

HOUSE BILL 719

Unofficial Copy  
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2000 Regular Session  
0lr2781  
CF 0lr1252

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By: **Delegate Barkley**

Introduced and read first time: February 10, 2000

Assigned to: Ways and Means

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A BILL ENTITLED

1 AN ACT concerning

2 **Education - School Employees Enhancement Act**

3 FOR the purpose of providing for certain State matching salary enhancements for  
4 certain school employees under certain circumstances; establishing that certain  
5 State matching salary enhancements shall be considered part of the base salary  
6 of an employee for certain purposes; requiring certain entities to develop certain  
7 plans based on certain criteria that certain school employees may follow to be  
8 eligible for additional compensation; requiring a county governing body to  
9 appropriate certain funds for certain school employees to be eligible for certain  
10 State matching salary enhancements; and generally relating to certain State  
11 matching salary enhancements for public school employees.

12 BY repealing and reenacting, with amendments,  
13 Article - Education  
14 Section 6-306  
15 Annotated Code of Maryland  
16 (1999 Replacement Volume)

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

19 **Article - Education**

20 6-306.

21 (a) In this section, "county grant for national certification" means an annual  
22 grant distributed to a teacher certified by the National Board for Professional  
23 Teaching Standards established:

24 (1) Outside of the collective bargaining process; or

25 (2) As part of a collective bargaining agreement with the local employee  
26 organization.

1 (b) (1) For fiscal year 2000 and each subsequent fiscal year, the Governor  
2 shall include in each year's operating budget funding for the stipends [and], bonuses,  
3 SALARY ENHANCEMENTS, AND SALARY SUPPLEMENTS provided in this subsection.

4 (2) A classroom teacher who holds a standard professional certificate or  
5 an advanced professional certificate who is employed by a county board and who  
6 holds a certificate issued by the National Board for Professional Teaching Standards  
7 shall receive a stipend from the State in an amount equal to the county grant for  
8 national certification, up to a maximum of \$2,000 per qualified teacher.

9 (3) (i) An individual who graduates from an accredited institution of  
10 higher education in the top 10% of his or her class, becomes employed by a county  
11 board, and remains employed as a classroom teacher in the public school system for a  
12 minimum of 3 consecutive years shall receive a salary signing bonus of \$1,000.

13 (ii) If the individual leaves employment with the public school  
14 system before the end of the 3-year commitment, the individual shall reimburse the  
15 State in the amount of \$1,000.

16 (4) A classroom teacher who holds an advanced professional certificate  
17 and teaches in a public school identified by the State Board as a reconstitution school,  
18 a reconstitution-eligible school, or a challenge school shall receive a stipend from the  
19 State in the amount of \$2,000 for each year that the teacher performs satisfactorily in  
20 the classroom.

21 (5) (I) A CLASSROOM TEACHER WHO HOLDS AN ADVANCED  
22 PROFESSIONAL CERTIFICATE AND TEACHES IN A PUBLIC SCHOOL IS ELIGIBLE FOR A  
23 SALARY ENHANCEMENT IN AN AMOUNT NEGOTIATED BY THE COUNTY BOARD AND  
24 THE LOCAL EDUCATION ASSOCIATION.

25 (II) THE STATE SHALL MATCH THE LOCALLY DETERMINED SALARY  
26 ENHANCEMENT UP TO A MAXIMUM OF \$1,000 EACH YEAR.

27 (III) A SALARY ENHANCEMENT PAID UNDER THIS PARAGRAPH  
28 SHALL BECOME PART OF THE BASE SALARY OF THE RECIPIENT AND CONSIDERED  
29 FOR THE PURPOSE OF COMPUTING FRINGE BENEFITS AND FUTURE SALARY  
30 INCREASES.

31 (IV) 1. THE COUNTY BOARD AND THE LOCAL EDUCATION  
32 ASSOCIATION SHALL DETERMINE THE CRITERIA FOR ADDITIONAL KNOWLEDGE,  
33 SKILLS, AND RESPONSIBILITIES THAT A CLASSROOM TEACHER SHALL ACQUIRE TO  
34 BE ELIGIBLE FOR ADDITIONAL COMPENSATION.

35 2. IN DETERMINING THE ADDITIONAL KNOWLEDGE, SKILLS,  
36 AND RESPONSIBILITIES THAT WOULD MAKE A CLASSROOM TEACHER ELIGIBLE FOR  
37 ADDITIONAL COMPENSATION, THE COUNTY BOARD AND THE LOCAL EDUCATION  
38 ASSOCIATION SHALL GIVE SPECIAL CONSIDERATION TO PROFESSIONAL AREAS IN  
39 WHICH SHORTAGES EXIST, AS DETERMINED BY THE STATE BOARD.

1           (6)    (I)    AN ADMINISTRATOR OR PRINCIPAL IS ELIGIBLE FOR A SALARY  
2 ENHANCEMENT IN AN AMOUNT TO BE DETERMINED BY THE COUNTY BOARD.

3                   (II)   THE STATE SHALL MATCH THE LOCALLY DETERMINED SALARY  
4 ENHANCEMENT UP TO A MAXIMUM OF \$1,000 EACH YEAR.

5                   (III)   A SALARY ENHANCEMENT PAID UNDER THIS PARAGRAPH  
6 SHALL BECOME PART OF THE BASE SALARY OF AN ADMINISTRATOR OR PRINCIPAL  
7 AND CONSIDERED FOR THE PURPOSE OF COMPUTING FRINGE BENEFITS AND  
8 FUTURE SALARY INCREASES.

9                   (IV)   THE COUNTY BOARD SHALL DETERMINE THE CRITERIA FOR  
10 ADDITIONAL KNOWLEDGE, SKILLS, AND RESPONSIBILITIES THAT AN  
11 ADMINISTRATOR OR PRINCIPAL SHALL ACQUIRE TO BE ELIGIBLE FOR ADDITIONAL  
12 COMPENSATION.

13           (7)    (I)    A NONCERTIFICATED SCHOOL EMPLOYEE IS ELIGIBLE FOR A  
14 SALARY ENHANCEMENT IN AN AMOUNT TO BE NEGOTIATED BY THE COUNTY BOARD  
15 AND THE EMPLOYEE ORGANIZATION RECOGNIZED AS THE REPRESENTATIVE FOR  
16 THE NONCERTIFICATED SCHOOL EMPLOYEES.

17                   (II)   THE STATE SHALL MATCH THE LOCALLY DETERMINED SALARY  
18 ENHANCEMENT UP TO A MAXIMUM OF \$500 EACH YEAR.

19                   (III)   A SALARY ENHANCEMENT PAID UNDER THIS PARAGRAPH  
20 SHALL BECOME PART OF THE BASE SALARY OF A NONCERTIFICATED SCHOOL  
21 EMPLOYEE AND CONSIDERED FOR THE PURPOSE OF COMPUTING FRINGE BENEFITS  
22 AND FUTURE SALARY INCREASES.

23                   (IV)   THE COUNTY BOARD AND THE EMPLOYEE ORGANIZATION  
24 SHALL DETERMINE THE CRITERIA FOR ADDITIONAL KNOWLEDGE, SKILLS, AND  
25 RESPONSIBILITIES THAT A NONCERTIFICATED SCHOOL EMPLOYEE SHALL ACQUIRE  
26 TO BE ELIGIBLE FOR ADDITIONAL COMPENSATION.

27           (8)    (I)    A SCHOOL EMPLOYEE SHALL RECEIVE A SALARY SUPPLEMENT  
28 IN AN AMOUNT TO BE NEGOTIATED BY THE COUNTY BOARD AND THE EMPLOYEE  
29 ORGANIZATION RECOGNIZED AS THE REPRESENTATIVE FOR SCHOOL EMPLOYEES.

30                   (II)   THE STATE SHALL MATCH THE LOCALLY DETERMINED SALARY  
31 SUPPLEMENT EACH YEAR UP TO A MAXIMUM OF 4% OF THE SALARY OF THE  
32 EMPLOYEE IN THE PREVIOUS YEAR.

33                   (III)   A SALARY SUPPLEMENT PAID UNDER THIS PARAGRAPH SHALL  
34 BE CONSIDERED PART OF THE BASE SALARY OF A SCHOOL EMPLOYEE FOR THE  
35 PURPOSE OF COMPUTING FRINGE BENEFITS AND FUTURE SALARY INCREASES.

36           (9)    FOR FISCAL YEARS 2001, 2002, 2003, AND 2004, FOR A COUNTY SCHOOL  
37 EMPLOYEE TO BE ELIGIBLE TO RECEIVE AN ANNUAL STATE MATCH UNDER  
38 PARAGRAPHS (5), (6), (7), AND (8) OF THIS SUBSECTION, THE COUNTY GOVERNING  
39 BODY SHALL APPROPRIATE LOCAL FUNDS TO THE SCHOOL OPERATING BUDGET IN

1 ADDITION TO THE AMOUNT REQUIRED TO BE APPROPRIATED UNDER § 5-202(B)(3) OF  
2 THIS ARTICLE.

3 (c) An individual who receives a stipend [or], bonus, SALARY ENHANCEMENT,  
4 OR SALARY SUPPLEMENT under subsection (b) of this section may not be deemed an  
5 employee of the State.

6 (d) The employer of an individual who receives a stipend [or], bonus, SALARY  
7 ENHANCEMENT, OR SALARY SUPPLEMENT under subsection (b) of this section shall  
8 pay the increase in fringe benefit costs associated with the stipend or bonus.

9 (e) The Department shall act as fiscal agent for funds dispersed under this  
10 section.

11 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
12 July 1, 2000.