

# MAINE STATE LEGISLATURE

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# 131st MAINE LEGISLATURE

## FIRST REGULAR SESSION-2023

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Legislative Document

No. 1237

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H.P. 785

House of Representatives, March 21, 2023

### **An Act to Establish a Minimum Hourly Wage for School Support Staff**

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

A handwritten signature in cursive script that reads "Robert B. Hunt".

ROBERT B. HUNT  
Clerk

Presented by Representative COLLINGS of Portland.  
Cosponsored by Senator BRENNER of Cumberland and  
Representatives: PAULHUS of Bath, Speaker TALBOT ROSS of Portland, Senator: President JACKSON of Aroostook.

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

2 **Sec. 1. 20-A MRSA §4015** is enacted to read:

3 **§4015. Minimum hourly wage for school support staff**

4 **1. Definition.** For the purposes of this section, "school support staff" means a public  
5 school employee who is not an administrator, as defined in section 13001-A, subsection 1,  
6 and is not a certified teacher or career and technical education teacher subject to the  
7 minimum salary requirement pursuant to section 13407.

8 **2. Minimum hourly wage.** For the school year starting after June 30, 2024, and for  
9 each subsequent school year, the minimum hourly wage for school support staff is as  
10 follows:

11 A. For the school year starting after June 30, 2024, the minimum hourly wage is \$17  
12 per hour;

13 B. For the school year starting after June 30, 2025, the minimum hourly wage is \$18  
14 per hour;

15 C. For the school year starting after June 30, 2026, the minimum hourly wage is \$19  
16 per hour;

17 D. For the school year starting after June 30, 2027, the minimum hourly wage is \$20  
18 per hour; and

19 E. For the school year starting after June 30, 2028, and for each subsequent school year,  
20 the minimum hourly wage then in effect must be increased by the increase, if any, in  
21 the cost of living.

22 **3. Cost-of-living increases.** The increase in the cost of living must be measured by  
23 the percentage increase, if any, as of August of the previous year over the level as of August  
24 of the year preceding that year in the Consumer Price Index for Urban Wage Earners and  
25 Clerical Workers, CPI-W, for the Northeast Region, or its successor index, as published by  
26 the United States Department of Labor, Bureau of Labor Statistics or its successor agency,  
27 with the amount of the minimum hourly wage increase rounded to the nearest multiple of  
28 5¢. If the highest federal minimum hourly wage is increased in excess of the minimum  
29 hourly wage in effect under this section, the minimum hourly wage under this section is  
30 increased to the same amount, effective on the same date as the increase in the federal  
31 minimum hourly wage, and must be increased in accordance with this section thereafter.

32 **Sec. 2. State contribution.** Notwithstanding the Maine Revised Statutes, Title  
33 20-A, chapter 606-B, for the school years starting after June 30, 2024, June 30, 2025 and  
34 June 30, 2026 only, the State shall provide 50% of the additional funding necessary to  
35 achieve the minimum hourly wage for school support staff established under Title 20-A,  
36 section 4015. The Department of Education shall determine the additional funding  
37 necessary to achieve the minimum hourly wage for school support staff for each school  
38 administrative unit through the collection of data from school administrative units. A  
39 school administrative unit shall provide to the department on or before October 1, 2023 the  
40 current wage per hour paid to school support staff eligible for the minimum hourly wage  
41 in Title 20-A, section 4015.

1 **SUMMARY**

2 This bill establishes a minimum hourly wage for school support staff in an amount  
3 equal to \$17 beginning in the school year starting after June 30, 2024; \$18 beginning in the  
4 school year starting after June 30, 2025; \$19 beginning in the school year starting after June  
5 30, 2026; \$20 beginning in the school year starting after June 30, 2027; and increased by  
6 the increase, if any, in the cost of living for each subsequent school year starting after June  
7 30, 2028. This bill also requires the State to cover 50% of the cost for the increase in the  
8 minimum hourly wage for school support staff for the first 3 school years the increase is in  
9 effect.

10 Under this bill, "school support staff" means all public school employees who are not  
11 school administrators and who are not certified teachers or career and technical education  
12 teachers subject to minimum salary requirements under the Maine Revised Statutes.