



HB479 EDUCATION - SALARIES OF NONCERTIFICATED PUBLIC SCHOOL EMPLOYEES - MINIMUM LIVING SALARIES

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WAYS AND MEANS COMMITTEE

OPPOSE

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The Board of Education of Anne Arundel County opposes **HB479**. This bill requires a noncertificated public school employee to be paid at least a minimum living salary beginning in fiscal 2022. The bill specifies minimum salaries for counties in Tier 1 and Tier 2 under the State Living Wage Law for fiscal 2022 through 2024; beginning in fiscal 2025, subsequent year minimum salaries are increased by a specified inflation rate. Also, a contract between a public school employer and a third party for services that otherwise would be provided by a noncertificated public school employee must require that the third party 1) provide the same working conditions and standards that would have been required for a noncertificated public school employee and 2) pay at least the minimum living salary that applies to a noncertificated public school employee.

AACPS would be placed in the Tier 1 Area and would be required to pay the employees defined in the legislation \$29,000 in FY2022, \$32,500 in FY2023, and \$36,000 in FY2024. After FY2024, the salary would increase by the rate of growth in the Consumer Price Index. HB 479 would also require any contracts entered into by AACPS for services that would otherwise be performed by a public school employee, to stipulate that the third party vendor also pay the minimum living salary. Accordingly, this legislation would result in an unfunded mandate and would have a significantly negative fiscal impact on AACPS with an additional cost nearly \$7.5 million in FY 2022 and increasing to an additional cost of nearly \$9.25 million in FY 2024. It is important to note that these numbers do not reflect any salary increases to maintain the current salary differentials built into the salary scales via the various negotiated agreements. While unable to quantify, contracted services costs would also increase drastically due to the mandate that all third-party vendors doing business with AACPS must pay the minimum living wage outlined in the legislation.

Without additional State and local funding, an unfunded mandate of this scale would result in major disruption and cuts in the school system budget allocations for other essential programs and services.

Accordingly, the Board of Education of Anne Arundel County respectfully requests an **UNFAVORABLE** committee report on HB479.