital literacy of all students
  - \$160,225 is shared with private schools (\$8,710 more than last year)



# Title IV

Historically

Funds moved to Title I to  
maintain the staffing that we  
currently have



# ESSA Dashboard

The screenshot displays the ESSA Dashboard interface. At the top, there are three navigation buttons: "ESSA Home Page" (with a school icon), "Dashboard Navigation Help" (with a lighthouse icon), and "Download Full Data Set (Excel)" (with a spreadsheet icon). Below these is a browser address bar showing "ableau". The main header reads "MAINE SCHOOL DATA" with the Maine DOE logo and a house icon. A filter bar includes "Year" (2019-2020), "Report Type" (Statewide, District, School), and "Select Name" (Statewide). The main content area is titled "Data Impacted by COVID-19" and features a "Show Map" button. A grid of 18 data categories is presented in a 6x3 layout:

Snapshot	Student Demographics	Per Pupil Spending
Teacher Workforce	Teacher Certification & Qualifications	Support Staff
Chronic Absenteeism	Bullying, Behavior, RAS	School Safety
State Assessments	Alternate Assessment	National Assessment
High School Graduation Rate	Early College Coursework	Post Secondary Enrollment
Access to Technology/Connectivity	English Learners	Performance Indicators

At the bottom, there is a footer with a feedback email address: "To provide technical feedback on the dashboards: [medms\\_helpdesk@maine.gov](mailto:medms_helpdesk@maine.gov)" and a "Search Definitions" button.

<https://www.maine.gov/doe/dashboard>

Provides information by school, district, and state

# More Information

- United States Department of Education
  - <https://www2.ed.gov/programs/titleiparta/index.html>
  - <https://www2.ed.gov/policy/elsec/leg/esea02/pg20.html>
- Maine Department of Education
  - <http://www.maine.gov/doe/esea/>
- What Works Clearinghouse
  - <https://ies.ed.gov/ncee/wwc/>
- Any Title I school in Bangor
- Assistant Superintendent of Schools, Dr. Kathy Harris-Smedberg
  - 262-9111



# Resources

- ESSA Dashboard
  - <https://www.maine.gov/doe/dashboard>
- Google images
- Maine Department of Education Title application
- Maine Department of Education
  - <https://www.maine.gov/doe/learning/esea/allocations>
- Pexels - free photos
- Unsplash - free photos

# Questions, Feedback, Input



Superintendent Robinson Conference Report  
Commissioner's Conference  
June 27-28, 2024

**Keynote:** Dr. Tony Wagner, Senior Research Fellow at the Learning Policy Institute  
Measure What Matters

Summary: Dr. Wagner spoke about the need for public schools to better align our programming to meet the needs of today's world. The advancement of technology is demanding that we reimagine public education. Today's world needs people who have the skills to think critically, to creatively solve problems, collaborate, communicate effectively, are well-versed in citizenship, and have an understanding of personal health and wellbeing.

Dr. Wagner spoke about engaging all stakeholders (community, businesses, school staff, students, families) in the Portrait of a Graduate work. At each level it is determined what we believe that students should know and be able to do by the completion of their time in that building.

Commissioner Makin also spoke about the importance of recognizing that standardized testing is only a small part of what makes an excellent school. She reviewed the timeline of public education and how we have become, in some cases, hyper-focused on only the cognitive needs of students without supporting the whole child. The Maine Department of Education will be engaging in this initiative beginning in the fall.

**Sessions:**

**Follow Up with Dr. Wagner** - what are the next steps that Maine can do to ensure that all students are prepared for their future?

**Legislative Updates** - overview of the 131st Second Session; variety of topics discussed

**Literacy on Literacy** - Office of Early Learning - This session focused on the tremendous brain growth that occurs in young children, highlighting the importance of early learning. The DOE team discussed the need for young children to have opportunities to play, explore, and practice their oral language skills in order to build the conceptual knowledge needed for success in school.

**Next Steps:** MSMA will be developing a committee of superintendents to work on innovating within our public school systems to ensure that we are preparing students for their future. I've volunteered to be on this committee which will begin in the fall.

MINUTES  
DRAFT  
BANGOR SCHOOL COMMITTEE  
REGULAR MEETING  
7:00 p.m., Wednesday, June 12, 2024

The Executive Session began at 5:00 p.m. in the Bangor High School Library Classroom for the purpose of discussion on the Teacher Labor Contract pursuant to 1 M.R.S.A. § 405(6)(D). Chair Marwa Hassanien, Vice Chair Sara Luciano, Katie Brydon, Shelly Okere, Imke Schessler-Jandreau, Timothy Surrette and Ben Sprague were in attendance.

The Executive Session ended at 6:25 p.m.

The Joint Workshop session with City Manager Deb Laurie and Parks and Rec Director Tracy Willette began at 6:25 pm in the Bangor High School Library Classroom for the purpose of discussing Parks and Rec. Chair Marwa Hassanien, Vice Chair Sara Luciano, Katie Brydon, Shelly Okere, Imke Schessler-Jandreau, Timothy Surrette and Ben Sprague were in attendance.

School Committee Members Present: Chair Marwa Hassanien, Vice Chair Sara Luciano, Katie Brydon, Shelly Okere, Imke Schessler-Jandreau, Timothy Surrette and Ben Sprague.

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

B. Adjustments to the Agenda:

No Adjustments

C. Public Comments:

No Public Comments

D. 1. a. VOTED 7-0 to approve the revised second reading of the FY 25 budget.

VOTED 7-0 to approve **ARTICLE 1** To see what sum the school administrative unit will be authorized to expend for Regular Instruction for the Fiscal Year 2024-2025.

**Recommend \$25,382,058**

VOTED 7-0 to approve **ARTICLE 2** To see what sum the school administrative unit will be authorized to expend for Special Education for the Fiscal Year 2024-2025.

**Recommend \$11,876,042**

VOTED 7-0 to approve **ARTICLE 3** To see what sum the school administrative unit will be authorized to expend for Other Instruction for the Fiscal Year 2024-2025.

**Recommend \$1,504,991**

VOTED 7-0 to approve **ARTICLE 4** To see what sum the school administrative unit will be authorized to expend for Student and Staff Support for the Fiscal Year 2024-2025.

**Recommend \$5,649,365**

VOTED 7-0 to approve **ARTICLE 5** To see what sum the school administrative unit will be authorized to expend for System Administration for the Fiscal Year 2024-2025.

**Recommend \$1,609,566**

VOTED 7-0 to approve **ARTICLE 6** To see what sum the school administrative unit will be authorized to expend for School Administration for the Fiscal Year 2024-2025.

**Recommend \$2,944,176**

VOTED 7-0 to approve **ARTICLE 7** To see what sum the school administrative unit will be authorized to expend for Transportation and Buses for the Fiscal Year 2024-2025.

**Recommend \$2,163,200**

VOTED 7-0 to approve **ARTICLE 8** To see what sum the school administrative unit will be authorized to expend for Facilities Maintenance for the Fiscal Year 2024-2025.

**Recommend \$6,114,392**

VOTED 7-0 to approve **ARTICLE 9** To see what sum the school administrative unit will be authorized to expend for Debt Service and Other Commitments for the Fiscal Year 2024-2025.

**Recommend \$2,180,000**

VOTED 7-0 to approve **ARTICLE 10** To see what sum the school administrative unit will be authorized to expend for All Other Expenditures which includes \$25,000 for Food Service Program support for the Fiscal Year 2024-2025.

**Recommend \$107,130**

VOTED 7-0 to approve **ARTICLE 11** To see what sum the district/unit will appropriate for the total cost of funding public education from Pre-K to grade 12 as described in the Essential Programs and Services Funding Act.

**Recommend \$59,530,920**

VOTED 7-0 to approve **ARTICLE 12** To see if (the school administrative unit) will appropriate **\$397,795** for Adult Education and raise **\$245,000** as the local share; with authorization to expend any additional, incidental, or miscellaneous receipts in the interest and for the well-being of the adult education program.

VOTED 7-0 to approve **ARTICLE 13** To see if (the school administrative unit) will raise **\$18,023** to be used for the Bangor School Department's Vocational Education assessment. The assessment is for the UTC Adult Education budget which totals **\$318,528.80** of which **\$60,847.08** is supported by sending districts.

- b. VOTED 7-0 to approve Member Imke Schessler-Jandreau as the local delegate and Member Tim Surette as the local alternate to the MSBA Annual Delegate Assembly.

D. 2. a. Grant Writer Cathleen Neslusan provided a grant update for the 23-24 school year.

- b. The DEIB Committee provided a report out for school year 2023-2024.

- c. Superintendent Tager reported the following teacher reassignments for school year 2024-2025:

Kelsey Dudley from Grade 5 Teacher at Fairmount School to Grade 2 Teacher at Fourteenth Street School.

Danielle Ford from Resource Room Teacher at Fairmount School to Resource Room Teacher at (.8) Fourteenth Street School and (.2) Vine Street School.

Corey Fleming from Special Education Teacher at James F. Doughty School to Special Education Teacher Grades K-8 at the Bangor Regional Program.

Felancy Grant from MH Teacher at Bangor High School to Project Transition Teacher at Bangor High School.

Jameson Ploch from Project Transition Teacher at Bangor High School to Choices Teacher at Bangor High School.

Tracy Reardon from Special Education (SC) Teacher at Downeast School to Special Education (SC) Teacher at 14<sup>th</sup> Street School.

- d. Superintendent Tager reported the following teacher resignations for school year 2024-2025:

Jenna Bishop	Kindergarten Teacher	Vine St School
Kristy Dube	Math Coach	Downeast School
Natalie Kirby	Grade 3 Teacher	Downeast School
Erika Hutchins	Occupational Therapist	Vine St School
Ryan Enman	Principal	Fairmount School

E.1.a.1. VOTED 7-0 to approve the Minutes of the May 22, 2024 Regular School Committee Meeting.

- b. 1. VOTED 6-0, 1 abstain, to approve the following teacher nominations for the 2024-2025 school year, with a one-year probationary contract:

Mikayla Richards	Grade 3 Teacher	Abraham Lincoln School
Alexis Deveau	Grade 3 Teacher	Downeast School
Morgan Hart	Grade 3 Teacher	Downeast School
Maria Glidden	Occupational Therapist	Districtwide
Carolann Prescott	Occupational Therapist	Districtwide
Kathryn Guernsey	School Nurse	Bangor Regional Program
Kori Dionne	Physical Education	William S. Cohen School
Emma Nelson	Special Education(SC)	William S. Cohen School
Adam Gagnon	Special Education(Proj. Transition)	Bangor High School

2. VOTED 6-0, 1 abstain, to approve the following administrator nomination for school year 2024-2025, with a one-year probationary contract:

Jeannie McAlpine     Assistant Director of Pupil Services

- c. VOTED 7-0 to approve postponing the second reading of the following revised policies to the July 17, 2024 meeting:

1. Revised Policy KDA – Public Information Program
2. Revised Policy KDB – Public’s Right to Know/Freedom of Access
3. Revised Policy KF – Community Use of School Facilities
4. Revised Policy KGD – Community Use of Instructional Equipment/Materials
5. Revised Policy KCD – Public Gifts/Donations to the School
6. Revised Policy KHB – Advertising in the Schools
7. Revised Policy KI – Visitors to the Schools
8. Revised Policy KJA – Distribution of Non-School Materials
9. Revised Policy KLG – Relations with School Resource Officers and Law Enforcement Authorities
10. Revised Policy KNAG – Reporting Child Abuse and Neglect
11. Revised Policy LEC – Educational Research and Surveys, Interviews, Analyses, or Evaluations of Students, Families or Faculty

- d. Committee Member Imke Jandreau shared the following donations:

To William S. Cohen School from the Willey Family – Willey Law Offices, a cash donation to support all students at the school dance, having a total dollar value of \$1,500.

To James F. Doughty School from the DMT Fund in memory of Daniell Thompson, a cash donation to support students, having a total dollar value of \$250.

To Bangor Adult and Community Education from Ntension Corporation, an 8x8 customized backdrop with the Bangor Adult and Community Education logo and frame, having a total dollar value of \$1,000.

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

VOTED 7-0 to approve all donations.

- E. 2. a. VOTED 7-0 to approve postponing first reading of the following revised policies to the July 17, 2024 with the exception of Revised Policy GDB-9 which was approved 6-0, 1 abstain, as first reading:
1. Revised Policy GDB-9 – Supplemental Compensation Guide
  2. Revised Policy IMB – Teaching About Controversial/Sensitive Issues
  3. Revised Policy IMBA – Patriotic Exercises
- F. 1. Member Sprague spoke regarding the end of the school year and resigning staff, specific praise for Kristy Dube.
- F. 4. Member Crespo updated on recent activities including the Fairmount carnival she was able to attend and upcoming the Darlings ice cream truck coming to the high school.
- H. 1. Important dates were reviewed by Chair Marwa Hassanien.
- I. Members of the School Committee shared gratitude and positive memories for Superintendent Tager's last meeting.
- J. VOTED 7-0 to adjourn the meeting at 9:02 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

## Bangor School Department

### \*GENERAL FUND\* For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
GENERAL FUND/LOCAL REVENUES					
FUND BALANCE (+)	\$104,166.67	\$1,041,666.70	\$1,250,000.00	\$208,333.30	83.3%
LOCAL FOUNDATION ALLOCATION (+)	\$1,610,602.42	\$16,106,024.20	\$19,327,229.00	\$3,221,204.80	83.3%
LOCAL FUNDS - ADDITIONAL (+)	\$656,477.50	\$6,564,775.00	\$7,877,730.00	\$1,312,955.00	83.3%
TUITION - SECONDARY (+)	\$264,068.64	\$639,856.28	\$1,150,000.00	\$510,143.72	55.6%
TUITION - SPEC ED ELEM (+)	\$0.00	\$0.00	\$25,000.00	\$25,000.00	0.0%
TUITION - SPEC ED SECOND (+)	\$21,864.57	\$169,059.32	\$175,000.00	\$5,940.68	96.6%
TUITION - SPEC ED - STATE AGENCY/ELEM (+)	\$7,417.40	\$48,883.36	\$130,000.00	\$81,116.64	37.6%
TUITION - SPEC ED - ST AGENCY/SEC (+)	\$23,265.00	\$183,229.24	\$270,000.00	\$86,770.76	67.9%
CHILD DEVELOPMENT SVCS (+)	\$61.24	\$1,408.52	\$0.00	(\$1,408.52)	0.0%
TRANSPORTATION - STATE AG (+)	\$970.60	\$10,901.09	\$40,000.00	\$29,098.91	27.3%
BANGOR HIGH SCHOOL ATHLETICS (+)	\$0.00	\$29,714.50	\$35,000.00	\$5,285.50	84.9%
RENTALS - ELEM AND SECONDARY (+)	\$0.00	\$240.00	\$11,000.00	\$10,760.00	2.2%
MISC SALES/REFUNDS - ELEM & SECOND (+)	\$2,519.11	\$15,254.77	\$15,000.00	(\$254.77)	101.7%
REGIONAL PROGRAMS (+)	\$9,636.16	\$96,361.60	\$110,000.00	\$13,638.40	87.6%
Sub-total : GENERAL FUND/LOCAL REVENUES	\$2,701,049.31	\$24,907,374.58	\$30,415,959.00	\$5,508,584.42	81.9%
GENERAL FUND/STATE REVENUES					
STATE FOUNDATION ALLOCATION (+)	\$2,119,019.63	\$21,419,707.77	\$25,853,193.00	\$4,433,485.23	82.9%
NATIONAL BOARD FOR PROG TEA STDS (+)	\$0.00	\$25,000.00	\$15,000.00	(\$10,000.00)	166.7%
MEDICARE REIMBURSEMENT (+)	\$0.00	\$55,761.39	\$100,000.00	\$44,238.61	55.8%
Sub-total : GENERAL FUND/STATE REVENUES	\$2,119,019.63	\$21,500,469.16	\$25,968,193.00	\$4,467,723.84	82.8%
GENERAL FUND/FEDERAL REVENUES					
JUNIOR R.O.T.C. (+)	\$0.00	\$54,504.94	\$65,000.00	\$10,495.06	83.9%
FEDERAL IMPACTED AID (+)	\$0.00	\$85,261.00	\$50,000.00	(\$35,261.00)	170.5%
Sub-total : GENERAL FUND/FEDERAL REVENUES	\$0.00	\$139,765.94	\$115,000.00	(\$24,765.94)	121.5%
<b>Total : REVENUES</b>	<b>\$4,820,068.94</b>	<b>\$46,547,609.68</b>	<b>\$56,499,152.00</b>	<b>\$9,951,542.32</b>	<b>82.4%</b>
<b>EXPENDITURES</b>					
GENERAL FUND DIVISION SUMMARY					
SCHOOL COMMITTEE (+)	\$1,127.00	\$69,162.89	\$113,134.00	\$43,971.11	61.1%
SUPERINTENDENT'S OFFICE (+)	\$27,081.82	\$306,865.93	\$371,992.00	\$65,126.07	82.5%
OFFICE OF ED IMPROVEMENT (+)	\$39,741.89	\$527,843.22	\$991,556.00	\$463,712.78	53.2%
BUSINESS OFFICE (+)	\$57,650.41	\$661,171.44	\$841,773.00	\$180,601.56	78.5%
MAINTENANCE (+)	\$39,136.52	\$529,289.73	\$824,413.00	\$295,123.27	64.2%
FOOD SERVICE (+)	\$2,083.34	\$20,833.40	\$25,000.00	\$4,166.60	83.3%
SPECIAL EDUCATION (+)	\$742,813.63	\$7,610,455.35	\$11,049,608.00	\$3,439,152.65	68.9%
TECHNOLOGY PROGRAM (+)	\$89,476.47	\$774,272.59	\$1,221,198.00	\$446,925.41	63.4%

## Bangor School Department

### \*GENERAL FUND\* For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
COMMUNITY SCHOOL (+)	\$14,549.02	\$135,013.07	\$397,254.00	\$262,240.93	34.0%
PUPIL SERVICES (+)	\$309,128.98	\$2,324,033.55	\$2,914,080.00	\$590,046.45	79.8%
MARY SNOW SCHOOL (+)	\$171,144.14	\$1,847,999.66	\$2,281,656.00	\$433,656.34	81.0%
BANGOR HIGH SCHOOL (+)	\$966,666.12	\$9,290,913.26	\$11,585,832.00	\$2,294,918.74	80.2%
BANGOR HIGH ATHLETICS (+)	\$72,236.04	\$796,966.78	\$992,389.00	\$195,422.22	80.3%
PEAKES AUDITORIUM (+)	\$1,290.63	\$4,926.39	\$7,393.00	\$2,466.61	66.6%
GARLAND STREET FIELD (+)	\$1,524.07	\$16,296.27	\$158,550.00	\$142,253.73	10.3%
JAMES F DOUGHTY SCHOOL (+)	\$267,838.40	\$2,966,754.10	\$3,767,108.00	\$800,353.90	78.8%
WILLIAM S COHEN SCHOOL (+)	\$276,175.72	\$2,934,579.57	\$3,736,556.00	\$801,976.43	78.5%
DOWNEAST SCHOOL (+)	\$188,417.50	\$2,074,226.81	\$2,526,097.00	\$451,870.19	82.1%
FAIRMOUNT SCHOOL (+)	\$181,021.04	\$1,889,352.54	\$2,356,401.00	\$467,048.46	80.2%
FRUIT STREET SCHOOL (+)	\$225,149.12	\$2,684,070.72	\$3,025,523.00	\$341,452.28	88.7%
FOURTEENTH STREET SCHOOL (+)	\$107,363.40	\$1,151,754.19	\$1,438,597.00	\$286,842.81	80.1%
ABRAHAM LINCOLN SCHOOL (+)	\$145,137.86	\$1,547,437.36	\$1,870,507.00	\$323,069.64	82.7%
VINE STREET SCHOOL (+)	\$143,181.63	\$1,489,043.51	\$2,022,535.00	\$533,491.49	73.6%
DEBT SERVICE (+)	\$0.00	\$817,403.57	\$1,980,000.00	\$1,162,596.43	41.3%
Sub-total : GENERAL FUND DIVISION SUMMARY	\$4,069,934.75	\$42,470,665.90	\$56,499,152.00	\$14,028,486.10	75.2%
<b>Total : EXPENDITURES</b>	<b>\$4,069,934.75</b>	<b>\$42,470,665.90</b>	<b>\$56,499,152.00</b>	<b>\$14,028,486.10</b>	<b>75.2%</b>

## Bangor School Department

### \*ADULT EDUCATION PROGRAM\* For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
ADULT ED REGULAR PROGRAM					
LOCAL REVENUES (+)	\$1,910.00	\$202,312.81	\$263,023.00	\$60,710.19	76.9%
STATE SUBSIDY (+)	\$0.00	\$94,635.60	\$101,428.00	\$6,792.40	93.3%
FUND BALANCE (+)	\$0.00	\$0.00	\$35,579.00	\$35,579.00	0.0%
Sub-total : ADULT ED REGULAR PROGRAM	\$1,910.00	\$296,948.41	\$400,030.00	\$103,081.59	74.2%
ADULT ED SPECIAL REVENUE					
COLLEGE TRANSITION GRANT (+)	\$0.00	\$71,205.98	\$34,000.00	(\$37,205.98)	209.4%
ADULT ED WORKFORCE INNOVATION GRANT (+)	\$0.00	\$945.00	\$0.00	(\$945.00)	0.0%
MJRP STRENGTHENING ME'S WORKFORCE (+)	\$0.00	\$41,288.79	\$0.00	(\$41,288.79)	0.0%
ADULT ED COLLEGE & CAREER SUCCESS (+)	\$0.00	\$46,478.00	\$0.00	(\$46,478.00)	0.0%
ADULT ED BASIC ED GRANT (+)	\$0.00	\$90,285.96	\$53,000.00	(\$37,285.96)	170.4%
Sub-total : ADULT ED SPECIAL REVENUE	\$0.00	\$250,203.73	\$87,000.00	(\$163,203.73)	287.6%
ADULT ED GEN EVENING					
ENRICHMENT FEES (+)	\$6,377.50	\$48,827.62	\$39,955.00	(\$8,872.62)	122.2%
TEXTBOOK/MISC SALES (+)	\$0.00	\$720.00	\$2,500.00	\$1,780.00	28.8%
Sub-total : ADULT ED GEN EVENING	\$6,377.50	\$49,547.62	\$42,455.00	(\$7,092.62)	116.7%
<b>Total : REVENUES</b>	<b>\$8,287.50</b>	<b>\$596,699.76</b>	<b>\$529,485.00</b>	<b>(\$67,214.76)</b>	<b>112.7%</b>
<b>EXPENDITURES</b>					
ADULT ED REGULAR PROGRAM					
ADULT ED ADMINISTRATION (+)	\$22,324.82	\$201,859.93	\$214,226.00	\$12,366.07	94.2%
OPERATIONS & MAINTENANCE (+)	\$1,315.62	\$15,607.91	\$22,600.00	\$6,992.09	69.1%
TRANSITION PROGRAM (+)	\$0.00	\$0.00	\$4,995.00	\$4,995.00	0.0%
VOCATIONAL EDUCATIONAL (+)	\$152.73	\$20,615.74	\$46,350.00	\$25,734.26	44.5%
HIGH SCHOOL COMPLETION (+)	\$0.00	\$1,571.58	\$7,515.00	\$5,943.42	20.9%
LITERACY PROGRAM (+)	\$5,090.01	\$54,163.24	\$104,344.00	\$50,180.76	51.9%
Sub-total : ADULT ED REGULAR PROGRAM	\$28,883.18	\$293,818.40	\$400,030.00	\$106,211.60	73.4%
ADULT ED SPECIAL REV EXPEND					
COLLEGE TRANSITION GRANT (+)	\$19,281.05	\$76,037.67	\$34,000.00	(\$42,037.67)	223.6%
ADULT ED CONTINUITY OF SERV (+)	\$0.00	\$9,891.63	\$0.00	(\$9,891.63)	0.0%
MJRP STRENGTHENING ME'S WORKFORCE (+)	\$5,857.78	\$47,146.57	\$0.00	(\$47,146.57)	0.0%
ADULT ED COLLEGE & CAREER SUCCESS (+)	\$5,498.74	\$51,976.74	\$0.00	(\$51,976.74)	0.0%
ADULT ED BASIC ED GRANT (+)	\$23,728.02	\$94,718.27	\$53,000.00	(\$41,718.27)	178.7%
Sub-total : ADULT ED SPECIAL REV EXP	\$54,365.59	\$279,770.88	\$87,000.00	(\$192,770.88)	321.6%
ADULT ED GEN EVENING					
GENERAL EVENING (+)	\$1,565.18	\$26,921.94	\$42,455.00	\$15,533.06	63.4%
Sub-total : ADULT ED GEN EVENING	\$1,565.18	\$26,921.94	\$42,455.00	\$15,533.06	63.4%
<b>Total: EXPENDITURES</b>	<b>\$84,813.95</b>	<b>\$600,511.22</b>	<b>\$529,485.00</b>	<b>(\$71,026.22)</b>	<b>113.4%</b>

## Bangor School Department

### \*SPECIAL REVENUE FUNDS\* For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
SPECIAL REVENUE FUND					
ELIZABETH MEANS (+)	\$0.00	\$0.00	\$15,000.00	\$15,000.00	0.0%
LEONARD & RENEE MINSKY (+)	\$0.00	\$1,000.00	\$0.00	(\$1,000.00)	0.0%
STATE RENOVATION PROGRAM (+)	\$0.00	\$1,464.01	\$0.00	(\$1,464.01)	0.0%
COMPUTER SCIENCE PROF DEV (+)	\$1,942.03	\$1,942.03	\$0.00	(\$1,942.03)	0.0%
MLTI TEACH WITH TECH (+)	\$0.00	\$94,718.64	\$0.00	(\$94,718.64)	0.0%
TITLE 1A GRANT (+)	\$0.00	\$1,121,699.64	\$1,590,895.00	\$469,195.36	70.5%
LOCAL ENTITLEMENT GRANT (+)	\$0.00	\$0.00	\$1,026,610.00	\$1,026,610.00	0.0%
PRESCHOOL HANDICAPPED GRANT (+)	\$0.00	\$0.00	\$23,645.00	\$23,645.00	0.0%
ARP PRESCHOOL GRANT (+)	\$0.00	\$8,406.74	\$0.00	(\$8,406.74)	0.0%
MCKINNEY HOMELESS GRANT (+)	\$0.00	\$16,007.56	\$0.00	(\$16,007.56)	0.0%
ARP/ESSERF #3 (+)	\$0.00	\$3,105,438.68	\$0.00	(\$3,105,438.68)	0.0%
ESSERF #2 (+)	\$0.00	\$4,927,153.64	\$0.00	(\$4,927,153.64)	0.0%
MCKINNEY-VENTO ARP HCY 1 (+)	\$0.00	\$931.36	\$0.00	(\$931.36)	0.0%
ARP HCY #1 (+)	\$0.00	\$2,905.61	\$0.00	(\$2,905.61)	0.0%
ARP ESSER - OTHER ACTS (+)	\$24,657.58	\$70,677.07	\$0.00	(\$70,677.07)	0.0%
21ST CENTURY GRANT (+)	\$0.00	\$239,649.33	\$269,131.00	\$29,481.67	89.0%
PRE-K EXPANSION GRANT (+)	\$0.00	\$219,035.32	\$0.00	(\$219,035.32)	0.0%
TITLE IIA (+)	\$0.00	\$63,582.17	\$255,215.00	\$191,632.83	24.9%
STOP SCHOOL VIOLENCE (+)	\$0.00	\$2,523.13	\$0.00	(\$2,523.13)	0.0%
Sub-total : SPECIAL REVENUE FUND	\$26,599.61	\$9,877,134.93	\$3,180,496.00	(\$6,696,638.93)	310.6%
<b>Total : REVENUES</b>	<b>\$26,599.61</b>	<b>\$9,877,134.93</b>	<b>\$3,180,496.00</b>	<b>(\$6,696,638.93)</b>	<b>310.6%</b>
<b>EXPENDITURES</b>					
SPECIAL REVENUE FUND					
ELIZABETH MEANS (+)	\$0.00	\$655.84	\$15,000.00	\$14,344.16	4.4%
LEONARD & RENEE MINSKY (+)	\$127.54	\$127.54	\$0.00	(\$127.54)	0.0%
BARBARA BUSH FOUNDATION/TRENDSETTERS (+)	\$649.38	\$649.38	\$0.00	(\$649.38)	0.0%
GALEN COLE FOUNDATION (+)	\$0.00	\$8,000.00	\$0.00	(\$8,000.00)	0.0%
NELLIE MAE FOUNDATION (+)	\$664.76	\$3,009.27	\$0.00	(\$3,009.27)	0.0%
STATE RENOVATION (+)	\$6,113.94	\$19,336.68	\$0.00	(\$19,336.68)	0.0%
COMPUTER SCIENCE PROF DEV (+)	\$1,942.03	\$1,942.03	\$0.00	(\$1,942.03)	0.0%
MAINE LEARNING TECHNOLOGY INITIATIVE (+)	\$0.00	\$94,718.64	\$0.00	(\$94,718.64)	0.0%
TITLE 1A GRANT (+)	\$110,317.19	\$1,227,886.09	\$1,590,895.00	\$363,008.91	77.2%
LOCAL ENTITLEMENT GRANT (+)	\$159,783.07	\$743,626.52	\$1,026,610.00	\$282,983.48	72.4%
PRE-SCHOOL HANDICAPPED GRANT (+)	\$5,345.96	\$10,737.89	\$23,645.00	\$12,907.11	45.4%
ARP PRESCHOOL GRANT (+)	\$0.00	\$8,406.74	\$0.00	(\$8,406.74)	0.0%
MCKINNEY HOMELESS GRANT (+)	\$0.00	\$21,736.38	\$0.00	(\$21,736.38)	0.0%
ESSERF #2 (+)	\$0.00	\$4,927,153.74	\$0.00	(\$4,927,153.74)	0.0%
ARP/ESSERF #3 (+)	\$541,402.48	\$3,647,283.36	\$0.00	(\$3,647,283.36)	0.0%

## Bangor School Department

### \*SPECIAL REVENUE FUNDS\* For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
MULTILINGUAL LEARNERS EXPERIENCE (+)	\$0.00	\$6,913.10	\$0.00	(\$6,913.10)	0.0%
MCKINNEY-VENTO ARP HCY 1 (+)	\$0.00	\$931.36	\$0.00	(\$931.36)	0.0%
ARP HCY #1 (+)	\$3,239.39	\$22,501.03	\$0.00	(\$22,501.03)	0.0%
ARP ESSER - OTHER ACTS (+)	\$8,337.86	\$70,677.07	\$0.00	(\$70,677.07)	0.0%
LITERACY GRANT (+)	\$1,527.71	\$1,527.71	\$0.00	(\$1,527.71)	0.0%
21ST CENTURY GRANT (+)	\$19,659.12	\$259,308.45	\$269,131.00	\$9,822.55	96.4%
PRE-K EXPANSION GRANT (+)	\$4,514.00	\$223,549.32	\$0.00	(\$223,549.32)	0.0%
TITLE IIA (+)	\$19,646.14	\$227,465.58	\$255,215.00	\$27,749.42	89.1%
STOP SCHOOL VIOLENCE (+)	\$0.00	\$6,318.13	\$0.00	(\$6,318.13)	0.0%
Sub-total : SPECIAL REVENUE FUND	<u>\$883,270.57</u>	<u>\$11,534,461.85</u>	<u>\$3,180,496.00</u>	<u>(\$8,353,965.85)</u>	<u>362.7%</u>
<b>Total : EXPENDITURES</b>	<b>\$883,270.57</b>	<b>\$11,534,461.85</b>	<b>\$3,180,496.00</b>	<b>(\$8,353,965.85)</b>	<b>362.7%</b>

## Bangor School Department

### \*FOOD SERVICE For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
FOOD SERVICE PROGRAM					
TRANSFER FROM GEN FUND (+)	\$2,083.34	\$20,833.40	\$25,000.00	\$4,166.60	83.3%
DAILY SALES - STUDENTS (+)	(\$277.17)	\$1,489.62	\$0.00	(\$1,489.62)	0.0%
DAILY SALES - ADULT MEALS (+)	\$138.00	\$2,099.95	\$4,041.00	\$1,941.05	52.0%
DAILY SALES - A LA CARTE (+)	\$14,416.50	\$145,983.66	\$157,000.00	\$11,016.34	93.0%
SUMMER PROGRAM (+)	\$0.00	\$0.00	\$26,000.00	\$26,000.00	0.0%
OTHER REVENUES (+)	\$0.00	\$5,908.00	\$0.00	(\$5,908.00)	0.0%
STATE SUBSIDY - STATE MATCH (+)	\$61,549.95	\$483,883.48	\$0.00	(\$483,883.48)	0.0%
STATE REIMBURSEMENTS (+)	\$1,674.47	\$80,095.92	\$549,635.00	\$469,539.08	14.6%
STATE FUNDS-AFTER SCHOOL PROGRAM (+)	\$0.00	\$1,427.13	\$16,800.00	\$15,372.87	8.5%
FED MONIES-FRESH FRUIT AND VEGETABLES (+)	\$7,556.09	\$67,339.90	\$65,000.00	(\$2,339.90)	103.6%
FED MONIES-PAID MEALS (+)	\$127,619.72	\$1,131,180.32	\$1,283,515.00	\$152,334.68	88.1%
FED MONIES-CHAIN ASSISTANCE (+)	\$0.00	\$80,009.52	\$0.00	(\$80,009.52)	0.0%
Sub-total : FOOD SERVICE PROGRAM	<u>\$214,760.90</u>	<u>\$2,020,250.90</u>	<u>\$2,126,991.00</u>	<u>\$106,740.10</u>	<u>95.0%</u>
<b>Total : REVENUES</b>	<b>\$214,760.90</b>	<b>\$2,020,250.90</b>	<b>\$2,126,991.00</b>	<b>\$106,740.10</b>	<b>95.0%</b>
<b>EXPENDITURES</b>					
FOOD SERVICE PROGRAM					
FOOD SERVICE PROGRAM (+)	\$220,677.92	\$1,818,220.30	\$2,126,991.00	\$308,770.70	85.5%
Sub-total : FOOD SERVICE PROGRAM	<u>\$220,677.92</u>	<u>\$1,818,220.30</u>	<u>\$2,126,991.00</u>	<u>\$308,770.70</u>	<u>85.5%</u>
<b>Total : EXPENDITURES</b>	<b>\$220,677.92</b>	<b>\$1,818,220.30</b>	<b>\$2,126,991.00</b>	<b>\$308,770.70</b>	<b>85.5%</b>

### \*REGIONAL SERVICE CENTER PROGRAM\* For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
REGIONAL SERVICE CENTER					
REGIONAL SERVICE CENTER (+)	\$0.00	\$0.00	\$185,205.00	\$185,205.00	0.0%
Sub-total : REGIONAL SERVICE CENTER	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$185,205.00</u>	<u>\$185,205.00</u>	<u>0.0%</u>
<b>Total : REVENUES</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$185,205.00</b>	<b>\$185,205.00</b>	<b>0.0%</b>
<b>EXPENDITURES</b>					
REGIONAL SERVICE CENTER					
REGIONAL SERVICE CENTER (+)	\$8,924.65	\$96,546.86	\$185,205.00	\$88,658.14	52.1%
Sub-total : REGIONAL SERVICE CENTER	<u>\$8,924.65</u>	<u>\$96,546.86</u>	<u>\$185,205.00</u>	<u>\$88,658.14</u>	<u>52.1%</u>
<b>Total : EXPENDITURES</b>	<b>\$8,924.65</b>	<b>\$96,546.86</b>	<b>\$185,205.00</b>	<b>\$88,658.14</b>	<b>52.1%</b>

## Bangor School Department

### \*TRUST AND AGENCY FUNDS\* For the Period 04/01/2024 through 04/30/2024

Fiscal Year: 2023-2024

	<u>04/01/2024 - 04/30/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
TRUST & AGENCY FUNDS					
MULTIPLE HANDICAP PROGRAM (+)	\$44,695.92	\$392,784.68	\$444,714.00	\$51,929.32	88.3%
ACADIA HOSPITAL PROGRAM (+)	\$27,158.92	\$244,340.60	\$317,051.00	\$72,710.40	77.1%
BANGOR REGIONAL THERAPEUTIC DAY PROG (+)	\$239,534.71	\$2,075,147.31	\$2,402,513.00	\$327,365.69	86.4%
MULTIPLE HANDICAP SUMMER PROGRAM (+)	\$0.00	\$14,479.14	\$18,000.00	\$3,520.86	80.4%
BANGOR REGIONAL SUMMER PROGRAM (+)	\$0.00	\$22,431.06	\$30,000.00	\$7,568.94	74.8%
DONATIONS FOR SCHOOL PROGRAMS (+)	\$0.00	\$87,867.26	\$15,000.00	(\$72,867.26)	585.8%
BLACKBAUD DONATIONS (+)	\$84.00	\$40,301.00	\$0.00	(\$40,301.00)	0.0%
LAP-TOP SELF-INSURANCE PROGRAM (+)	\$0.00	\$9,420.00	\$0.00	(\$9,420.00)	0.0%
Sub-total : TRUST & AGENCY FUNDS	\$311,473.55	\$2,886,771.05	\$3,227,278.00	\$340,506.95	89.4%
<b>Total : REVENUES</b>	<b>\$311,473.55</b>	<b>\$2,886,771.05</b>	<b>\$3,227,278.00</b>	<b>\$340,506.95</b>	<b>89.4%</b>
<b>EXPENDITURES</b>					
TRUST & AGENCY FUNDS					
MULTIPLE HANDICAP PROGRAM (+)	\$37,491.16	\$435,339.03	\$444,714.00	\$9,374.97	97.9%
ACADIA HOSPITAL PROGRAM (+)	\$17,840.13	\$237,189.16	\$317,051.00	\$79,861.84	74.8%
BANGOR REGIONAL THERAPEUTIC DAY PROG (+)	\$188,758.16	\$1,953,431.99	\$2,402,513.00	\$449,081.01	81.3%
MULTIPLE HANDICAP SUMMER PROGRAM (+)	\$0.00	\$15,545.32	\$18,000.00	\$2,454.68	86.4%
BANGOR REGIONAL SUMMER PROGRAM (+)	\$0.00	\$22,431.06	\$30,000.00	\$7,568.94	74.8%
DONATIONS FOR SCHOOL PROGRAMS (+)	\$24,083.52	\$50,766.97	\$15,000.00	(\$35,766.97)	338.4%
BLACKBAUD DONATIONS (+)	\$0.00	\$2,009.11	\$0.00	(\$2,009.11)	0.0%
ITEMIZED MAINTENANCE (+)	\$0.00	\$16,837.37	\$0.00	(\$16,837.37)	0.0%
REGIONAL DIRECTOR'S OFFICE (SPRPCE) (+)	\$583.63	\$1,488.63	\$0.00	(\$1,488.63)	0.0%
Sub-total : TRUST & AGENCY FUNDS	\$268,756.60	\$2,735,038.64	\$3,227,278.00	\$492,239.36	84.7%
<b>Total : EXPENDITURES</b>	<b>\$268,756.60</b>	<b>\$2,735,038.64</b>	<b>\$3,227,278.00</b>	<b>\$492,239.36</b>	<b>84.7%</b>

## Bangor School Department

### \*GENERAL FUND\* For the Period 05/01/2024 through 05/31/2024

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
GENERAL FUND/LOCAL REVENUES					
FUND BALANCE (+)	\$104,166.67	\$1,145,833.37	\$1,250,000.00	\$104,166.63	91.7%
LOCAL FOUNDATION ALLOCATION (+)	\$1,610,602.42	\$17,716,626.62	\$19,327,229.00	\$1,610,602.38	91.7%
LOCAL FUNDS - ADDITIONAL (+)	\$656,477.50	\$7,221,252.50	\$7,877,730.00	\$656,477.50	91.7%
TUITION - SECONDARY (+)	\$0.00	\$639,856.28	\$1,150,000.00	\$510,143.72	55.6%
TUITION - SPEC ED ELEM (+)	\$1,254.00	\$1,254.00	\$25,000.00	\$23,746.00	5.0%
TUITION - SPEC ED SECOND (+)	\$29,794.26	\$198,853.58	\$175,000.00	(\$23,853.58)	113.6%
TUITION - SPEC ED - STATE AGENCY/ELEM (+)	\$0.00	\$48,883.36	\$130,000.00	\$81,116.64	37.6%
TUITION - SPEC ED - ST AGENCY/SEC (+)	\$0.00	\$183,229.24	\$270,000.00	\$86,770.76	67.9%
CHILD DEVELOPMENT SVCS (+)	\$122.48	\$1,531.00	\$0.00	(\$1,531.00)	0.0%
TRANSPORTATION - STATE AG (+)	\$0.00	\$10,901.09	\$40,000.00	\$29,098.91	27.3%
BANGOR HIGH SCHOOL ATHLETICS (+)	\$0.00	\$29,714.50	\$35,000.00	\$5,285.50	84.9%
RENTALS - ELEM AND SECONDARY (+)	\$0.00	\$240.00	\$11,000.00	\$10,760.00	2.2%
MISC SALES/REFUNDS - ELEM & SECOND (+)	\$0.00	\$15,254.77	\$15,000.00	(\$254.77)	101.7%
REGIONAL PROGRAMS (+)	\$9,636.16	\$105,997.76	\$110,000.00	\$4,002.24	96.4%
<b>Sub-total : GENERAL FUND/LOCAL REVENUES</b>	<b>\$2,412,053.49</b>	<b>\$27,319,428.07</b>	<b>\$30,415,959.00</b>	<b>\$3,096,530.93</b>	<b>89.8%</b>
GENERAL FUND/STATE REVENUES					
STATE FOUNDATION ALLOCATION (+)	\$0.00	\$21,419,707.77	\$25,853,193.00	\$4,433,485.23	82.9%
NATIONAL BOARD FOR PROG TEA STDS (+)	\$0.00	\$25,000.00	\$15,000.00	(\$10,000.00)	166.7%
MEDICARE REIMBURSEMENT (+)	\$2,513.89	\$58,275.28	\$100,000.00	\$41,724.72	58.3%
<b>Sub-total : GENERAL FUND/STATE REVENUES</b>	<b>\$2,513.89</b>	<b>\$21,502,983.05</b>	<b>\$25,968,193.00</b>	<b>\$4,465,209.95</b>	<b>82.8%</b>
GENERAL FUND/FEDERAL REVENUES					
JUNIOR R.O.T.C. (+)	\$7,235.35	\$61,740.29	\$65,000.00	\$3,259.71	95.0%
FEDERAL IMPACTED AID (+)	\$0.00	\$85,261.00	\$50,000.00	(\$35,261.00)	170.5%
<b>Sub-total : GENERAL FUND/FEDERAL REVENUES</b>	<b>\$7,235.35</b>	<b>\$147,001.29</b>	<b>\$115,000.00</b>	<b>(\$32,001.29)</b>	<b>127.8%</b>
<b>Total : REVENUES</b>	<b>\$2,421,802.73</b>	<b>\$48,969,412.41</b>	<b>\$56,499,152.00</b>	<b>\$7,529,739.59</b>	<b>86.7%</b>
<b>EXPENDITURES</b>					
GENERAL FUND DIVISION SUMMARY					
SCHOOL COMMITTEE (+)	\$18,046.15	\$87,209.04	\$113,134.00	\$25,924.96	77.1%
SUPERINTENDENT'S OFFICE (+)	\$41,903.62	\$348,769.55	\$371,992.00	\$23,222.45	93.8%
OFFICE OF ED IMPROVEMENT (+)	\$127,643.78	\$655,487.00	\$991,556.00	\$336,069.00	66.1%
BUSINESS OFFICE (+)	\$92,433.35	\$753,604.79	\$841,773.00	\$88,168.21	89.5%
MAINTENANCE (+)	\$72,547.14	\$601,836.87	\$824,413.00	\$222,576.13	73.0%
FOOD SERVICE (+)	\$2,083.34	\$22,916.74	\$25,000.00	\$2,083.26	91.7%
SPECIAL EDUCATION (+)	\$1,009,811.57	\$8,620,266.92	\$11,049,608.00	\$2,429,341.08	78.0%
TECHNOLOGY PROGRAM (+)	\$77,263.70	\$851,536.29	\$1,221,198.00	\$369,661.71	69.7%

## Bangor School Department

### \*GENERAL FUND\* For the Period 05/01/2024 through 05/31/2024

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
COMMUNITY SCHOOL (+)	\$16,622.84	\$151,635.91	\$397,254.00	\$245,618.09	38.2%
PUPIL SERVICES (+)	\$363,112.97	\$2,687,146.52	\$2,914,080.00	\$226,933.48	92.2%
MARY SNOW SCHOOL (+)	\$258,163.64	\$2,106,163.30	\$2,281,656.00	\$175,492.70	92.3%
BANGOR HIGH SCHOOL (+)	\$1,415,597.93	\$10,706,511.19	\$11,585,832.00	\$879,320.81	92.4%
BANGOR HIGH ATHLETICS (+)	\$178,953.75	\$975,920.53	\$992,389.00	\$16,468.47	98.3%
PEAKES AUDITORIUM (+)	\$1,397.89	\$6,324.28	\$7,393.00	\$1,068.72	85.5%
GARLAND STREET FIELD (+)	\$44,990.39	\$61,286.66	\$158,550.00	\$97,263.34	38.7%
JAMES F DOUGHTY SCHOOL (+)	\$437,424.54	\$3,404,178.64	\$3,767,108.00	\$362,929.36	90.4%
WILLIAM S COHEN SCHOOL (+)	\$445,996.59	\$3,380,576.16	\$3,736,556.00	\$355,979.84	90.5%
DOWNEAST SCHOOL (+)	\$288,862.92	\$2,363,089.73	\$2,526,097.00	\$163,007.27	93.5%
FAIRMOUNT SCHOOL (+)	\$294,162.97	\$2,183,515.51	\$2,356,401.00	\$172,885.49	92.7%
FRUIT STREET SCHOOL (+)	\$365,857.91	\$3,049,928.63	\$3,025,523.00	(\$24,405.63)	100.8%
FOURTEENTH STREET SCHOOL (+)	\$168,490.22	\$1,320,244.41	\$1,438,597.00	\$118,352.59	91.8%
ABRAHAM LINCOLN SCHOOL (+)	\$244,262.80	\$1,791,700.16	\$1,870,507.00	\$78,806.84	95.8%
VINE STREET SCHOOL (+)	\$237,067.48	\$1,726,110.99	\$2,022,535.00	\$296,424.01	85.3%
DEBT SERVICE (+)	\$123,097.94	\$940,501.51	\$1,980,000.00	\$1,039,498.49	47.5%
Sub-total : GENERAL FUND DIVISION SUMMARY	\$6,325,795.43	\$48,796,461.33	\$56,499,152.00	\$7,702,690.67	86.4%
<b>Total : EXPENDITURES</b>	<b>\$6,325,795.43</b>	<b>\$48,796,461.33</b>	<b>\$56,499,152.00</b>	<b>\$7,702,690.67</b>	<b>86.4%</b>

## Bangor School Department

### \*ADULT EDUCATION PROGRAM\* For the Period 05/01/2024 through 05/31/2024

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
ADULT ED REGULAR PROGRAM					
LOCAL REVENUES (+)	\$21,883.59	\$244,864.99	\$263,023.00	\$18,158.01	93.1%
STATE SUBSIDY (+)	\$0.00	\$94,635.60	\$101,428.00	\$6,792.40	93.3%
FUND BALANCE (+)	\$0.00	\$0.00	\$35,579.00	\$35,579.00	0.0%
Sub-total : ADULT ED REGULAR PROGRAM	\$21,883.59	\$339,500.59	\$400,030.00	\$60,529.41	84.9%
ADULT ED SPECIAL REVENUE					
COLLEGE TRANSITION GRANT (+)	\$0.00	\$71,205.98	\$34,000.00	(\$37,205.98)	209.4%
ADULT ED WORKFORCE INNOVATION GRANT (+)	\$0.00	\$945.00	\$0.00	(\$945.00)	0.0%
MJRP STRENGTHENING ME'S WORKFORCE (+)	\$0.00	\$41,288.79	\$0.00	(\$41,288.79)	0.0%
ADULT ED COLLEGE & CAREER SUCCESS (+)	\$0.00	\$46,478.00	\$0.00	(\$46,478.00)	0.0%
ADULT ED BASIC ED GRANT (+)	\$0.00	\$90,285.96	\$53,000.00	(\$37,285.96)	170.4%
Sub-total : ADULT ED SPECIAL REVENUE	\$0.00	\$250,203.73	\$87,000.00	(\$163,203.73)	287.6%
ADULT ED GEN EVENING					
ENRICHMENT FEES (+)	\$402.62	\$49,230.24	\$39,955.00	(\$9,275.24)	123.2%
TEXTBOOK/MISC SALES (+)	\$0.00	\$720.00	\$2,500.00	\$1,780.00	28.8%
Sub-total : ADULT ED GEN EVENING	\$402.62	\$49,950.24	\$42,455.00	(\$7,495.24)	117.7%
<b>Total : REVENUES</b>	<b>\$22,286.21</b>	<b>\$639,654.56</b>	<b>\$529,485.00</b>	<b>(\$110,169.56)</b>	<b>120.8%</b>
<b>EXPENDITURES</b>					
ADULT ED REGULAR PROGRAM					
ADULT ED ADMINISTRATION (+)	\$24,529.46	\$226,389.39	\$214,226.00	(\$12,163.39)	105.7%
OPERATIONS & MAINTENANCE (+)	\$1,622.35	\$17,230.26	\$22,600.00	\$5,369.74	76.2%
TRANSITION PROGRAM (+)	\$0.00	\$0.00	\$4,995.00	\$4,995.00	0.0%
VOCATIONAL EDUCATIONAL (+)	\$16.36	\$20,632.10	\$46,350.00	\$25,717.90	44.5%
HIGH SCHOOL COMPLETION (+)	\$0.00	\$1,571.58	\$7,515.00	\$5,943.42	20.9%
LITERACY PROGRAM (+)	\$7,221.39	\$61,384.63	\$104,344.00	\$42,959.37	58.8%
Sub-total : ADULT ED REGULAR PROGRAM	\$33,389.56	\$327,207.96	\$400,030.00	\$72,822.04	81.8%
ADULT ED SPECIAL REV EXPEND					
COLLEGE TRANSITION GRANT (+)	\$8,104.75	\$84,142.42	\$34,000.00	(\$50,142.42)	247.5%
ADULT ED CONTINUITY OF SERV (+)	\$0.00	\$9,891.63	\$0.00	(\$9,891.63)	0.0%
MJRP STRENGTHENING ME'S WORKFORCE (+)	\$8,261.35	\$55,407.92	\$0.00	(\$55,407.92)	0.0%
ADULT ED COLLEGE & CAREER SUCCESS (+)	\$7,649.54	\$59,626.28	\$0.00	(\$59,626.28)	0.0%
ADULT ED BASIC ED GRANT (+)	\$5,640.28	\$100,358.55	\$53,000.00	(\$47,358.55)	189.4%
Sub-total : ADULT ED SPECIAL REV EXPEND	\$29,655.92	\$309,426.80	\$87,000.00	(\$222,426.80)	355.7%
ADULT ED GEN EVENING					
GENERAL EVENING (+)	\$5,191.13	\$32,113.07	\$42,455.00	\$10,341.93	75.6%
Sub-total : ADULT ED GEN EVENING	\$5,191.13	\$32,113.07	\$42,455.00	\$10,341.93	75.6%
<b>Total EXPENDITURES</b>	<b>\$68,236.61</b>	<b>\$668,747.83</b>	<b>\$529,485.00</b>	<b>(\$139,262.83)</b>	<b>126.3%</b>

**Bangor School Department**

**\*SPECIAL REVENUE FUNDS\* For the Period 05/01/2024 through 05/31/2024**

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
SPECIAL REVENUE FUND					
ELIZABETH MEANS (+)	\$0.00	\$0.00	\$15,000.00	\$15,000.00	0.0%
LEONARD & RENEE MINSKY (+)	\$0.00	\$1,000.00	\$0.00	(\$1,000.00)	0.0%
GALEN COLE FOUNDATION (+)	\$8,000.00	\$8,000.00	\$0.00	(\$8,000.00)	0.0%
STATE RENOVATION PROGRAM (+)	\$0.00	\$1,464.01	\$0.00	(\$1,464.01)	0.0%
COMPUTER SCIENCE PROF DEV (+)	\$0.00	\$1,942.03	\$0.00	(\$1,942.03)	0.0%
MLTI TEACH WITH TECH (+)	\$0.00	\$94,718.64	\$0.00	(\$94,718.64)	0.0%
TITLE 1A GRANT (+)	\$0.00	\$1,121,699.64	\$1,590,895.00	\$469,195.36	70.5%
LOCAL ENTITLEMENT GRANT (+)	\$0.00	\$0.00	\$1,026,610.00	\$1,026,610.00	0.0%
PRESCHOOL HANDICAPPED GRANT (+)	\$0.00	\$0.00	\$23,645.00	\$23,645.00	0.0%
ARP PRESCHOOL GRANT (+)	\$0.00	\$8,406.74	\$0.00	(\$8,406.74)	0.0%
MCKINNEY HOMELESS GRANT (+)	\$0.00	\$16,007.56	\$0.00	(\$16,007.56)	0.0%
ARP/ESSERF #3 (+)	\$0.00	\$3,105,438.68	\$0.00	(\$3,105,438.68)	0.0%
ESSERF #2 (+)	\$0.00	\$4,927,153.64	\$0.00	(\$4,927,153.64)	0.0%
MCKINNEY-VENTO ARP HCY 1 (+)	\$0.00	\$931.36	\$0.00	(\$931.36)	0.0%
ARP HCY #1 (+)	\$0.00	\$2,905.61	\$0.00	(\$2,905.61)	0.0%
ARP ESSER - OTHER ACTS (+)	\$0.00	\$70,677.07	\$0.00	(\$70,677.07)	0.0%
21ST CENTURY GRANT (+)	\$0.00	\$239,649.33	\$269,131.00	\$29,481.67	89.0%
PRE-K EXPANSION GRANT (+)	\$0.00	\$219,035.32	\$0.00	(\$219,035.32)	0.0%
TITLE IIA (+)	\$0.00	\$63,582.17	\$255,215.00	\$191,632.83	24.9%
STOP SCHOOL VIOLENCE (+)	\$0.00	\$2,523.13	\$0.00	(\$2,523.13)	0.0%
Sub-total : SPECIAL REVENUE FUND	\$8,000.00	\$9,885,134.93	\$3,180,496.00	(\$6,704,638.93)	310.8%
<b>Total : REVENUES</b>	<b>\$8,000.00</b>	<b>\$9,885,134.93</b>	<b>\$3,180,496.00</b>	<b>(\$6,704,638.93)</b>	<b>310.8%</b>
<b>EXPENDITURES</b>					
SPECIAL REVENUE FUND					
ELIZABETH MEANS (+)	\$0.00	\$655.84	\$15,000.00	\$14,344.16	4.4%
LEONARD & RENEE MINSKY (+)	\$872.46	\$1,000.00	\$0.00	(\$1,000.00)	0.0%
BARBARA BUSH	\$0.00	\$649.38	\$0.00	(\$649.38)	0.0%
FOUNDATION/TRENDSETTERS (+)					
GALEN COLE FOUNDATION (+)	\$0.00	\$8,000.00	\$0.00	(\$8,000.00)	0.0%
NELLIE MAE FOUNDATION (+)	\$322.95	\$3,332.22	\$0.00	(\$3,332.22)	0.0%
STATE RENOVATION (+)	\$8,839.95	\$28,176.63	\$0.00	(\$28,176.63)	0.0%
COMPUTER SCIENCE PROF DEV (+)	\$0.00	\$1,942.03	\$0.00	(\$1,942.03)	0.0%
MAINE LEARNING TECHNOLOGY INITIATIVE (+)	\$0.00	\$94,718.64	\$0.00	(\$94,718.64)	0.0%
TITLE 1A GRANT (+)	\$161,209.98	\$1,389,096.07	\$1,590,895.00	\$201,798.93	87.3%
LOCAL ENTITLEMENT GRANT (+)	\$119,369.73	\$862,996.25	\$1,026,610.00	\$163,613.75	84.1%
PRE-SCHOOL HANDICAPPED GRANT (+)	\$7,226.36	\$17,964.25	\$23,645.00	\$5,680.75	76.0%
ARP PRESCHOOL GRANT (+)	\$0.00	\$8,406.74	\$0.00	(\$8,406.74)	0.0%
MCKINNEY HOMELESS GRANT (+)	\$279.15	\$22,015.53	\$0.00	(\$22,015.53)	0.0%
ESSERF #2 (+)	\$0.00	\$4,927,153.74	\$0.00	(\$4,927,153.74)	0.0%
ARP/ESSERF #3 (+)	\$657,492.44	\$4,304,775.80	\$0.00	(\$4,304,775.80)	0.0%

## Bangor School Department

### \*SPECIAL REVENUE FUNDS\* For the Period 05/01/2024 through 05/31/2024

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
MULTILINGUAL LEARNERS EXPERIENCE (+)	\$0.00	\$6,913.10	\$0.00	(\$6,913.10)	0.0%
MCKINNEY-VENTO ARP HCY 1 (+)	\$0.00	\$931.36	\$0.00	(\$931.36)	0.0%
ARP HCY #1 (+)	\$2,613.70	\$25,114.73	\$0.00	(\$25,114.73)	0.0%
ARP ESSER - OTHER ACTS (+)	\$11,797.58	\$82,474.65	\$0.00	(\$82,474.65)	0.0%
LITERACY GRANT (+)	\$95,155.14	\$96,682.85	\$0.00	(\$96,682.85)	0.0%
21ST CENTURY GRANT (+)	\$38,520.02	\$297,828.47	\$269,131.00	(\$28,697.47)	110.7%
PRE-K EXPANSION GRANT (+)	\$28,360.16	\$251,909.48	\$0.00	(\$251,909.48)	0.0%
TITLE IIA (+)	\$27,978.93	\$255,444.51	\$255,215.00	(\$229.51)	100.1%
STOP SCHOOL VIOLENCE (+)	\$0.00	\$6,318.13	\$0.00	(\$6,318.13)	0.0%
ARP SUMMER RESERVATION (+)	\$1,930.88	\$1,930.88	\$0.00	(\$1,930.88)	0.0%
Sub-total : SPECIAL REVENUE FUND	<u>\$1,161,969.43</u>	<u>\$12,696,431.28</u>	<u>\$3,180,496.00</u>	<u>(\$9,515,935.28)</u>	<u>399.2%</u>
<b>Total : EXPENDITURES</b>	<b>\$1,161,969.43</b>	<b>\$12,696,431.28</b>	<b>\$3,180,496.00</b>	<b>(\$9,515,935.28)</b>	<b>399.2%</b>

## Bangor School Department

### \*FOOD SERVICE For the Period 05/01/2024 through 05/31/2024

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
FOOD SERVICE PROGRAM					
TRANSFER FROM GEN FUND (+)	\$2,083.34	\$22,916.74	\$25,000.00	\$2,083.26	91.7%
DAILY SALES - STUDENTS (+)	\$0.00	\$1,489.62	\$0.00	(\$1,489.62)	0.0%
DAILY SALES - ADULT MEALS (+)	\$0.00	\$2,099.95	\$4,041.00	\$1,941.05	52.0%
DAILY SALES - A LA CARTE (+)	\$0.00	\$145,983.66	\$157,000.00	\$11,016.34	93.0%
SUMMER PROGRAM (+)	\$0.00	\$0.00	\$26,000.00	\$26,000.00	0.0%
OTHER REVENUES (+)	\$16,752.39	\$22,660.39	\$0.00	(\$22,660.39)	0.0%
STATE SUBSIDY - STATE MATCH (+)	\$0.00	\$483,883.48	\$0.00	(\$483,883.48)	0.0%
STATE REIMBURSEMENTS (+)	\$0.00	\$80,095.92	\$549,635.00	\$469,539.08	14.6%
STATE FUNDS-AFTER SCHOOL PROGRAM (+)	\$0.00	\$1,427.13	\$16,800.00	\$15,372.87	8.5%
FED MONIES-FRESH FRUIT AND VEGETABLES (+)	\$0.00	\$67,339.90	\$65,000.00	(\$2,339.90)	103.6%
FED MONIES-PAID MEALS (+)	\$0.00	\$1,131,180.32	\$1,283,515.00	\$152,334.68	88.1%
FED MONIES-CHAIN ASSISTANCE (+)	\$0.00	\$80,009.52	\$0.00	(\$80,009.52)	0.0%
Sub-total : FOOD SERVICE PROGRAM	\$18,835.73	\$2,039,086.63	\$2,126,991.00	\$87,904.37	95.9%
<b>Total : REVENUES</b>	<b>\$18,835.73</b>	<b>\$2,039,086.63</b>	<b>\$2,126,991.00</b>	<b>\$87,904.37</b>	<b>95.9%</b>
<b>EXPENDITURES</b>					
FOOD SERVICE PROGRAM					
FOOD SERVICE PROGRAM (+)	\$315,701.33	\$2,133,921.63	\$2,126,991.00	(\$6,930.63)	100.3%
Sub-total : FOOD SERVICE PROGRAM	\$315,701.33	\$2,133,921.63	\$2,126,991.00	(\$6,930.63)	100.3%
<b>Total : EXPENDITURES</b>	<b>\$315,701.33</b>	<b>\$2,133,921.63</b>	<b>\$2,126,991.00</b>	<b>(\$6,930.63)</b>	<b>100.3%</b>

## Bangor School Department

### \*REGIONAL SERVICE CENTER PROGRAM\* For the Period 05/01/2024 through 05/31/2024

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
REGIONAL SERVICE CENTER					
REGIONAL SERVICE CENTER (+)	\$0.00	\$0.00	\$185,205.00	\$185,205.00	0.0%
Sub-total : REGIONAL SERVICE CENTER	\$0.00	\$0.00	\$185,205.00	\$185,205.00	0.0%
<b>Total : REVENUES</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$185,205.00</b>	<b>\$185,205.00</b>	<b>0.0%</b>
<b>EXPENDITURES</b>					
REGIONAL SERVICE CENTER					
REGIONAL SERVICE CENTER (+)	\$13,404.75	\$109,951.61	\$185,205.00	\$75,253.39	59.4%
Sub-total : REGIONAL SERVICE CENTER	\$13,404.75	\$109,951.61	\$185,205.00	\$75,253.39	59.4%
<b>Total : EXPENDITURES</b>	<b>\$13,404.75</b>	<b>\$109,951.61</b>	<b>\$185,205.00</b>	<b>\$75,253.39</b>	<b>59.4%</b>

## Bangor School Department

### \*TRUST AND AGENCY FUNDS\* For the Period 05/01/2024 through 05/31/2024

Fiscal Year: 2023-2024

	<u>05/01/2024 - 05/31/2024</u>	<u>Year To Date</u>	<u>Budget</u>	<u>Budget Balance</u>	
<b>REVENUES</b>					
TRUST & AGENCY FUNDS					
MULTIPLE HANDICAP PROGRAM (+)	\$0.00	\$392,784.68	\$444,714.00	\$51,929.32	88.3%
ACADIA HOSPITAL PROGRAM (+)	\$37,345.32	\$281,685.92	\$317,051.00	\$35,365.08	88.8%
BANGOR REGIONAL THERAPEUTIC DAY PROG (+)	\$0.00	\$2,075,147.31	\$2,402,513.00	\$327,365.69	86.4%
MULTIPLE HANDICAP SUMMER PROGRAM (+)	\$0.00	\$14,479.14	\$18,000.00	\$3,520.86	80.4%
BANGOR REGIONAL SUMMER PROGRAM (+)	\$0.00	\$22,431.06	\$30,000.00	\$7,568.94	74.8%
DONATIONS FOR SCHOOL PROGRAMS (+)	\$0.00	\$87,867.26	\$15,000.00	(\$72,867.26)	585.8%
BLACKBAUD DONATIONS (+)	\$868.00	\$41,169.00	\$0.00	(\$41,169.00)	0.0%
LAP-TOP SELF-INSURANCE PROGRAM (+)	\$0.00	\$9,420.00	\$0.00	(\$9,420.00)	0.0%
Sub-total : TRUST & AGENCY FUNDS	\$38,213.32	\$2,924,984.37	\$3,227,278.00	\$302,293.63	90.6%
<b>Total : REVENUES</b>	<b>\$38,213.32</b>	<b>\$2,924,984.37</b>	<b>\$3,227,278.00</b>	<b>\$302,293.63</b>	<b>90.6%</b>
<b>EXPENDITURES</b>					
TRUST & AGENCY FUNDS					
MULTIPLE HANDICAP PROGRAM (+)	\$53,797.35	\$496,140.46	\$444,714.00	(\$51,426.46)	111.6%
ACADIA HOSPITAL PROGRAM (+)	\$25,372.25	\$263,047.66	\$317,051.00	\$54,003.34	83.0%
BANGOR REGIONAL THERAPEUTIC DAY PROG (+)	\$299,033.54	\$2,254,611.36	\$2,402,513.00	\$147,901.64	93.8%
MULTIPLE HANDICAP SUMMER PROGRAM (+)	\$0.00	\$15,545.32	\$18,000.00	\$2,454.68	86.4%
BANGOR REGIONAL SUMMER PROGRAM (+)	\$0.00	\$22,431.06	\$30,000.00	\$7,568.94	74.8%
DONATIONS FOR SCHOOL PROGRAMS (+)	\$9,647.74	\$60,414.71	\$15,000.00	(\$45,414.71)	402.8%
BLACKBAUD DONATIONS (+)	\$0.00	\$2,009.11	\$0.00	(\$2,009.11)	0.0%
ITEMIZED MAINTENANCE (+)	\$0.00	\$16,837.37	\$0.00	(\$16,837.37)	0.0%
REGIONAL DIRECTOR'S OFFICE (SPRPCE) (+)	\$49.00	\$1,537.63	\$0.00	(\$1,537.63)	0.0%
Sub-total : TRUST & AGENCY FUNDS	\$387,899.88	\$3,132,574.68	\$3,227,278.00	\$94,703.32	97.1%
<b>Total : EXPENDITURES</b>	<b>\$387,899.88</b>	<b>\$3,132,574.68</b>	<b>\$3,227,278.00</b>	<b>\$94,703.32</b>	<b>97.1%</b>



# BANGOR SCHOOL DEPARTMENT

73 HARLOW STREET BANGOR, MAINE 04401

www.bangorschools.net

Marie Robinson, Ph.D.  
Superintendent of Schools

207-262-9125  
Fax: 207-262-9126

Jerry Hayman  
Director of Business Services

207-262-9124  
Fax: 207-262-9127

**To:** Marie Robinson, Superintendent of Schools  
Bangor School Committee  
**From:** Jerry Hayman, Director of Business Services  
**Date:** July 17, 2024  
**Re:** Bid & Quotation Report

1. Proposal for the James F. Doughty School Indoor Air Quality (IAQ) project was received. The project includes the complete replacement of the heating & ventilation system. The replacement will include the conversion from steam to hot water heating, air handling units, classroom heating units, duct work, two boilers as well as other required plumbing and electrical upgrades. The project will be completed over the summers of 2024 and 2025. One bid was received:

ABM Mechanical, Inc. \$5,706,813

The contract was awarded to ABM Mechanical, Inc. **This project including a contingency fund and engineering fees is estimated to total \$6,292,154. Partial funding will be from the ARP COVID grant \$2,106,607, SRRF loan \$1,000,000, and anticipated debt service bonding for the remainder \$3,185,547.**

2. Proposal for the William S. Cohen School Indoor Air Quality (IAQ) project was received. The project includes the complete replacement of the heating & ventilation system. The replacement will include the conversion from steam to hot water heating, air handling units, classroom heating units, duct work, two boilers as well as other required plumbing and electrical upgrades. The project will be completed over the summers of 2024 and 2025. One bid was received:

ABM Mechanical, Inc. \$5,559,575

The contract was awarded to ABM Mechanical, Inc. **This project including a contingency fund and engineering fees is estimated to total \$6,137,554. Partial funding will be from the ARP COVID grant \$2,814,107, SRRF loan \$1,000,000, and anticipated debt service bonding for the remainder \$2,323,447.**

3. Proposal for the Bangor High School Curtain Wall replacement project was received. The project is to replace 1,265' of failing exterior wall including windows. The project will

also eliminate safety concerns, structural code violations in several areas, including the cafeteria, ramp areas and the south side of both the B-wing and A-wing. The project will be completed over the summers of 2024 and 2025. One bid was received for the summer 2024 Phase I portion:

Nichols Construction \$1,042,000

The contract for Phase I which includes – B-wing south side, B-wing ramp, and the cafeteria areas was awarded to Nichols Construction. **This project including a contingency fund and engineering fees is estimated to total \$2,922,750. Partial funding will be from the SRRF loan \$1,000,000, and anticipated debt service bonding for the remainder \$1,922,750.**

4. Proposal for the Fourteenth Street School Curtain Wall replacement project was received. The project is to replace 514’ of failing exterior wall including windows. The project will also eliminate safety concerns and structural code violations caused by failing sills and sealants. The project will be completed over the summer of 2024. One bid was received:

Nichols Construction \$715,500

The contract was awarded to Nichols Construction. **This project including engineering fees is estimated to total \$751,500. Partial funding will be from the SRRF loan \$597,002, and the balance will be funding using operating funds \$154,498.**

5. Proposal for the Fairmount School boiler room roof project was received. The project is to replace a 1,200sf+ section of the roof. This is the current roof protecting the heating plant and it is significantly deteriorated with cracking and spalling of the concrete. The project will be completed over the summer of 2024. One bid was received:

Sullivan & Merritt Constructors, Inc. \$662,225

The contract was awarded to Sullivan & Merritt Constructors, Inc. **This project including engineering fees is estimated to total \$696,225. Funding will be from two SRRF loans exceed the cost of this project.**

6. Two proposals for the Mary Snow School Roof structure upgrade project were received. The project is to re-enforce the entire 22,000sf+ roof. The current roof capacity is well under the minimum strength requirements and has the potential of failing, causing significant property damage, as well as harming students and staff. The project will be completed over the summer of 2024. Two bids were received:

Devoe Construction \$2,158,000  
Bowman Constructors \$1,751,000

The contract was awarded to Bowman Constructors. **This project including a contingency fund and engineering fees is estimated to total \$1,958,550. Funding will**

**be from two SRRF loans which total \$1,274,563, and anticipated debt service bonding for the remainder \$683,987.**

7. Two proposals for the James F. Doughty Healthcare Clinic were received. The project is to incorporate a clinic into the middle school, which will provide students with health as well as mental health services. The clinic and the services will be like those currently being provided at the BHS clinic. The project will be completed over the summer of 2024. Two bids were received:

Aaron Newcomb Building Construction	\$442,500
Dunbar & Brawn Construction	\$563,172

The contract was awarded to Aaron Newcomb Construction. **This project including engineering fees and clinical start-up equipment/supplies will be funded by two COVID grants. The City of Bangor has awarded the school department a total of \$500,000 to build clinics in both middle schools and the IAQ (indoor air quality) portion of the project will be funded by the school department's ARP COVID grant.**

8. A proposal for the William S. Cohen Healthcare Clinic was received. The project is to incorporate a clinic into the middle school which will provide students with health as well as mental health services. The clinic and the services will be like those currently being provided at the BHS clinic. The project will be completed over the summer of 2024. One bid was received:

Dunbar & Brawn Construction	\$535,895
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The contract was awarded to Dunbar & Brawn Construction. **This project including engineering fees and clinical start-up equipment/supplies will be funded by two COVID grants. The City of Bangor has awarded the school department a total of \$500,000 to build clinics in both middle schools and the IAQ (indoor air quality) portion of the project will be funded by the school department's ARP COVID grant.**

9. Two proposals for the James F. Doughty fuel tank removal were received. The project is to remove the oil tank in the basement of the school. This is part of the ongoing plan to remove all tanks since converting to natural gas ten plus years ago. The project will be completed over the summer of 2024. The bids received were as follows:

Hillside Heating	\$24,600
Reinzo Excavation & Recycling	\$43,500

The contract was awarded to Hillside Heating. **This project will be funded from the operating budget.**

10. Two proposals for the Mary Snow Boiler improvements were received. The project is to replace the boiler burners & controls. This will improve the efficiency of the boilers as well

as extend the life of the boilers by ten-fifteen years. The project will be completed over the summer of 2024. The bids received were as follows:

ABM Mechanical, Inc.	\$69,745
Sullivan & Merritt Constructors	\$59,200

The contract was awarded to Sullivan & Merritt Constructors. **This project including engineering fees will be funded by the school department's ARP COVID grant.**

11. Three proposals for the Fourteenth Street boiler replacement project were received. The project will replace the existing boilers with more efficient units and improve air quality. The project will be completed over the summer of 2024. The bids received were as follows:

ABM Mechanical, Inc.	\$347,990
Sullivan & Merritt Constructors	\$388,411
Pellerin & Sons Plumbing & Heating	\$381,614

The contract was awarded to ABM Mechanical, Inc. **This project including engineering fees will be funded by the school department's ARP COVID grant.**

12. Two proposals for the Fairmount Street boiler replacement were received. The project will replace one of the existing boilers with a more efficient unit and improve air quality. The project will be completed over the summer of 2024. The bids received were as follows:

ABM Mechanical, Inc.	\$122,950
Sullivan & Merritt Constructors	\$149,500

The contract was awarded to ABM Mechanical, Inc. **This project including engineering fees will be funded by the school department's ARP COVID grant.**

13. Proposal for the Bangor High School freezer slab & loading dock renovation was received. The project is to replace the loading dock with one that meets code requirements. The project will also provide a cement pad, exterior door through the cafeteria wall, which will service the new food service walk in freezer. The freezer unit was previously purchased by the food service department. The project will be completed over the summer of 2024. One bid was received:

Reinzo Excavation & Recycling	\$225,000
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The contract was awarded to Reinzo Excavation & Recycling. **This project will be funded from the operating budget.**

14. Proposal for the Bangor High School domestic water connections was received. The project is for material, equipment, and labor to pipe existing hot water heaters into the new BHS boilers. The school department chose to use the same vendor that was completing the boiler replacements. The company was already on sight and familiar with the specifics

of the ongoing project. The project will be completed over the summer of 2024. One bid was received:

Sullivan & Merritt Constructors	\$14,200
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The contract was awarded to Sullivan & Merritt Constructors. **This project will be funded from the operating budget.**

15. Proposal for Bangor High School paving projects was received. The project is for several smaller areas behind the school – gym area, near the tennis courts, and behind the B-wing hill area. The project will be completed over the summer of 2024. One bid was received for the project:

Street’s Landscape & Lawn Care, Inc. -gym	\$21,600
Street’s Landscape & Lawn Care, Inc. -tennis	\$15,750
Street’s Landscape & Lawn Care, Inc. -hill	\$17,280

The contract was awarded to Street’s Landscape & Lawn Care, Inc. **This project will be funded from the operating budget.**

16. Proposal for the James F. Doughty School landscaping project was received. This is Phase II of the project that started in 2023. The project is to clear another 300’ of the hillside behind the school. This will include cutting and removing everything except for healthy trees. Juniper plants will be spaced every six feet. The project is needed for safety concerns due to individuals appearing to live in the wooded area and leaving used drug material on school property. The school department chose to use the same vendor from the previous year. Availability and being familiar with the concerns of the school were considerations used in the decision. The project will be completed over the summer of 2024. One bid was received:

Alexander’s Professional Landscaping	\$76,500
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The contract was awarded to Alexander’s Professional Landscaping. **This project will be funded from the operating budget.**

17. Proposal for the Downeast School playground was received. This project is to install new playground pieces that were purchased with grant funding. The project will include a large swing and two other playground pieces. The school department chose to use the same vendor that has been used over the previous ten years for playground equipment. Quality, service, and support were considerations used in the decision. The project will be completed over the summer of 2024. One bid was received:

GameTime	\$49,704.33
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The contract was awarded to GameTime. **This project will be funded from an extended Pre-K grant.**

18. Proposal for the Vine Street School playground was received. This project is to install a new playground area replacing an existing area. The project will replace older pieces that have failed or do not meet ADA guidelines. The school department chose to use the same vendor that has been used over the previous ten years for playground equipment. Quality, service, and support were considerations used in the decision. The project will be completed over the summer of 2024. One bid was received:

GameTime

\$73,188.61

The contract was awarded to GameTime. **This project will be funded from the operating budget.**



# BANGOR SCHOOL DEPARTMENT

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Jerry Hayman  
Director of Business Services

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Fax: 207-262-9127

**To:** Marie Robinson, Superintendent of Schools  
Bangor School Committee  
**From:** Jerry Hayman, Director of Business Services  
**Date:** July 17, 2024  
**Re:** Debt Service Request

Several projects have been previously shared with the School Committee which will require additional debt service bond funding to complete. All four projects have received bids from contractors which allows for a more exact total project projection. Below is a summary of each project with the amount needed via debt service bonding listed for your consideration.

1. William S. Cohen Indoor Air Quality improvement project

Total project	\$6,137,554
Less COVID grant	\$2,814,107
Less SRRF Loan	<u>\$1,000,000</u>
<b>Equals -Debt Service</b>	<b>\$2,323,447</b>
  
2. James F. Doughty Indoor Air Quality improvement project

Total project	\$6,292,154
Less COVID grant	\$2,106,607
Less SRRF Loan	<u>\$1,000,000</u>
<b>Equals -Debt Service</b>	<b>\$3,185,547</b>
  
3. Bangor High School – Curtain Wall replacement project

Total project	\$2,922,750
Less SRRF Loan	<u>\$1,000,000</u>
<b>Equals -Debt Service</b>	<b>\$1,922,750</b>
  
4. Mary Snow School – Roof structure improvement project

Total project	\$1,958,550
Less SRRF Loan (2)	<u>\$1,274,563</u>
<b>Equals -Debt Service</b>	<b>\$ 683,987</b>

I am requesting authorization from the School Committee to assume the required debt service for each project which totals \$8,115,731. If the School Committee agrees, I will present this memo and attached spreadsheet to the City of Bangor for their review. Thank you for your consideration.

**WSC IAG**

<b>Contractor</b>	
ABM Mechanical	5,559,575
Contingency	300,000
Engineering Fees (5%)	277,979
<b>Total</b>	<b>6,137,554</b>

**Funding Sources**

ARP COVID Grant	2,814,107
SRRF Loan	1,000,000
Bonding	2,323,447
<b>Total</b>	<b>6,137,554</b>

**JFD IAG**

<b>Contractor</b>	
ABM Mechanical	5,706,813
Contingency	300,000
Engineering Fees (5%)	285,341
<b>Total</b>	<b>6,292,154</b>

**Funding Sources**

ARP COVID Grant	2,106,607
SRRF Loan	1,000,000
Bonding	3,185,547
<b>Total</b>	<b>6,292,154</b>

**WSC Roof Replacement - wind storm damage**

<b>Contractor</b>	
Current Estimate	850,000 29,000+- Sq. Ft.

Funding is yet to be determined. Insurance is currently determining how much they will cover. The claim will then be forwarded to FEMA. Lastly, the balance will need to be funded by the School using debt service.

**SRRF Loan Project****Bangor High School - Curtain wall**

Original Project estimate \$2,655,900

<b>Contractor</b>	
Nichols Construction	1,042,000
Contingency	75,000
Engineering Fees (5%)	52,100
Estimate for Phase II	1,753,650
<b>Total</b>	<b>2,922,750</b>

**Funding Sources**

SRRF Loan	1,000,000
Bonding	1,922,750
<b>Total</b>	<b>2,922,750</b>

**Mary Snow - Roof structure improvement**

Original Project estimate \$2,099,500

<b>Contractor</b>	
Bowman	1,751,000
Contingency	120,000
Engineering Fees (5%)	87,550
<b>Total</b>	<b>1,958,550</b>

**Funding Sources**

SRRF Loan	1,274,563
Bonding	683,987
<b>Total</b>	<b>1,958,550</b>

Total Bond funding needed **8,115,730**

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**PUBLIC INFORMATION PROGRAM**

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Public support for the schools depends upon informed public opinion. The Bangor School Department will strive to maintain effective communications with the public in order to convey accurate information about the goals, programs, needs, and accomplishments of the schools and to provide ways for citizens to express their opinions and expectations

The Superintendent shall be responsible for establishing and maintaining a public communications program that will provide for the dissemination of pertinent information.

The Bangor School Committee encourages the Superintendent and school unit employees ~~to whom designated with~~ communication responsibilities ~~have been delegated~~ to use a variety of methods for providing information to the public.

All communications with the public shall appropriately respect the confidentiality of students and staff.

The building principal and/or program directors will be responsible for program and other routine school announcements to parents/guardians and students. The Superintendent shall be responsible for establishing guidelines for communications with the media and to the public. Such guidelines shall address confidentiality as well as authority to approve and/ or release communications, content, and contact with the media representatives.

Community opinion may be solicited through parent organizations, parent-teacher conferences, open houses, and other events or activities that bring staff, parents/guardians, and community members together. The Superintendent may develop and disseminate surveys and questionnaires to obtain information and to allow parents/guardians and citizens served by the school unit to express their opinions.

Legal Reference: 20 USC §§ 6311, 6314-6316, 6319  
Ch. 125 § 4.04 (Me.Dept. of Rule)

Cross Reference: AFC - Accomplishment Reporting to the Public  
JRA - Student Educational Records  
KDD - Media Relations

ADOPTED: October 27, 2021  
REVISED:



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**PUBLIC'S RIGHT TO KNOW/FREEDOM OF ACCESS**

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~~The Bangor School Committee recognizes the importance of a well informed public to the operations of the school department. The School Committee will comply with all applicable sections of Maine's Freedom of Access Act.~~

The Bangor School Committee designates the Superintendent, or designee, as the Public Access Officer for the Bangor School Department. The Public Access Officer is responsible for ensuring compliance in regard to Freedom of Access requests (see 1 MRSA § 413 (1)).

The Superintendent and any other person(s) designated as a public access officer shall complete the mandated training on the requirements of Maine's Freedom of Access Act.

Except as otherwise provided by statute, all Bangor School Committee proceedings shall be open to the public, any person shall be permitted to attend, and any records or minutes of such proceedings that are required by law shall be made promptly and shall be open to public inspection.

Bangor School Committee agendas and minutes, proposed and approved Bangor School Committee policies, annual budget reports, student handbooks and Bangor School Committee Member Freedom of Access training documentation/certificates shall be available for immediate inspection and/or copying in the Superintendent's Office. Requests for all other public records shall be made, preferably in writing, to the Superintendent, specifying the records desired for inspection/copying. The Superintendent/designee may request clarification concerning which public record or records are being requested.

The Superintendent/designee shall acknowledge receipt of a request for inspection and/or copying of public records within ~~a reasonable period of time~~ five working days of the request.

If the request is denied, the Superintendent/designee shall inform the requestor in writing within five working days of the request and shall state the reason for denial. Otherwise, inspection and/or copying may be scheduled to occur within a reasonable period of time following the request at a time that will not delay or inconvenience the regular activities of the school department.

The Bangor School Department is not required to create a record that does not exist.

**ELECTRONICALLY STORED PUBLIC RECORDS**

In compliance with the Freedom of Access Act, the Bangor School Department will provide access to an electronically stored public record as a printed document or in the medium in which the record is stored, at the requestor's option, except that the school unit is not required to provide access to an electronically stored public record as a computer file if the school unit does not have the ability to separate or prevent the disclosure of confidential information contained in or associated with that file. The Bangor School Department is not required to provide access to a computer terminal.

**FEES**

Except as otherwise provided by law or court order, Bangor School Department may charge fees as follows:

- A. A fee of ten cents (10 cents) per page to cover the cost of copying.
- B. An hourly fee (\$25 per hour) after the two hours of staff time per request to cover the actual cost of searching for, retrieving, and compiling the requested public record. Compiling the public record



includes reviewing and redacting confidential information.

- C. If conversion of a public record into a form susceptible of visual or aural comprehension or into a usable format, a fee to cover the actual cost of translation.
- D. A charge for the actual mailing costs to mail a copy of the record.
- E. No fee shall be charged for inspection of public records, unless the record cannot be inspected without being compiled or converted, in which case paragraph B or C applies.
- F. As required by law, the Bangor School Department will provide the person making the request an estimate of the time necessary to complete the request and the total cost and, if the estimated total cost exceeds \$20.00, will inform the requestor before proceeding. If the estimated total cost is greater than \$100.00 or if the requestor has previously failed to pay a fee assessed for access to Bangor School Department records, the requestor may be required to pay all or a portion of the estimated cost prior to the search, retrieval, compiling, conversion, and copying of the public record.

The Superintendent is directed to develop and implement such administrative procedures as may be necessary to carry out this policy.

Legal Reference: 1 M.R.S.A. § 401 et seq.  
1 M.R.S.A. § 408-A, sub-§ 8

Cross Reference: BDC - Executive Sessions  
GBJ - Personnel Records and Files  
JO - Student Records

ADOPTED: October 9, 2012  
REVISED: ~~October 27, 2021~~



**COMMUNITY USE OF SCHOOL FACILITIES**

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For the purpose of this policy, “school facilities” include buildings and grounds, parking lots, playing fields, and fixed equipment.

**I. USE CRITERIA**

School facilities should be made available for appropriate, non-commercial community use when such facilities are not required for their primary purposes: student instruction and engagement in co-curricular and extracurricular activities.

The long-term rental or lease of unused school facilities shall be authorized by the School Committee upon the recommendation of the Superintendent of Schools.

The occasional or short-term use of school facilities shall be authorized by the School Principal subject to regulations established by Superintendent of Schools and in accordance with the following guidelines:

- A. Activities sponsored by any component of the Bangor School Department shall take precedence over community use of school facilities. However, a process shall be established to provide equitable opportunity among community groups to request use of available facilities.
- B. Users must follow Bangor School Department policies during the use of school facilities. Policies can be accessed online at <https://www.bangorschools.net/about-us/policies/documents/about-us/policies/52115>.
- C. Facility use is subject to the schedule of charges established annually by the Superintendent. However, organizations and activities sponsored by any component of the Bangor School Department shall be exempted from such charges.
  1. **USE CHARGE.** There shall be a charge for the use of school facilities to offset the costs of rental administration, utilities expense, and facility maintenance. However, the following sponsoring organizations shall be exempted from the rental charge for the occasional use of facilities but shall be subject to applicable services charges:
    - a) Bangor area non-profit organizations which provide educational, cultural, or recreational activities for school-aged students or otherwise play a direct role in supporting Bangor students.
    - b) Federal/State/City of Bangor agencies conducting official business.
    - c) Federal/State legislators/City Council conducting official government business.
    - d) City of Bangor government agencies conducting official business.
    - e) City of Bangor Parks and Recreation Department conducting programming activities.



2. SERVICE CHARGE: During usage hours when a custodian is on scheduled school duty, there shall be a service charge only for those direct services required, such as setting up and taking down chairs or cleaning beyond the normal shift routine. At all other times there shall be a service charge for the entire time the facility is in use even though limited or no direct services may be required.

- D. Unless specifically exempted by the Superintendent of Schools, at least one school custodian shall be on site for the entire period of use (including preparation and cleanup), but such custodial personnel may simultaneously perform routine work for the Bangor School Department.
- E. At least one district food service employee must be present during the entire period of use of any school kitchen for food preparation, service, and cleanup.
- F. Police and/or security services shall be coordinated through the Bangor School Department at the expense of the user, unless specifically exempted by the Superintendent of Schools.
- G. Activities planned primarily for students shall end ~~not~~ no later than 10:00 p.m. on nights preceding school days and not later than 12:00 midnight on other nights.
- H. No alcoholic beverages shall be permitted on school property at any time.
- I. Use of tobacco products of any kind is prohibited in school facilities ~~and on school grounds~~.
- J. The sponsoring organization requesting use of a school facility must provide a certificate of liability insurance in the amount of a minimum of \$1 million of general liability and statutory workers' compensation insurance, if applicable. A release of all liability may be required for users at the discretion of the Superintendent.
- K. Users shall not sell more event tickets or otherwise grant entry to more participants than the approved capacity of the facility in use. Users must ensure that participants access only the spaces specified in the facility request documents.
- L. School equipment shall be used only as stated in the facility request documents. School equipment shall not be rented or borrowed for use off school property.
- M. Users must not negotiate with or pay individual school personnel for any services rendered. All charges shall be payable in full to the "BANGOR SCHOOL DEPARTMENT" within thirty (30) days of use.

## II. FEE SCHEDULE

- A. No fees shall be charged to any component of the Bangor School Department including school recognized parent-teacher organizations and school recognized booster clubs. State of Maine agencies will not be charged rental fees but shall pay any applicable service fees in section C.3.
- B. Fees for the use of school athletic facilities shall be:



## Athletics Facilities:

Venue / Type of Use	Fee	Included in Fee:
Cameron Stadium (Turf Field)	\$150 per hour	Use; Locker Rooms (2); Setup / Cleanup; Venue Closure.
Cameron Stadium (Track & Turf Field)	\$150 per hour	Use; Locker Rooms (2); Setup / Cleanup; Venue Closure.
Cameron Stadium (Baseball Field)	\$125 per hour	Use; Setup / Cleanup; Venue Closure.
Bangor High School (Softball Field)	\$125 per hour	Use; Setup / Cleanup; Venue Closure.
Bangor High School (Basketball Courts)	\$100 per hour	Use (1,2 or 3 courts); Bleachers; Locker Rooms (2); Custodian.
<u>Bangor High School (Tennis Courts)</u>	<u>\$100 per hour</u>	<u>Use; Setup / Cleanup; Venue Closure.</u>
<u>James F. Doughty School William S. Cohen School (Baseball Fields)</u>	<u>\$125 per hour</u>	<u>Use; Setup / Cleanup; Venue Closure.</u>
<u>James F. Doughty School William S. Cohen School (Softball Fields)</u>	<u>\$125 per hour</u>	<u>Use; Setup / Cleanup; Venue Closure.</u>

## C. Fees for the use of indoor school facilities shall be:

## 1. Performing Arts / Large Format Venue:

Venue / Type of Use	Fee	Included in Fee:
Peakes Auditorium (Live Performance / Event)	\$600 per date	Use; Venue Manager; Media Interface; Technical Staff (1), Classrooms (2), Custodian.
Peakes Auditorium (Technical / Dress Rehearsal)	\$150 per hour	Use; Media Interface; Technical Staff (1); Classrooms (2); Custodian.
Peakes Auditorium (Non- Technical Rehearsal)	\$100 per hour	Includes use, basic lighting and venue preparation.
<u>James F. Doughty School William S. Cohen School (Auditorium)</u>	<u>\$100 per hour</u>	<u>Includes use, basic lighting and venue preparation.</u>



## 2. Meeting / Presentation Spaces:

Venue / Type of Use	Fee	Included in Fee:
Cafeteria (Kitchen / Food Service)	\$100 per hour	Use; Food Services Staff (1), Custodian.
Lecture Hall (Meeting / Presentation)	\$100 per hour	Use, A/V Interface (Projector/Screen/Sound); Technical Support (1); Custodian.
Library (Meeting / Presentation)	\$75 per hour	Use, A/V (Screen Only); Custodian.
Cafeteria (Space, Furniture Only)	\$75 per hour	Use; Custodian.
Classroom (1)	\$50 per hour	Use; Custodian.

## 3. Itemized Service Fees:

Service Item	Fee per Hour
Peakes Manager	\$40 per hour for each hour on site to facilitate venue use.
Lights / Sound Technician (1)	\$40 per hour.
Custodian (1)	\$30 per hour as specified in Section I, Item 3-b.
Food Service Staff (1)	\$25 per hour as specified Section I, Item 5.

## D. Fees for the use of non-recreational outdoor facilities:

Non-recreational outdoor spaces such as school parking lots and lawns / greenspaces may be requested and must be approved for community use. Such usage is not permitted during school hours and may not otherwise interfere with school programs or operations. Use criteria established in Section I of this policy apply.

An administrative fee of \$50 will be charged. Users assume all responsibility for cleaning and removing any trash or debris from the space. Approved users will be charged additional custodian fee(s) for any custodial or maintenance / repair services that are necessary following a usage event.

## E. Payment

All use charges and service fees are to be paid to the “Bangor School Department”. Users must not negotiate with or pay individual school personnel for any services rendered. Past-due balances associated with facility use fees must be paid in full prior to additional request(s) being granted.

## F. Accounts Receivable

Billing for the accounts receivable process shall be initiated by the Business Office upon receipt of Form ~~KG~~ KF from the appropriate Principal/Director.

ADOPTED: February 4, 1991  
REVISED: May 11, 2022



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**COMMUNITY USE OF INSTRUCTIONAL EQUIPMENT/MATERIALS**

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Technology equipment, materials, and services may be made available for rental to Bangor area community groups and businesses. However, such use shall not conflict with the instructional needs of the Bangor School Department.

The Superintendent of Schools shall establish a schedule of fees which shall be charged to all users other than those approved by the Bangor School ~~Department~~ Committee, including parent-teacher organizations and booster clubs. There shall be no charge to the ~~Department of Educational and Cultural Services~~ Maine Department of Education for equipment, materials, or services related to meetings in the Bangor area.

ADOPTED: February 25, 1986  
REVIEWED: October 22, 2019  
REVISED: ~~June 8, 2016~~



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**PUBLIC GIFTS/DONATIONS TO THE SCHOOLS**

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The Bangor School Committee may accept, on behalf of the school unit, any bequest or gift of money or property for a purpose deemed suitable by the Bangor School Committee in accordance with state law. All gifts shall be accepted in the name of the Bangor School Department and become the property of the school unit, but may be designated for use in a particular school or department.

The Bangor School Committee will officially acknowledge the gifts whose value exceeds \$100 at a Bangor School Committee meeting and thank the donors in writing.

The Bangor School Committee shall have the sole authority to determine whether a gift is suitable for school purposes. The Bangor School Committee has no obligation to accept any gift that has conditions that are unacceptable to the Bangor School Committee.

Only items of legitimate use in the school program shall be accepted. The Bangor School Committee is under no obligation to replace a gift if it is destroyed, lost, stolen, or becomes worn out.

Gifts will not be accepted if they involve an excessive cost for maintenance or installation. If installation is required, the gift shall be installed under the supervision of school unit personnel.

The Bangor School Committee will notify prospective donors, in writing, if their gift/donation cannot be accepted.

The Superintendent or school principal may accept in-kind gifts/donations of less than \$100.00 in value when consistent with the rest of this policy.

The Superintendent shall implement any administrative procedures necessary to carry out this policy.

Legal Reference: 20-A MRSA § 4005

ADOPTED: November 4, 1963  
REVIEWED: October 22, 2019  
REVISED: ~~July 29, 2015~~



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**ADVERTISING IN THE SCHOOLS**

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~~The Bangor School Committee believes that, in general,~~ Product advertising and/or endorsement is to be discouraged in the schools. The Bangor School Committee has an obligation to assure that students, who are required by law to attend, are not subjected to commercial messages of any kind without careful analysis of the benefits and risks that pertain in each instance. Since the issue of advertising in the schools can be attended by strong opinions, the Bangor School Committee may seek comments and recommendations from the administration, the professional teaching staff, and the community prior to considering any form of advertising in schools, on school grounds, or on school buses.

The Bangor School Committee is opposed in principle to accepting any programming, equipment, or services that are offered only on the basis of mandatory exposure of students to product advertising. The Bangor School Committee recognizes, however, that in some instances product names, logos, or advertising may be acceptable when the programming, equipment, or services can be clearly shown to be of significant benefit to the school program.

The Bangor School Committee reserves the right to consider requests for advertising in the schools, on school grounds, or on school buses on a case-by-case basis, except that:

- A. Brand specific advertising of food or beverages is prohibited in school buildings, on school grounds, or on school buses except for food and beverages meeting standards for sale or distribution on school grounds in accordance with Maine Department of Education rules. For the purpose of this paragraph, “advertising” does not include advertising on broadcast media or in print media such as newspapers and magazines, clothing with brand images worn on school grounds, or advertising on product packaging.
- B. Consistent with its efforts to promote a tobacco, alcohol, and drug free environment, the Bangor School Committee will not agree to displays of advertising in school buildings, on school grounds, or on school buses for tobacco products (including vaping devices and products), alcoholic beverages, drugs (including prescription and over-the-counter medications), performance enhancing substances, or dietary supplements.

The Superintendent of Schools/designee shall ensure academic programs and announcements offered at school activities including but not limited to athletic contests, performing arts events, and other exhibitions or exhibits comply with this policy.

Legal Reference: 20-A M.R.S.A. § 6662  
~~Me. Dept. of Ed. Rule Ch. 51~~

ADOPTED: July 29, 2015  
REVIEWED: October 22, 2019  
REVISED: ~~August 23, 2017~~



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**VISITORS TO THE SCHOOLS**

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~~The Bangor School Committee encourages the~~ An active interest and involvement of parents/guardians and citizens in the public schools is encouraged. In order to avoid interruption of the instructional program and to promote the safety of students and staff, building principals shall institute administrative procedures concerning visitors to the schools. Such procedures shall be subject to the approval of the Superintendent. It is understood that procedures may vary from school to school due to differing considerations such as the age of the students and building layout and location.

The following general guidelines shall be incorporated in all building-level administrative procedures concerning visitors.

- A. The term “visitor” shall apply to any person on school grounds or in school buildings who is not an employee or student of the Bangor School Department.
- B. All visitors shall report to the main office upon arrival at the school. This section does not apply to visitors who have been invited to the school for an open house, performance, or other pre-planned activity.
- C. Visits to the schools by members of the public or the Bangor School Committee shall not be for the purpose of evaluating Bangor School Department employees or Bangor School Department curriculum, monitoring teaching methods, reviewing lesson plans, or interviewing school employees.
- D. All visitors who wish to meet with staff members are expected to schedule such visits in advance. Teachers/staff may not use instructional time to discuss individual matters with visitors.
- E. Appointments may be scheduled, before or after school, or at a mutually convenient time. Exceptions may be made in the case of emergencies. Parent-Teacher Organization meetings and building-wide programs with open invitations from building administration are considered scheduled appointments, as are scheduled volunteer opportunities in classrooms.
- F. Unscheduled visits or conferences with teachers or students during the school day result in interruption of the overall educational process and are generally discouraged except in an emergency or in unusual circumstances. Visitors may not interrupt a teacher who is teaching a class, supervising students, or on his/her/their\* planning time or lunch time.
- G. No visitor may confer with a student in school, other than a student of whom he/she/they is the parent/guardian, except as otherwise permitted by law, without prior permission of the building principal.
- H. No visitor shall be allowed to photograph, ~~or~~ videotape, or electronically record any person or any part of any building or to tape record any conversation of any kind without prior approval of the Superintendent of Schools and permission by the parent/guardian and the student. This section does not apply to recording of activities that are open to the public and not protected by copyright laws.
- I. Teachers/staff shall not discuss individual students or the performance of those students with any non-school persons except the student’s parent/guardian, unless written permission is granted by the parent(s)/guardian(s) or the parent/guardian is in attendance. Exceptions to the policy may apply in connection to cooperation with law enforcement officials and probation officers or as required by law for student assistance purposes.



- J. Individual School Committee members shall follow the same procedures as other visitors and also state whether they are visiting the schools on personal business or in connection with Bangor School Committee duties.
- K. Visitors shall comply with all applicable Bangor School Department policies and school rules. Visitors who violate these policies/rules and/or disrupt the safe and orderly operation of the school shall be asked to leave the premises.
- L. The building administrator has the authority to refuse entry to school grounds or buildings to persons who do not have legitimate, school-related business and/or who may disrupt the operations of the schools. This may include, but not be limited to, the news media, profit-making businesses, ~~fundraisers~~ charitable and other solicitations (except as otherwise permitted by Bangor School Committee policy), and other persons or organizations seeking access to students and/or staff.
- M. School staff shall report unauthorized persons on school grounds or in school buildings to the building administrator. Unauthorized persons shall be directed to leave the premises immediately.
- N. The building administrator may request the assistance of law enforcement as necessary to deal with unauthorized person or violations of the law by visitors to the schools.

Cross References:	BBF	Code of Ethics
	EBCC	Emergencies at School
	GBI	Staff Gifts and Solicitations
	KJA	Distribution of Non-School Materials
	KLGA	Relations with School Resource Officers and Law Enforcement Authorities

ADOPTED: November 15, 2017  
 REVIEWED: October 22, 2019  
 REVISED:

\* “They, them, their” will be utilized herein to reflect all personal pronouns for the referenced individual or parties.



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**DISTRIBUTION OF NON-SCHOOL MATERIALS**


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~~The Bangor School Committee wishes to minimize~~ Minimizing intrusions on the teaching and learning time of students and staff is desired. While there are many worthy activities in the community served by Bangor School Department that are sponsored by various non-profit organizations, the Bangor School Committee believes that students should not be used to distribute or carry home flyers, brochures, or other materials that are not directly related to school programs, school curriculum, or school-related activities.

Only the following materials may be distributed to students to be carried home:

- A. Communications from the Bangor School Committee, Superintendent, school administrators, and school staff such as newsletters, letters to parents/guardians, announcements of meetings or events, school forms, and classroom information;
- B. Information and notices concerning school-sponsored activities and programs for students and/or parents/guardians;
- C. Information and notices approved by the Superintendent ~~of Schools~~ concerning activities and programs offered by groups affiliated with Bangor School Department schools, such as parent-teacher organizations and booster groups; and
- D. Information and notices from municipal, state, and federal agencies concerning programs available to students.

To minimize disruption to classes, the Superintendent may limit the frequency with which non-school materials may be sent home with students.

**POSTING OF NON-PROFIT/COMMUNITY MATERIALS**

Building principals may designate a bulletin board or other specific location where notices regarding non-profit community activities or events that may be of interest to students and/or parents/guardians may be posted. Any local non-profit group may submit such materials. All materials must include a statement that the activity or program is not affiliated with or endorsed by the Bangor School Department

Materials that interfere with the instructional process or the operations of the schools, that are lewd or obscene, libelous, that are discriminatory or infringe upon the rights of others, promote illegal activities, or are in violation of any Bangor School Committee policy will not be posted.

In order to make sufficient space available, building principals may establish rules for the size of notices/flyers and the length of time they may be posted.

Community materials may not be posted without the prior approval of the Superintendent ~~of Schools~~.

ADOPTED: September 15, 1986  
 REVIEWED: October 22, 2019  
 REVISED: August 23, 2017



**RELATIONS WITH SCHOOL RESOURCE OFFICERS AND LAW ENFORCEMENT  
AUTHORITIES**

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~~The Bangor School Committee recognizes that~~ A cooperative relationship with local, state, and federal law enforcement authorities is desirable for the protection of students and staff, ~~and~~ in maintaining a safe school environment, and safeguarding school property. To that end, the Bangor School Department and the Bangor Police Department have established a School Resource Officer (SRO) program. The Bangor School Committee hereby officially designates the police officers assigned by the Bangor Police Department to serve as SROs as the law enforcement unit of the Bangor School Department. The purpose of the SROs is to enforce local, state, and federal laws and to assist in maintaining the physical security and safety of the School Department.

In keeping with the Bangor School Department's mission, the primary roles of the SROs are to:

1. Provide support and assistance to the school administration and staff to maintain a safe and constructive learning environment for the Bangor School Department community;
2. Enforce local, state, and federal laws;
3. Serve as a resource to administrators and teachers in planning and providing age-appropriate educational programs that foster respect for the law, an understanding of law enforcement, and safe and healthy behaviors;
4. Serve as a resource to administrators and staff concerning law enforcement and child welfare issues;
5. Assist individual students and their families in addressing issues related to law enforcement and helping students to have a meaningful school experience;
6. Serve as a liaison between the schools and the Bangor Police Department in addressing issues of concern to both departments; and
7. Act as a resource and assist with emergency preparedness.

School administrators and staff have the primary responsibility for maintaining proper order in the schools and for disciplining students for violations of Bangor School Committee policies and school rules. The authority of the school administrators, as administrators of the Bangor School Department, will be acknowledged at all times as to matters within the scope of their authority. However, the Superintendent of Schools and administrators may seek the assistance of an SRO and/or the Bangor Police Department when they believe there is a threat to the welfare and safety of the schools, students, and/or staff. The Superintendent and administrators shall also inform an SRO and/or the Bangor Police Department when they have reason to suspect that a student or staff member may have violated a state or federal criminal, or juvenile law.

In general, the Bangor School Committee discourages SROs and other law enforcement authorities from using the schools as a venue to arrest and/or question students for activities not related to or affecting the schools. The Superintendent and administrators retain the authority to deny access to students for non-school-related investigations.

Under this policy, SROs are considered to be school officials with legitimate educational interests in reviewing educational records in order to perform their professional responsibilities.



The Bangor School Committee authorizes the Superintendent to develop administrative procedures, in consultation with the Bangor Police Department, to guide interactions between the schools, the SROs, and the Bangor Police Department. Such procedures should safeguard the rights of students and parents/guardians and be consistent with Bangor School Committee policies. Administrators may also develop appropriate building-level procedures regarding the role and activities of SROs in their schools. All administrative procedures must be consistent with Bangor School Committee policies, as well as the SRO program agreement between the Bangor School Department and the Bangor Police Department, and are subject to approval by the Superintendent.

At least annually, SROs and the Bangor School Department administrative team shall meet to review topics pertinent to the interests of this policy.

Legal Reference: 20 USC 1232g; 34 CFR Part 99

Cross Reference: Regulation KLGA - School Resource Officer/Law Enforcement Administrative Procedure

ADOPTED: August 22, 2012

REVIEWED: October 22, 2019

REVISED: ~~October 15, 2015~~



**RELATIONS WITH SCHOOL RESOURCE OFFICERS AND LAW ENFORCEMENT  
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ADOPTED: August 22, 2012

REVIEWED: October 22, 2019

REVISED: ~~October 15, 2015~~



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**REPORTING CHILD ABUSE AND NEGLECT**

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**I. DEFINITIONS**

- A. ~~Child abuse or neglect. Child abuse or neglect is defined by Maine law as “a threat to a child’s health or welfare by physical, mental or emotional injury or impairment, sexual abuse or exploitation, deprivation of essential needs or lack of protection from these, or failure to ensure compliance with school attendance requirements, if the child is at least seven years of age and has not completed grade six and has the equivalent of seven full days of unexcused absences or five consecutive school days of unexcused absences during a school year, by a person responsible for the child.”~~ Child abuse and neglect. Child abuse and neglect is defined by Maine law as:
- “A threat to a child’s health or welfare by physical, mental, or emotional injury or impairment, sexual abuse, or exploitation, or deprivation of essential needs or lack of protection from these by a person responsible for the child.”
  - Truancy (for a child who is either 1) age five and under age six and who has been voluntarily enrolled in schools; or 2) six years of age and has not completed grade six, if a child described in 1) or 2) has the equivalent of seven full days of unexcused absences or five consecutive school days of unexcused absences during the school year) when the absence is the result of neglect by a person responsible for the child.
  - “A threat to a child’s health or welfare caused by child sex trafficking by any person, regardless of whether or not the person is responsible for the child.”
- B. Person responsible for the child. A “person responsible for the child” means a person with responsibility for a child’s health or welfare, whether in the child’s home or another home or a facility which, as part of its function, provides for the care of the child. It includes the child’s parent, guardian, or other custodian.
- C. Child sex trafficking. Child sex trafficking means the recruitment, harboring, transportation, provision, or obtaining of a child for the purposes of commercial sex act(s).

**II. EMPLOYEES’ DUTY TO REPORT**

- A. Any employee of the school unit (hereinafter referred to as the “notifying employee”) who has reason to suspect that a child has been or is likely to be abused or neglected must immediately notify the building principal who shall process the report as provided in Section III of this policy. In addition to notifying the building principal, the employee may also make a report directly to the Department of Health and Human Services (DHHS), ~~or~~ the District Attorney, or law enforcement officer when the employee believes a direct report will better protect the child in question.
- B. If the ~~reporting~~ notifying employee does not receive written confirmation from the building principal/Superintendent within 24 hours of the report that a report has been made to DHHS and/or District Attorney, the employee shall make an immediate report directly to DHHS and, if the person suspected is not a person responsible for the child, to the District Attorney. In such cases, the employee shall then complete a copy of the Report of Child Abuse and Neglect Form (Form KNAG). If the notifying employee does not report to the DHHS, or the District Attorney the Superintendent shall investigate and take appropriate action, in accordance with applicable Bangor School Committee policies and state and federal laws.



- C. If the ~~reporting~~ ~~notifying~~ employee does receive written confirmation from the building principal/Superintendent within 24 hours of the report, he/she/they\* shall sign the form as acknowledgement that the report was made and return it to the building principal/Superintendent.
- D. Any volunteer who has reason to suspect that a child has been or is likely to be abused or neglected is also expected to make a report to the building administrator, and may also make a report directly to DHHS, and the District Attorney if required (~~see see.3-B~~ see Section III.B),
- E. Electronic reporting of suspected child abuse or neglect through the DHHS – approved reporting portal is permitted.

### III. ADMINISTRATORS' DUTIES

All building principals, Bangor administrators, and the Superintendent are designated agents to make child abuse and neglect reports. A building principal may also designate a specific agent to receive reports.

- A. If a building principal/designated agent suspects abuse or neglect, or receives a report, the building principal/designee shall notify the Superintendent immediately.
- B. The building principal or designee shall immediately make a report by telephone to DHHS, and if requested by DHHS, provide a written report of the suspected abuse or neglect to DHHS within 48 hours. In addition, if the person suspected of abuse or neglect is not the parent, guardian, or other custodian of the child, the Superintendent/building principal shall also make a report to the District Attorney and the Bangor Police Department.
  - ~~1. The law requires the reporting employee to make his/her own report to DHHS and/or the District Attorney if he/she has not received confirmation within 24 hours that such a report has been made by the building principal/Superintendent.~~
- C. The person making the report to DHHS and/or the District Attorney shall complete the Report of Child Abuse and Neglect Form KNAG in consultation with the notifying employee.
- F. The building administrator/Superintendent shall provide a copy of the Report of Child Abuse and Neglect Form to the ~~reporting~~ ~~notifying~~ employee within 24 hours of the employee's initial report. The ~~reporting~~ ~~notifying~~ employee shall sign the report and return it to the building administrator/Superintendent.
- E. The form will be forwarded to DHHS and/or the District Attorney, and the Superintendent/designee. The school unit shall retain the form, along with any other information, relevant to the case, for ten years as specified in the Maine Archives Rules.

### IV. REPORTING PROCEDURES

The verbal report shall include the following information, if known:

- A. The name and address of the child and the persons responsible for his/her/their\* care or custody;
- B. The child's age and sex;
- C. The nature and extent of the alleged abuse or neglect, including description of injuries and any explanation given for them;
- D. A description of alleged sexual abuse or exploitation, if any;
- E. Family composition and evidence of prior abuse or neglect of the child or his/her/their siblings;



- F. The source of the report, the person making the report, his/her/their occupation and where he/she/they can be contacted;
- G. Any actions taken by school staff, including any photographs taken or other materials collected; and
- H. Any other information the person making the report believes may be helpful.

Upon DHHS' request for a written report, the Superintendent/designee shall complete the Suspected Child Abuse/Neglect Report and mail a copy to DHHS. Proper documentation shall be maintained in accordance with Section III. C.

#### V. INTERNAL INVESTIGATIONS AND DISCIPLINE

- A. Employees. If the person suspected of abuse or neglect is an employee, the Superintendent/designee shall investigate and take appropriate action, in accordance with applicable Bangor School Committee policies, collective bargaining contracts, and federal and state laws.
- B. Students. If the person suspected of abuse or neglect is a student, and the abuse or neglect occurred on school premises, during a school activity, or is otherwise related to the school, the Superintendent/designee shall investigate and take appropriate action, in accordance with applicable Bangor School Committee policies and federal and state laws.

#### VI. INTERVIEWS OF CHILD AND SCHOOL PERSONNEL

Upon Department of Human Services (DHHS) request, DHHS personnel shall be permitted to meet with and interview a child who is named in a report of suspected child abuse and neglect when the child is present at the school. DHHS personnel shall be permitted to meet with and interview the child without prior notification to the parent or custodian when DHHS has reasonable grounds to believe that prior notice would increase the threat of serious harm to the child or another person. The Department may conduct one initial interview with a child without prior notification to the parent or custodian of the child when the child contacts DHHS or a person providing services puts the child into contact with DHHS.

The interviewer shall be required to provide written certification that he/she/they is an authorized representative of the DHHS and that, in DHHS judgment, the interview is necessary to carry out that Department's duties under Maine law.

The DHHS caseworker shall discuss the circumstances of the interview and any relevant information regarding the alleged abuse or neglect with the child's teacher, or ~~guidance~~ school counselor, or the school's nurse, social worker, or principal, as the caseworker determines is necessary for the provision of any needed emotional support to the child prior to and following the interview.

School officials may not place any other conditions on the DHHS's ability to conduct the interview, including but not limited to requiring that certain persons be present during the interview; prohibiting certain persons from being present during the interview; or requiring notice to or consent from a parent or guardian.

School official should attempt to coordinate investigations with DHHS and law enforcement to the extent possible, in light of the school's obligation to protect the safety and security of the school environment. When reasonably possible, any internal interviews of a child who may have been abused or neglected will be conducted by a person who has knowledge of appropriate techniques for interviewing alleged victims of abuse and neglect.



School officials shall not place conditions on how the interview is conducted, including, but not necessarily limited to requiring the certain persons be present during the interview; prohibiting certain persons from being present during the interview; and requiring notice to or consent from a parent or guardian.

School officials shall provide an appropriate, quiet, and private place for the interview to occur.

That DHHS intends to interview the child is confidential information and may not be disclosed to any person except those school officials, including an attorney for the school, who need the information to comply with Maine law pertaining to child abuse and neglect investigations.

School personnel who assist DHHS in making a child available for an interview are regarded as participating in a child protection investigation or proceeding for the purpose of immunity from liability.

## **VII. CONFIDENTIALITY OF INFORMATION AND RECORDS**

All records, reports, and information concerning alleged cases of child abuse and neglect shall be kept confidential to the extent required by Bangor School Committee policies and applicable law.

The building principal/designee is permitted to release a child's school records without prior consent of the parent/guardian to DHHS or law enforcement officials as necessary to protect the health or safety of the child or other individuals under federal law.

## **VIII. TRAINING**

Any school unit employee who is required to make a report shall have completed training within 6 months of hire and at least once every four years, complete mandated training approved by DHHS.

## **IX. CHILD SEXUAL ABUSE PREVENTION EDUCATION PRE-K THROUGH GRADE 5 CURRICULUM PROGRAMS**

Age-appropriate child sexual abuse prevention education curriculum programs shall be:

1. Delivered by qualified instructors;
2. Part of the written comprehensive school health education curriculum;
3. Aligned to the Maine Learning Results Health Education Standards for grades Pre-K through 5 (pursuant to 20-A MRS §6209); and
4. Follow an appropriate scope and sequence.

The classroom curriculum will be consistent with evidence-informed, age-appropriate child sexual abuse prevention education for students ~~and include that~~:

1. Includes age-appropriate education regarding physical and personal boundaries, including biologically accurate body terminology;
2. Helps children identify unsafe or uncomfortable situations including a range of feelings, touches, or violations of physical boundaries;
3. Helps children identify safe adults with whom they could discuss unsafe or uncomfortable situations; and
4. Helps children identify and develop skills to support a friend who may be experiencing unsafe or uncomfortable situations.

## **RESOURCES AND SERVICES**

The Bangor School Department maintains a list of age appropriate resources for victims of child sexual abuse and non-offending caregivers of a victim of child sexual abuse. These resources are updated annually and are available at all Bangor schools.



**GOOD FAITH IMMUNITY FROM LIABILITY**

Any person who in good faith reports, assists DHHS in making the child available for an interview, or participates in the investigation or proceedings of a child protection investigation is immune from any criminal or civil liability for the act of reporting or participating in the investigation or proceeding. Good faith does not include instances when a false report is made and the person knows the report is false.

The Bangor School Department prohibits any retaliation against any school employee who makes a good faith report of child abuse and neglect in accordance with this policy.

Legal Reference: 20 22 MRSA Ch. 1071, Child and Family Services and Child Protection Act  
22 MRSA § 4011-A, 4021  
20 USC § 1232g, Family Educational Rights and Privacy Act  
20-A M.R.S.A. §§ ~~5001-A(3)~~; 5051-A(1)(C); 5051-A(2)(C)

Cross Reference: ACAA – Harassment and Sexual Harassment of Students  
GBEB – Staff Conduct with Students  
JLF-R –Reporting Child Abuse and Neglect Administrative Procedure  
JLF-E –Suspected Child Abuse and Neglect Report Form  
JRA – Student Records

ADOPTED: December 1, 1986

REVISED: January 26, 2022

\* “They, them, their” will be utilized herein to reflect all personal pronouns for the referenced individual or parties.



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**EDUCATIONAL RESEARCH AND SURVEYS, INTERVIEWS, ANALYSES, OR  
EVALUATIONS OF STUDENTS, FAMILIES OR FACULTY**

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The Bangor School Department may cooperate with appropriate agencies, post-secondary institutions, and individuals in undertaking potentially useful research or distribution of research materials to students, families, or faculty in the Bangor schools. However, each research project being initiated and all research materials distributed to students, families, or faculty must have the approval of the principal and the Superintendent of Schools before being distributed.

Approval shall be based upon, but not limited to, the following criteria:

- A. The project should be so designed that it can be expected to produce valid and reliable results.
- B. It should be expected to contribute to the improvement of education generally, and to the Bangor School Department, specifically.
- C. Questionnaires and interview questions must be submitted in advance to the principal and Superintendent of Schools. No student or faculty member shall be required to submit to educational research surveys, interviews, analyses, or evaluations that request or reveal information concerning:
  1. Political affiliations or beliefs of the student or the student's parent/guardian;
  2. Mental or psychological problems of the student or the student's family;
  3. Sex behavior or attitudes;
  4. Illegal, anti-social, self-incriminating, or demeaning behavior;
  5. Critical appraisals of other individuals with whom respondents have close family relationships;
  6. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers; or
  7. Income, other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program, without the prior written consent of the student's parent/guardian, or of the student, if he/she/they\* is 18 years of age or older.
- D. Project outlines must be submitted to the Superintendent of Schools and should be of sufficient scope and depth to justify the time and effort to be consumed.
- E. In general, the study must not interrupt the work of pupils or teachers.

**Educational Research & and Surveys, Interviews, Analyses, or Evaluations of Students, Families or Faculty**

- A. In the case of student projects, prior written approval by a faculty member of the institution attended will be required. This faculty member shall have supervisory responsibility related to the student's project.
- B. Prior to distribution, the final report of any approved research projects must be presented to the principal and Superintendent of Schools for the purpose of review and critique.



- C. All instructional materials, including teachers' manuals, ~~films, tapes~~ audio recordings, visual recordings, or other supplementary material that will be used in connection with any such survey, analysis, or evaluation shall be available upon request for inspection by the student's parent/guardian. For the purpose of this policy, "instructional material" does not include teacher-generated assessments.

The ~~school unit~~ Bangor School Department will notify parents/guardians of this policy at least annually at the beginning of the school year and within a reasonable time of any substantive change in policy. A parent/guardian may inspect, upon request, a surveyor interview items created by a third party before the surveyor interview is administered or distributed to a student. The ~~school unit~~ Bangor School Department will also directly notify parents/guardians annually at the beginning of the school year, or with sufficient notice to parents/guardians, when surveys, analyses, or evaluations are scheduled or anticipated. parents/guardians shall have the opportunity to decline their child's participation in any survey, interview, analysis, or evaluation used for purposes of independent research. Students who are 18 years of age or older may decline to participate in such surveys, interviews, analyses, or evaluations.

The Superintendent/designee will be responsible for implementing any procedures necessary to protect the privacy of participating students and to provide parents with access to surveys within a reasonable time before administration or distribution.

ADOPTED: May 2, 1983  
REVIEWED: October 22, 2019  
REVISED: ~~July 29, 2015~~

\* "They, them, their" will be utilized herein to reflect all personal pronouns for the referenced individual or parties.



**SUPPLEMENTAL COMPENSATION GUIDE**

The following supplemental compensation guide shall be implemented by the Superintendent of Schools.

<b>CONTRACTED SERVICES:</b>	Accompanists	\$21.00 per hour
<b>WAGE SCALE:</b>	(Payroll with limited benefits as designated below.)	
	Summer Painters:	
	Foreperson (only while serving as such)	\$15.75 per hour
	Painter	<del>minimum wage</del> \$15.00 per hour
	Summer General Laborer	\$15.75 per hour
	Summer Grounds Maintenance	<del>minimum wage</del> \$15.00 per hour
	Summer Temporary Custodians	<del>minimum wage</del> \$15.00 per hour
	Theater Set Construction	<del>minimum wage</del> \$15.00 per hour
	Peakes Manager	\$24.06 per hour
	Peakes Event Assistant	\$16.50 per hour
	Curriculum Development Summer Projects	\$150 per Day

<b>ATHLETIC PERSONNEL:</b>	(No fringe benefits.)	
	Starters, Site Supervisors, Meet Directors	\$15.75 per hour
	Ticket Sellers	minimum wage
	Ticket Takers	minimum wage
	Timers	minimum wage
	Scorers	minimum wage
	Announcers	minimum wage
	All Others (Ribbon writers, etc.)	minimum wage
	SPA Assigned Officials	Per SPA Officials Fee Schedule
	Physicians	\$125.00/game +mileage
	Athletic Event Site Supervisor	\$2,500 per year
		To be paid Nov/Mar/Jun

**SUMMER CAFETERIA WORKERS:**

Food Services Assistants	
First year – Probationary Step (Assistant)	–\$17.24 per hour
More than one year Step B (Assistant)	–\$17.86 per hour
Supervisor – Step B (Manager)	–\$19.36 per hour

**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.

**HOURS AND BENEFITS:** Hours shall be as designated by the Superintendent of Schools. Since these are supplemental employment opportunities, no benefits shall accrue other than as may be specifically authorized in writing by the Superintendent of Schools. It is the intent of the Bangor School Committee that the Superintendent review this policy annually and recommend such change as may be consistent with the needs of the Bangor School Department.



Payments shall be bi-weekly.

REVISED: ~~May 22, 2024~~ July 17, 2024  
EFFECTIVE: July 1, 2024



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**BANGOR SCHOOL DEPARTMENT  
NONDISCRIMINATION/EQUAL OPPORTUNITY 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, hair style or texture, color, 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, hair style or texture, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status is prohibited.~~

~~The Bangor School Department shall not discriminate against any employee or applicant for employment because of race, hair style or texture, 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, hair style or texture, color, 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, 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, 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. 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.~~



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**~~— 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~~
- ~~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 style or texture, 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, 262-9125.~~

~~**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 style or texture, 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 style or texture, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information or familial status 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, hair style or texture, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status. 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 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 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, in collaboration with the Affirmative Action/Title IX Coordinator, 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 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 and 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 all students in each graduating class.~~

It is the policy of the Bangor School Department (BSD) that all students and employees be treated with respect. Established policies and procedures strive to provide a workplace and educational environment free from discrimination and harassment—including sexual harassment—as required by law. Through this policy, the BSD establishes its intent to provide equal access, opportunity and treatment to students in the provision of educational programs and activities and to applicants and employees in all capacities of employment. Slurs, innuendos, hostile treatment, violence, or verbal or physical conduct against a student or employee with implication or impact specific to the protected categories listed and described below will not be tolerated.

The Bangor School Committee directs the school administration and associated staff to implement a continuing program to prevent discrimination against all applicants, employees, students and associated individuals who access BSD premises and activities. The BSD will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the School Department to subscribe to all applicable federal and state laws pertaining to contract compliance.

The BSD has designated and authorized an Affirmative Action Officer and Title IX Coordinator who is responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination and harassment based on membership or perceived membership in a protected class. The Affirmative Action Officer and Title IX Coordinator are staff members with direct access and report to the Superintendent of Schools.

Policy AC has implemented grievance and investigation procedures outlined through the Bangor School Department Civil Rights Procedure Manual. The BSD provides required notices of these complaint procedures and how they can be accessed, as well as compliance with federal and state civil rights laws and regulations to all applicants for employment, employees, students, parents/guardians, and other interested parties.

If you have questions or wish to access this manual, please contact the Bangor School Department DEIB Coordinator or the Bangor School Department Superintendent.

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  
Clergy 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~~  
~~ACAA – Harassment and Sexual Harassment of Students~~  
~~ACAAA – Transgender and Gender Expansive Students~~  
~~ACAB – Harassment and Sexual Harassment of Employees~~  
ACAD – Hazing  
Bangor School Department Civil Rights and Nondiscrimination Manual, July 2024  
GBEB – Staff Conduct with Students  
GBGB – Workplace Bullying  
JFC – Code of Conduct  
JICIA – Weapons, Violence, and School Safety  
JICJ – Student Use of Cell Phones  
JICK – Bullying in Schools  
~~AC – Nondiscrimination and Harassment~~

ADOPTED: February 7, 2000  
REVIEWED: February 22, 2023  
REVISED: ~~April 26, 2023~~



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## EQUITY

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### Purpose and Scope:

The Bangor School Department (BSD) recognizes equity as a foundational value and practice to realize academic excellence for all students, a positive work environment for all staff, and a climate that emphasizes respect and a sense of belonging for all members of the BSD community. Through this policy, BSD takes responsibility for active and ongoing engagement with dynamics of diversity, equity, inclusion and belonging (DEIB) in an effort to remove barriers to learning, respond to and redress disparities in access, and support optimal professional and educational outcomes.

In order to foster safe, uplifting educational spaces for students to express their individuality and learn to value diversity and self-growth, and in alignment with the language from the Maine Department of Education's Diversity/Equity/Inclusion Statement, the Bangor School Department holds that every student can and will be successful when:

- School is a **welcoming, safe place** for all school community members to bring their rich, lived experiences, perspectives, and identities into every aspect of their Bangor School Department experience.
- **Social, emotional, and behavioral supports** are understood as critical prerequisites to academic learning.
- All **academic and non-academic programming** is culturally sustaining and co-constructed with school and community members.
- Curricula and materials **reflect diverse perspectives, cultures, and identities and include practices and ideologies of historically marginalized communities.**
- Schools ensure ongoing professional development in **anti-racist, anti-bias, and culturally sustaining practices, programs, curriculum, instruction, and policies.**
- **Staff are respected and regarded as knowledgeable** about the ways to serve diverse student identities and engage with equity and inclusion within their class materials and practices.
- **Families and caregivers are respected and meaningfully engaged partners** in their students' educations and are invited to collaborate in dialogue surrounding school culture.
- The district **seeks input and expertise from stakeholders** in working to create equitable schools in which we value diversity and self growth.



**Review of the Equity Policy:**

This policy is reviewed within annual staff training, with newly hired staff, and as needed so that it is well known to staff and students in the Bangor school Department. This policy is included within annual and specific review with students in age and developmentally appropriate avenues as determined by building administrators.

**Cross References:**

- AC - Nondiscrimination/Equal Opportunity and Affirmative Action
- ACAA – Harassment and Sexual Harassment of Students
- ACAAA – Transgender and Gender-Expansive Students
- ACAB – Harassment and Sexual Harassment of Employees
- ADAA – School System Commitment to Standards for Ethical and Responsible Behavior
- Bangor School Department Civil Rights and Nondiscrimination Manual, July 2024
- *Commitment and Support for Diversity, Equity and Inclusion in Maine Schools*, Maine Department of Education, December 11, 2020
- JFC – Code of Conduct

ADOPTED:



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**TEACHING ABOUT CONTROVERSIAL/SENSITIVE ISSUES**

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American academic tradition stresses the free contest of ideas as a vital element both in the development of curriculum and in classroom teaching.

**Teaching Controversial Issues**

Training in reflective and responsive thinking may be incorporated in course offerings at all grade levels. This training is impossible, or at least severely hampered, if the community does not respect the principles of freedom and recognize that dissent does not necessarily mean disloyalty. However, one form of dissent which is incompatible with freedom is that which attempts to end freedom. Irrational fears do just this, and thereby may block the school in its efforts to handle controversial issues in an atmosphere of freedom and thoroughness.

- A. It is the responsibility of the schools to make provision for the study of controversial issues.
  - 1. The policy on controversial issues should be defined in terms of the rights of students rather than in terms of the rights of teachers.
  - 2. The study should be emphasized in the high school, when most students are mature enough to study the significant controversial issues facing our society.
  - 3. The study should be objective and scholarly with a minimum emphasis on opinion and a maximum emphasis on facts and critical thinking.
  
- B. In the study of controversial issues, the students have the following rights:
  - 1. The right to study any controversial issue which has political, economic, or social significance and concerning which (at the appropriate level) he/she/they\* should begin to have an opinion;
  - 2. The right to have free access to all relevant information;
  - 3. The right to form and express opinions on controversial issues without thereby jeopardizing relations with the teacher or the school; and
  - 4. The right to study under competent instruction in an atmosphere free from bias and prejudice.
  
- C. The teacher employs the same methods in handling controversial issues as characterize the best teaching at any time.
  - 1. The teacher, in selecting both the content and the method of instruction, is mindful of the maturity level of the students and alignment with approved curriculum.
  - 2. The teacher has assured him/her/themself that the controversial subject to be discussed belongs within the framework of the curriculum to be covered, that the subject is significant as well as meaningful for the students, and that through the discussion, students will have the opportunity to grow.
  - 3. The teacher handles the classroom presentation in ways that will ensure a wide range of information and interpretation for the students' consideration and strives to present a balance among many points of view.
  - 4. The teacher does not use the classroom as a personal forum. ~~He/she/they does not employ the techniques of the demagogue or the propagandist for attention, for control, or simply for color.~~ The teacher has the right to identify and express his/her/their own point of view in the classroom as long as he/she/they indicates clearly that it is his/her/their own.



5. The teacher emphasizes keeping an open mind, basing one's judgment on known facts, looking closely at facts to evaluate them in terms of the subject under discussion, and being ready to change one's opinion should new facts come into light.
6. The emphasis always is on the method of forming an opinion as much as on the opinion formed.

ADOPTED: July 29, 2015  
REVIEWED: November 29, 2023  
REVISED: ~~October 25, 2023~~

*\* "They, them, their" will be utilized herein to reflect all personal pronouns for the referenced individual or parties.*



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**PATRIOTIC EXERCISES**

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Maine law requires display of and instruction about the American flag in the classroom of our schools.

In order to foster appreciation and respect for the flag as a symbol of our nation, the Pledge of Allegiance will be recited each morning, ~~and~~ at assemblies, and at other appropriate occasions in every school. It is the responsibility of the Superintendent, through each building principal, to ensure that this policy is implemented. The building principal may determine how the Pledge will be initiated, such as by individual teachers or by intercom.

Individual students may decline to participate in the Pledge of Allegiance. Students who do not participate must remain quiet and refrain from disruptive or distracting behavior while the Pledge is being recited.

Teachers may not be compelled to recite the Pledge of Allegiance, but they are not excused from the duties to initiate and supervise student recitation of the Pledge as assigned by the principal nor from implementation of curriculum that promotes honor and respect for the flag and our country.

The Superintendent will annually report to the Bangor School Committee the amount necessary to furnish the schools with suitable flags and flagstuffs. The Bangor School Committee shall appropriate the necessary funds.

Legal Reference: 20-A MRSA §§ 1055, 4805

ADOPTED: September 29, 2010

REVIEWED: October 22, 2019

REVISED:

