

## TESTIMONY IN OPPOSITION TO

L.D. 54

### AN ACT TO REQUIRE EMPLOYERS TO DISCLOSE PAY RANGES AND MAINTAIN RECORDS OF EMPLOYEES' PAY HISTORIES

February 5, 2025

Senator Tipping, Representative Roeder, and members of the Labor Committee. I am Eileen King, deputy executive director of the Maine School Management Association, testifying on behalf of the legislative committees of the Maine School Boards Association and Maine School Superintendents Association in opposition to L.D. 54.

Our associations are opposed to this legislation because it puts a burdensome mandate on schools in terms of keeping track of the payment history essentially for all school employees. Maintaining payment history for three years after an employee has moved on or retired would add substantial administrative duties.

It also is unnecessary. Labor contracts negotiated with our employees and their union representative are a matter of public record since they are negotiated with the School Board, and already include information on employee wage ranges. Hourly wages for non-union employees also are a matter of public record, since we are public entities.

We are also concerned that this bill would require our schools to include pay ranges when posting openings for vacant superintendent and assistant superintendent positions and other central office positions. Our current process allows our local School Boards substantial latitude to negotiate with a candidate and adjust wages accordingly. Under this bill, we would lose that ability, which we worry could impact superintendent hiring at a time when the candidate pool is limited.

Our schools believe deeply in transparency, but we do not want to burden our business and administrative staff with unnecessary duties.

For these reasons we oppose this bill and ask you to exempt our public schools, who already provide transparent salary information to candidates.