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THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

**Testimony in Support of SB1043 - Education – Public School Employers and Employees –
Subcontracting for Services**

Mr. Chair, Madame Vice Chair, and Members of the Senate Education, Energy, and the Environment Committee:

Across the state, school systems subcontract out work or services that are often performed by public school employees. The scope of work subcontracted out varies from school system to school system, but routinely encompasses a wide array of essential school services from related service providers, transportation services, custodial work, and even instructional services, such as classroom teachers.

Bus drivers, food and nutrition workers, custodians, classroom teachers, paraeducators, and other public school employees all work together to promote a quality learning environment and deliver the best education possible to our students. However, employers disregard the concerns of these essential public school employees when they subcontract out the work or services they perform with little to no input from the employees currently doing the work. Subcontracting out work may cause differing working standards and conditions between a public school employee and an employee of a subcontractor performing the same or similar work or create more workload and burden on public school employees when contracted out workers are used to provide services.

Senate Bill 1043 establishes guardrails when public school employers attempt to subcontract out work or services performed by public school employees. With this bill, our goal is not to eliminate a school system's ability to subcontract for services, but rather create processes and procedures that promote the public interest with transparency, accountability, and respect for our public school employees.

This legislation will ensure public school employees, families, and communities have the opportunity to share their concerns and review important information before an employer subcontracts out essential school services performed by public school employees. Additionally, this legislation will make certain that strong labor standards are preserved when employers subcontract out work. Our state needs to recruit and retain more people into the education workforce, and subcontracting should not be used to diminish existing labor standards.

For these reasons, I respectfully request a favorable report on SB1043.