

**Department of Legislative Services**  
Maryland General Assembly  
2024 Session

**FISCAL AND POLICY NOTE**  
**Third Reader - Revised**

House Bill 1409  
Ways and Means

(Dorchester County Delegation)

Education, Energy, and the Environment

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**Dorchester County - Definition of Public School Employee - Alteration**

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This bill includes supervisory noncertificated employees (any individual who responsibly directs the work of other employees) in the definition of “public school employees” for collective bargaining purposes in Dorchester County. **The bill takes effect July 1, 2024.**

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** The bill does not materially affect Dorchester County finances.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** In Maryland, certificated and noncertificated school employees bargain separately. In some counties, specific categories of noncertificated professionals are included with certificated employees for bargaining purposes.

For example, local employee organizations for certificated school personnel represent school nurses in Baltimore County, eligible substitute teachers in Montgomery County, home and hospital teachers in Montgomery and Prince George’s counties, school social workers in Frederick County, and registered nurses in Carroll County. Junior Reserve Officer Training Corps instructors bargain with certificated school personnel in Baltimore, Calvert, Carroll, Charles, Garrett, Prince George’s, and St. Mary’s counties. In Carroll County, supervisory noncertificated employees bargain with certificated school personnel.

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## **Additional Information**

**Recent Prior Introductions:** Similar legislation has not been introduced within the last three years.

**Designated Cross File:** None.

**Information Source(s):** Dorchester County; Public Employee Relations Board; Department of Legislative Services

**Fiscal Note History:** First Reader - March 4, 2024  
rh/mcr Third Reader - March 18, 2024  
Revised - Clarification - April 30, 2024

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