



# MONTGOMERY COUNTY BOARD OF EDUCATION

*Expanding Opportunity and Unleashing Potential*

850 Hungerford Drive ♦ Room 123 ♦ Rockville, Maryland 20850

**BILL:** SB0241  
**TITLE:** Maryland Healthy Working Families Act - Applicability  
**DATE:** 2/13/2020  
**POSITION:** SUPPORT  
**COMMITTEE:** Finance  
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The Montgomery County Board of Education (Board) **supports** SB0241.

Montgomery County Public Schools (MCPS) has a large number of daily substitute teachers and temporary employee pool of employees who work only as needed. These individuals receive a phone call when a daily vacancy comes up due to an absence of a permanent employee. They have the ability to accept or reject the job for the day. Under the provisions of Maryland Safe and Sick Leave, these individuals have the ability to avail sick leave should they become ill on the day the job is to be performed. This has resulted in the school system needing to have a substitute for a substitute.

- This bill would benefit MCPS and other school districts by removing the requirements to issue “sick leave” to daily substitutes, for teaching and other jobs, who are called to work on an as-needed basis.
- The requirements to provide leave to long-term substitutes or permanent school-based substitutes may still apply in some cases. MCPS already provides sick leave to these temporary employees.
- This proposed legislation would restore the original intent of the Maryland Healthy Working Families Act not to apply to substitute teachers, in the face of an opinion of the Maryland Attorney General interpreting the Act to apply to them.
- Attached is the brief that was submitted on behalf of school districts raising concerns about the potential adverse impact on the delivery of teaching and learning that could result from providing sick leave to substitutes.

For these reasons, the Board **supports** this legislation and urges a favorable report.