



Date: January 1, 2022

Source of Report: [LD 1188, PL 2021 Chapter 441](#) An Act To Include Career and Technical Education Teachers in the Minimum \$40,000 Salary Initiative

Topic: Status of the \$40,000 Minimum Teacher Salary Initiative

Context

Public Law (PL) 2005 Chapter 635 enacted a minimum teacher salary of \$30,000 starting after June 30, 2007 and provided state support to school administrative units (SAUs) to make this transition. PL 2019 Chapter 343 ended the \$30,000 minimum salary and provided a three-year phased approach to a \$40,000 minimum teacher salary. This requirement is supported by state funds for the three-year period. The current school year is year 2 of the three-year phase in period, requiring a minimum teacher salary of \$37,500, with an adjustment to be paid to those SAUs and career and technical education (CTE) Regions below the \$37,500. The adjustment amount assumes these SAUs and CTE regions met the year 1 \$35,000 minimum salary requirement and therefore, only provides state support for the difference between year 1 and year 2 minimum amounts.

The incremental costs of increasing existing qualifying staff salaries as a result of the establishment of the salary schedules required under Title 20-A §13407 and the payment of the appropriated funds under Title 20-A, §15689, 7-A, which states that “As used in this subsection, unless the context otherwise indicates, ‘incremental salary increases’ means the incremental increases in the salaries of teachers employed by a qualifying school administrative unit in school year 2019-2020 necessary to meet the minimum salary requirements of section 13407 from fiscal year 2020-21 to fiscal year 2022-23.”

Actions

Using staff data submitted annually to the Department, verification reports for each SAU and CTE region were created to allow each SAU to verify the eligible staff members and the calculated adjustment to support each SAU in transitioning to the minimum requirement. The Department’s school finance and data team staff members collaborate to validate this information and calculate the adjustment amount. The total is then added to each of the qualifying SAU’s ED 279 subsidy report.

Findings

Data quality

Staff data is collected annually in the NEO staff module by manual entry for each position at the local level. The data collected is then frozen on December 1 of each year for use in the Essential

Programs and Services School Subsidy calculation as well as other reports, including the Minimum Teacher Salary Adjustment. To determine the state share necessary to meet the annual statutory increase needed to reach \$40,000 in FY 23, the Department utilizes the prior year staff data for the current year minimum requirement. This allows for some allocation to districts that may have met the minimum this year, but did not in the prior year, thus providing state support for the incremental annual increase.

The final adjustment is calculated after the Maine DOE verifies the data with each school administrative unit and then manually corrects that data. We have provided tables below under the “Data Analytics” heading, indicating how much of an adjustment was paid for each eligible position and to how many staff and SAUs, after the verification by SAUs and manual corrections by the Department, for both FY 21 (first year) and FY 22.

Long Term Substitute Position clarification

A long-term substitute teacher will only be eligible for the Minimum Teacher Salary adjustment if the position is compensated via the teacher salary scale, not a daily rate. The NEO data collection module is unable to differentiate between the two types of pay scales, and therefore manual correction is required during the verification process.

Data Analytics

Minimum Teacher Salary Status Report:

FY 2020-21: Minimum Salary = \$35,000

Data set = FY 2019-20 Staff Data as of 12/1/2020

Final Data After Verification by SAUs and Manual Data Corrections

Position Name	Number Staff Eligible for Adjustments	Amount of Adjustments Paid	Number of SAUs Receiving Adjustments	Number of CTE Regions Receiving Adjustments
Classroom Teacher	185	226,324.33	53	0
English Language Learner Teacher	0	-	0	0
Gifted & Talented Teacher	2	368.11	2	0
Guidance Counselor	2	5,694.00	2	0
Librarian/Media Specialist	1	132.00	1	0
School Social Worker	1	15.20	1	0
Special Education Teacher	28	50,855.30	24	0
Substitute Teacher - Longterm	3	3,972.00	3	0
Title I Teacher	0	-	0	0
Totals	222	287,360.94	86	0

Minimum Teacher Salary Status Report:

FY 2021-22: Minimum Salary = \$37,500

Data set = FY 2020-21 Staff Data as of 12/1/2021

Final Data After Verification by SAUs and Manual Data Corrections

Position Name	Number Staff Eligible for Adjustments	Amount of Adjustments Paid	Number of SAUs Receiving Adjustments	Number of CTE Regions Receiving Adjustments
Classroom Teacher	381	503,286.10	80	1
English Language Learner Teacher	2	1,871.00	2	0
Gifted & Talented Teacher	1	687.80	1	0
Guidance Counselor	2	934.00	2	0
Librarian/Media Specialist	2	3,146.00	2	0
Literacy Specialist	0	-	0	0
School Social Worker	1	1,000.00	1	0
Special Education Teacher	73	88,991.36	45	0
Substitute Teacher - Longterm	5	6,464.22	4	0
Title I Teacher	3	4,247.00	3	0
Totals	470	610,627.48	140	1

Conclusion

At this time, every Maine SAU is on track to reach the \$40,000 statutorily required minimum teacher salary by fiscal year (FY) 2023.

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