
By: **Delegates Leopold and Heller**

Introduced and read first time: January 23, 2002

Assigned to: Ways and Means and Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **Education - Principals - State Salary Grants**

3 FOR the purpose of establishing a State program of salary grants for principals,
4 vice-principals, and assistant principals; stating the purpose of the program;
5 authorizing county boards of education to submit applications for a State grant
6 under the program; requiring an application for a State grant to contain certain
7 information and be in a certain format; requiring that a State grant be awarded
8 for a certain fiscal year to a county board that applies and establishes certain
9 aggregate salary adjustments over a certain time period for principals,
10 vice-principals, and assistant principals; establishing a formula to determine
11 the amount of a State grant; establishing certain requirements for the funds
12 provided by a county board for salary adjustments; requiring State grants under
13 the program to be used to provide an additional cost-of-living adjustment for
14 principals, vice-principals, and assistant principals for a certain fiscal year;
15 requiring the Governor to include certain funds in the State budget for the
16 program; authorizing the Department of Budget and Management and the State
17 Superintendent to adopt certain regulations or guidelines; defining certain
18 terms; providing for the termination of this Act; and generally relating to a State
19 program of salary grants for principals, vice-principals, and assistant
20 principals.

21 BY adding to
22 Article - Education
23 Section 5-213.1
24 Annotated Code of Maryland
25 (2001 Replacement Volume)

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

1

Article - Education

2 5-213.1.

3 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
4 INDICATED.

5 (2) (I) "COST-OF-LIVING ADJUSTMENT" MEANS A PERCENTAGE
6 INCREASE IN SALARIES AND WAGES THAT APPLIES AMONG ALL GRADES AND STEPS.

7 (II) "COST-OF-LIVING ADJUSTMENT" DOES NOT INCLUDE SALARY
8 INCREASES FOR PROMOTIONS, INCREMENTS, OR STEP INCREASES, OR SIMILAR
9 SALARY INCREASES RECEIVED IN THE REGULAR COURSE OF A PERSONNEL SYSTEM.

10 (3) "PROGRAM" MEANS THE PROGRAM OF SALARY GRANTS FOR
11 PRINCIPALS, VICE-PRINCIPALS, AND ASSISTANT PRINCIPALS.

12 (4) "SALARY BASE" MEANS THE TOTAL SALARIES AND WAGES OF
13 PRINCIPALS, VICE-PRINCIPALS, AND ASSISTANT PRINCIPALS EMPLOYED BY A
14 COUNTY BOARD, AS DETERMINED BY THE DEPARTMENT OF BUDGET AND
15 MANAGEMENT AND THE STATE SUPERINTENDENT.

16 (B) THERE IS A PROGRAM OF SALARY GRANTS FOR PRINCIPALS,
17 VICE-PRINCIPALS, AND ASSISTANT PRINCIPALS IN THE STATE.

18 (C) THE PURPOSE OF THE PROGRAM IS TO PROVIDE GRANTS TO COUNTY
19 BOARDS THAT INCREASE THE SALARIES OF PRINCIPALS, VICE-PRINCIPALS, AND
20 ASSISTANT PRINCIPALS WITH THE GOAL OF IMPROVING RECRUITMENT AND
21 RETENTION OF WELL QUALIFIED PRINCIPALS, VICE-PRINCIPALS, AND ASSISTANT
22 PRINCIPALS.

23 (D) (1) ON OR BEFORE DECEMBER 1, 2002, EACH COUNTY BOARD MAY
24 SUBMIT A GRANT APPLICATION TO THE DEPARTMENT OF BUDGET AND
25 MANAGEMENT AND THE STATE SUPERINTENDENT.

26 (2) THE APPLICATION SHALL INCLUDE:

27 (I) THE ESTIMATED SALARY BASE FOR FISCAL YEAR 2003;

28 (II) FOR FISCAL YEARS 2001, 2002, AND 2003, THE AGGREGATE
29 ADJUSTMENTS NEGOTIATED AND FUNDED UNDER SUBSECTION (E) OF THIS
30 SECTION, TO BE FUNDED FROM SOURCES OTHER THAN THE STATE GRANT,
31 EXPRESSED IN TOTAL DOLLARS AND AS A PERCENTAGE; AND

32 (III) ANY OTHER INFORMATION NECESSARY TO DETERMINE
33 ELIGIBILITY FOR A GRANT.

34 (3) THE APPLICATION SHALL BE IN A FORMAT SPECIFIED BY THE
35 DEPARTMENT OF BUDGET AND MANAGEMENT AND THE STATE SUPERINTENDENT.

1 (E) (1) FOR FISCAL YEAR 2004, A STATE GRANT SHALL BE AWARDED UNDER
2 THE PROGRAM TO EACH COUNTY BOARD THAT:

3 (I) SUBMITS AN APPLICATION; AND

4 (II) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION AND AS
5 DETERMINED BY THE DEPARTMENT OF BUDGET AND MANAGEMENT AND THE STATE
6 SUPERINTENDENT, PROVIDES IN FISCAL YEARS 2001, 2002, AND 2003 NEGOTIATED
7 AND FUNDED:

8 1. COST-OF-LIVING ADJUSTMENTS FOR PRINCIPALS,
9 VICE-PRINCIPALS, AND ASSISTANT PRINCIPALS THAT AGGREGATE TO AT LEAST 4%;
10 OR

11 2. ADJUSTMENTS TO THE SALARY SCHEDULES FOR
12 PRINCIPALS, VICE-PRINCIPALS, AND ASSISTANT PRINCIPALS THAT HAVE AN
13 AGGREGATE COST THAT IS AT LEAST EQUAL TO THE COST OF PROVIDING A 4%
14 COST-OF-LIVING ADJUSTMENT FOR PRINCIPALS, VICE-PRINCIPALS, AND ASSISTANT
15 PRINCIPALS.

16 (2) THE FUNDS PROVIDED BY A COUNTY BOARD UNDER THIS
17 SUBSECTION SHALL BE:

18 (I) IN ADDITION TO ANY STEP INCREASES AND STIPENDS
19 NEGOTIATED AND FUNDED BEFORE FISCAL YEAR 2001; AND

20 (II) OBTAINED FROM SOURCES OTHER THAN A PROGRAM GRANT.

21 (F) FOR FISCAL YEAR 2004, IF A COUNTY BOARD COMPLIES WITH SUBSECTION
22 (E) OF THIS SECTION, A STATE GRANT MADE TO A COUNTY BOARD UNDER THE
23 PROGRAM SHALL BE THE PRODUCT OF THE SALARY BASE FOR FISCAL YEAR 2003
24 MULTIPLIED BY 0.01.

25 (G) A STATE GRANT MADE UNDER THE PROGRAM SHALL BE USED TO PROVIDE
26 AN ADDITIONAL 1% COST-OF-LIVING ADJUSTMENT FOR PRINCIPALS,
27 VICE-PRINCIPALS, AND ASSISTANT PRINCIPALS IN FISCAL YEAR 2004.

28 (H) THE GOVERNOR SHALL INCLUDE FUNDS IN THE STATE BUDGET TO
29 IMPLEMENT THE PROGRAM.

30 (I) THE DEPARTMENT OF BUDGET AND MANAGEMENT AND THE STATE
31 SUPERINTENDENT MAY ADOPT GUIDELINES OR REGULATIONS TO IMPLEMENT THE
32 PROGRAM.

33 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
34 July 1, 2002. It shall remain effective for a period of 2 years and, at the end of June
35 30, 2004, with no further action required by the General Assembly, this Act shall be
36 abrogated and of no further force and effect.