

Department of Legislative Services

Maryland General Assembly

2021 Session

FISCAL AND POLICY NOTE

First Reader

House Bill 837

(Delegate Carr)

Appropriations

Collective Bargaining - Teachers at the Maryland School for the Deaf - Separate Bargaining Unit

This bill extends collective bargaining rights to specified nonsupervisory teachers at the Maryland School for the Deaf (MSD). The bill also authorizes the establishment of one bargaining unit for teachers at MSD. **The bill takes effect July 1, 2021.**

Fiscal Summary

State Effect: Expenditures for MSD increase minimally to reimburse State Labor Relations Board (SLRB) for collective bargaining expenses. Accordingly, SLRB reimbursable revenues and expenses increase minimally. In addition, MSD administrative and personnel expenditures, including those related to State retirement, may increase.

Local Effect: None.

Small Business Effect: None.

Analysis

Bill Summary: “Teachers” is defined as an employee who has been designated with teacher status by the Board of Trustees of MSD. It does not include officers or supervisory employees at MSD.

Current Law:

MSD is a State-run public school that educates deaf and hard of hearing children from across the State at its campuses in Frederick and Columbia. Students range in age from prekindergarten through grade 12. MSD also serves families with infants who are deaf or hard of hearing through an early intervention program.

Employees and teachers at MSD do not have collective bargaining rights. Chapter 538 of 2019 established that teachers who are employed by MSD are in the professional service in the State Personnel Management System.

Pay Plan for Teachers and Professionals

The Secretary of the Department of Budget and Management (DBM) must establish, as specified, a uniform pay plan for teachers and other professional personnel at the campuses of MSD. In determining recommendation for the pay plan, the Board of Trustees of MSD, in consultation with the faculty and staff, must review the salaries of public school teachers and other professional personnel in Frederick and Howard counties. The salaries recommended must be adequate to recruit and retain qualified teachers and professional personnel. Every three years DBM must adjust the pay plan, if necessary, to ensure that salaries in the pay plan are adequate to recruit and retain qualified educators and other personnel. Annually, the Board of Trustees of MSD must review the salaries of public school teachers and other professional personnel in Frederick and Howard counties, the Secretary of DBM must review these recommendations prior to the board making adjustments. The Secretary of DBM must incorporate these adjustments into the budget recommendations for the Governor's review and approval for inclusion in the annual budget request.

Maryland School for the Deaf Funding

MSD is formula funded. MSD must receive an appropriation that is equal to or greater than the sum of two formulas. One formula is based on the prior year appropriation and weighted enrollment growth. The other formula is based on the growth in the target per pupil foundation amount for all public schools and weighted enrollment growth. However, the minimum appropriation may be reduced to the extent reductions are made to the administrative expenses of MSD.

State Labor Relations Board

SLRB is responsible for enforcing collective bargaining law with respect to certain State employees.

State Fiscal Effect:

State Labor Relations Board

SLRB reimbursable revenues and expenditures increase minimally to conduct elections and process any cases brought before SLRB. Based on fiscal 2022 Governor's budget book information, there are approximately 145 MSD teachers; it is assumed that the majority will qualify to collectively bargain. *For illustrative purposes*, if election costs (e.g., postage) are \$3 per individual, revenues and expenditures increase by an estimated \$435 per election (for all eligible employees at MSD).

State Aid for Maryland School for the Deaf and Potential Retirement Costs

Since the State funds MSD based on a funding formula tied to weighted enrollment growth, and increase in personnel costs does not affect MSD formula aid. As a State institution, MSD retirement costs are paid with State funds.

Maryland School for the Deaf

According to the Governor's proposed fiscal 2022 budget documents, MSD has 145 faculty positions and 45 teacher aides. It is unknown how many individuals will be classified as "teachers" under the bill.

Salary and salary-driven fringe benefit costs, including retirement, may increase due to collective bargaining. Although actual increases cannot be reliably estimated, increases of 1% to 3% are probable. MSD would have to fund any such additional costs within its formula funding.

In fiscal 2022 salaries for *all* MSD employees (including those not eligible for collective bargaining under the bill) are estimated to be \$31.5 million. *For illustrative purposes*, if these costs were to increase by 1% in fiscal 2023 (in addition to a 2% annual projected salary increase), MSD would spend an additional \$315,00 in fiscal 2023 for salaries and an additional \$50,00 in fiscal 2025 for retirement.

Additional Information

Prior Introductions: None.

Designated Cross File: SB 556 (Senator Young) - Finance.

Information Source(s): Department of Budget and Management; State Labor Relations Board; Department of Legislative Services

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