

HOUSE BILL 1205

F1

6lr3404
CF SB 764

By: **Delegates Wims, Boaf, Charkoudian, Crutchfield, Feldmark, Foley, Ivey, A. Johnson, Kaufman, Lehman, Lopez, Mireku–North, Roberson, Roberts, Shetty, Stinnett, Taveras, Vogel, Wolek, and Woorman**

Introduced and read first time: February 11, 2026

Assigned to: Ways and Means

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 rate to be paid by county boards
4 of education to certain education support professionals beginning on or before a
5 certain date; and generally relating to a minimum wage for education support
6 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 (2025 Replacement Volume and 2025 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, BEGINNING JULY 1, 2028, EACH COUNTY BOARD SHALL PAY TO EACH**
5 **EDUCATION SUPPORT PROFESSIONAL A MINIMUM WAGE RATE OF AT LEAST \$25.00**
6 **PER HOUR.**

7 **(C) THE STATE BOARD MAY ADOPT REGULATIONS NECESSARY TO CARRY**
8 **OUT THE PROVISIONS OF THIS SECTION.**

9 SECTION 2. AND BE IT FURTHER ENACTED, That, on or before December 1,
10 2026, the State Department of Education shall submit to the Governor and, in accordance
11 with § 2-1257 of the State Government Article, the General Assembly a report with an
12 estimate of the total cost of implementing a \$25.00 per hour minimum wage for education
13 support professionals, with cost estimates disaggregated by local school system.

14 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
15 1, 2026.