

# MAINE STATE LEGISLATURE

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Date 6/21/23 Majority

LD 974  
(Filing No H-674)

EDUCATION AND CULTURAL AFFAIRS

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STATE OF MAINE  
HOUSE OF REPRESENTATIVES  
131ST LEGISLATURE  
FIRST SPECIAL SESSION

COMMITTEE AMENDMENT "A" to HP 621, LD 974, "An Act to Establish Minimum Pay for Educational Technicians and Other School Support Staff"

Amend the bill by striking out everything after the enacting clause and inserting the following

'Sec. 1. 20-A MRSA §4015 is enacted to read

**§4015. Minimum hourly wage for educational technicians and other school support staff**

1. Definitions. As used in this section, unless the context otherwise indicates, the following terms have the following meanings

A "Educational technician" has the same meaning as in section 13001-A, subsection 8

B "Other school support staff" means a public school employee who is not an educational technician and who is paid on an hourly basis

2. Minimum hourly wage. Except as provided in subsection 3, for the school year starting after June 30, 2024 and for each subsequent school year, the minimum hourly wage for educational technicians is equal to 150% of the minimum hourly wage established in Title 26, section 664, subsection 1 and the minimum hourly wage for other school support staff is equal to 125% of the minimum hourly wage established in Title 26, section 664, subsection 1

3. Wage increases. If, pursuant to the requirements of Title 26, section 664, subsection 1, the minimum hourly wage is increased on January 1st of any year, the minimum hourly wage for educational technicians and other school support staff is increased beginning July 1st of the same year in an amount equal to 150% of the increased minimum hourly wage under Title 26, section 664, subsection 1 for educational technicians and in an amount equal to 125% of the increased minimum hourly wage under Title 26, section 664, subsection 1 for other school support staff

COMMITTEE AMENDMENT

ROS

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

3        B For fiscal year 2006-07 ~~and each subsequent year~~ until fiscal year 2024-25, the  
4        commissioner shall update the previous year's salary matrix to reflect appropriate  
5        trends in the Consumer Price Index or other comparable index

6        **Sec. 3. 20-A MRSA §15677, sub-§2, ¶C** is enacted to read

7        C For fiscal year 2024-25 and for each subsequent fiscal year, the commissioner shall  
8        update the previous year's salary matrix to reflect appropriate trends in the Consumer  
9        Price Index or other comparable index and to reflect any increase in the minimum  
10       hourly wage of educational technicians and clerical staff in accordance with section  
11       4015, subsection 3

12       **Sec. 4. Data collection; incorporation into essential programs and services.**

13       A school administrative unit shall provide to the Department of Education on or before  
14       October 1, 2023 the current wage per hour paid to educational technicians and other school  
15       support staff eligible for the minimum hourly wage established in the Maine Revised  
16       Statutes, Title 20-A, section 4015 The department shall incorporate the minimum hourly  
17       wage under Title 20-A, section 4015 into the essential programs and services funding  
18       model under Title 20-A, chapter 606-B

19       **Sec. 5. Appropriations and allocations.** The following appropriations and  
20       allocations are made

21       **EDUCATION, DEPARTMENT OF**

22       **General Purpose Aid for Local Schools 0308**

23       Initiative Provides ongoing funds for the State's share of the cost to support an increase in  
24       the minimum wage for non-special education educational technicians and clerical staff

25 <b>GENERAL FUND</b>	<b>2023-24</b>	<b>2024-25</b>
26       All Other	\$0	\$6,953,390
27		
28       GENERAL FUND TOTAL	\$0	\$6,953,390

29       **General Purpose Aid for Local Schools 0308**

30       Initiative Provides one-time funds for system upgrades to support the collection of wage  
31       data for eligible educational technicians and other school support staff to be incorporated  
32       into the essential programs and services funding model

33 <b>GENERAL FUND</b>	<b>2023-24</b>	<b>2024-25</b>
34       All Other	\$80,000	\$0
35		
36       GENERAL FUND TOTAL	\$80,000	\$0

37       **General Purpose Aid for Local Schools 0308**

38       Initiative Provides ongoing funds for the State's share of the increase in employer  
39       contributions related to the normal cost component of the Maine Public Employees  
40       Retirement System due to an increase in salaries for educational technicians and other  
41       school support staff



COMMITTEE AMENDMENT "A" to H P 621, L D 974

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<b>GENERAL FUND</b>	<b>2023-24</b>	<b>2024-25</b>
All Other	\$0	\$805,503
<b>GENERAL FUND TOTAL</b>	<hr/> \$0	<hr/> \$805,503
<b>EDUCATION, DEPARTMENT OF</b>		
<b>DEPARTMENT TOTALS</b>	<b>2023-24</b>	<b>2024-25</b>
<b>GENERAL FUND</b>	<b>\$80,000</b>	<b>\$7,758,893</b>
<b>DEPARTMENT TOTAL - ALL FUNDS</b>	<hr/> \$80,000	<hr/> \$7,758,893

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

**SUMMARY**

This amendment, which is the majority report of the committee, replaces the bill and provides that, beginning in the school year starting after June 30, 2024, the minimum hourly wage for educational technicians is 150% of the state minimum hourly wage and the minimum hourly wage for other school support staff who are paid hourly is 125% of the state minimum hourly wage. If the state minimum hourly wage is increased on January 1st of any year, the minimum hourly wage for educational technicians and other school support staff is increased beginning July 1st of the same year.

The amendment also provides that, beginning in fiscal year 2024-25 and for each subsequent fiscal year, the Commissioner of Education is required to update the salary matrix to reflect any increase in the minimum hourly wage of educational technicians and clerical staff, requires school administrative units to provide to the Department of Education on or before October 1, 2023 the current wage per hour paid to educational technicians and other school support staff eligible for the minimum hourly wage, and directs the department to incorporate the minimum hourly wage into the essential programs and services funding model.

**FISCAL NOTE REQUIRED**  
(See attached)

**COMMITTEE AMENDMENT**



# 131st MAINE LEGISLATURE

LD 974

LR 2257(02)

## An Act to Establish Minimum Pay for Educational Technicians and Other School Support Staff

Fiscal Note for Bill as Amended by Committee Amendment "A(11-674)"

Committee: Education and Cultural Affairs

Fiscal Note Required: Yes

### Fiscal Note

Current biennium cost increase - local school administrative units

	FY 2023-24	FY 2024-25	Projections FY 2025-26	Projections FY 2026-27
<b>Net Cost (Savings)</b>				
General Fund	\$80,000	\$7,758,893	\$7,787,891	\$27,939,4
<b>Appropriations/Allocations</b>				
General Fund	\$80,000	\$7,758,893	\$7,787,891	\$27,939,408

#### Fiscal Detail and Notes

This bill includes a one-time General Fund appropriation of \$80,000 in fiscal year 2023-24 and ongoing General Fund appropriations totaling \$7,758,893 beginning in fiscal year 2024-25 to the General Purpose Aid for Local Schools program within the Department of Education for the State's share of the cost of requiring the minimum hourly wage for educational technicians to be 150% of the state minimum hourly wage and the minimum hourly wage for other school support staff who are paid hourly to be 125% of the state minimum hourly wage beginning in the 2024-2025 school year. Details of the General Fund appropriations are provided below.

The bill includes a one-time General Fund appropriation of \$80,000 in fiscal year 2023-24 for the department to update its data collection system to allow for school administrative units to report hourly wage data for the staff that are eligible for the minimum hourly wage established in this bill. Once collected, this data will be incorporated into the essential programs and services (EPS) funding model that is used to calculate the total cost of kindergarten to grade 12. It is important to note that certain cost components within the EPS funding model are expenditure driven, while other cost components are not. For those components that are expenditure driven, it will be 2 years before the salary increase will be reflected in the total cost of education as determined by the model. Until then, school administrative units will be responsible for funding 100% of the cost of this initiative.

C"4"(11-674)

According to the Department of Education, the salary calculation for non-special education educational technicians and clerical staff within EPS is not expenditure driven. The department anticipates that the salary increase for this group of employees will be reflected in the total cost of education beginning in fiscal year 2024-25 at an estimated cost of \$12,642,527. This bill includes ongoing General Fund appropriations of \$6,953,390 per year beginning in fiscal year 2024-25 for the State's share of that cost. The cost to local school administrative units (SAUs) for that group of employees is estimated to be \$5,689,137 per year. The impact to individual SAUs cannot be estimated and will depend on the actual hourly rate paid to employees in these positions and the state minimum hourly rate in 2024-2025.

The cost of the salary increase for transportation and special education educational technicians is estimated to be \$20,121,475 per year. Since the funding components for transportation and special education costs in the EPS model are expenditure driven, it will be 2 years before the impact of the salary increase will be incorporated into the model and the local SAUs will be responsible for 100% of the cost for the next 2 years. Once incorporated into the model, the State will be responsible for 100% of the cost.

The increase in salaries will increase the employer contribution for the normal cost component of the Maine Public Employers Retirement System (MainePERS). The rate for the normal cost component for fiscal year 2024-25 is 4.47%. When this rate is applied to the projected increase in educational technicians and other school support staff salaries, the additional amount local school administrative units will have to pay to MainePERS for the normal cost of teacher retirement is estimated to be \$1,464,551. Future biennium costs are estimated to be \$1,517,275 in fiscal year 2025-26 and \$1,571,897 in fiscal year 2026-27. This bill includes ongoing General Fund appropriations of \$805,503 to the General Purpose Aid for Local Schools program to fund the State's share of this cost beginning in fiscal year 2024-25.

Although not addressed in the bill, incrementally increasing minimum salary thresholds may put pressure on SAUs to raise salaries for other employees who are already above the minimum. Any additional salary increases SAUs may choose to provide would be fully funded by the SAUs unless the Commissioner of Education recommends adjusting the salary matrix within the essential programs and services funding model and these changes get implemented.