

Favorable with Amendments
Senate Bill 904
Education - Public Schools - Professional Development

Ways and Means Committee
April 1, 2026

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MSEA President

The Maryland State Education Association supports Senate Bill 904 in its amended form. The original intention of this legislation was twofold: to ensure that county boards of education justify new service contracts to the State Department of Education (MSDE) and provide support for affected employees; and to provide a framework for MSDE to create a professional development system for support staff, which counties must implement. MSEA still believes that it is important to address the issues surrounding outsourcing of positions held by education support professionals but appreciates that this legislation, in its current form, would still require MSDE to create a professional development system for support staff, which counties must implement.

MSEA represents 76,000 educators and school employees who work in Maryland's public schools and community colleges, teaching and supporting our almost 900,000 K-12 students so they can pursue their dreams. MSEA represents more than 40 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

Senate Bill 904 would provide a structure for local school systems to build out no fewer than two paid, in-person days of high-quality professional development for education support professionals to be held during weekday school hours each school year. As it currently stands, there is no uniform delivery or implementation of professional training or continuing education for support staff, with standards varying from LEA to LEA. Now is the time to ensure that every staff member who is crucial to keeping students healthy, safe, and learning have access to training that expands their ability to meet the growing and changing needs of our students, families, and communities.



Though Senate Bill 904 moves forward the work done by advocates in the state to create a framework for local school systems to engage in professional development that expands the ability for all staff to meet the ever-changing needs of our students, families, and communities, we believe that this legislation could go further. **We request that the bill be amended to include language that specifically states training would be tailored for paraeducators and other education support professionals to receive instruction on collaborative practices, improving student learning environments, crisis prevention and de-escalation, and job skills training appropriate for specific education support professional groups.**

We urge the committee to issue a Favorable Report on Senate Bill 904 with the proposed amendments.