

SENATE BILL 831

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2lr3076
CF HB 1349

By: **Senators Zucker and King**

Introduced and read first time: February 7, 2022

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

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 10, 2022

CHAPTER _____

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; requiring the State Department of Education to collect
7 certain data from each county board of education for a certain school year and to
8 report the data on or before a certain date; and generally relating to the study of the
9 wages of, and the payment of a bonus to, education support professionals.

10 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
11 That:

12 (a) In this section, “education support professionals” means noncertificated public
13 school employees designated as part of a bargaining unit under Title 6, Subtitle 5 of the
14 Education Article.

15 ~~(a)~~ (b) There is a Workgroup to Study the Wages of Education Support
16 Professionals.

17 ~~(b)~~ (c) The purpose of the Workgroup is to determine what percentage of education
18 support professionals in the State earn a living wage and to study increasing the wages of
19 education support professionals to attract and retain skilled workers.

20 ~~(c)~~ (d) The Workgroup consists of the following members:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



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

3 (2) two members of the House of Delegates, appointed by the Speaker of
4 the House;

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

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

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

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

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

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

17 ~~(d)~~ (e) The Workgroup shall elect the chair of the Workgroup by a majority vote at
18 the first meeting.

19 ~~(e)~~ (f) The Maryland State Department of Education shall provide staff for the
20 Workgroup.

21 ~~(f)~~ (g) A member of the Workgroup:

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

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

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

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

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

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

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

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

7 (6) a complete list of education support professional classifications by
8 jurisdiction;

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

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

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

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

16 (11) information on the future of education support professional jobs in the
17 State.

18 ~~(h)~~ (i) The Maryland State Department of Education and each county board of
19 education shall provide all information requested from the Workgroup.

20 (j) (1) On or before November 30, 2022, the Workgroup shall submit an
21 interim report of its findings and recommendations to, in accordance with § 2-1257 of the
22 State Government Article, the Senate Budget and Taxation Committee, the Senate
23 Education, Health, and Environmental Affairs Committee, the House Appropriations
24 Committee, and the House Committee on Ways and Means.

25 (2) On or before August 31, 2023, the Workgroup shall submit a final report
26 of its findings and recommendations, in accordance with § 2-1257 of the State Government
27 Article, to the Senate Budget and Taxation Committee, the Senate Education, Health, and
28 Environmental Affairs Committee, the House Appropriations Committee, and the House
29 Committee on Ways and Means.

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

31 (a) In this section, “education support professionals” means noncertificated public
32 school employees designated as part of a bargaining unit under Title 6, Subtitle 5 of the
33 Education Article.

1 ~~(a)~~ (b) If the fiscal year 2023 budget includes an appropriation sufficient to provide
 2 a \$500 bonus to each noncertificated education support professional in fiscal year 2023, the
 3 Governor shall include in the annual budget bill for fiscal year 2024 an appropriation
 4 sufficient to provide a \$500 bonus to equal to the number of noncertificated education
 5 support professionals, reported in accordance with subsection (d) of this section, multiplied
 6 by \$500 for each noncertificated education support professional in fiscal year 2024.

7 ~~(b)~~ (c) If the fiscal year 2023 budget does not include an appropriation sufficient
 8 to provide a \$500 bonus to each noncertificated education support professional in fiscal year
 9 2023, the Governor shall include in the annual budget bill for fiscal year 2024 an
 10 appropriation sufficient to provide a \$1,000 bonus to equal to the number of noncertificated
 11 education support professionals, reported in accordance with subsection (d) of this section,
 12 multiplied by \$1,000 for each noncertificated education support professional in fiscal year
 13 2024.

14 (d) The Maryland State Department of Education shall:

15 (1) collect data from each county board of education regarding the number
 16 of noncertificated education support professionals the county board employed during the
 17 2021–2022 school year; and

18 (2) on or before September 15, 2022, submit a report to the Governor, the
 19 Department of Budget and Management, and the General Assembly, in accordance with §
 20 2–1257 of the State Government Article, on the total number of noncertificated education
 21 support professionals employed by county boards of education during the 2021–2022 school
 22 year.

23 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
 24 1, 2022. Section 1 of this this Act shall remain effective for a period of 1 year and 4 months
 25 and, at the end of October 31, 2023, Section 1 of this Act, with no further action required
 26 by the General Assembly, shall be abrogated and of no further force and effect.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.