

Department of Legislative Services
Maryland General Assembly
2003 Session

FISCAL AND POLICY NOTE
Revised

House Bill 778

(Delegate Minnick)

Ways and Means

Education, Health, and Environmental Affairs

Education - Baltimore County - Public School Employees

This bill extends collective bargaining in the Baltimore County public school system to certificated and noncertificated supervisory and administrative employees. These employees would constitute a separate bargaining unit.

The bill also provides that the organization that is currently recognized as the representative of these employees is the organization that will represent the bargaining unit established in the bill. The bill specifies, however, that it does not modify existing State law that allows a bargaining unit to change the employee organization that represents the unit.

Fiscal Summary

State Effect: None.

Local Effect: None. The bill clarifies existing practice in Baltimore County between the school board and supervisory and administrative employees.

Small Business Effect: None.

Analysis

Current Law: Noncertificated supervisory employees in Baltimore County share a bargaining unit with certificated supervisory and administrative employees. The State law governing collective bargaining of public school employees separates bargaining units for positions requiring certification and positions that do not require certification.

Background: This bargaining unit was initially formed in 1994. The unit elected an exclusive representative and opted for “meet and confer” negotiations rather than formal collective bargaining with the Baltimore County Board of Education. The unit includes both certificated and noncertificated supervisory and administrative employees. The bill would formalize the existing unit and permit specified certificated and noncertificated employees in Baltimore County to bargain as a single unit.

Local Expenditures: The Department of Legislative Services generally estimates costs associated with collective bargaining in two categories: first, the administrative costs of implementing collective bargaining; and second, the additional personnel costs that result from collective bargaining. Because the school board already bargains with this unit, it is assumed that there would be no additional administrative costs for the school board.

Similarly, personnel expenses for the employees are assumed to remain as they would under existing law. There could be increased costs if the unit chose formal collective bargaining rather than “meet and confer;” however, the employees could make that election under the existing agreement with the school board without any statutory change.

Additional Information

Prior Introductions: Similar bills were introduced last year as SB 335/HB 544 and in 2001 as SB 253. All three bills were withdrawn.

Cross File: None.

Information Source(s): Maryland State Department of Education, Baltimore County, Department of Legislative Services

Fiscal Note History: First Reader - February 19, 2003
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