Section 5. Sub-section 4.
Regional cost adjustments for teachers salaries
Paragraphs A & B

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.

Calculation of EPS Salary and Labor Market Adjustments

The EPS formula adjusts personnel costs for differences in education and experience levels and for differences in personnel cost across the state. First the costs are adjusted for education and experience. Costs for individual SAUs will vary depending upon the profile of their staff. If the staff are more experienced (e.g., more years of teaching) and/or have more education (e.g., earned more education degrees) than staff in another SAU, then the personnel costs for the first district will be higher. The EPS takes these differences into consideration in determining personnel cost in each district. This is done in the following fashion.

1. Statewide average salaries are calculated for different Years of Experience categories and for different Education Level Categories.

2. The different average salaries are converted into indices, with beginning BA teachers' average salary being set at 1.00.

The current salary matrices appear in the tables beginning on the next page.

3. Next a salary matrix profile is created for each SAU, based on the previous year' SAU personnel profile. For example if the SAU has 50 teachers, and 5 teachers had master's degrees with 6-10 years experience, then 10 % of total number of teachers would have an index of 1.38.
4. The next step is to convert this SAU specific profile into the EPS teacher matrix. Based on the student enrollment and EPS student-teacher ratios, the total number of teachers would be calculated for the SAU, and a new salary matrix is created for the SAU. For example, the EPS calculations may determine that the SAU should have 45 teachers. If this were the case, 4.5 teachers would have an index of 1.38, and a matrix salary of $45,011.
5. The cost of these 4.5 EPS teachers would be calculated as 4.5 teachers X their matrix average teacher salary (e.g., 4.5 x $45,011 = $202, 549.50).
6. Steps 3-6 are calculated for each personnel position in the EPS formula, and a total EPS staff cost allocation is calculated for each SAU.

Second, personnel costs are adjusted for difference in costs in different regions of the state. The Maine Department of Labor divides the state into 35 labor market areas based on commuting distance for shopping and work.

SALARY MATRIXES

SALARY MATRIX for Teachers, Guidance/Social Workers, and Librarians

Years of Experience	Education Category: BA only	BA+15 BA+30	MA or MA+15	MA+30 or CAS	Doctorate
<1	1.00	1.04	1.16	1.24	1.25
1-5	1.07	1.11	1.23	1.31	1.32
6-10	1.22	1.27	1.38	1.47	1.47
11-15	1.39	1.44	1.55	1.63	1.64
16-20	1.56	1.60	1.72	1.80	1.81
21-25	1.68	1.73	1.84	1.93	1.93
26-30	1.74	1.79	1.90	1.98	1.99
31+	1.76	1.80	1.92	2.00	2.01

CLASSROOM TEACHER
LITERACY SPECIALIST
LONG TERM SUBSTITUTE
SCHOOL SOCIAL WORKER
DIRECTOR OF GUIDANCE
GUIDANCE COUNSELOR
LIBRARIAN/MEDIA SPECIALIST

Years of Experience	Education Category: BA only	BA+15 BA+30	MA or MA+15	MA+30 or CAS	Doctorate
<1	32,617	33,922	37,836	40,445	40,771
1-5	34,900	36,205	40,119	42,728	43,054
6-10	39,793	41,424	45,011	47,947	47,947
11-15	45,338	46,968	50,556	53,166	53,492
16-20	50,883	52,187	56,101	58,711	59,037
21-25	54,797	56,427	60,015	62,951	62,951
26-30	56,754	58,384	61,972	64,582	64,908
31+	57,406	58,711	62,625	65,234	65,560

SALARY MATRIX for Education Technicians and Library Technicians/Media Assistants

Years of Experience	Tech I	Tech II	Tech III	Media Tech I	Media Tech II	Media Tech III
<1	0.84	1.00	1.13	0.90	1.02	1.16
1-5	0.88	1.04	1.18	0.94	1.06	1.21
6-10	0.95	1.12	1.25	1.02	1.14	1.28
11-15	1.04	1.21	1.34	1.11	1.22	1.37
16+	1.06	1.22	1.35	1.12	1.24	1.38

ED TECH I
ED TECH II
ED TECH III
ED TECH I - LIBRARY/MEDIA
ED TECH II - LIBRARY/MEDIA
ED TECH III - LIBRARY/MEDIA

Base Salary for Matrix *Education Technician II with zero experience*

Years of Experience	Tech I	Tech II	Tech III	Media Tech I	Media Tech II	Media Tech III
<1	13,505	16,077	18,167	14,469	16,399	18,649
1-5	14,148	16,720	18,971	15,112	17,042	19,453
6-10	15,273	18,006	20,096	16,399	18,328	20,579
11-15	16,720	19,453	21,543	17,845	19,614	22,025
16+	17,042	19,614	21,704	18,006	19,935	22,186

SALARY MATRIX for School Administrators

State-wide Average Salary	79,879

PRINCIPAL
ASSISTANT PRINCIPAL

Actual FTEs:

		School Enrollment								Total
1. A. Principals	School Enroll	1 to 124	125 to 174	175 to 249	250 to 349	350 to 499	500 to 699	700 to 999	1000+	
	Ratio:	.88	.92	.96	1.01	1.05	1.11	1.18	1.24	
	FTE	0.00	0.00	0.00	3.00	0.00	0.00	1.00	0.00	4.00
		70,294	73,489	76,684	80,678	83,873	88,666	94,257	99,050	
	Salary	0	0	0	242,033	0	0	94,257	0	336,291
1. B. Asst. Principals	School Enroll	1 to 124	125 to 174	175 to 249	250 to 349	350 to 499	500 to 699	700 to 999	1000+	Total
	Ratio:	.70	.73	.78	.83	.87	.93	.99	1.06	
	FTE	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00
		55,915	58,312	62,306	66,300	69,495	74,287	79,080	84,672	
	Salary	0	0	0	0	0	0	79,080	0	79,080

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	25,577
1-5	1.08	27,623
6-10	1.18	30,181
11-15	1.27	32,483
16+	1.30	33,250

ADMINISTRATIVE ASSISTANT/SECRETARY
School Administrative Asst./Secretaries only

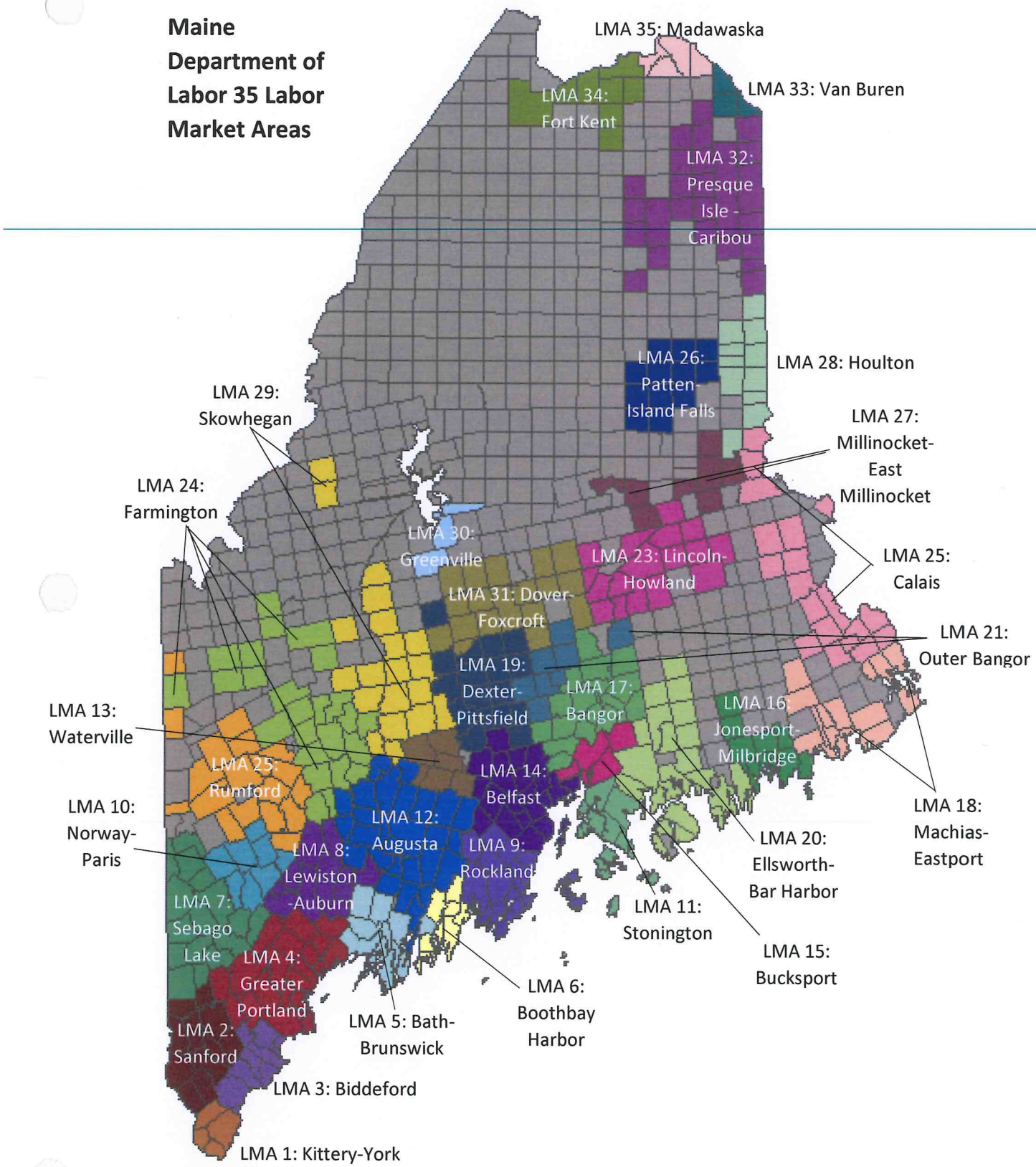
	Years of Experience					
Secretaries	<1	1-5	6-10	11-15	16+	Total
FTE	0.00	0.00	1.00	0.00	0.00	1.00
Salary	0	0	30,181	0	0	30,181

SALARY MATRIX for Health staff

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	41,911
1-5	0.93	45,856
6-10	0.94	46,349
11-15	1.06	52,265
16+	1.11	54,731

NURSE

	Years of Experience					
Health	<1	1-5	6-10	11-15	16+	Total
FTE	1.00	1.00	1.00	1.00	1.00	5.00
Salary	41,911	45,856	46,349	52,265	54,731	241,111


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 25: Rumford
LMA 14: Belfast
LMA 18: Machias-Eastport
LMA 10: Norway-Paris
LMA 12: Augusta
LMA 8: Lewiston -Auburn
LMA 9: Rockland
LMA 20: Ellsworth-Bar Harbor
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

How the Regional Adjustment is Calculated

The calculation of the EPS regional adjustment by LMA involves several steps.

1. Each SAU is assigned to an LMA based on the location of the town or towns that constitute the SAU. When the towns of an SAU are in two different LMAs, the SAU is placed in the LMA where most of its students reside. When an LMA is very small in terms of its number of students and SAUs, it is combined with other LMAs for purposes of computing its regional adjustment.

2. An average full-time teacher salary is calculated for each LMA. An adjustment is then made to the LMA average salaries to account for differences in the education and experience level of teachers in different LMAs. Regression analysis, a widely utilized statistical method, is used to determine what the most likely average salary would be if teachers in the LMA had the same education and experience as teachers throughout the state.

3. The resulting education-and-experience adjusted average salary for each LMA is divided by the state average teacher salary and rounded to two decimal places, yielding the LMA regional adjustment shown in the table. A 1.00 means no salary adjustment for the LMA and represents teacher salaries at the state average. A 0.95 means teacher salaries in that LMA average 5% below the state as a whole for teachers of equal education and experience.

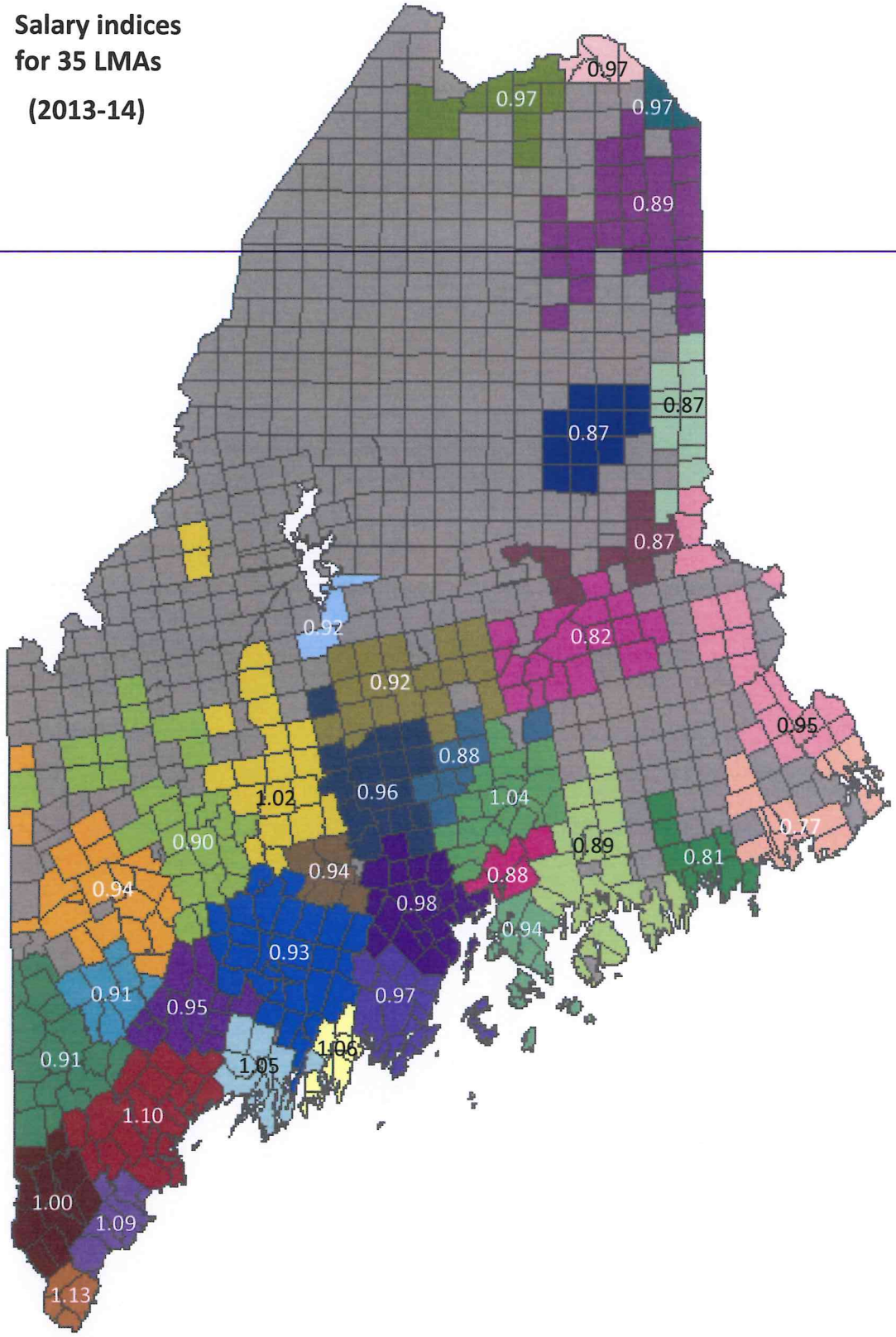
When determining the cost allocation for salaries of school personnel in each SAU, the total staff cost allocation from the matrix calculation (Step 6 on a previous page) is multiplied by the LMA regional adjustment.

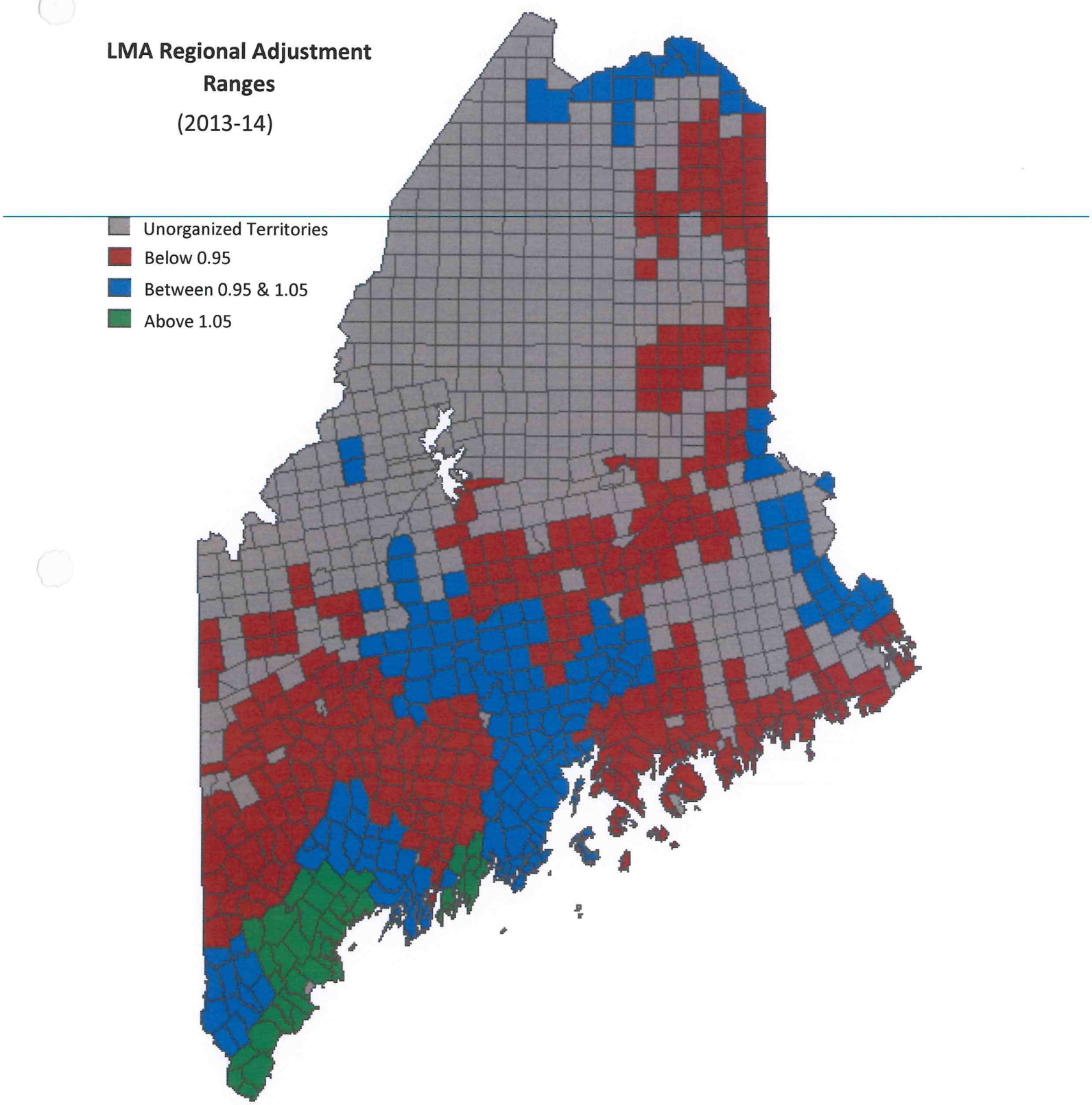
Table 1. Updated Regional Adjustment Change
By 35 Labor Market Areas 2004-05 to 2013-14

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)




LMA Regional Adjustment Ranges
(2013-14)
Unorganized Territories
Below 0.95
Between 0.95 & 1.05
Above 1.05

US Department of Labor and Maine Department of Labor 31 Labor Market Areas

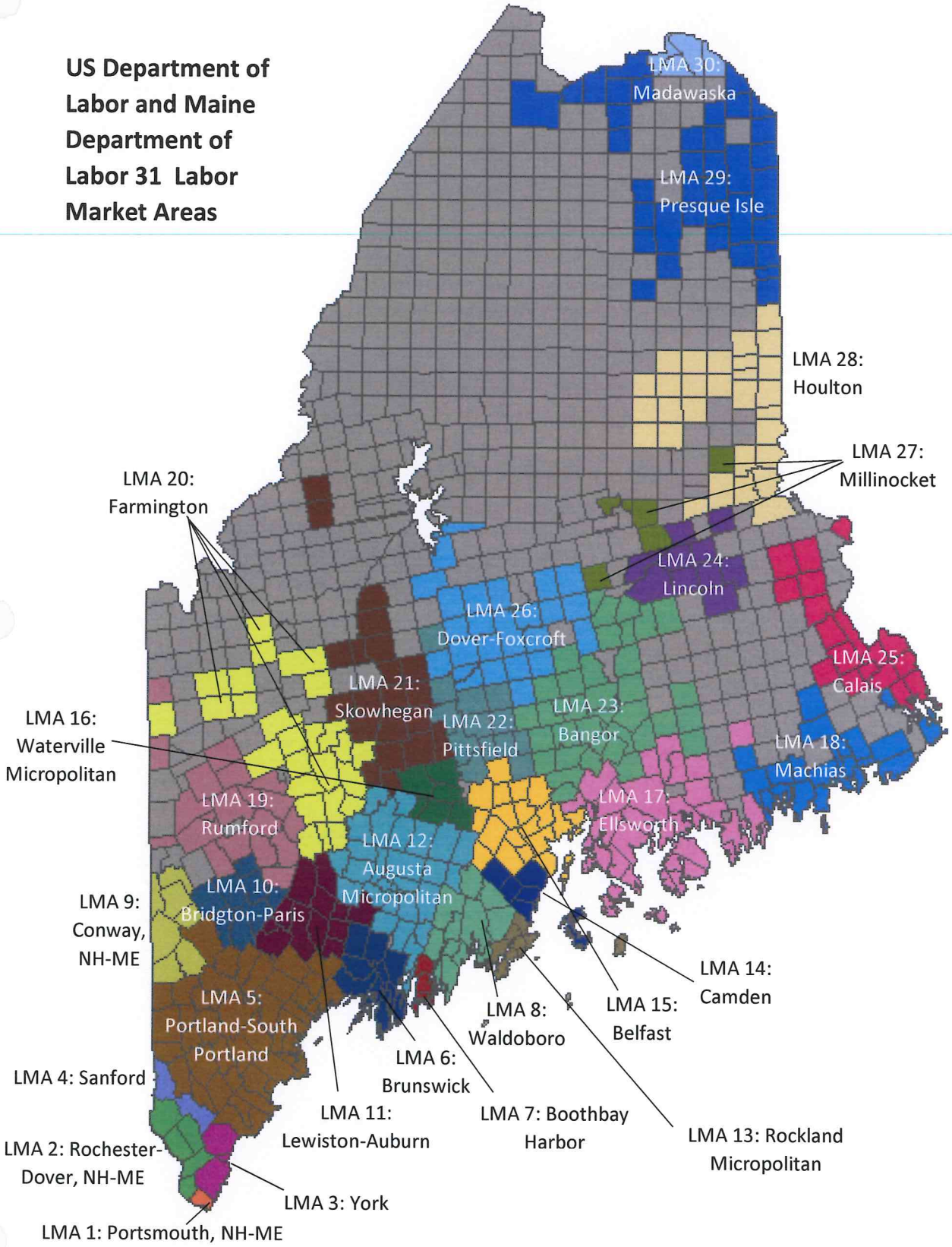


Table 2. 31* LMA Regional Adjustment
Calculated Change 2004-05 to 2013-14

	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)

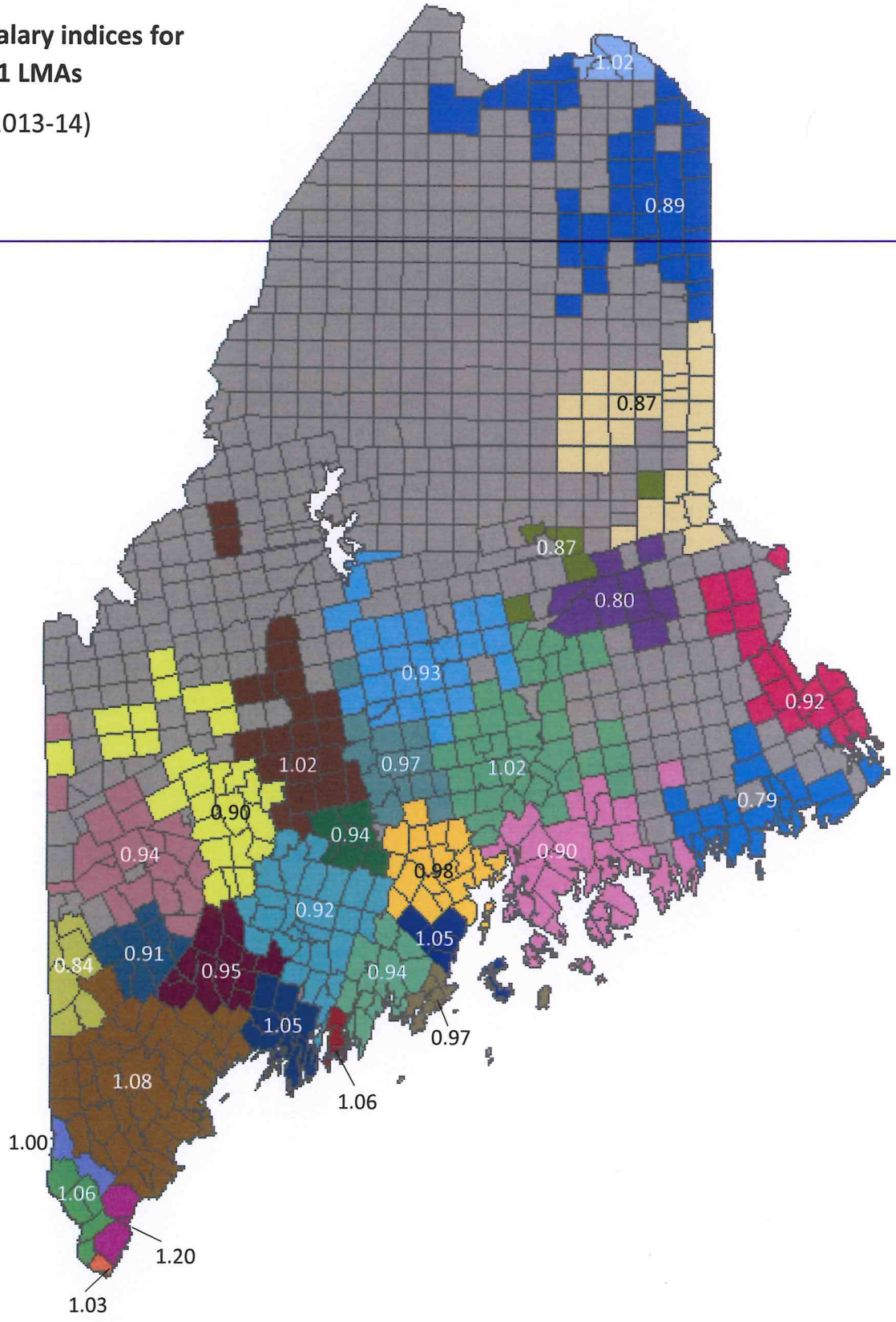


Table 3. Regional Adjustment Coefficients Comparison to State Averages
By Labor Market Area (2013-14 Staff Data)

Labor Market Area (LMA)	First Year Bachelors Degree	Experience Increment	Education Increment	Regional Adjustment
1. Kittery - York LMA	123%	92%	77%	1.13
2. Sanford LMA	104%	102%	40%	1.00
3. Biddeford LMA	115%	99%	88%	1.09
4. Greater Portland LMA	110%	111%	110%	1.10
5. Bath - Brunswick LMA	101%	119%	76%	1.05
6. Boothbay Harbor LMA	107%	110%	39%	1.06
7. Sebago Lake LMA*	94%	88%	67%	0.91
8. Lewiston - Auburn LMA	95%	99%	71%	0.95
9. Rockland LMA	95%	108%	67%	0.97
10. Norway - Paris LMA*	94%	88%	76%	0.91
11. Stonington LMA	94%	94%	71%	0.94
12. Augusta LMA	91%	100%	52%	0.93
13. Waterville LMA	97%	92%	46%	0.94
14. Belfast LMA	106%	91%	40%	0.98
15. Bucksport LMA	85%	100%	64%	0.88
16. Jonesport - Milbridge LMA	91%	62%	27%	0.81
17. Bangor LMA	103%	108%	115%	1.04
18. Machias - Eastport LMA	89%	52%	14%	0.77
19. Dexter - Pittsfield LMA	96%	106%	66%	0.96
20. Ellsworth - Bar Harbor LMA	93%	85%	35%	0.89
21. Outer Bangor LMA	91%	86%	64%	0.88
22. Rumford LMA	98%	87%	57%	0.94
23. Lincoln - Howland LMA	89%	65%	35%	0.82
24. Farmington LMA	93%	82%	68%	0.90
25. Calais LMA	98%	82%	118%	0.95
26. Patten - Island Falls LMA*	91%	88%	42%	0.87
27. Millinocket - East Millinocket LMA*	91%	88%	42%	0.87
28. Houlton LMA*	91%	88%	42%	0.87
29. Skowhegan LMA	108%	94%	65%	1.02
30. Greenville LMA*	94%	88%	72%	0.92
31. Dover - Foxcroft LMA*	94%	88%	72%	0.92
32. Presque Isle - Caribou LMA	92%	89%	40%	0.89
33. Van Buren LMA*	96%	100%	101%	0.97
34. Fort Kent LMA*	96%	100%	101%	0.97
35. Madawaska LMA*	96%	100%	101%	0.97
Lowest	85%	52%	14%	0.77
Highest	123%	119%	118%	1.13
Maine	$ 34,968	$ 1,092	$ 5,579	$ 50,243

* 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.

Table 4. Regional Adjustment Simulation 1: Current Adjustment 2004-05 Data Vs. 2013-14 Data By Labor Market Area (2013-14 Staff Data)

Labor Market Area (LMA)	FTE Teachers	Current Regional Adjustment 2005 Data	Regional Adjustment FY 2014 Data	Estimated Change in Cost Allocation *($thousands)*
1. Kittery - York LMA	363	1.06	1.13	$1,796
2. Sanford LMA	619	1.03	1.00	-1,313
3. Biddeford LMA	646	1.09	1.09	0
4. Greater Portland LMA	2,514	1.08	1.10	3,554
5. Bath - Brunswick LMA	511	1.02	1.05	1,085
6. Boothbay Harbor LMA	116	1.03	1.06	246
7. Sebago Lake LMA	280	0.94	0.91	-594
8. Lewiston - Auburn LMA	1,025	0.98	0.95	-2,175
9. Rockland LMA	457	1.00	0.97	-969
10. Norway - Paris LMA	241	0.94	0.91	-511
11. Stonington LMA	112	0.95	0.94	-79
12. Augusta LMA	956	0.95	0.93	-1,352
13. Waterville LMA	361	0.97	0.94	-766
14. Belfast LMA	291	1.01	0.98	-616
15. Bucksport LMA	85	0.94	0.88	-360
16. Jonesport - Milbridge LMA	78	0.84	0.81	-165
17. Bangor LMA	763	1.02	1.04	1,079
18. Machias - Eastport LMA	128	0.84	0.77	-635
19. Dexter - Pittsfield LMA	281	0.94	0.96	397
20. Ellsworth - Bar Harbor LMA	351	0.93	0.89	-992
21. Outer Bangor LMA	132	0.89	0.88	-93
22. Rumford LMA	264	0.93	0.94	187
23. Lincoln - Howland LMA	141	0.86	0.82	-397
24. Farmington LMA	106	0.96	0.90	-450
25. Calais LMA	118	0.96	0.95	-84
26. Patten - Island Falls LMA	14	0.88	0.87	-10
27. Millinocket - East Millinocket LMA	68	0.88	0.87	-48
28. Houlton LMA	116	0.88	0.87	-82
29. Skowhegan LMA	309	1.03	1.02	-219
30. Greenville LMA	17	0.95	0.92	-35
31. Dover - Foxcroft LMA	138	0.95	0.92	-292
32. Presque Isle - Caribou LMA	374	0.90	0.89	-265
33. Van Buren LMA	24	0.99	0.97	-34
34. Fort Kent LMA	70	0.99	0.97	-99
35. Madawaska LMA	51	0.99	0.97	-72
Lowest	14	0.84	0.77	-2,175
Highest	2,514	1.09	1.13	3,554
Maine	12,120	1.00	1.00	-$4,363
Total Policy Cost ($millions)	-$ 4.4		Total Losses	-12,706
State Share (45%)	-$ 2.0		Total Gains	8,343
Local Share (55%)	-$ 2.4			

Table 5. Regional Adjustment Simulation 2: 2013-14 Data vs. Floor = 1.00

By Labor Market Area (2013-14 Staff Data, 2013-14 Adjustment)

Labor Market Area (LMA)	FTE Teachers	Regional Adjustment FY 2014 Data	Regional Adjustment Floor = 1.00	Estimated Change in Cost Allocation *($thousands)*
1. Kittery - York LMA	363	1.13	1.13	$0
2. Sanford LMA	619	1.00	1.00	0
3. Biddeford LMA	646	1.09	1.09	0
4. Greater Portland LMA	2,514	1.10	1.10	0
5. Bath - Brunswick LMA	511	1.05	1.05	0
6. Boothbay Harbor LMA	116	1.06	1.06	0
7. Sebago Lake LMA	280	0.91	1.00	1,781
8. Lewiston - Auburn LMA	1,025	0.95	1.00	3,624
9. Rockland LMA	457	0.97	1.00	969
10. Norway - Paris LMA	241	0.91	1.00	1,532
11. Stonington LMA	112	0.94	1.00	477
12. Augusta LMA	956	0.93	1.00	4,733
13. Waterville LMA	361	0.94	1.00	1,531
14. Belfast LMA	291	0.98	1.00	411
15. Bucksport LMA	85	0.88	1.00	720
16. Jonesport - Milbridge LMA	78	0.81	1.00	1,045
17. Bangor LMA	763	1.04	1.04	0
18. Machias - Eastport LMA	128	0.77	1.00	2,088
19. Dexter - Pittsfield LMA	281	0.96	1.00	793
20. Ellsworth - Bar Harbor LMA	351	0.89	1.00	2,729
21. Outer Bangor LMA	132	0.88	1.00	1,116
22. Rumford LMA	264	0.94	1.00	1,121
23. Lincoln - Howland LMA	141	0.82	1.00	1,788
24. Farmington LMA	106	0.90	1.00	749
25. Calais LMA	118	0.95	1.00	418
26. Patten - Island Falls LMA	14	0.87	1.00	129
27. Millinocket - East Millinocket LMA	68	0.87	1.00	621
28. Houlton LMA	116	0.87	1.00	1,062
29. Skowhegan LMA	309	1.02	1.02	0
30. Greenville LMA	17	0.92	1.00	93
31. Dover - Foxcroft LMA	138	0.92	1.00	779
32. Presque Isle - Caribou LMA	374	0.89	1.00	2,911
33. Van Buren LMA	24	0.97	1.00	52
34. Fort Kent LMA	70	0.97	1.00	149
35. Madawaska LMA	51	0.97	1.00	108
Lowest	14	0.77	1.00	0
Highest	2,514	1.13	1.13	4,733
Maine	12,120	1.00	1.00	$33,529

Total Policy Cost ($millions)	$ 33.5	Total Losses	0
State Share (45%)	$ 15.1	Total Gains	33,529
Local Share (55%)	$ 18.4		

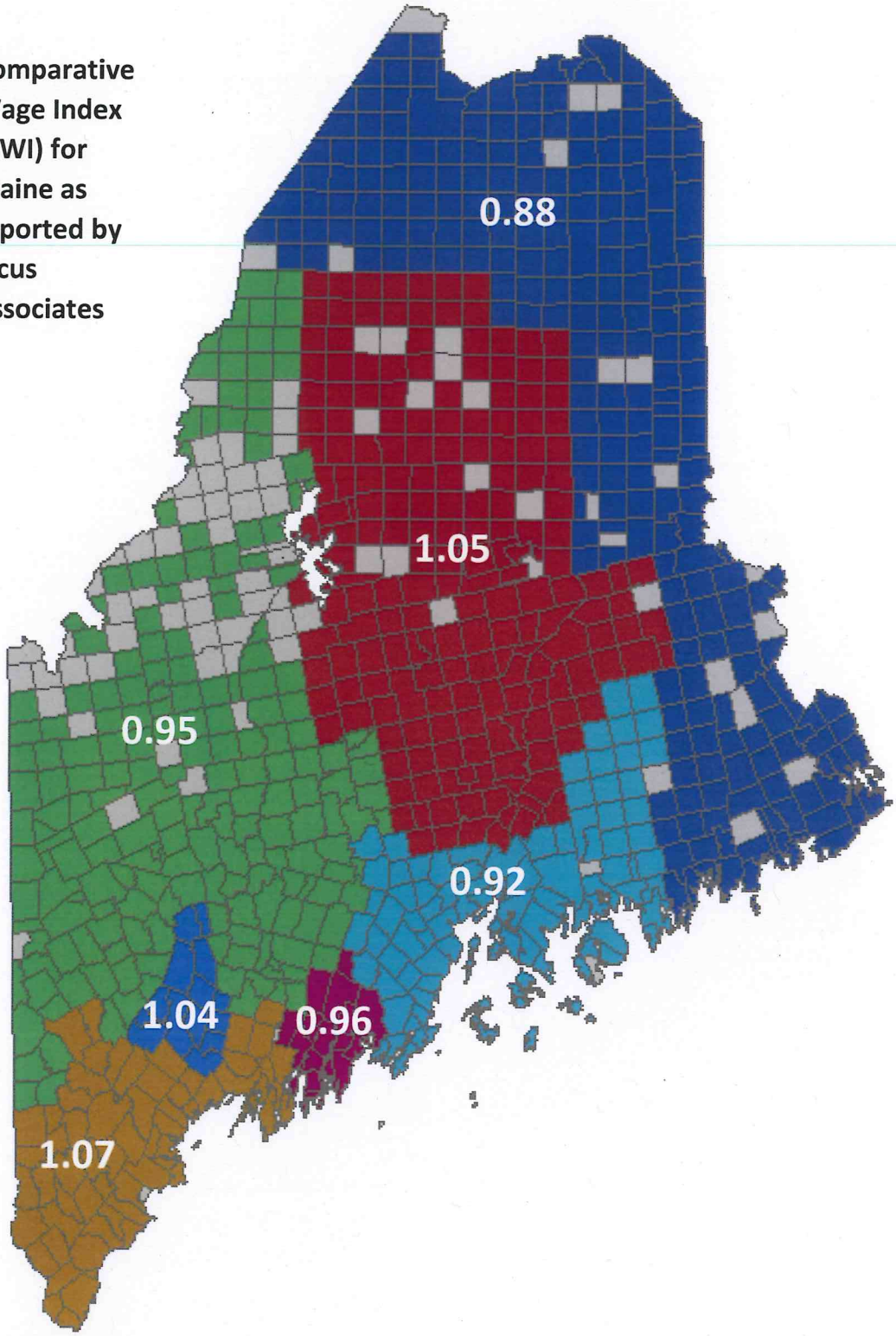
Table 6. Regional Adjustment Simulation 3: 2013-14 Data vs. Between 0.95 and 1.05

By Labor Market Area (2013-14 Staff Data, 2013-14 Adjustment)

Labor Market Area (LMA)	FTE Teachers	Regional Adjustment FY 2014 Data	Regional Adjustment Between 0.95 and 1.05	Estimated Change in Cost Allocation *($thousands)*
1. Kittery - York LMA	363	1.13	1.05	-$2,052
2. Sanford LMA	619	1.00	1.00	0
3. Biddeford LMA	646	1.09	1.05	-1,828
4. Greater Portland LMA	2,514	1.10	1.05	-8,884
5. Bath - Brunswick LMA	511	1.05	1.05	0
6. Boothbay Harbor LMA	116	1.06	1.05	-82
7. Sebago Lake LMA	280	0.91	0.95	792
8. Lewiston - Auburn LMA	1,025	0.95	0.95	0
9. Rockland LMA	457	0.97	0.97	0
10. Norway - Paris LMA	241	0.91	0.95	681
11. Stonington LMA	112	0.94	0.95	79
12. Augusta LMA	956	0.93	0.95	1,352
13. Waterville LMA	361	0.94	0.95	255
14. Belfast LMA	291	0.98	0.98	0
15. Bucksport LMA	85	0.88	0.95	420
16. Jonesport - Milbridge LMA	78	0.81	0.95	770
17. Bangor LMA	763	1.04	1.04	0
18. Machias - Eastport LMA	128	0.77	0.95	1,634
19. Dexter - Pittsfield LMA	281	0.96	0.96	0
20. Ellsworth - Bar Harbor LMA	351	0.89	0.95	1,488
21. Outer Bangor LMA	132	0.88	0.95	651
22. Rumford LMA	264	0.94	0.95	187
23. Lincoln - Howland LMA	141	0.82	0.95	1,291
24. Farmington LMA	106	0.90	0.95	375
25. Calais LMA	118	0.95	0.95	0
26. Patten - Island Falls LMA	14	0.87	0.95	79
27. Millinocket - East Millinocket LMA	68	0.87	0.95	382
28. Houlton LMA	116	0.87	0.95	654
29. Skowhegan LMA	309	1.02	1.02	0
30. Greenville LMA	17	0.92	0.95	35
31. Dover - Foxcroft LMA	138	0.92	0.95	292
32. Presque Isle - Caribou LMA	374	0.89	0.95	1,588
33. Van Buren LMA	24	0.97	0.97	0
34. Fort Kent LMA	70	0.97	0.97	0
35. Madawaska LMA	51	0.97	0.97	0
Lowest	14	0.77	0.95	-8,884
Highest	2,514	1.13	1.05	1,634
Maine	12,120	1.00	1.00	$159
Total Policy Cost ($millions)	$ 0.16		Total Losses	-12,847
State Share (45%)	$ 0.07		Total Gains	13,006
Local Share (55%)	$ 0.09			

Table 7. Regional Adjustment Simulation 4: 2013-14 Data vs. No Adjustment

By Labor Market Area (2013-14 Staff Data, 2013-14 Adjustment)

Labor Market Area (LMA)	FTE Teachers	Regional Adjustment FY 2014 Data	Regional Adjustment = 1.00 (No Adjustment)	Estimated Change in Cost Allocation *($thousands)*
1. Kittery - York LMA	363	1.13	1.00	-$3,335
2. Sanford LMA	619	1.00	1.00	0
3. Biddeford LMA	646	1.09	1.00	-4,113
4. Greater Portland LMA	2,514	1.10	1.00	-17,769
5. Bath - Brunswick LMA	511	1.05	1.00	-1,808
6. Boothbay Harbor LMA	116	1.06	1.00	-492
7. Sebago Lake LMA	280	0.91	1.00	1,781
8. Lewiston - Auburn LMA	1,025	0.95	1.00	3,624
9. Rockland LMA	457	0.97	1.00	969
10. Norway - Paris LMA	241	0.91	1.00	1,532
11. Stonington LMA	112	0.94	1.00	477
12. Augusta LMA	956	0.93	1.00	4,733
13. Waterville LMA	361	0.94	1.00	1,531
14. Belfast LMA	291	0.98	1.00	411
15. Bucksport LMA	85	0.88	1.00	720
16. Jonesport - Milbridge LMA	78	0.81	1.00	1,045
17. Bangor LMA	763	1.04	1.00	-2,159
18. Machias - Eastport LMA	128	0.77	1.00	2,088
19. Dexter - Pittsfield LMA	281	0.96	1.00	793
20. Ellsworth - Bar Harbor LMA	351	0.89	1.00	2,729
21. Outer Bangor LMA	132	0.88	1.00	1,116
22. Rumford LMA	264	0.94	1.00	1,121
23. Lincoln - Howland LMA	141	0.82	1.00	1,788
24. Farmington LMA	106	0.90	1.00	749
25. Calais LMA	118	0.95	1.00	418
26. Patten - Island Falls LMA	14	0.87	1.00	129
27. Millinocket - East Millinocket LMA	68	0.87	1.00	621
28. Houlton LMA	116	0.87	1.00	1,062
29. Skowhegan LMA	309	1.02	1.00	-437
30. Greenville LMA	17	0.92	1.00	93
31. Dover - Foxcroft LMA	138	0.92	1.00	779
32. Presque Isle - Caribou LMA	374	0.89	1.00	2,911
33. Van Buren LMA	24	0.97	1.00	52
34. Fort Kent LMA	70	0.97	1.00	149
35. Madawaska LMA	51	0.97	1.00	108
Lowest	14	0.77	1.00	-17,769
Highest	2,514	1.13	1.00	4,733
Maine	12,120	1.00	1.00	$3,416
Total Policy Cost ($millions)	$ 3.4		Total Losses	-30,113
State Share (45%)	$ 1.5		Total Gains	33,529
Local Share (55%)	$ 1.9			

Comparative Wage Index (CWI) for Maine as reported by Picus Associates