

# MAINE STATE LEGISLATURE

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L.D. 34

Date: 6/2/25

(Filing No. S213)

MAJORITY  
EDUCATION AND CULTURAL AFFAIRS

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STATE OF MAINE  
SENATE  
132ND LEGISLATURE  
FIRST SPECIAL SESSION

COMMITTEE AMENDMENT "A" to S.P. 53, L.D. 34, "An Act to Increase the Minimum Salary for Teachers"

Amend the bill by striking out all of section 3 and inserting the following:

'Sec. 3. 20-A MRSA §13408 is enacted to read:

**§13408. Minimum salaries beginning in 2026-2027 school year**

Each school administrative unit shall establish a minimum salary for certified teachers and career and technical education teachers in accordance with this section. The commissioner shall establish a minimum salary for certified teachers and career and technical education teachers employed at a school, career and technical education center or career and technical education region located in the unorganized territory in accordance with this section:

1. School year 2026-2027. For the school year starting after June 30, 2026, the minimum salary is \$45,000;

2. School year 2027-2028. For the school year starting after June 30, 2027, the minimum salary is \$47,500; and

3. School year 2028-2029. For the school year starting after June 30, 2028, the minimum salary is \$50,000.

A school administrative unit shall provide to the department annually on or before October 1st the number of certified teachers and career and technical education teachers eligible for incremental salary increases as defined in section 15689, subsection 7-A, paragraph A.'

Amend the bill in section 4 in subsection 7-A in the first blocked paragraph in the first line (page 2, line 29 in L.D.) by striking out the following: "2028" and inserting the following: '2030'

Amend the bill by inserting after section 4 the following:

**COMMITTEE AMENDMENT**

1       **Sec. 5. Appropriations and allocations.** The following appropriations and  
2 allocations are made.

3       **EDUCATION, DEPARTMENT OF**

4       **General Purpose Aid for Local Schools 0308**

5       Initiative: Provides funds to increase the minimum annual salary for certified teachers and  
6 career and technical education teachers from \$40,000 in fiscal year 2025-26 to \$45,000 in  
7 fiscal year 2026-27, \$47,500 in fiscal year 2027-28 and \$50,000 in fiscal year 2028-29.

8 <b>GENERAL FUND</b>	<b>2025-26</b>	<b>2026-27</b>
9       All Other	\$0	\$5,733,838
10		
11 <b>GENERAL FUND TOTAL</b>	<b>\$0</b>	<b>\$5,733,838</b>

12       **General Purpose Aid for Local Schools 0308**

13       Initiative: Provides ongoing funds for the increase in employer contributions related to the  
14 normal cost component of the Maine Public Employees Retirement System due to the  
15 increase in salaries for certain certified teachers and career and technical education  
16 teachers.

17 <b>GENERAL FUND</b>	<b>2025-26</b>	<b>2026-27</b>
18       All Other	\$0	\$249,995
19		
20 <b>GENERAL FUND TOTAL</b>	<b>\$0</b>	<b>\$249,995</b>

21

22       **EDUCATION, DEPARTMENT OF**  
23       **DEPARTMENT TOTALS**

24	<b>2025-26</b>	<b>2026-27</b>
25 <b>GENERAL FUND</b>	<b>\$0</b>	<b>\$5,983,833</b>
26		
27 <b>DEPARTMENT TOTAL - ALL FUNDS</b>	<b>\$0</b>	<b>\$5,983,833</b>

28

29       Amend the bill by relettering or renumbering any nonconsecutive Part letter or section  
30 number to read consecutively.

31       **SUMMARY**

32       This amendment removes provisions related to minimum teacher salary after school  
33 year 2028-2029 proposed in the bill. The amendment also clarifies that teachers in the  
34 unorganized territory are subject to minimum salary requirements and extends the repeal  
35 date of the provision of law governing the funding adjustments for minimum teacher  
36 salaries to July 1, 2030.

37       **FISCAL NOTE REQUIRED**  
38       (See attached)

**132nd MAINE LEGISLATURE****LD 34****LR 233(02)****An Act to Increase the Minimum Salary for Teachers****Fiscal Note for Bill as Amended by Committee Amendment****Committee: Education and Cultural Affairs****Fiscal Note Required: Yes***A/Cs-213*

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**Fiscal Note**

	<b>FY 2025-26</b>	<b>FY 2026-27</b>	<b>Projections FY 2027-28</b>	<b>Projections FY 2028-29</b>
<b>Net Cost (Savings)</b>				
General Fund	\$0	\$5,983,833	\$8,890,626	\$11,494,331
<b>Appropriations/Allocations</b>				
General Fund	\$0	\$5,983,833	\$8,890,626	\$11,494,331

**Fiscal Detail and Notes**

The General Purpose Aid for Local Schools program within the Department of Education will require ongoing General Fund appropriations totaling \$5,983,833 beginning in fiscal year 2026-27 for the costs associated with raising the minimum salaries for certified teachers and career and technical education teachers.

Incrementally increasing the minimum salary for certified teachers and career and technical education teachers, currently at \$40,000 per year in fiscal year 2024-25, until it reaches \$50,000 per year in fiscal year 2028-29 will increase the total cost of public education from kindergarten to grade 12 and the State's share of that cost beginning in fiscal year 2026-27. The Department of Education estimates the cost of this provision to be \$5,733,838 in fiscal year 2026-27, \$8,519,189 in fiscal year 2027-28, \$11,014,116 in fiscal year 2028-29. This legislation provides that the State fund 100% of the cost of increasing the minimum salary for teachers through fiscal year 2029-30. This bill includes a General Fund appropriation of \$5,733,838 to the General Purpose Aid for Local Schools program to fully fund the salary increase in fiscal year 2026-27. This fiscal note assumes that costs beyond fiscal year 2029-30 will be shared by both the State and local school administrative units.

Additionally, the increase in salaries will also increase the employer contribution for the normal cost component of the Maine Public Employers Retirement System (MainePERS). The rate for the normal cost component for fiscal year 2026-27 is 4.36%. When this rate is applied to the projected increase in teacher salaries, the additional amount local school administrative units will have to pay to MainePERS for the normal cost of teacher retirement is estimated to be \$249,995 in fiscal year 2026-27. Future biennium costs are estimated to be \$371,437 in fiscal year 2027-28 and \$480,215 in fiscal year 2028-29. This bill includes a General Fund appropriation of \$249,995 to the General Purpose Aid for Local Schools program to fund this cost in fiscal year 2026-27.

Although not addressed in the bill, incrementally increasing minimum salary thresholds may put pressure on SAU's to raise salaries for other employees who are already above the minimum. Any additional salary increases SAU's may choose to provide would be fully funded by the SAU's unless the salary matrix within the essential programs and services funding model is adjusted.