

# MAINE STATE LEGISLATURE

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# 122nd MAINE LEGISLATURE

## FIRST REGULAR SESSION-2005

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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**

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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.

## 14 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.