

SENATE BILL 831

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CF 2lr3241

By: **Senators Zucker and King**

Introduced and read first time: February 7, 2022

Assigned to: Budget and Taxation and Education, Health, and Environmental Affairs

A BILL ENTITLED

1 AN ACT concerning

2 **Education Support Professionals – Workgroup and Bonus**

3 FOR the purpose of establishing the Workgroup to Study the Wages of Education Support
4 Professionals; requiring the Governor to include in the annual budget bill an
5 appropriation sufficient to provide a certain bonus to certain public school employees
6 in a certain fiscal year; and generally relating to the study of the wages of, and the
7 payment of a bonus to, education support professionals.

8 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
9 That:

10 (a) There is a Workgroup to Study the Wages of Education Support Professionals.

11 (b) The purpose of the Workgroup is to determine what percentage of education
12 support professionals in the State earn a living wage and to study increasing the wages of
13 education support professionals to attract and retain skilled workers.

14 (c) The Workgroup consists of the following members:

15 (1) two members of the Senate of Maryland, appointed by the President of
16 the Senate;

17 (2) two members of the House of Delegates, appointed by the Speaker of
18 the House;

19 (3) one member of the Maryland Association of Boards of Education,
20 appointed by the Executive Director of the Association;

21 (4) the President of the Maryland State Education Association, or the
22 President's designee;

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (5) the President of the Service Employees International Union Local 500,
2 or the President's designee;

3 (6) the President of the American Federation of State, County and
4 Municipal Employees Local 2250, or the President's designee;

5 (7) the President of the American Federation of Teachers—Maryland, or
6 the President's designee; and

7 (8) the Executive Director of the American Federation of State, County and
8 Municipal Employees Council 67, or the Executive Director's designee.

9 (d) The Workgroup shall elect the chair of the Workgroup by a majority vote at
10 the first meeting.

11 (e) The Maryland State Department of Education shall provide staff for the
12 Workgroup.

13 (f) A member of the Workgroup:

14 (1) may not receive compensation as a member of the Workgroup; but

15 (2) is entitled to reimbursement for expenses under the Standard State
16 Travel Regulations, as provided in the State budget.

17 (g) In determining what percentage of education support professionals earn a
18 living wage in the State and to study increasing the wages of education support
19 professionals to attract and retain skilled workers, the Workgroup shall consider:

20 (1) the role of local education systems and the State in hiring education
21 support professionals;

22 (2) the number of education support professionals employed by the State
23 or a local school system, or as a contractor;

24 (3) any cost-sharing between the State and the local school systems with
25 regard to the wages and salaries of education support professionals;

26 (4) the total number of part-time and full-time education support
27 professionals in the State;

28 (5) the number of hours required to work, according to the policies of each
29 jurisdiction, to be considered a full-time employee;

30 (6) a complete list of education support professional classifications by
31 jurisdiction;

1 (7) the average hourly wage of education support professionals in the State
2 and by jurisdiction;

3 (8) an analysis of the wage scale for education support professionals;

4 (9) information on increased wages or bonuses by jurisdiction within the
5 last 5 years;

6 (10) the amount of vacancies in the State and by jurisdiction for education
7 support professional jobs; and

8 (11) information on the future of education support professional jobs in the
9 State.

10 (h) (1) On or before November 30, 2022, the Workgroup shall submit an
11 interim report of its findings and recommendations to, in accordance with § 2–1257 of the
12 State Government Article, the Senate Budget and Taxation Committee, the Senate
13 Education, Health, and Environmental Affairs Committee, the House Appropriations
14 Committee, and the House Committee on Ways and Means.

15 (2) On or before August 31, 2023, the Workgroup shall submit a final report
16 of its findings and recommendations, in accordance with § 2–1257 of the State Government
17 Article, to the Senate Budget and Taxation Committee, the Senate Education, Health, and
18 Environmental Affairs Committee, the House Appropriations Committee, and the House
19 Committee on Ways and Means.

20 SECTION 2. AND BE IT FURTHER ENACTED, That:

21 (a) If the fiscal year 2023 budget includes an appropriation sufficient to provide a
22 \$500 bonus to each noncertificated education support professional in fiscal year 2023, the
23 Governor shall include in the annual budget bill for fiscal year 2024 an appropriation
24 sufficient to provide a \$500 bonus to each noncertificated education support professional in
25 fiscal year 2024.

26 (b) If the fiscal year 2023 budget does not include an appropriation sufficient to
27 provide a \$500 bonus to each noncertificated education support professional in fiscal year
28 2023, the Governor shall include in the annual budget bill for fiscal year 2024 an
29 appropriation sufficient to provide a \$1,000 bonus to each noncertificated education support
30 professional in fiscal year 2024.

31 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
32 1, 2022. Section 1 of this this Act shall remain effective for a period of 1 year and 4 months
33 and, at the end of October 31, 2023, Section 1 of this Act, with no further action required
34 by the General Assembly, shall be abrogated and of no further force and effect.