

TESTIMONY IN OPPOSITION TO

L.D. 941

AN ACT REQUIRING EMPLOYERS TO DISCLOSE WAGE RANGES IN JOB POSTINGS

March 25, 2025

Senator Tipping, Representative Roeder, and members of the Labor Committee, I am Steven Bailey, the 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. 941, An Act Requiring Employers to Disclose Wage Ranges in Job Postings.

Your committee has already heard and voted out a similar bill this session, L.D. 54. We believe this bill from Rep. Archer is a more reasonable proposal for Maine schools, but our associations still have concerns regarding the administrative burden of this bill and at the very least believe that school districts should be exempted.

For educational systems, this bill is largely duplicative and unnecessary. Labor contracts negotiated with employees and union representatives are a matter of public record. Most districts already post these agreements online, and these list out the wage ranges and even include details on benefits and health insurance. Candidates are already able to locate these wage ranges if they apply for a position. Disclosing these wage ranges, as requested in L.D. 941, would add an additional step to the job posting process, adding more work on administrative staff while simply duplicating information that is already publicly available.

We appreciate that the posting of wage ranges in this bill would be “advisory and not binding on the employer,” providing important flexibility for an employer to still be able to adjust a pay offer depending on market conditions or candidate experience. This flexibility is a necessity for our school boards, particularly as they negotiate central office positions. Boards can, and frequently do, increase the pay for certain candidates in order to ensure that the best educators are in each of our schools.

We still have some concern that the posting of a job range could lead some candidates to not apply for jobs – particularly in schools in rural areas – even though a district could hypothetically pay more. This could exacerbate staffing challenges in these regions. School districts offer robust wages for these positions, and we believe our current posting system is successful in recruiting and hiring candidates.

Because of the transparency that our schools already provide in the posting of collective bargaining agreements, and the increased administrative burden in this bill, we would ask you to vote “ought not to pass” on L.D. 941.