

SENATE BILL 892

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5lr3197
CF 5lr2830

By: **Senator Zucker**

Introduced and read first time: January 28, 2025

Assigned to: Budget and Taxation

A BILL ENTITLED

1 AN ACT concerning

2 **Education – Minimum Wage for Education Support Professionals**

3 FOR the purpose of establishing a certain minimum wage to be paid by county boards of
4 education to certain education support professionals; adjusting the minimum wage
5 for education support professionals by inflation each year; and generally relating to
6 a minimum wage for education support professionals.

7 BY adding to

8 Article – Education

9 Section 6–306 to be under the amended subtitle “Subtitle 3. Salaries and Wages”

10 Annotated Code of Maryland

11 (2022 Replacement Volume and 2024 Supplement)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
13 That the Laws of Maryland read as follows:

14 **Article – Education**

15 **Subtitle 3. Salaries AND WAGES.**

16 **6–306.**

17 **(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS**
18 **INDICATED.**

19 **(2) “EDUCATION SUPPORT PROFESSIONAL” MEANS A**
20 **NONCERTIFICATED PUBLIC SCHOOL EMPLOYEE DESIGNATED AS PART OF A**
21 **NONSUPERVISORY BARGAINING UNIT UNDER SUBTITLE 5 OF THIS TITLE.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(3) "PUBLIC SCHOOL EMPLOYEE" HAS THE MEANING STATED IN §**
2 **6-501 OF THIS TITLE.**

3 **(B) NOTWITHSTANDING § 3-413 OF THE LABOR AND EMPLOYMENT**
4 **ARTICLE, EACH COUNTY BOARD SHALL PAY TO EACH EDUCATION SUPPORT**
5 **PROFESSIONAL THE MINIMUM WAGE FOR EDUCATION SUPPORT PROFESSIONALS**
6 **SET UNDER SUBSECTION (C) OF THIS SECTION.**

7 **(C) (1) BEGINNING JULY 1, 2025, THE MINIMUM WAGE RATE FOR**
8 **EDUCATION SUPPORT PROFESSIONALS IS \$25.00 PER HOUR.**

9 **(2) SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, ON JULY 1,**
10 **2026, AND EACH JULY 1 THEREAFTER, THE MINIMUM WAGE RATE FOR EDUCATION**
11 **SUPPORT PROFESSIONALS REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION**
12 **SHALL INCREASE BY AN AMOUNT THAT EQUALS THE PRODUCT OF MULTIPLYING:**

13 **(I) THE MINIMUM WAGE RATE FOR EDUCATION SUPPORT**
14 **PROFESSIONALS REQUIRED UNDER THIS SUBSECTION FOR THE PRIOR FISCAL YEAR;**
15 **AND**

16 **(II) THE PERCENTAGE GROWTH IN THE CONSUMER PRICE**
17 **INDEX FOR ALL URBAN CONSUMERS OR A SUCCESSOR INDEX PUBLISHED BY THE**
18 **U.S. BUREAU OF LABOR STATISTICS.**

19 **(3) (I) THE PERCENTAGE GROWTH IN THE CONSUMER PRICE**
20 **INDEX FOR ALL URBAN CONSUMERS UNDER PARAGRAPH (2)(II) OF THIS**
21 **SUBSECTION SHALL BE DETERMINED BY COMPARING THE AVERAGE OF THE INDEX**
22 **FOR THE 12 MONTHS ENDING ON THE JUNE 30 IMMEDIATELY PRECEDING THE YEAR**
23 **FOR WHICH THE MINIMUM WAGE RATE FOR EDUCATION SUPPORT PROFESSIONALS**
24 **IS BEING CALCULATED TO THE AVERAGE OF THE INDEX FOR THE PRIOR 12 MONTHS.**

25 **(II) IF THERE IS A DECLINE OR NO GROWTH IN THE CONSUMER**
26 **PRICE INDEX FOR ALL URBAN CONSUMERS OR IN THE SUCCESSOR INDEX, THE**
27 **AMOUNT OF THE MINIMUM WAGE RATE FOR EDUCATION SUPPORT PROFESSIONALS**
28 **SHALL REMAIN UNCHANGED.**

29 **(D) THE STATE BOARD MAY ADOPT REGULATIONS NECESSARY TO CARRY**
30 **OUT THE PROVISIONS OF THIS SECTION.**

31 **SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect June**
32 **1, 2025.**