



131st MAINE LEGISLATURE

FIRST REGULAR SESSION-2023

Legislative Document

No. 1237

H.P. 785

House of Representatives, March 21, 2023

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

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.

SUMMARY

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

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