

# HOUSE BILL 1254

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6lr3491  
CF SB 904

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By: **Delegate Feldmark**

Introduced and read first time: February 12, 2026

Assigned to: Ways and Means

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Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 27, 2026

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

1 AN ACT concerning

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

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

15 BY adding to

16 Article – Education

17 Section ~~6-132 and 6-133~~ 6-1201 through 6-1204 to be under the new subtitle

18 “Subtitle 12. Public School Service Contracts”

19 Annotated Code of Maryland

20 (2025 Replacement Volume and 2025 Supplement)

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

22 That the Laws of Maryland read as follows:

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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.



## Article – Education

~~6-132.~~

SUBTITLE 12. PUBLIC SCHOOL SERVICE CONTRACTS.

6-1201.

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

6-1202.

THE POLICY OF THE STATE IS TO USE PUBLIC SCHOOL EMPLOYEES TO PERFORM FUNCTIONS FOR PUBLIC SCHOOLS IN PREFERENCE TO CONTRACTING WITH THE PRIVATE SECTOR TO PERFORM THOSE FUNCTIONS.

6-1203.

A COUNTY BOARD THAT SEEKS A SERVICE CONTRACT IS EXEMPT FROM THE PREFERENCE STATED IN § 6-1202 OF THIS SUBTITLE IF:

(1) A CONFLICT OF INTEREST WOULD RESULT IF A PUBLIC SCHOOL EMPLOYEE WERE TO PERFORM THE SERVICES SPECIFIED IN THE CONTRACT;

(2) THE NATURE OF THE SERVICES MEETS STANDARDS ESTABLISHED BY EACH COUNTY BOARD FOR EMERGENCY CONTRACT PROCUREMENT;

(3) THE SERVICES CONTRACTED FOR ARE INCIDENTAL TO THE PURCHASE OR LEASE OF PERSONAL OR REAL PROPERTY; OR

(4) A CLEAR NEED EXISTS TO OBTAIN AN UNBIASED FINDING OR OPINION.

6-1204.

~~(B)~~ (A) A COUNTY BOARD THAT SEEKS TO ENTER INTO A SERVICE CONTRACT THAT IS NOT EXEMPT UNDER § 6-1203 OF THIS SUBTITLE SHALL SUBMIT TO THE DEPARTMENT THE INFORMATION REQUIRED UNDER THIS SECTION.

~~(C)~~ (B) THE COUNTY BOARD SHALL SUBMIT A DEMONSTRATION THAT THE COUNTY BOARD HAS TAKEN FORMAL AND POSITIVE STEPS TO CONSIDER

1 ALTERNATIVES TO THE SERVICE CONTRACT, INCLUDING REORGANIZATION AND  
2 REEVALUATION OF SERVICES AND PERFORMANCE.

3 ~~(B)~~ (C) (1) THE COUNTY BOARD SHALL SUBMIT CALCULATIONS THAT:

4 (I) COMPARE THE COST OF THE SERVICE CONTRACT WITH THE  
5 COST OF USING SCHOOL EMPLOYEES; AND

6 (II) SHOW THE SAVINGS TO THE LOCAL SCHOOL SYSTEM, OVER  
7 THE DURATION OF THE SERVICE CONTRACT, OF AT LEAST 20% OF THE CONTRACT,  
8 EXCLUSIVE OF ANY SAVINGS ATTRIBUTABLE TO A REDUCTION IN EMPLOYEE PAY OR  
9 FRINGE BENEFITS.

10 (2) IN CALCULATING THE COST COMPARISON REQUIRED UNDER THIS  
11 SUBSECTION, THE COUNTY BOARD SHALL INCLUDE:

12 (I) DIRECT COSTS, INCLUDING FRINGE BENEFITS;

13 (II) INDIRECT OVERHEAD COSTS, INCLUDING THE  
14 PROPORTIONAL SHARE OF EXISTING ADMINISTRATIVE SALARIES AND BENEFITS,  
15 RENT, EQUIPMENT COSTS, UTILITIES, AND MATERIALS, BUT ONLY TO THE EXTENT  
16 THAT THOSE COSTS:

17 1. ARE ATTRIBUTABLE SOLELY TO THE SERVICE IN  
18 QUESTION; AND

19 2. WOULD NOT EXIST IF THE SERVICES WERE NOT  
20 PERFORMED BY SCHOOL EMPLOYEES;

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

24 (IV) ADDITIONAL COSTS OF PERFORMANCE OF SERVICES BY  
25 COUNTY BOARD EMPLOYEES, INCLUDING SALARIES AND BENEFITS OF ADDITIONAL  
26 STAFF AND THE COST OF ADDITIONAL SPACE, EQUIPMENT, AND MATERIALS NEEDED  
27 TO PERFORM THE SERVICES.

28 ~~(E)~~ (D) (1) THE COUNTY BOARD SHALL SUBMIT A FORMAL PLAN OF  
29 ASSISTANCE FOR ALL SCHOOL EMPLOYEES WHO WILL BE ADVERSELY AFFECTED BY  
30 THE SERVICE CONTRACT.

31 (2) THE PLAN OF ASSISTANCE SHALL INCLUDE:

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

3 (II) PROVISIONS IN THE SERVICE CONTRACT, IF FEASIBLE, FOR  
4 THE HIRING BY THE CONTRACTOR OF DISPLACED EMPLOYEES; AND

5 (III) ADVANCE NOTIFICATION TO THE AFFECTED EMPLOYEES.

6 ~~(F)~~ (E) (1) A SERVICE CONTRACT SHALL BE SUBJECT TO A  
7 DEPARTMENT AUDIT TO DETERMINE COMPLIANCE WITH PROJECTED COST SAVINGS  
8 UNDER SUBSECTION ~~(D)~~ (C) OF THIS SECTION.

9 (2) AUDIT FINDINGS FROM AN AUDIT CONDUCTED IN ACCORDANCE  
10 WITH PARAGRAPH (1) OF THIS SUBSECTION SHALL BE MADE AVAILABLE TO THE  
11 PUBLIC.

12 ~~6-133.~~

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

16 ~~(2) IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT IN-PERSON  
17 TRAINING FOR PARAEDUCATORS AND OTHER EDUCATION SUPPORT  
18 PROFESSIONALS BE EXPANDED IN PUBLIC SCHOOLS TO AT LEAST 2 DAYS OF  
19 HIGH-QUALITY PROFESSIONAL DEVELOPMENT DURING EACH SCHOOL YEAR.~~

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

25 ~~(2) THE NEW SYSTEM OF PROFESSIONAL DEVELOPMENT SHALL  
26 INCLUDE:~~

27 ~~(I) TRAINING TO FACILITATE PARAEDUCATORS AND  
28 TEACHERS WORKING AS A TEAM TO IMPROVE STUDENT OUTCOMES;~~

29 ~~(II) TRAINING FOR EDUCATION SUPPORT PROFESSIONALS ON  
30 HOW TO:~~

1 ~~1. COLLABORATE WITH TEACHERS AND~~  
2 ~~PARAEDUCATORS TO IMPROVE STUDENT PERFORMANCE AND BEHAVIOR;~~

3 ~~2. IMPROVE STUDENT HEALTH AND SAFETY; AND~~

4 ~~3. IMPROVE STUDENT LEARNING ENVIRONMENTS,~~  
5 ~~INCLUDING SCHOOL BUILDINGS, SCHOOL BUSES, PLAYGROUNDS, ATHLETIC FIELDS,~~  
6 ~~SCHOOL CAFETERIAS, AND SCHOOL HEALTH FACILITIES;~~

7 ~~(III) TRAINING FOR PARAEDUCATORS ON SAFE PHYSICAL~~  
8 ~~RESTRAINT;~~

9 ~~(IV) TRAINING FOR EDUCATION SUPPORT PROFESSIONALS ON~~  
10 ~~CRISIS PREVENTION AND DE-ESCALATION; AND~~

11 ~~(V) JOB SKILLS TRAINING APPROPRIATE FOR SPECIFIC~~  
12 ~~EDUCATION SUPPORT PROFESSIONAL GROUPS.~~

13 ~~(3) WHEN DESIGNING AND DEVELOPING THE SYSTEM OF~~  
14 ~~PROFESSIONAL DEVELOPMENT REQUIRED UNDER THIS SUBSECTION, THE~~  
15 ~~DEPARTMENT SHALL CONSULT WITH COUNTY BOARDS AND NONPROFIT~~  
16 ~~ORGANIZATIONS WITH EXPERIENCE IN SUPPORTING EDUCATION SUPPORT~~  
17 ~~PROFESSIONALS, INCLUDING THE MARYLAND STATE EDUCATION ASSOCIATION.~~

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

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

25 ~~(E) THIS SECTION MAY NOT BE CONSTRUED TO DIMINISH THE OBLIGATION~~  
26 ~~OF A COUNTY BOARD TO COMPLY WITH A COLLECTIVE BARGAINING AGREEMENT OR~~  
27 ~~AN EMPLOYMENT BENEFIT PROGRAM THAT ESTABLISHES GREATER REQUIREMENTS~~  
28 ~~THAN IMPOSED UNDER THIS SECTION.~~

29 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
30 1, 2026.