

MAINE STATE LEGISLATURE

The following document is provided by the
LAW AND LEGISLATIVE DIGITAL LIBRARY
at the Maine State Law and Legislative Reference Library
<http://legislature.maine.gov/lawlib>



Reproduced from scanned originals with text recognition applied
(searchable text may contain some errors and/or omissions)



122nd MAINE LEGISLATURE

FIRST REGULAR SESSION-2005

Legislative Document

No. 493

H.P. 368

House of Representatives, February 1, 2005

An Act To Require That All Public School Employees Be Paid a Livable Wage Rate

Reference to the Committee on Education and Cultural Affairs suggested and ordered printed.

Millicent M. MacFarland
MILLICENT M. MacFARLAND
Clerk

Presented by Representative DAVIS of Falmouth.
Cosponsored by Representatives: COLLINS of Wells, MARLEY of Portland.

Be it enacted by the People of the State of Maine as follows:

2
4 **Sec. 1. 20-A MRSA §1001, sub-§19** is enacted to read:

6 19. Livable wage rates. Beginning with the 2005-2006
8 school year, they shall pay all employees rates of pay that are
10 not less than the minimum rate that provides all employees with a
12 livable wage sufficient to meet the costs of the basic
14 necessities of life. The minimum hourly wage rate required by
16 this section for 2005-2006 is equal to 185% of the annual poverty
18 line wage level for a family of 2, as established by the United
20 States Department of Labor, divided by 2,080 hours. The minimum
hourly wage rate required for all school years after 2005-2006
must be indexed to and increased annually by an amount equal to
the increase in the Consumer Price Index determined by the
federal Bureau of Labor Statistics. The increase in the Consumer
Price Index must be calculated using the Consumer Price Index -
All Urban Consumers all items index for the Northeast region for
the period from January 1st through December 31st that
immediately precedes each subsequent school year.

22 **Sec. 2. 20-A MRSA §15679, sub-§4**, as enacted by PL 2003, c.
504, Pt. A, §6, is amended to read:

24 **4. Estimated salary costs.** The commissioner shall
26 determine the estimated salary costs for the number of staff
positions required under subsection 3. In order to calculate
28 this amount, the commissioner, where appropriate, shall use the
salary matrix pursuant to section 15677 for all staff positions
30 in each category. The salary amounts for each year must be
32 calculated from a base salary amount that is not less than the
minimum livable wage rate for that year calculated under section
1001, subsection 19.

34 **Sec. 3. 20-A MRSA §15679, sub-§6**, as enacted by PL 2003, c.
36 504, Pt. A, §6, is amended to read:

38 **6. Total salary and benefit costs for staff.** The total
salary and benefit costs for staff is equal to the sum of:

40 A. The estimated salary costs determined pursuant to
42 subsection 4;

44 B. The amount, as determined by the commissioner, that
46 equals the statewide percentage of estimated salary costs
determined pursuant to subsection 4 that represents the
statewide benefit costs; and

48 C. The substitute teacher salary costs determined pursuant
50 to subsection 5.

2 When a staff bargaining agent exists, the staff bargaining agent
4 and school administrative unit shall, in accordance with the
6 collective bargaining procedures set forth in Title 26, chapter
8 9-A, negotiate to determine by mutual agreement the salaries and
10 benefits to be provided to staff in the school administrative
12 unit. The amount expended for salaries and benefits for staff in
14 a school administrative unit is not limited to, but may not be
16 less than, the total salary and benefit costs for staff
18 calculated pursuant to this subsection.

SUMMARY

14 This bill requires that all employees of school
16 administrative units in Maine be paid at least a livable wage
18 rate, which means an amount sufficient to meet the costs of the
20 basic necessities of life. The bill also establishes a method
22 for future periodic updating of the livable wage amount and
outlines procedures for the distribution of targeted funds to
ensure that no public school employee in Maine will be paid at a
wage rate that is insufficient to meet the costs of the basic
necessities of life.