

# MAINE STATE LEGISLATURE

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# 124th MAINE LEGISLATURE

## FIRST REGULAR SESSION-2009

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Legislative Document

No. 1277

S.P. 458

In Senate, March 31, 2009

### **An Act To Encourage Alternative Compensation Models for Teachers and School Administrators**

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

Handwritten signature of Joy J. O'Brien in cursive.

JOY J. O'BRIEN  
Secretary of the Senate

Presented by Senator WESTON of Waldo.

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

2 **Sec. 1. 20-A MRSA §1054, sub-§3** is enacted to read:

3 **3. Performance-based pay.** A school administrative unit may use a performance-  
4 based pay model for the remuneration of a superintendent and any deputy, assistant or  
5 vice-superintendent in accordance with rules adopted by the department.

6 **Sec. 2. 20-A MRSA §13306** is enacted to read:

7 **§13306. Performance-based pay**

8 A school administrative unit may use a performance-based pay model for the  
9 remuneration of principals any deputy, assistant or vice-principals in accordance with  
10 rules adopted by the department.

11 **Sec. 3. 20-A MRSA §13407** is enacted to read:

12 **§13407. Performance-based pay**

13 A school administrative unit may use a performance-based pay model for the  
14 remuneration of teachers in accordance with rules adopted by the department.

15 **Sec. 4. Department to evaluate models and adopt rules.** The Department of  
16 Education shall review the models from other states and other governmental or  
17 educational entities that allow for performance-based pay and bonuses for teachers and  
18 administrators and the bases upon which the pay is determined. Based upon findings  
19 made during the review, the department shall adopt routine technical rules, in accordance  
20 with the Maine Revised Statutes, Title 5, chapter 375, subchapter 2-A to implement Title  
21 20-A, section 1054, subsection 3, section 13306 and section 13407.

22 **Sec. 5. Application.** Those sections of this Act that enact the Maine Revised  
23 Statutes, Title 20-A, section 1054, subsection 3, section 13306 and section 13407 apply to  
24 school years beginning in the summer or fall of 2010.

25 **SUMMARY**

26 This bill requires the Department of Education to review models for performance-  
27 based pay and bonuses for teachers, principals and superintendents and to adopt rules  
28 authorizing school administrative units to use a performance-based pay model for the  
29 remuneration of teachers beginning in school year 2010.