

# SENATE BILL 904

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CF HB 1254

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By: **Senators Zucker, Brooks, and King**

Introduced and read first time: February 6, 2026

Assigned to: Education, Energy, and the Environment

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## A BILL ENTITLED

1 AN ACT concerning

2 **Education – Public Schools – Service Contracts and Professional Development**

3 FOR the purpose of requiring a county board of education that seeks to enter into a service  
4 contract to submit to the State Department of Education certain information to  
5 justify the need for the service contract, and to submit a certain plan of assistance  
6 for employees adversely affected by the service contract; requiring, on or before a  
7 certain date, the Department to design and develop a new system of professional  
8 development for paraeducators and other education support professionals; requiring,  
9 on or before a certain date, each county board to provide the new system of  
10 professional development to each paraeducator and education support professional  
11 employed in a public school in the county; and generally relating to public school  
12 service contracts and professional development.

13 BY adding to

14 Article – Education

15 Section 6–132 and 6–133

16 Annotated Code of Maryland

17 (2025 Replacement Volume and 2025 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

19 That the Laws of Maryland read as follows:

20 **Article – Education**

21 **6–132.**

22 **(A) IN THIS SECTION, “SERVICE CONTRACT” MEANS A PROCUREMENT**  
23 **CONTRACT FOR SERVICES THAT WILL BE PROVIDED TO A PUBLIC SCHOOL.**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1           (B) A COUNTY BOARD THAT SEEKS TO ENTER INTO A SERVICE CONTRACT  
2 SHALL SUBMIT TO THE DEPARTMENT THE INFORMATION REQUIRED UNDER THIS  
3 SECTION.

4 (C) THE COUNTY BOARD SHALL SUBMIT A DEMONSTRATION THAT THE  
5 COUNTY BOARD HAS TAKEN FORMAL AND POSITIVE STEPS TO CONSIDER  
6 ALTERNATIVES TO THE SERVICE CONTRACT, INCLUDING REORGANIZATION AND  
7 REEVALUATION OF SERVICES AND PERFORMANCE.

8 (D) (1) THE COUNTY BOARD SHALL SUBMIT CALCULATIONS THAT:

9 (I) COMPARE THE COST OF THE SERVICE CONTRACT WITH THE  
10 COST OF USING SCHOOL EMPLOYEES; AND

**(I) DIRECT COSTS, INCLUDING FRINGE BENEFITS:**

18 (II) INDIRECT OVERHEAD COSTS, INCLUDING THE  
19 PROPORTIONAL SHARE OF EXISTING ADMINISTRATIVE SALARIES AND BENEFITS,  
20 RENT, EQUIPMENT COSTS, UTILITIES, AND MATERIALS, BUT ONLY TO THE EXTENT  
21 THAT THOSE COSTS:

22 1. ARE ATTRIBUTABLE SOLELY TO THE SERVICE IN  
23 QUESTION; AND

26 (III) ANY CONTINUING OR TRANSITIONAL COSTS THAT WOULD  
27 BE DIRECTLY ASSOCIATED WITH CONTRACTING FOR THE SERVICES, INCLUDING  
28 UNEMPLOYMENT COMPENSATION AND THE COST OF TRANSITIONAL SERVICES; AND

1                   (E) (1) THE COUNTY BOARD SHALL SUBMIT A FORMAL PLAN OF  
2 ASSISTANCE FOR ALL SCHOOL EMPLOYEES WHO WILL BE ADVERSELY AFFECTED BY  
3 THE SERVICE CONTRACT.

5 (I) EFFORTS TO PLACE AFFECTED EMPLOYEES IN VACANT  
6 POSITIONS IN THE LOCAL SCHOOL SYSTEM;

9 (III) ADVANCE NOTIFICATION TO THE AFFECTED EMPLOYEES.

10 (F) (1) A SERVICE CONTRACT SHALL BE SUBJECT TO A DEPARTMENT  
11 AUDIT TO DETERMINE COMPLIANCE WITH PROJECTED COST SAVINGS UNDER  
12 SUBSECTION (D) OF THIS SECTION.

16 6-133.

17 (A) (1) THE GENERAL ASSEMBLY FINDS THAT PARAEDUCATORS AND  
18 OTHER EDUCATION SUPPORT PROFESSIONALS BENEFIT FROM IN-PERSON  
19 TRAINING AS PART OF THE HIRING AND ONBOARDING PROCESS.

24 (B) (1) SUBJECT TO PARAGRAPHS (2) AND (3) OF THIS SUBSECTION, ON  
25 OR BEFORE JULY 1, 2027, THE DEPARTMENT SHALL DESIGN AND DEVELOP A NEW  
26 SYSTEM OF PROFESSIONAL DEVELOPMENT FOR PARAEDUCATORS AND OTHER  
27 EDUCATION SUPPORT PROFESSIONALS THAT IS PAID AND OCCURS DURING  
28 WEEKDAY SCHOOL HOURS.

**2. IMPROVE STUDENT HEALTH AND SAFETY; AND**

11 (III) TRAINING FOR PARAEDUCATORS ON SAFE PHYSICAL  
12 RESTRAINT;

15 (V) JOB SKILLS TRAINING APPROPRIATE FOR SPECIFIC  
16 EDUCATION SUPPORT PROFESSIONAL GROUPS.

22 (C) ON OR BEFORE JULY 1, 2027, THE DEPARTMENT SHALL ISSUE  
23 GUIDANCE TO EACH COUNTY BOARD THAT DESCRIBES THE SYSTEM OF  
24 PROFESSIONAL DEVELOPMENT DEVELOPED AND DESIGNED UNDER THIS SECTION.

25 (D) ON OR BEFORE JUNE 30, 2028, EACH COUNTY BOARD SHALL PROVIDE  
26 THE SYSTEM OF PROFESSIONAL DEVELOPMENT DESIGNED BY THE DEPARTMENT  
27 UNDER THIS SECTION TO EACH PARAEDUCATOR AND EDUCATION SUPPORT  
28 PROFESSIONAL WHO IS EMPLOYED IN A PUBLIC SCHOOL IN THE COUNTY.

29       (E) THIS SECTION MAY NOT BE CONSTRUED TO DIMINISH THE OBLIGATION  
30 OF A COUNTY BOARD TO COMPLY WITH A COLLECTIVE BARGAINING AGREEMENT OR  
31 AN EMPLOYMENT BENEFIT PROGRAM THAT ESTABLISHES GREATER REQUIREMENTS  
32 THAN IMPOSED UNDER THIS SECTION.

1           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
2   1, 2026.