

Department of Legislative Services
 Maryland General Assembly
 2025 Session

FISCAL AND POLICY NOTE
 First Reader

House Bill 912
 Appropriations

(Delegate Guyton, *et al.*)

Institutions of Higher Education - Instructor Training - Accommodations for Students With Disabilities

This bill requires, beginning in the 2026-2027 academic year, each institution of higher education to provide instructors with training on the legal obligations of the institution toward students with disabilities under the federal Americans with Disabilities Act (ADA) and § 504 of the Rehabilitation Act, including information on academic accommodations and adjustments for qualified students. The Maryland Higher Education Commission (MHEC) must develop a model training program that may be used by institutions. **The bill takes effect July 1, 2025.**

Fiscal Summary

State Effect: General fund expenditures increase, likely by approximately \$100,000 in FY 2026, for MHEC to develop a model training program that may be used by institutions to provide the required training. Public four-year institutions and Baltimore City Community College (BCCC) higher education expenditures may increase, likely minimally beginning in FY 2027, to provide the required training. Implementation decisions impact institutional costs. Revenues are not affected.

(in dollars)	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	\$100,000	\$0	\$0	\$0	\$0
Higher Ed Exp.	\$0	\$-	\$-	\$-	\$-
Net Effect	(\$100,000)	(\$-)	(\$-)	(\$-)	(\$-)

Note: () = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease

Local Effect: Local community college expenditures may increase, likely minimally beginning in FY 2027, to provide the required training. Revenues are not affected.

Small Business Effect: None.

Analysis

Bill Summary: The bill does not apply to an institution that has an existing training on the legal obligations of the institution toward students with disabilities under the federal ADA and § 504 of the Rehabilitation Act that meets specified standards. The training must be provided to instructors by the institution of higher education in person or virtually. The training must be provided to and completed by (1) a new instructor before the instructor begins teaching students and (2) a currently employed instructor on or before October 1, 2026.

Current Law: ADA prohibits public entities, including public schools and universities, from discriminating on the basis of disability. Section 504 of the Rehabilitation Act of 1973 prohibits recipients of federal funds, including federal student financial aid student, from disability discrimination. Accordingly, all public institutions of higher education are covered by § 504 and almost all private institutions as well since they receive federal financial assistance by participating in federal student aid programs.

State Expenditures: MHEC general fund expenditures are expected to increase by approximately \$100,000 in fiscal 2026 to hire a consultant to develop the required model training program, which institutions may use to meet the bill's requirements. It is assumed that the consultant will create a click-through training course on ADA and § 504 that complies with the legislation.

Overall, higher education expenditures may increase. likely minimally, to provide the required training. Actual costs will largely depend on the course developed by MHEC and individual institutional implementation decisions. However, for most institutions, costs are likely to be significantly mitigated due to the availability of the MHEC-developed course. As discussed below, some institutions may face higher costs due to their implementation decisions, but these costs cannot be reliably estimated.

Estimated expenditures among University System of Maryland institutions vary significantly. For example, the University of Maryland, Baltimore County projects an annual impact of more than \$500,000, while Towson University estimates a minimum of \$15,000 per year for training modules. Some institutions, such as Salisbury University, already offer training but anticipate needing modifications and expansions to align with the bill's requirements. Several institutions also note that additional staff in disability services offices may be necessary to deliver training and track compliance.

In contrast, BCCC, Morgan State University, and St. Mary's College of Maryland (SMCM) advise that they can meet the bill's requirements using existing resources. SMCM specifically notes that the college already provides training on this topic to new faculty.

Several institutions raise significant concerns about the bill's implementation timeframe, particularly the requirement that all instructors complete training by October 1, 2026. The primary challenges include faculty availability over the summer, which would require condensed training in August and September, and the administrative burden of training delivery and compliance monitoring.

Additional Comments: The Maryland Independent College and University Association advises that hiring and training new instructors would impose a fiscal impact on its institutions.

Additional Information

Recent Prior Introductions: Similar legislation has not been introduced within the last three years.

Designated Cross File: None.

Information Source(s): Baltimore City Community College; University System of Maryland; Morgan State University; St. Mary's College of Maryland; Maryland Independent College and University Association; Department of Legislative Services

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Analysis by: Caroline L. Boice

Direct Inquiries to:
(410) 946-5510
(301) 970-5510