



## **SB241 MARYLAND HEALTHY WORKING FAMILIES ACT - APPLICABILITY**

February 13, 2020

FINANCE COMMITTEE

### **SUPPORT**

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Anne Arundel County Public Schools (AACPS) supports **SB241 Maryland Healthy Working Families Act - Applicability**. This bill clarifies that the Maryland Healthy Working Families Act does not apply to employees of a county board of education who are called to work on an as-needed basis, can reject or accept the shift offered by the county board of education, and are not guaranteed to be called on to work by the county board of education.

The Maryland Healthy Working Families Act has required school systems to provide paid sick leave to substitute teachers. We have essentially been required to hire substitutes for substitutes and this has made covering classes during teacher absences even more difficult. The law is an unfunded mandate that has cost AACPS nearly \$400,000 a year in accrued paid sick leave for substitute teachers alone. We project nearly 13,500 accrued paid sick leave hours for substitute teachers by the end of this school year. The proposed legislation would align county boards of education with other industries in the law that are exempt from providing paid sick leave to employees who receive an invitation to work and have the ability to accept or reject the assignment based upon their needs and interests. There is already a shortage of substitute teachers available in Anne Arundel County and the current law further limits our ability to find substitute teachers to ensure class coverage. Accordingly, the legislation addresses AACPS opposition and concerns regarding the implementation of the Maryland Healthy Working Families Act.

Accordingly, AACPS respectfully requests a **FAVORABLE** committee report on SB241.