

TESTIMONY IN OPPOSITION TO

L.D. 741

AN ACT TO PROHIBIT TRAINING REPAYMENT  
AGREEMENTS BY EMPLOYERS

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Senator Tipping, Representative Roeder and members of the Committee on Labor and Housing. I am Steven Bailey, executive director of the Maine School Boards Association, testifying on behalf of the legislative committee of the Maine School Boards Association in opposition to L.D. 741.

Our association is opposed to this bill because collective bargaining agreements often include language related to course work and training approval with payment for or reimbursement for the training. This language is understood and agreed to by both employer and employee within these bargaining units.

Additionally, school districts, with public dollars being expended, create an expectation that there will be a return on their investment of supporting the training received by the employees. An example might be of an administrator receiving reimbursement for course work for an advanced degree with the expectation that the person work in the district for a specified amount of time. Another example might be a bus driver candidate, having their training provided by a district, only to jump ship after getting the bus driver license because a neighboring district pays a signing bonus and higher hourly wage.

Removing the repayment agreement could be seen as creating open season on recruiting and hiring, without any loyalty to the district that provides the training. Any agreement would still be determined at the local level.

MSBA urges the Committee on Labor and Housing to not pass L.D. 741.