

**Department of Legislative Services**  
Maryland General Assembly  
2015 Session

**FISCAL AND POLICY NOTE**

Senate Bill 935 (Senator Waugh)  
Education, Health, and Environmental Affairs

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**Task Force to Study the Recruitment, Retention, and Promotion of Teachers in Maryland Using the Principles of Human Capital Strategy**

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This bill establishes the Task Force to Study the Recruitment, Retention, and Promotion of Teachers in Maryland Using the Principles of Human Capital Strategy. The Maryland State Department of Education (MSDE) and the Maryland Higher Education Commission (MHEC) must provide staff for the task force. By June 1, 2016, the task force must report its findings and recommendations to the Governor and the Senate Education, Health, and Environmental Affairs Committee and the House Committee on Ways and Means.

The bill takes effect July 1, 2015, and terminates June 30, 2016.

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**Fiscal Summary**

**State Effect:** Minimal increase in general fund expenditures for MSDE in FY 2016 for administrative expenses associated with the task force. MSDE and MHEC can provide staff support for the task force using existing resources.

**Local Effect:** None.

**Small Business Effect:** None.

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**Analysis**

**Bill Summary:** The 12-member task force includes 1 member of the Senate and 1 member of the House of Delegate. The Governor must designate the chair of the task force. A member of the task force may not receive compensation but is entitled to reimbursement for standard travel expenses.

The task force must study methods to recruit, retain, and promote quality teachers at all levels of education in the State using the principles of human capital strategy. It also has to identify existing laws and regulations relating to the regulation of teachers and analyze how those laws and regulations impact teacher recruitment, retention, and promotion for specified areas.

The task force must make recommendations regarding (1) proposed legislation, regulations, or policies that implement the best methods to recruit, retain, and promote quality teachers identified by the task force and (2) a coordinated statewide strategy for recruiting, retaining, and promoting quality teachers at all levels of education by MSDE and MHEC, the University System of Maryland, and other education stakeholders.

**Current Law/ Background:** According to the U.S. Office of Personnel Management, human capital strategy is a management strategy by which an organization designs a coherent framework of human capital policies, programs, and practices to achieve a shared vision integrated with the organization's strategic plan.

In Maryland, local school systems are responsible for the recruitment, retention, and promotion of teachers in their districts. Currently, two State organizations assist the local education agencies in this process: the Maryland Association of School Personnel Administrators (MASPA) and the Maryland Education Recruitment Consortium (MERC).

MASPA, the State organization for school personnel practitioners, presents a unified voice on personnel issues for Maryland public school systems and provides leadership in promoting effective human resources practices through professional activities and broad-based networking. MASPA is committed to the recruitment and retention of a highly qualified workforce at all levels in Maryland public schools and is dedicated to continuous learning and improvement. MASPA serves as a statewide advocate for legislation, regulations, policy, and initiatives that promote and support positive and effective human resources practices.

MERC is a collaboration between MASPA and MSDE. The primary goal of MERC is to provide prospective educators with the opportunity to discover working and living in Maryland. Presently, MERC sponsors an annual recruitment fair for potential teachers interested in teaching in Maryland. Each of the 24 local school systems are represented at the fair as well as the Certification Branch of MSDE, which assists potential teachers in determining their certification status and helps them navigate the certification process. Local school systems hold on-site interviews the day of this fair.

MSDE, in conjunction with local school systems and institutions of higher education, publishes the *Maryland Teacher Staffing Report* biennially. In addition to content areas that are considered to be teacher shortage areas, the report provides information on

programs to recruit and retain teachers in the State. The report also provides information on the number of teacher candidates produced through traditional teacher education programs, Maryland Approved Programs, and alternative routes, including Maryland Approved Alternative Preparation Programs.

Maryland has instituted State scholarships in workforce shortage areas, including those in education, and has implemented certain strategies to attract and retain teachers. The federal government also has several programs, such as the *TEACH Act*, loan deferment and loan forgiveness programs, and *Troops to Teachers* (to attract retiring military personnel into second careers as teachers). An overview of select incentives and strategies is provided in the *Maryland Teacher Staffing Report*. However, human capital strategies as specified in the bill are not explicitly addressed.

**State Expenditures:** MSDE indicates that as much as \$14,500 is needed in fiscal 2016 to staff the task force for the following: \$3,000 to \$6,000 to rent space if free space is unavailable, \$2,000 to \$6,000 to reimburse task force members for travel and expenses, and \$2,500 for meeting materials. The Department of Legislative Services advises that general fund expenditures for MSDE likely increase by a minimal amount for administrative expenses associated with the task force, including reimbursements for task force members. MSDE and MHEC can provide staff support for the task force using existing resources.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Maryland State Department of Education, Maryland Higher Education Commission, U.S. Office of Personnel Management, Department of Legislative Services

**Fiscal Note History:** First Reader - March 30, 2015  
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