H.P. 1335 - L.D. 1850
Resolve, To Establish the Commission To Strengthen the Adequacy and Equity of Certain Cost Components of the School Funding Formula

Sec. 5. Duties. Resolved: That the commission shall examine the reports and related work products presented to the Joint Standing Committee on Education and Cultural Affairs during the 126th Legislature as part of the independent review of the Essential Programs and Services Funding Act conducted pursuant to Resolve 2011, chapter 166 and shall develop a plan to strengthen the adequacy and equity of the following cost components included in the Essential Programs and Services Funding Act and other related education statutes.

4. Regional cost adjustment for teacher salaries. As part of the research and analysis of the cost components related to the regional cost adjustment for teacher salaries, the commission shall:

A. Collect and update school administrative unit data included in the regional adjustment for teacher salaries pursuant to the Maine Revised Statutes, Title 20-A, section 15682;

B. Recalculate the regional adjustments using the most recent teacher salary data available and conduct analyses using the 35 labor market areas currently included in the essential programs and services funding formula and using the 31 labor market areas developed by the Department of Labor; and

C. Conduct research and analysis of the strategies used in other states to address teacher salary gaps in school districts.

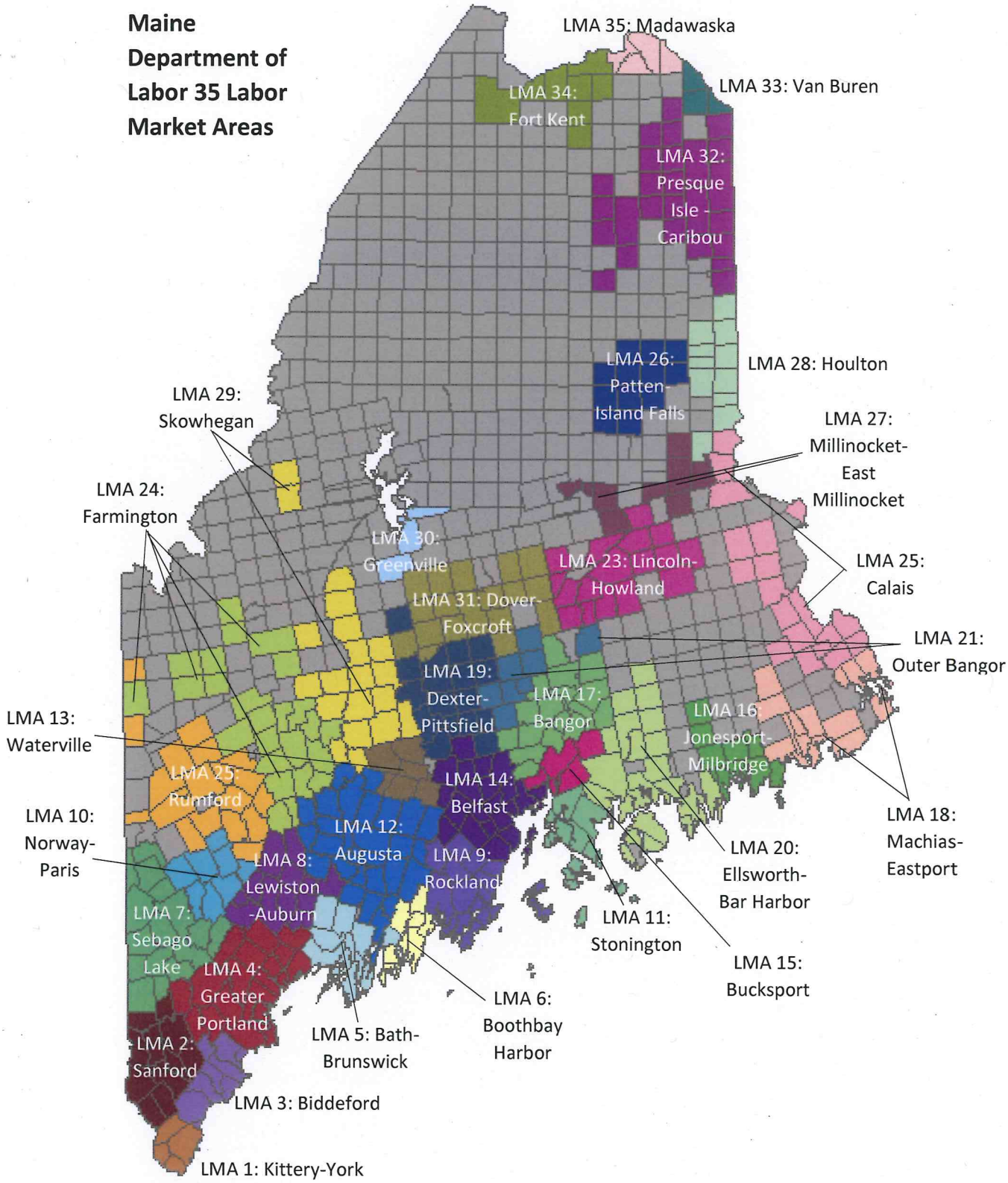

Maine Department of Labor 35 Labor Market Areas
LMA 35: Madawaska
LMA 33: Van Buren
LMA 34: Fort Kent
LMA 32: Presque Isle - Caribou
LMA 26: Patten-Island Falls
LMA 28: Houlton
LMA 29: Skowhegan
LMA 27: Millinocket-East Millinocket
LMA 24: Farmington
LMA 30: Greenville
LMA 23: Lincoln-Howland
LMA 25: Calais
LMA 31: Dover-Foxcroft
LMA 21: Outer Bangor
LMA 19: Dexter-Pittsfield
LMA 17: Bangor
LMA 16 Jonesport-Milbridge
LMA 13: Waterville
LMA 14: Belfast
LMA 18: Machias-Eastport
LMA 10: Norway-Paris
LMA 12: Augusta
LMA 9: Rockland
LMA 20: Ellsworth-Bar Harbor
LMA 8: Lewiston -Auburn
LMA 7: Sebago Lake
LMA 11: Stonington
LMA 15: Bucksport
LMA 4: Greater Portland
LMA 6: Boothbay Harbor
LMA 5: Bath-Brunswick
LMA 2: Sanford
LMA 3: Biddeford
LMA 1: Kittery-York

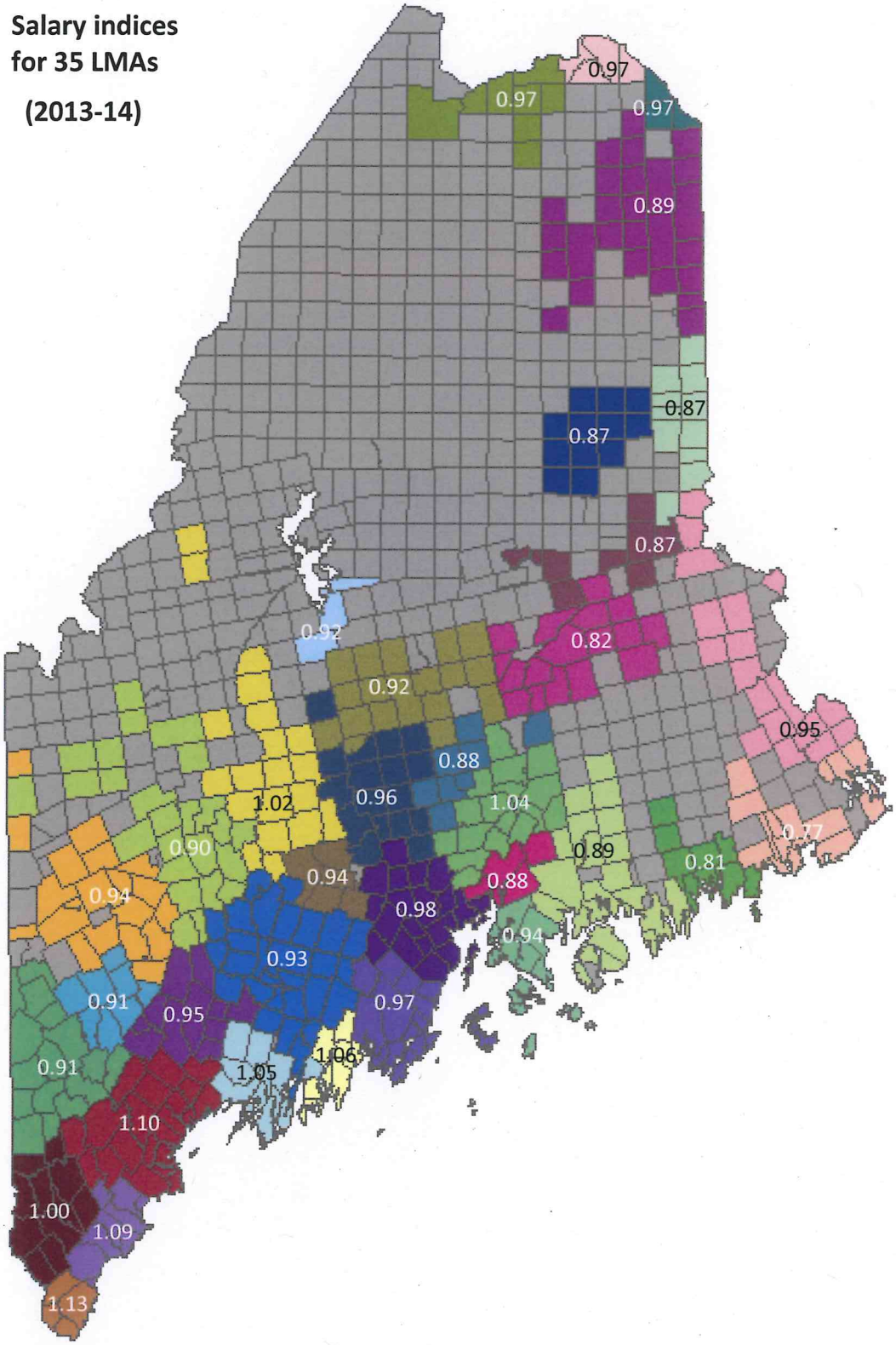
Table 1. Updated Regional Adjustment Change
By 35 Labor Market Areas 2004-05 to 2013-14

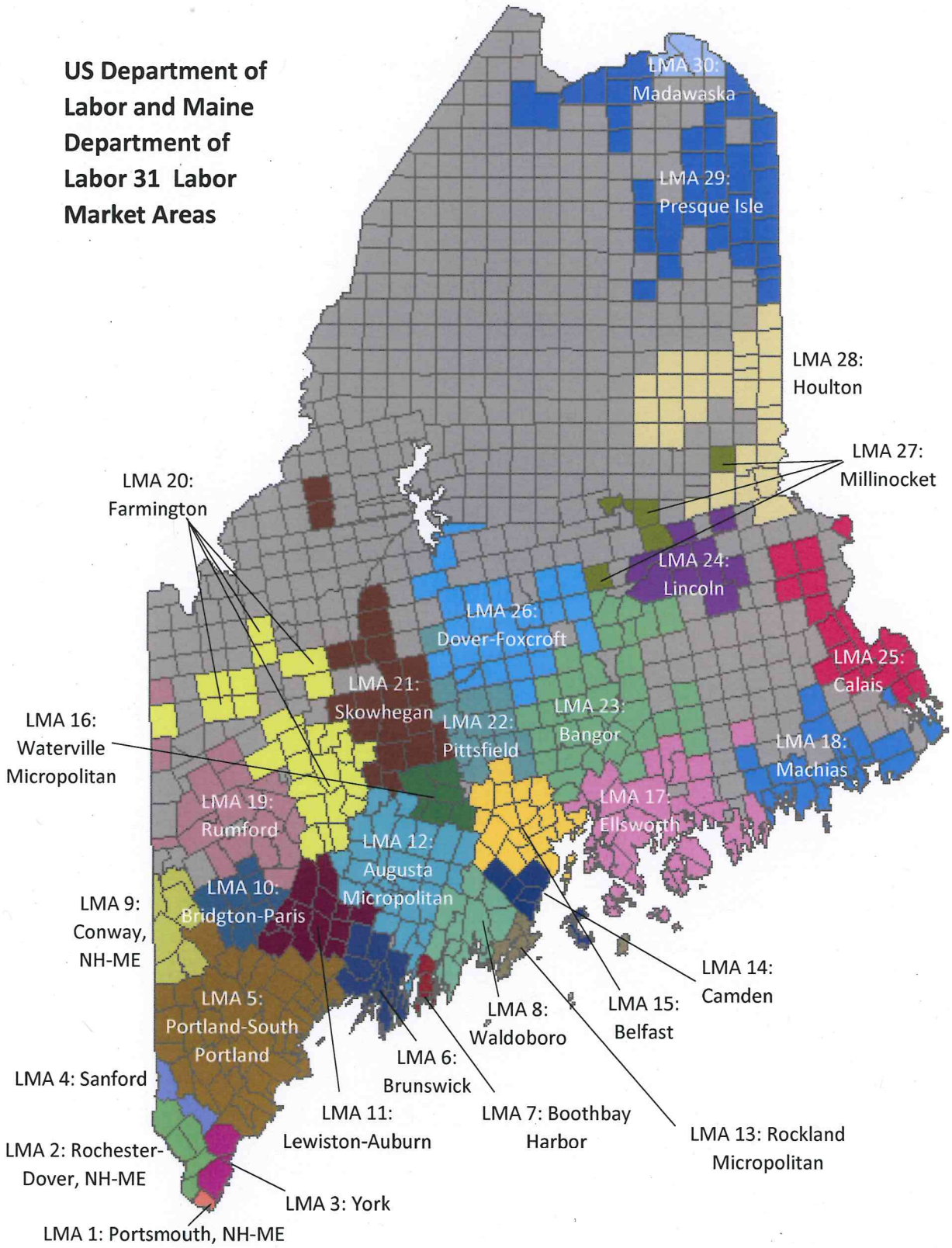
Labor Market Area (LMA)	Regional Adjustment 2004-05 Data	Regional Adjustment 2006-07 Data	Regional Adjustment 2008-09 Data	Regional Adjustment 2013-14 Data	Change 2004-05 to 2013-14
1. Kittery - York LMA	1.06	1.07	1.06	1.13	+.07
2. Sanford LMA	1.03	1.04	1.02	1.00	-.03
3. Biddeford LMA	1.09	1.09	1.09	1.09	+.00
4. Greater Portland LMA	1.08	1.08	1.09	1.10	+.02
5. Bath - Brunswick LMA	1.02	1.04	1.03	1.05	+.03
6. Boothbay Harbor LMA	1.03	1.02	1.05	1.06	+.03
7. Sebago Lake LMA*	0.94	0.94	0.93	0.91	-.03
8. Lewiston - Auburn LMA	0.98	0.97	0.96	0.95	-.03
9. Rockland LMA	1.00	1.01	1.00	0.97	-.03
10. Norway - Paris LMA*	0.94	0.94	0.93	0.91	-.03
11. Stonington LMA	0.95	0.98	0.94	0.94	-.01
12. Augusta LMA	0.95	0.96	0.94	0.93	-.02
13. Waterville LMA	0.97	0.97	0.96	0.94	-.03
14. Belfast LMA	1.01	1.01	0.99	0.98	-.03
15. Bucksport LMA	0.94	0.92	0.90	0.88	-.06
16. Jonesport - Milbridge LMA	0.84	0.84	0.83	0.81	-.03
17. Bangor LMA	1.02	0.99	1.02	1.04	+.02
18. Machias - Eastport LMA	0.84	0.81	0.83	0.77	-.07
19. Dexter - Pittsfield LMA	0.94	0.96	0.96	0.96	+.02
20. Ellsworth - Bar Harbor LMA	0.93	0.93	0.91	0.89	-.04
21. Outer Bangor LMA	0.89	0.89	0.89	0.88	-.01
22. Rumford LMA	0.93	0.92	0.92	0.94	+.01
23. Lincoln - Howland LMA	0.86	0.85	0.84	0.82	-.04
24. Farmington LMA	0.96	0.95	0.96	0.90	-.06
25. Calais LMA	0.96	0.97	0.98	0.95	-.01
26. Patten - Island Falls LMA*	0.88	0.90	0.87	0.87	-.01
27. Millinocket - East Millinocket LMA*	0.88	0.90	0.87	0.87	-.01
28. Houlton LMA*	0.88	0.90	0.87	0.87	-.01
29. Skowhegan LMA	1.03	1.02	1.05	1.02	-.01
30. Greenville LMA*	0.95	0.95	0.94	0.92	-.03
31. Dover - Foxcroft LMA*	0.95	0.95	0.94	0.92	-.03
32. Presque Isle - Caribou LMA	0.90	0.90	0.89	0.89	-.01
33. Van Buren LMA*	0.99	1.00	0.98	0.97	-.02
34. Fort Kent LMA*	0.99	1.00	0.98	0.97	-.02
35. Madawaska LMA*	0.99	1.00	0.98	0.97	-.02
Lowest	0.84	0.81	0.83	0.77	-.07
Highest	1.09	1.09	1.09	1.13	+.07
Maine	1.00	1.00	1.00	1.00	~

* Due to the small number of teachers in each of these LMA, data was combined into the following groups: 7/10; 26/27/28; 30/31; and 33/34/35.

Salary indices for 35 LMAs

(2013-14)




US Department of Labor and Maine Department of Labor 31 Labor Market Areas
LMA 30: Madawaska
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LMA 28: Houlton
LMA 27: Millinocket
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LMA 23: Bangor
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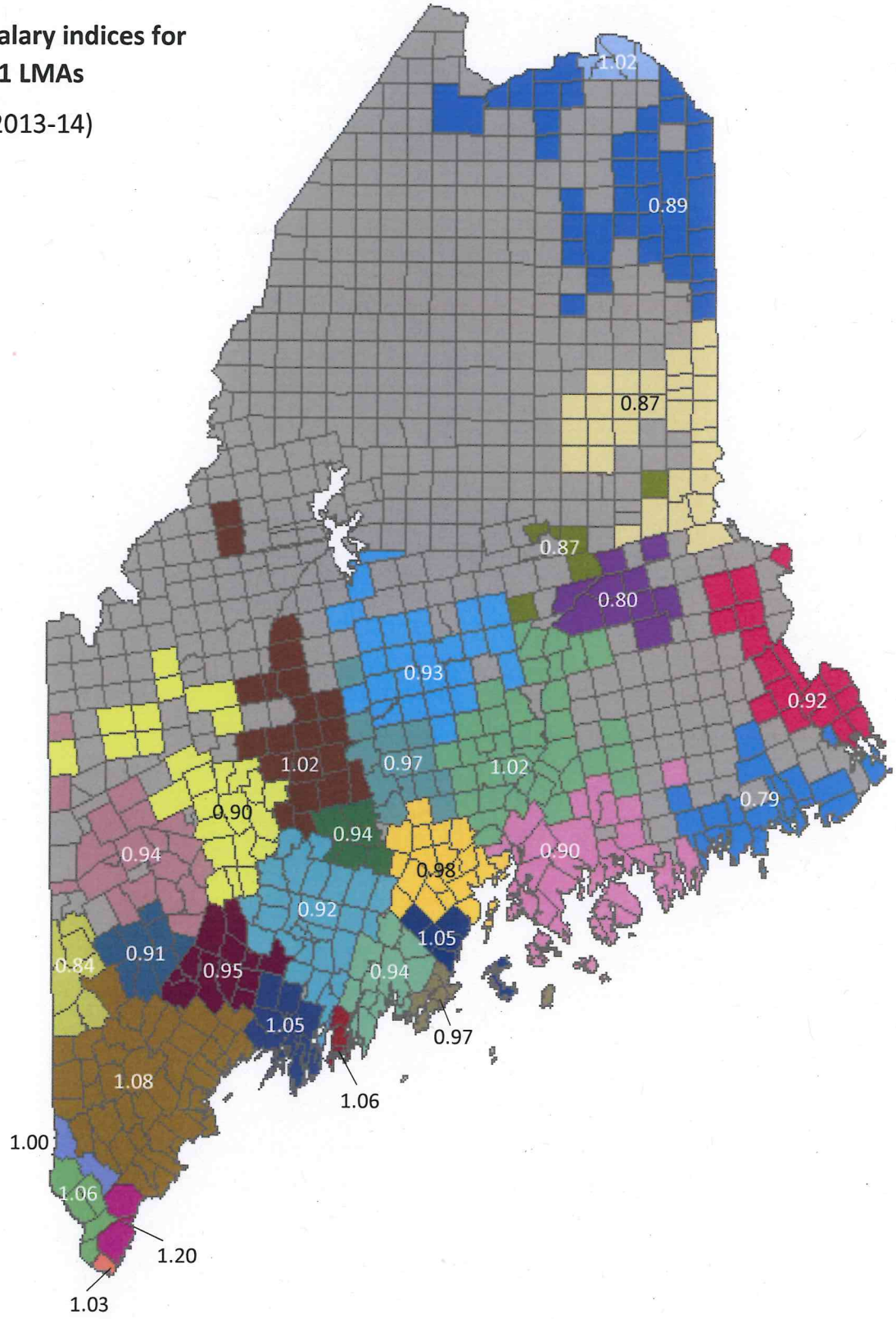
LMA 18: Machias
LMA 19: Rumford
LMA 17: Ellsworth
LMA 12: Augusta Micropolitan
LMA 10: Bridgton-Paris
LMA 9: Conway, NH-ME
LMA 14: Camden
LMA 5: Portland-South Portland
LMA 8: Waldoboro
LMA 15: Belfast
LMA 6: Brunswick
LMA 4: Sanford
LMA 11: Lewiston-Auburn
LMA 7: Boothbay Harbor
LMA 13: Rockland Micropolitan
LMA 2: Rochester-Dover, NH-ME
LMA 3: York
LMA 1: Portsmouth, NH-ME

Table 2. 31* LMA Regional Adjustment
Calculated Change 2004-05 to 2013-14

	Labor Market Area (LMA)	Regional Adjustment (2004-05)	Regional Adjustment (2013-14)	Change 2004-05 to 2013-14
1	Portsmouth, NH-ME Metropolitan	1.04	1.03	-.02
2	Rochester-Dover, NH-ME Metropolitan	1.03	1.06	+.03
3	York, ME LMA	1.14	1.20	+.05
4	Sanford Micropolitan	1.02	1.00	-.02
5	Portland-South Portland Metropolitan	1.07	1.08	+.01
6	Brunswick Micropolitan	1.02	1.05	+.03
7	Boothbay Harbor, ME LMA	1.04	1.06	+.02
8	Waldoboro, ME LMA	0.98	0.94	-.04
9	Conway, NH-ME LMA	0.88	0.84	-.04
10	Bridgton-Paris, ME LMA	0.96	0.91	-.05
11	Lewiston-Auburn, ME Metropolitan	0.97	0.95	-.02
12	Augusta Micropolitan	0.97	0.92	-.05
13	Rockland Micropolitan	1.02	0.97	-.05
14	Camden, ME LMA	1.03	1.05	+.02
15	Belfast, ME LMA	0.98	0.98	-.01
16	Waterville Micropolitan	0.97	0.94	-.02
17	Ellsworth, ME LMA	0.93	0.90	-.03
18	Machias, ME LMA	0.83	0.79	-.05
19	Rumford, ME LMA	0.93	0.94	+.01
20	Farmington, ME LMA	0.96	0.90	-.06
21	Skowhegan, ME LMA	1.03	1.02	-.01
22	Pittsfield, ME LMA	0.97	0.97	+.00
23	Bangor, ME Metropolitan	0.99	1.02	+.02
24	Lincoln, ME LMA	0.87	0.80	-.07
25	Calais, ME LMA	0.95	0.92	-.02
26	Dover-Foxcroft, ME LMA	0.94	0.93	-.01
27	Millinocket, ME LMA	0.93	0.87	-.06
28	Houlton, ME LMA	0.85	0.87	+.02
29	Presque Isle, ME LMA	0.91	0.89	-.01
30	Madawaska, ME LMA	1.05	1.02	-.03
	Lowest	0.83	0.79	-.07
	Highest	1.14	1.20	+.05
	Maine	1.00	1.00	~

* Due to consolidated school districts and unorganized territories, a regional adjustment could not be computed for the St. George LMA.

Salary indices for 31 LMAs

(2013-14)