

Department of Legislative Services
Maryland General Assembly
2002 Session

FISCAL NOTE

Senate Bill 586

(Senators Kittleman and Stoltzfus)

Finance

Education - Certificated Employees - Probationary Employment

This bill extends the probationary period of employment for certificated school personnel from two to three years.

Fiscal Summary

State Effect: None.

Local Effect: Local school system finances would not be directly affected.

Small Business Effect: None.

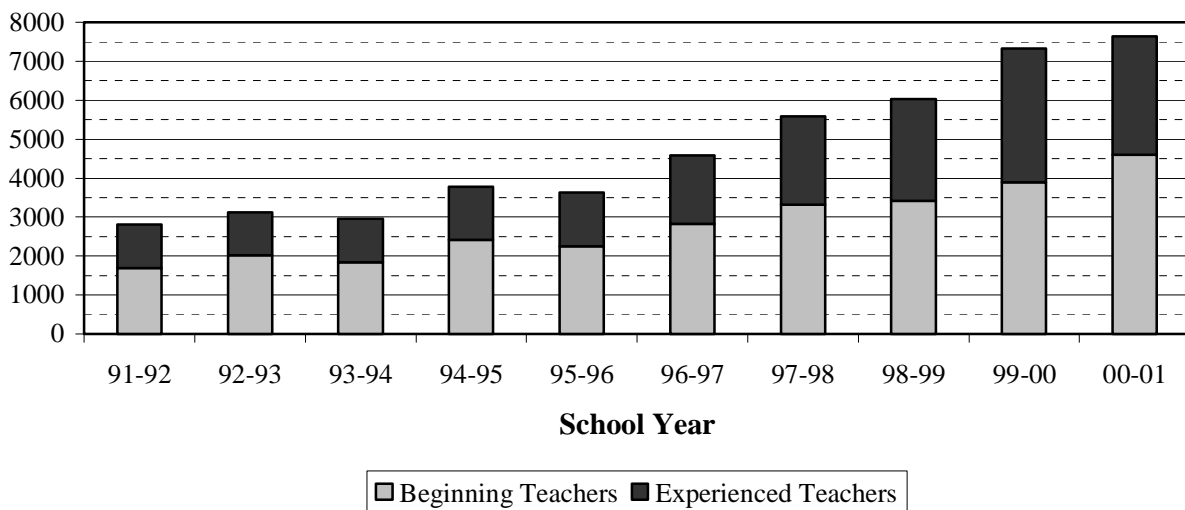
Analysis

Current Law: The probationary period of employment for certificated school personnel is two years from the date of employment. This period may be extended for an additional year if the employee does not qualify for tenure at the end of the second year and demonstrates a strong potential for improvement. If an employee's probationary period is extended into a third year, a mentor must be provided for the employee. Employees on probation are under one-year employment contracts and may be dismissed at the end of a contract. Tenured teachers may only be dismissed for immorality, misconduct in office, insubordination, incompetency, or willful neglect of duty.

Teacher mentoring programs must be aligned with teachers' probationary periods of employment.

Background: Due to an increasing number of teachers who are retiring and an ongoing interest in reducing public school class sizes, Maryland has steadily increased the number of new teachers hired by local school systems. **Exhibit 1** displays the number of new teachers hired in Maryland each year from the 1991-1992 school year, when new hires numbered 2,806, to the 2000-2001 school year, when new hires numbered 7,649. During this time, newly-hired teachers with no experience increased 173% from 1,684 to 4,602. The projected number of new hires for the 2002-2003 school year is nearly 8,700.

Exhibit 1
Number of New Teachers Hired, 1991 to 2000



Source: *Maryland Teacher Staff Report, 2001 - 2003*

Teacher mentoring programs in the State serve primarily beginning teachers during their two-year probationary periods. The proposed fiscal 2003 State budget includes a total of \$15.9 million for teacher mentoring programs. Although school systems are not required to provide teacher mentoring to all teachers who are on probationary status, State law and regulations align teacher mentoring programs with the probationary period of employment.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Maryland State Department of Education, Department of Legislative Services

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ncs/hlb

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