

**MAINE  
PRINCIPALS'  
ASSOCIATION**



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*MPA is an Equal  
Opportunity Organization*

**TO: Committee on Labor**  
**FROM: Maine Principals' Association Legislative Committee**  
**RE: In Opposition of LD 653: An Act to Allow Teachers to Qualify for Overtime Pay**  
**DATE: April 9, 2025**

Senator Tipping, Representative Roeder, and distinguished members of the Committee on Labor. My name is Dr. Holly Blair, and I am the Executive Director of the Maine Principals' Association – Professional Division. The MPA represents more than 700 PreK-12 principals and assistant principals, CTE Directors and Assistant Directors, and Athletic Directors of public and private schools in Maine.

The MPA Legislative Committee is in opposition to LD 653. While we value and appreciate the hard work of teachers, this bill creates an inequitable and problematic approach to compensating salaried employees in the education system.

Teachers are salaried professionals, and as such, they do not earn overtime pay. Like other salaried employees in various fields, their compensation structure reflects the nature of their professional responsibilities. When teachers take on additional duties beyond their contractual obligations, there are already stipend opportunities available to compensate them for their extra work. These stipends ensure that additional responsibilities are fairly compensated while maintaining the integrity of the salaried pay structure.

Furthermore, LD 653 fails to recognize other salaried educators who also contribute significantly to school operations, such as athletic directors, building administrators, and central office administrators. If the intent of this bill is to ensure fair compensation for additional work, it should not exclude key education professionals who often work beyond their contracted hours without additional pay. This selective approach creates inconsistencies and inequities in how school personnel are compensated.

For these reasons, I urge you to oppose LD 653. Rather than restructuring teacher compensation in a way that disregards established salary practices, we should focus on strengthening stipend opportunities and ensuring all educators—teachers and administrators alike—are fairly compensated for additional duties.