

Department of Legislative Services  
Maryland General Assembly  
2016 Session

FISCAL AND POLICY NOTE  
First Reader

House Bill 617  
Ways and Means

(Delegate Beidle, *et al.*)

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Anne Arundel County Public Schools - Adjunct Instructor Program

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This bill authorizes the Anne Arundel County Board of Education to establish and implement an adjunct instructor program to meet the demand for qualified individuals to provide instruction in grades 6 through 12 in specialty and other hard-to-fill subject areas, as determined by the county board. If the program is established, the county board must employ qualified individuals as adjunct instructors on a part-time basis under a renewable contract for a term of up to one year.

The bill takes effect June 1, 2016.

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Fiscal Summary

**State Effect:** None.

**Local Effect:** Potential minimal increase in Anne Arundel County expenditures if the county board decides to implement the adjunct instructor program. However, any additional costs could be handled with existing budgeted resources.

**Small Business Effect:** None.

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Analysis

**Bill Summary:** The county board must issue an adjunct instructor certificate to an individual hired under the program and ensure that an adjunct instructor does not provide instruction for more than 50% of a school day. Qualifications for certification as an adjunct instructor are specified, including the agreement of the adjunct instructor to complete,

within three years after applying to the program, nine credit hours in pedagogy; classroom management; and the policies, regulations, and practices of the county public schools.

An adjunct instructor has the same authority as a certificated teacher for the purposes of supervising and managing a classroom, maintaining and handling student records, and evaluating student performance and assigning course grades. An adjunct instructor certificate must specify the authorized subject area of instruction, must be valid for one year, may be renewed, and may not be transferred. If the county board deems it necessary, an adjunct instructor may provide instruction in a critical shortage area not specified on the certificate.

**Current Law/Background:** Teachers, specialists, and administrators in Maryland public schools and in approved schools operated by State agencies must hold a valid certificate appropriate to the field of employment.

According to the Code of Maryland Regulations, initial certification may be obtained in one of the following ways:

- completing a college or university State-approved educator preparation program;
- holding a valid, out-of-state professional certificate and submitting verification of 27 months of full-time satisfactory professional experience;
- meeting transcript analysis requirements;
- completing a Resident Teacher Certification program; or
- applying for a conditional teaching certificate.

To be issued a conditional teacher certificate, an applicant hired by a local school system must hold a bachelor's degree from an institution of higher education in any subject area. Conditional teacher certificates are valid for two years and can be renewed once, under specified conditions.

Chapter 187 of 2015 required the State Board of Education, the Professional Standards and Teacher Education Board (PSTEB), and at least two local school systems to consider and, if appropriate, develop an alternative teacher certification program for areas of the State experiencing a critical teacher shortage. In its report, the workgroup recommended that the Maryland State Department of Education must increase outreach and awareness of the flexibility afforded to local school systems in developing a Maryland Approved Alternative Preparation Program. The workgroup also recommended that a large stakeholder group be convened to include members from the State Board, PSTEB, superintendents, principals, and human resources staff to explore the requirements for a conditional certificate and their impacts on teacher recruitment and retention.

**Local Fiscal Effect:** Anne Arundel County Public Schools advises that if the adjunct instructor program is established, the positions filled through the program will be at roughly the same cost as those associated with substitute teachers that currently fill the positions. Also, it is anticipated that the applicants to the program who receive the required nine credit hours of coursework will cover the cost associated with that coursework.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Anne Arundel County, Maryland State Department of Education, Department of Legislative Services

**Fiscal Note History:** First Reader - February 23, 2016  
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