



BARRY GLASSMAN

HARFORD COUNTY EXECUTIVE

February 17, 2020

The Honorable Paul Pinsky
Chair, Senate Educational, Health and Environmental Affairs

The Honorable Guy Guzzone
Chair, Senate Budget and Tax

The Honorable Maggie McIntosh
Chair, House Appropriations

The Honorable Anne Kaiser
Chair, House Ways and Means

**RE: HOUSE BILL 1300/SENATE BILL 1000 – BLUEPRINT FOR
MARYLAND’S FUTURE- IMPLEMENTATION - SUPPORT WITH
AMMENDMENTS**

Dear Committee Members:

Harford County is appreciative of the tremendous time and effort invested by the Commission on Innovation and Excellence in addition to your own Department of Legislative Services staff. As a member of the Formula Revision Workgroup, I know many of the funding and programmatic proposals of the Blueprint are some of the most complex in current public policy discourse.

I am in support of the Blueprint’s goals for additional funding and reforms outlined in the Foundation program. Harford County currently invests approximately 50 percent of its local revenue on education. Over my past five years as County Executive, our teachers, central office administrators and all school staff have received raises. This year all teachers will also be caught up on step increases missed during the Great Recession and starting teacher salaries plus benefits in Harford County are among the highest in the State. I appreciate the Bill remaining fairly faithful to the commission’s work and the findings of the formula workgroup. I believe the Bill should also clearly state a goal of having all Maryland jurisdictions contribute at least 40% of their local revenue to education funding in addition to the increases proposed at the State level.

Due to the breadth and scope of the Blueprint plan both fiscal and administrative, I would suggest that the following proposals be considered during your future deliberations:

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- Begin by piloting the entire Blueprint in Baltimore City for years one through five. And fund the entire pilot for Baltimore City during the next five years.
- Continue efforts to increase salaries consistent with the Blueprint and implement the Career Ladder for Educators through the existing teacher salary incentive program from the Bridge to Kirwan throughout all Maryland jurisdictions, as outlined in the Blueprint.
- Implement the special education recommendations immediately in all 24 jurisdictions.
- Begin to develop a recruitment and training program to develop a teacher candidate pool so the State has enough potential hires for the collaborative phase of the program.
- Develop a detailed plan to evaluate the results of the Baltimore City pilot program related to cost, performance, and results, and make adjustments prior to implementing the Blueprint plan statewide in year six.

This approach would allow us to pilot this program in Baltimore City and to test its various elements across the Foundation program and evaluate it at the end of five years. In the meantime it would allow all Maryland jurisdictions to move ahead with the Commission's salary increase recommendations, career ladder and development program so that we meet salary goals in advance of rolling out the Blueprint statewide in year six.

I realize that these ideas are somewhat out of the box, but I do believe that they would not only make this effort more affordable for the State, but would also give local jurisdictions an opportunity to gear up for a full implementation in year six.

Thank you for allowing me to share my thoughts today and for all of your work regarding this generational initiative. I would be glad to provide any additional information at a later date.

With every good wish, I remain

Very truly yours,



Barry Glassman
Harford County Executive

BG/tmw