Fiscal Impact Statement Prepared By
New York City Mayor's Office of Management and Budget

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Disclaimer: This fiscal impact statement is a preliminary estimate and subject to change based upon further data analysis or changes in bill text. This legislation is summarized as understood by the administration as of the date this statement was prepared and does not include or consider subsequent text changes. This fiscal impact statement is not legally binding on the administration. "Total" columns represent the respective sum over a four-year period; note that fiscal impacts continue after year four. Unless otherwise stated, information used in the preparation of this Fiscal Impact Statement is sourced from the agencies impacted and the NYC Mayor's Office of Management and Budget.

Proposed Intro No. / Title: *Int. 1261 / Correcting excess pay differentials for paraprofessionals arising from pattern bargaining practices.*

Sponsors: Powers, Schulman, De La Rosa, Louis, Joseph, Abreu, Bottcher, Zhuang, Holden, Riley, Banks, Hudson, Menin, Restler, Hanif, Gutiérrez, Brooks-Powers, Cabán, Nurse, Hanks, Krishnan, Gennaro, Mealy, Moya, Ung, Dinowitz, Marte, Ossé, Narcisse, Farías, Avilés, Lee, Won, Salamanca, Stevens, Feliz, Salaam, Brewer, Sanchez, Williams, Brannan, Ariola, Marmorato, Paladino, Vernikov, Morano, the Public Advocate Williams (in conjunction with the Manhattan, Bronx, and Queens Borough Presidents)

Committee: Civil Service and Labor

Summary of Legislation: This bill would require certain "differential" payments to paraprofessionals and substitute paraprofessional employed by the Department of Education. For a given fiscal year, the "differential" payment is calculated as the difference between the highest principal salary minus the minimum paraprofessional salary effective on such fiscal year and the highest principal salary minus the minimum paraprofessional salary effective on the twentieth preceding fiscal years divided by the dividend of the average highest principal salary divided by the average minimum paraprofessional salary for the preceding twenty fiscal years.

Effective Date: Immediately upon enactment

First Fiscal Year Legislation Takes Effect: Fiscal Year 2026

First Fiscal Year with Full Impact: Fiscal Year 2026

Agencies Impacted: Department of Education

Date Prepared: November 10, 2025

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	$400,000,000	$400,000,000	$400,000,000	$400,000,000	$1,600,000,000
Revenue	0	0	0	0	0
Total	$400,000,000	$400,000,000	$400,000,000	$400,000,000	$1,600,000,000

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	$400,000,000	$400,000,000	$400,000,000	$400,000,000	$1,600,000,000

Impact on Expenditures (Expense):

This proposal would require a minimum of $400 million in annual cost for issuing these payments with annual increases to be determined by collective bargaining outcomes.

C. Revenue

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Revenue	0	0	0	0	0

Impact on Revenue:

There is no anticipated impact on revenue.

D. Capital

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	0	0	0	0	0

Impact on Expenditures (Capital):

There is no anticipated impact on capital expenditures.

Date Prepared: November 10, 2025