

# SENATE BILL 764

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CF HB 1205

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By: ~~Senators Zucker, Ellis, Gile, Kramer, Lam, McCray, Rosapepe, and Waldstreicher~~ Waldstreicher, Augustine, Hettleman, King, and Lewis Young

Introduced and read first time: February 6, 2026  
Assigned to: Budget and Taxation

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Committee Report: Favorable with amendments  
Senate action: Adopted  
Read second time: March 3, 2026

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Education – Minimum Wage for Education Support Professionals – Report on**  
3 **Estimated Cost**

4 FOR the purpose of ~~establishing a certain minimum wage rate to be paid by county boards~~  
5 ~~of education to certain education support professionals beginning~~ requiring the State  
6 Department of Education, on or before a certain date, to submit a report on an  
7 estimate of the total cost of implementing a certain minimum wage rate for education  
8 support professionals; and generally relating to a report on the estimated cost of  
9 implementing a minimum wage for education support professionals.

10 ~~BY adding to~~

11 ~~Article – Education~~

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

13 ~~Annotated Code of Maryland~~

14 ~~(2025 Replacement Volume and 2025 Supplement)~~

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

17 ~~Article – Education~~

18 ~~Subtitle 3. Salaries AND WAGES.~~

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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.



~~6-306.~~

~~(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.~~

~~(2) "EDUCATION SUPPORT PROFESSIONAL" MEANS A NONCERTIFICATED PUBLIC SCHOOL EMPLOYEE DESIGNATED AS PART OF A NONSUPERVISORY BARGAINING UNIT UNDER SUBTITLE 5 OF THIS TITLE.~~

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

~~(B) NOTWITHSTANDING § 3-413 OF THE LABOR AND EMPLOYMENT ARTICLE, BEGINNING JULY 1, 2028, EACH COUNTY BOARD SHALL PAY TO EACH EDUCATION SUPPORT PROFESSIONAL A MINIMUM WAGE RATE OF AT LEAST \$25.00 PER HOUR.~~

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

~~SECTION 2. AND BE IT FURTHER ENACTED, That, on~~

(a) (1) In this section the following words have the meanings indicated.

(2) "Education support professional" means a noncertificated public school employee designated as part of a nonsupervisory bargaining unit under Title 6, Subtitle 5 of the Education Article.

(3) "Public school employee" has the meaning stated in § 6-501 of the Education Article.

(b) (1) The State Department of Education shall study the wages of education support professionals and calculate the cost of implementing a \$25.00 per hour minimum wage.

(2) The calculation of the cost of implementation shall:

(i) include, for each education support professional position, filled and unfilled, that has an hourly wage of less than \$25.00, the cost to raise the hourly wage to \$25.00; and

(ii) exclude cost assumptions for each education support profession position, filled and unfilled, that has an hourly wage of \$25.00 or more.

1           (3) The State Department of Education shall identify the amount by which  
2 the target per pupil foundation amount would need to be adjusted to provide the funding  
3 to implement a \$25.00 per hour minimum wage for education support professionals.

4           (c) On or before December 1, 2026, the State Department of Education shall  
5 submit to the Governor and, in accordance with § 2–1257 of the State Government Article,  
6 the General Assembly a report with an estimate of the total cost of implementing a \$25.00  
7 per hour minimum wage for education support professionals, with cost estimates  
8 disaggregated by local school system.

9           SECTION ~~3~~ 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
10 July 1, 2026. It shall remain effective for a period of 1 year and, at the end of June 30, 2027,  
11 this Act, with no further action required by the General Assembly, shall be abrogated and  
12 of no further force and effect.

Approved:

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Governor.

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President of the Senate.

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Speaker of the House of Delegates.