

HOUSE BILL 789

F1
HB 883/23 – W&M

4lr2040
CF SB 545

By: **Delegates Feldmark, Ebersole, Hill, D. Jones, Kaufman, Lopez, Palakovich Carr, Patterson, Pruski, Vogel, and Wells**

Introduced and read first time: January 31, 2024

Assigned to: Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Primary and Secondary Education – Public School Employees – Salaries**

3 FOR the purpose of altering the minimum salary for and establishing certain salary
4 increases for certain public school employees; and generally relating to the salaries
5 of public school employees.

6 BY repealing and reenacting, without amendments,

7 Article – Education

8 Section 6–401(a), (e), and (f) and 6–1001(a), (c), and (e)

9 Annotated Code of Maryland

10 (2022 Replacement Volume and 2023 Supplement)

11 BY adding to

12 Article – Education

13 Section 6–412

14 Annotated Code of Maryland

15 (2022 Replacement Volume and 2023 Supplement)

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
17 That the Laws of Maryland read as follows:

18 **Article – Education**

19 6–401.

20 (a) In this subtitle the following words have the meanings indicated.

21 (e) (1) “Public school employee” means a certificated professional individual
22 who is employed by a public school employer or an individual of equivalent status in
23 Baltimore City, except for a county superintendent or an individual designated by the

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 public school employer to act in a negotiating capacity as provided in § 6–406(c) of this
2 subtitle.

3 (2) In Montgomery County, “public school employees” include:

4 (i) Certificated and noncertificated substitute teachers employed by
5 the public school employer for at least 7 days before March 1 of the school fiscal year ending
6 June 30, 1978, and each year after; and

7 (ii) Home and hospital teachers employed by the public school
8 employer for at least 7 days before March 1 of the school fiscal year ending June 30, 2000,
9 and each year after.

10 (3) In Baltimore County, “public school employee” includes a secondary
11 school nurse, an elementary school nurse, and a special school nurse.

12 (4) In Frederick County, “public school employee” includes a social worker
13 employed by a public school employer.

14 (5) In Prince George’s County, “public school employee” includes home and
15 hospital teachers and Junior Reserve Officer Training Corps (JROTC) instructors.

16 (6) In Baltimore County, Calvert County, Charles County, and Garrett
17 County, “public school employee” includes Junior Reserve Officer Training Corps (JROTC)
18 instructors.

19 (7) In Carroll County, “public school employee” includes:

20 (i) A registered nurse;

21 (ii) Supervisory noncertificated employees as defined under §
22 6–501(i) of this title; and

23 (iii) Junior Reserve Officer Training Corps (JROTC) instructors.

24 (f) “Public school employer” means a county board of education or the Baltimore
25 City Board of School Commissioners.

26 **6–412.**

27 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
28 INDICATED.

29 (2) “ALTERNATIVE HIGH–QUALITY EDUCATOR CREDENTIAL” MEANS
30 A NON–NBC CERTIFICATION OR CREDENTIAL:

1 **(I) AWARDED TO AN EDUCATOR FOR MEETING HIGH-QUALITY**
2 **STANDARDS ON AN ASSESSMENT IN A PROFESSIONAL FIELD OR SPECIALTY THAT**
3 **DOES NOT HAVE NBC STANDARDS; AND**

4 **(II) THAT HAS BEEN APPROVED JOINTLY BY THE STATE BOARD**
5 **AND THE PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD.**

6 **(3) “NBC” HAS THE MEANING STATED IN § 6-1001 OF THIS TITLE.**

7 **(4) (I) “QUALIFIED EDUCATOR” MEANS A PUBLIC SCHOOL**
8 **EMPLOYEE WHO PROVIDES DIRECT INSTRUCTION OR SERVICES TO STUDENTS IN A**
9 **PUBLIC SCHOOL.**

10 **(II) “QUALIFIED EDUCATOR” DOES NOT INCLUDE A TEACHER,**
11 **AS DEFINED IN § 6-1001 OF THIS TITLE.**

12 **(B) BEGINNING JULY 1, 2026, THE MINIMUM SALARY FOR ALL PUBLIC**
13 **SCHOOL EMPLOYEES SHALL BE \$60,000.**

14 **(C) SUBJECT TO SUBSECTION (E) OF THIS SECTION, BEGINNING JULY 1,**
15 **2024, SALARY INCREASES FOR QUALIFIED EDUCATORS SHALL, AT A MINIMUM,**
16 **INCLUDE THE FOLLOWING:**

17 **(1) FOR AN INITIAL AWARD OF AN NBC OR ALTERNATIVE**
18 **HIGH-QUALITY EDUCATOR CREDENTIAL – \$10,000 SALARY INCREASE; AND**

19 **(2) FOR A QUALIFIED EDUCATOR ASSIGNED TO A LOW-PERFORMING**
20 **SCHOOL AS IDENTIFIED BY THE COUNTY BOARD – \$7,000 SALARY INCREASE.**

21 **(D) (1) IF A QUALIFIED EDUCATOR IS ELIGIBLE FOR MORE THAN ONE**
22 **SALARY INCREASE UNDER SUBSECTION (C) OF THIS SECTION, THE QUALIFIED**
23 **EDUCATOR SHALL RECEIVE ALL SALARY INCREASES THAT APPLY.**

24 **(2) A QUALIFIED EDUCATOR WHO RECEIVES A SALARY INCREASE**
25 **UNDER SUBSECTION (C)(2) OF THIS SECTION FOR TEACHING AT A**
26 **LOW-PERFORMING SCHOOL MAY NOT LOSE THAT SALARY INCREASE WHILE**
27 **TEACHING AT THE SCHOOL EVEN IF THE SCHOOL CEASES TO BE LOW-PERFORMING.**

28 **(E) THE QUALIFIED EDUCATOR SALARY INCREASES DESCRIBED UNDER**
29 **SUBSECTION (C) OF THIS SECTION DO NOT APPLY UNTIL § 6-1002(A) OF THIS TITLE**
30 **BECOMES EFFECTIVE AS RECOMMENDED BY THE DEPARTMENT AND APPROVED BY**
31 **THE ACCOUNTABILITY AND IMPLEMENTATION BOARD.**

1 6–1001.

2 (a) In this subtitle the following words have the meanings indicated.

3 (c) “NBC” means National Board Certification issued by the National Board for
4 Professional Teaching Standards.

5 (e) (1) “Teacher” means a certified public school employee who is primarily
6 responsible and accountable for teaching the students in the class.

7 (2) “Teacher” does not include, unless otherwise provided:

8 (i) Curriculum specialists;

9 (ii) Instructional aides;

10 (iii) Attendance personnel;

11 (iv) Psychologists;

12 (v) Social workers;

13 (vi) Clerical personnel;

14 (vii) An individual with a Resident Teacher Certificate; or

15 (viii) An individual with a certification for career professionals.

16 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
17 1, 2024.