

MAINE STATE LEGISLATURE

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122nd MAINE LEGISLATURE

FIRST REGULAR SESSION-2005

Legislative Document

No. 1381

S.P. 480

In Senate, March 22, 2005

An Act To Update Teachers' Minimum Salaries

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

A handwritten signature in cursive script that reads "Joy J. O'Brien".

JOY J. O'BRIEN
Secretary of the Senate

Presented by Senator MITCHELL of Kennebec.
Cosponsored by Representative DAVIS of Falmouth and
Senators: MILLS of Somerset, NUTTING of Androscoggin, SCHNEIDER of Penobscot,
Representatives: BABBIDGE of Kennebunk, CAIN of Orono, FISCHER of Presque Isle,
MAKAS of Lewiston, NORTON of Bangor.

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

4 **Sec. 1. 20-A MRSA §13402, sub-§2,** as enacted by PL 1981, c. 693, §§5 and 8, is repealed.

6 **Sec. 2. 20-A MRSA §13402, sub-§3,** as amended by PL 1995, c. 676, §7 and affected by §13, is repealed.

8 **Sec. 3. 20-A MRSA §13402, sub-§4,** as enacted by PL 1981, c. 693, §§5 and 8, is repealed.

10 **Sec. 4. 20-A MRSA §§13403 and 13404,** as enacted by PL 1985, c. 505, §3, are repealed.

12 **Sec. 5. 20-A MRSA §§13405 and 13406** are enacted to read:

14 **§13405. Minimum salaries for 2005-2006**

16 Each school administrative unit and state-operated school shall establish a minimum starting salary of \$30,000 for certified teachers for the school year starting after June 30, 2005.

18 **§13406. Updated minimum salaries after 2005-2006**

20 Each school administrative unit and state-operated school shall annually update and maintain a minimum starting salary for certified teachers in accordance with this section commencing in the school year starting after June 30, 2006.

22 **1. Annual adjustment.** The minimum starting salary required for school year 2005-2006 under section 13405 must be indexed to and increased annually thereafter by an amount equal to the increase in the Consumer Price Index determined by the federal Bureau of Labor Statistics.

24 **2. Increase calculation.** The increase in the Consumer Price Index must be calculated using the Consumer Price Index for All Urban Consumers, CPI-U, all items index for the northeast region for the period from January 1st to December 31st that immediately precedes each subsequent school year.

26 **Sec. 6. 20-A MRSA §13507-A, sub-§2,** as amended by PL 1987, c. 524, is further amended to read:

28 **2. Minims.** Notwithstanding any other provision of law, the State and the bargaining agent for state teachers in state-operated schools and related classifications shall at a minimum, in accordance with bargaining procedures set forth in Title 26, chapter 9-B, negotiate as to the impact of

implementation of sections 13403 13405 and 13404 13406. The negotiations shall must be limited to salaries. Minimum salaries established by those negotiations shall must be based upon a 180-day school year and shall must be proportionately higher for positions whose incumbents work for longer terms. Negotiations shall must establish pay schedules which that enable the State to be competitive with local school administrative units in recruitment and retention with regard to teachers and related classifications. The term "teachers and related classifications" includes any classification in State Government which that is a teaching classification, requires professional work in or around the classroom setting or is within the career ladder of the classifications by virtue of its relationship to educational supervision or programming.

Sec. 7. 20-A MRSA §15677, sub-§2, as enacted by PL 2003, c. 504, Pt. A, §6, is amended to read:

2. **Determination of matrix.** The salary matrix must be determined in accordance with the following.

A. For fiscal year 2005-06, the commissioner, using information provided by a statewide education policy research institute, shall establish the salary matrix based on the most recently available relevant data and appropriate trends in the Consumer Price Index or other comparable index. Once the salary matrix relationships for years of staff experience and levels of staff education have been determined, the salary matrix amounts for 2005-2006 must be calculated from a base salary amount of not less than \$30,000.

B. For fiscal year 2006-07 and each subsequent year, the commissioner shall update the previous year's salary matrix to reflect appropriate trends in the Consumer Price Index or other comparable index. The salary matrix amounts for each year must be calculated from a base salary amount that is not less than the minimum teachers' salary for the year that is prescribed by section 13406.

Sec. 8. 20-A MRSA §15678, sub-§6 is enacted to read:

6. Determination of salaries and benefits for school level teaching staff. When a teacher bargaining agent exists, the teacher bargaining agent and school administrative unit shall, in accordance with the collective bargaining procedures set forth in Title 26, chapter 9-A, negotiate to determine by mutual agreement the salaries and benefits to be provided to teachers in the school administrative unit. The amount expended for salaries and benefits for school level teaching staff in a school

2 administrative unit is not limited to, but may not be less than,
3 the total salary and benefit costs for school level teaching
4 staff calculated pursuant to this section.

6 **SUMMARY**

8 This bill updates the law that established a minimum
9 teachers' salary, starting in 1987, of \$15,500, an amount that is
10 now outdated and increases the amount to \$30,000. The bill also
11 establishes a method for future periodic updating of the minimum
12 salary amount and outlines procedures for the distribution of
funds for teachers' salaries.