

**Department of Legislative Services**  
Maryland General Assembly  
2003 Session

**FISCAL AND POLICY NOTE**

House Bill 22  
Ways and Means

(Delegate Leopold, *et al.*)

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**Public Schools - Specialists - Stipends**

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This bill authorizes the State Board of Education (SBE) to expand eligibility for State stipends that are paid to employees of local school boards who hold certification from the National Board for Professional Teaching Standards. Subject to the availability of funds, eligibility may be expanded to library media specialists, speech-language pathologists, audiologists, and other professionally certified education specialists, in that order. The State stipend is equal to the county grant for national certification, up to a maximum of \$2,000 per qualifying individual.

The bill is effective July 1, 2003.

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**Fiscal Summary**

**State Effect:** State expenditures for Quality Teacher Incentives could increase minimally beginning in FY 2004 due to the expansion of eligibility for national board certification stipends. Any increase could be absorbed within the proposed FY 2004 appropriation for Quality Teacher Incentives of \$8.3 million. No impact on revenues.

**Local Effect:** Local school expenditures could increase minimally to provide stipends to education specialists with national board certification. No effect on revenues.

**Small Business Effect:** None.

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## Analysis

**Current Law:** Only professionally certified classroom teachers employed by local boards of education are eligible to receive State stipends for acquiring certification from the National Board for Professional Teaching Standards. State stipends are equal to the county's grant for national certification, up to a maximum of \$2,000 per qualified teacher.

**Background:** The National Board for Professional Teaching Standards was founded in 1987 at the recommendation of the Carnegie Task Force on Teaching as a Profession. Part of the board's mission is to provide a voluntary national system for certifying teachers who meet rigorous standards. National certification is designed to complement, not replace, state licensing and certification systems. The "policy position" of the national board centers on the following core propositions.

1. teachers are committed to students and their learning;
2. teachers know the subjects they teach and how to teach those subjects to students;
3. teachers are responsible for managing and monitoring student learning;
4. teachers think systematically about their practice and learn from experience; and
5. teachers are members of learning communities.

In Maryland, 20 local school boards offer stipends for classroom teachers who hold national certification. (See **Exhibit 1**.) The State matches these stipends, up to a maximum of \$2,000 annually. There are 217 national board certified teachers in Maryland. In fiscal 2001 and 2002, the State paid \$127,000 and \$213,900 respectively for national board certification stipends.

The practice of providing State stipends for teachers with national board certification was established by the Teacher Quality Incentive Act of 1999 (Chapter 600). The Act also instituted \$1,000 signing bonuses for new teachers who experienced academic success in college and \$2,000 stipends for teachers with advanced professional certificates who teach in reconstituted or challenge schools. In fiscal 2002, approximately \$6 million was distributed to teachers through the three Teacher Quality Incentive bonuses, with the vast majority of the payments (\$5.6 million or 92%) going to teachers with advanced professional degrees who teach in reconstituted or challenge schools.

Maryland also funds the State and Local Aid Program for Certification in which up to 500 teachers per year may be chosen to pursue national certification at the expense of the State and local boards of education. The fee for national board certification is \$2,300. The State pays two-thirds of the cost (\$1,533), and the local school board contributes one-third (\$767). Participants are selected by SBE and approved by their local boards.

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**Exhibit 1**  
**Local Incentives for Holding Certification from the**  
**National Board for Professional Teaching Standards**

<b><u>Local School System</u></b>	<b><u>Incentive</u></b>
Allegany	\$1,500 per year
Baltimore City	\$2,000 per year
Baltimore County	\$2,000 per year
Calvert	\$1,000 per year
Carroll	\$1,000 per year
Cecil	\$1,000 per year (subject to availability of funds in budget)
Charles	\$2,500 per year
Dorchester	\$2,000 honorarium with summer assignment for 2 summers
Frederick	\$1,000 per year
Harford	\$1,000 one-time bonus
Howard	\$2,000 per year
Kent	\$1,500 for 2002-03; \$2,000 for 2003-04 and thereafter
Montgomery	\$2,000 per year
Prince George's	\$1,000 one-time bonus and \$2,000 per year
Queen Anne's	\$1,500 per year (must be teaching in area of certificate)
St. Mary's	\$1,000 per year
Somerset	\$1,000 one-time bonus
Washington	\$2,000 per year
Wicomico	\$2,000 per year
Worcester	\$2,000 per year

Source: National Board for Professional Teaching Standards

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**State Expenditures:** The proposed fiscal 2004 State budget includes \$8.3 million for Quality Teacher Incentives, which will pay stipends for nationally certified teachers as well as signing bonuses for newly-hired teachers and stipends for teachers who work in reconstituted or challenge schools. This appropriation would cover any additional costs that would result from a few specialists who might qualify for national certification stipends. The Maryland State Department of Education (MSDE) reports that three media

specialists in the State have national certification. Although it could not be confirmed absolutely, MSDE believes these individuals already qualify for and receive the State stipends for national certification. If they have not been considered eligible for the stipends under current law, State expenditures could increase by up to \$6,000 in fiscal 2004.

National board certifications have not been developed for audiologists and speech-language pathologists. Therefore, extending stipends for national board certification to these specialists would not impact State expenditures. The national board is developing a certification for school counselors, which might provide an opportunity for other specialists certified by SBE to acquire national certification. The national board has no estimated date when the school counselor certification will be available.

The acquisition of national certification involves a rigorous process, and only a small percentage of teachers have pursued it. In Maryland, 217 of 68,000 teachers, or 0.3%, hold certification from the National Board for Professional Teaching Standards. It is assumed that, under the bill, a similarly low proportion of specialists would pursue and obtain national certification. Therefore, any increase in State stipends paid to specialists who acquire the certification would be minimal and absorbable within the annual appropriation for Quality Teacher Incentives.

**Local Expenditures:** If they are not already doing so, local boards of education would have the option of extending the stipends for national board certification to education specialists. It is assumed that, if the State provides a match, the local boards of education that provide stipends to teachers holding national board certification would also offer the stipends to specialists. As seen in Exhibit 1 above, there are 20 local school systems that offer national certification stipends ranging from \$1,000 one-time bonuses to \$2,500 annual stipends. Increases in local school expenditures would correspond to the number of specialists who pursue and acquire national board certification and the local stipends provided to specialists. There are presently three library media specialists with national board certification, and any increase to this number is expected to be minimal.

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### **Additional Information**

**Prior Introductions:** HB 51 of 2002 would have extended all Quality Teacher Incentives to library media specialists and reading specialists. The bill received an unfavorable report from the House Ways and Means Committee.

In its third reader version, HB 655 of 2002 would have granted SBE the authority to offer the established salary signing bonuses and stipends for working in reconstituted or

challenge school to speech-language pathologists, audiologists, and reading specialists who work for public school systems. The bill and its cross file, SB 656, were not reported out of the Senate Education, Health, and Environmental Affairs Committee.

**Cross File:** None.

**Information Source(s):** Maryland State Department of Education, National Board for Professional Teaching Standards, Department of Legislative Services

**Fiscal Note History:** First Reader - February 3, 2003  
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