

# MAINE

## PRINCIPALS' ASSOCIATION



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*MPA is an Equal  
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**TO: Joint Standing Committee on Education and Cultural Affairs**  
**FROM: Maine Principals' Association Legislative Committee**  
**RE: Neither For Nor Against 34: An Act to Increase the Minimum Teacher Salary**  
**DATE: February 26, 2025**

Senator Rafferty, Representative Murphy, and distinguished members of the Joint Standing Committee on Education and Cultural Affairs. My name is Dr. Holly Blair, and I am the Executive Director of the Maine Principals' Association – Professional Division. The MPA represents more than 700 PreK-12 principals and assistant principals, CTE directors and assistant directors, and athletic directors of public and private schools in Maine.

The MPA Legislative Committee is neither for nor against the LD 34. We believe that teachers are not paid what they should be and that this bill could be a great incentive for people to enter into the teaching profession. We encourage the progressive, incremental steps that are listed in the bill and consider them realistic and a step in the right direction.

A concern lies with the other, more veteran educators: teachers AND administrators. This bill does not include an incremental step increase in salary to retain these educators. If this is not addressed, we will have first year teachers earning the same amount as those who have been in the profession for many years. Also, if these salaries are increased and administrators are not, there will be teachers (and in some cases ed techs) who make more per diem than the building administrator who, by contract, works more days and have additional responsibilities.

Another concern is regarding the annual salary increase according to the "cost of living adjustment." This takes salary out of the collective bargaining agreement between the districts and local unions and there are some years where the cost of living may not increase.

If this bill were amended to add in additional incremental steps for all teachers and administrators, as well as address our concern with the "cost of living adjustment," we could fully support this bill.

For these reasons, the MPA is neither for nor against LD 34.