

MAINE STATE LEGISLATURE

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Date: 5/27/19 Majority

(Filing No. H-420)

EDUCATION AND CULTURAL AFFAIRS

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STATE OF MAINE
HOUSE OF REPRESENTATIVES
124TH LEGISLATURE
FIRST REGULAR SESSION

COMMITTEE AMENDMENT "A" to H.P. 367, L.D. 522, "Resolve, To Establish the Study Commission Regarding Teachers' Salaries"

Amend the resolve by striking out the title and substituting the following:

'Resolve, To Establish the Study Commission Regarding Teachers' Compensation'

Amend the resolve in the emergency preamble in the 2nd indented paragraph in the 2nd line (page 1, line 4 in L.D.) by striking out the following: "Salaries" and inserting the following: 'Compensation'

Amend the resolve in section 1 in the 2nd line (page 1, line 16 in L.D.) by striking out the following: "Salaries" and inserting the following: 'Compensation'

Amend the resolve by striking out all of section 2 and inserting the following:

'Sec. 2. Commission membership. Resolved: That the commission consists of 7 members appointed as follows:

- 1. One Senator, appointed by the President of the Senate;
2. Three members of the House of Representatives, appointed by the Speaker of the House. In appointing members, the Speaker of the House shall consider geographic distribution;
3. One teacher recommended by the President of the Maine Education Association and appointed by the President of the Senate;
4. One superintendent or member of a school board of a school administrative unit, recommended by the President of the Maine School Boards Association and the President of the Maine School Superintendents Association and appointed by the President of the Senate; and
5. One public member holding a professional position outside of public education in human resources management and specializing in compensation, recommended by the Maine State Council of the Society for Human Resource Management and appointed by the Governor; and be it further'

COMMITTEE AMENDMENT

1 Amend the resolve in section 3 in the first line (page 1, line 31 in L.D.) by striking
2 out the following: "first-named"

3 Amend the resolve by striking out all of section 5 and inserting the following:

4 **'Sec. 5. Duties. Resolved:** That the commission shall study all issues
5 surrounding teachers' compensation, including salaries and benefits. In conducting its
6 review, the commission shall undertake to examine:

7 1. The effects on teachers' salaries and benefits of the essential programs and
8 services funding system for public education, including the elements of labor market
9 adjustments, student-teacher ratios and a teachers' salary matrix, and alternatives thereto,
10 including the feasibility of salary differentiations based upon differences in cost of living
11 by region;

12 2. The effects on teachers' salaries of the minimum teachers' salary law and the
13 existing system of state subsidies for substandard salaries;

14 3. The relationship between and among teachers' salaries and benefits in school
15 administrative units, the amount and distribution of general purpose aid for local schools
16 and amounts raised locally for the support of public schools;

17 4. The relationship between teachers' salaries and benefits in this State and in other
18 states;

19 5. The relationship between teachers' salaries and benefits and salaries and benefits
20 paid to practitioners in other comparable professions;

21 6. The effects of inflation on the real value of teachers' salaries and the minimum
22 salary amount required by law;

23 7. Practices in other states that mandate payment of minimum salaries based on
24 experience and education to all teachers and the costs and consequences;

25 8. Factors relating to the age, experience, recruitment, retention and mobility of the
26 State's corps of professional teachers;

27 9. Alternatives to salary systems based on college credits or degrees earned and
28 experience, including salary systems based on professional learning, teachers'
29 performance or other factors;

30 10. Collective bargaining alternatives in determination of salaries and benefits at the
31 local school administrative unit level; and

32 11. Any other factors that the commission considers relevant to teachers'
33 compensation; and be it further'

34 Amend the resolve by inserting after section 6 the following:

35 **'Sec. 7. Information. Resolved:** That in the performance of its duties, the
36 commission:

37 1. May request statistical data and other information from the Department of
38 Education, the Department of Labor, the State Planning Office or other state agencies,
39 which must provide such information in their possession; and

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2. Must provide an opportunity for interested persons, organizations and members of the public to address and submit information to the commission; and be it further'

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

SUMMARY

This amendment makes several revisions to the resolve pertaining to the membership of the proposed study commission. The amendment clarifies that the scope of the study commission review is teacher compensation, including teachers' salaries and benefits. The amendment also revises the duties of the study commission to reflect the broadened focus on teacher compensation systems and also includes an examination of the following items in the duties of the study commission:

- 1. Alternatives to the existing method of recognizing the costs of teachers' salaries based on education and experience;
- 2. Collective bargaining alternatives in determining salaries and benefits at the school administrative unit level; and
- 3. Any other factors that the commission members consider relevant to the examination of teachers' compensation.

FISCAL NOTE REQUIRED
(See attached)



124th MAINE LEGISLATURE

LD 522

LR 1480(02)

Resolve, To Establish the Study Commission Regarding Teachers' Salaries

Fiscal Note for Bill as Amended by Committee Amendment "A"

Committee: Education and Cultural Affairs

Fiscal Note Required: Yes

Fiscal Note

Legislative Cost/Study
Minor cost increase - General Fund

Legislative Cost/Study

The general operating expenses of this study are projected to be \$3,030 in fiscal year 2009-10. The Legislature's proposed budget includes \$10,000 in fiscal year 2009-10 for legislative studies. Whether the amounts are sufficient to fund all studies will depend on the number of studies authorized by the Legislative Council and the Legislature.

Fiscal Detail and Notes

Additional costs to the Department of Education and the Department of Labor associated with providing any requested available information can be absorbed within existing budgeted resources.