

By: **Senators Kelley, Britt, Colburn, Conway, Currie, Dyson, Exum, Green, Grosfeld, Hogan, Jones, Kittleman, Lawlah, McFadden, Pipkin, and Stone**

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CHAPTER _____

1 AN ACT concerning

2 **Task Force to Study a ~~Pay For Performance Model~~ Recruitment and**
3 **Retention Strategies for Public School Teachers in Hard to Staff Public**
4 **Schools in Maryland**

5 FOR the purpose of establishing a Task Force to Study a ~~Pay For Performance~~
6 ~~Model~~ Recruitment and Retention Strategies for Public School Teachers in Hard
7 to Staff Public Schools in the State; providing for the membership, chair, and
8 staff for the Task Force; prohibiting members of the Task Force from receiving
9 compensation but entitling members to reimbursement of expenses under a
10 certain law; requiring the Task Force to study certain ~~pay for performance~~
11 ~~models programs~~ and make certain recommendations; requiring the Task Force
12 to submit certain reports to the Governor and the General Assembly on or before
13 certain dates; providing for the termination of this Act; and generally relating to
14 the Task Force to Study a ~~Pay For Performance Model~~ Recruitment and
15 Retention Strategies for Public School Teachers in Hard to Staff Public Schools
16 in the State.

17 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
18 MARYLAND, That:

19 (a) There is a Task Force to Study a ~~Pay For Performance Model~~
20 Recruitment and Retention Strategies for Public School Teachers in Hard to Staff
21 Public Schools in the State.

22 (b) The Task Force consists of the following 21 members:

- 1 (1) Three members of the Senate of Maryland, appointed by the
2 President of the Senate;
- 3 (2) Three members of the House of Delegates, appointed by the Speaker
4 of the House;
- 5 (3) Three members of the public, appointed by the Governor;
- 6 (4) Two members of local school boards of education, appointed by the
7 Maryland Association of Boards of Education;
- 8 (5) Two members that are either local school superintendents or chief
9 executive officers, appointed by the School Superintendents Association of Maryland;
- 10 (6) Three teachers, appointed by the Maryland State Teachers
11 Association;
- 12 (7) One teacher, appointed by the Baltimore Teachers Union;
- 13 (8) One member of the State Board of Education, appointed by the State
14 Board;
- 15 (9) The State Superintendent of Schools, or the Superintendent's
16 designee; and
- 17 (10) Two education policy researchers, appointed by the State
18 Superintendent of Schools.
- 19 (c) The State Superintendent of Education shall designate one of the
20 education policy researchers as the chair of the Task Force.
- 21 (d) The State Department of Education shall provide staff for the Task Force.
- 22 (e) A member of the Task Force may not receive compensation for serving on
23 the Task Force but is entitled to reimbursement for expenses under the Standard
24 State Travel Regulations, as provided in the State budget.
- 25 (f) The Task Force shall:
- 26 (1) Study the various ~~pay for performance~~ programs that have been
27 implemented in ~~Cincinnati, Ohio; Denver, Colorado; Douglas County, Colorado; Iowa;~~
28 ~~and Milken TAP in Arizona~~ other states; and
- 29 (2) Make recommendations regarding the feasibility of implementing a
30 funding model in the State ~~which bases compensation for public school teachers either~~
31 ~~partially or fully on student achievement~~ to implement successful research-based
32 recruitment and retention strategies.
- 33 (g) The Task Force shall report its findings and recommendations to the
34 Governor, and, subject to § 2-1246 of the State Government Article, the General

1 Assembly, in an interim report on or before December 15, 2005, and in a final report
2 on or before June 15, 2006.

3 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
4 June 1, 2005. It shall remain effective for a period of 1 year and 1 month and, at the
5 end of June 30, 2006, with no further action required by the General Assembly, this
6 Act shall be abrogated and of no further force and effect.