
By: **Senators Kelley, Britt, Colburn, Conway, Currie, Greenip, Hafer,
Haines, Harris, Hogan, Hooper, Jacobs, Jones, Kittleman, Lawlah,
McFadden, and Stoltzfus**

Introduced and read first time: February 2, 2006

Assigned to: Education, Health, and Environmental Affairs

A BILL ENTITLED

1 AN ACT concerning

2 **Commission to Study Pay-for-Performance Models of Teacher**
3 **Compensation**

4 FOR the purpose of establishing a Commission to Study Pay-for-Performance Models
5 of Teacher Compensation; providing for the membership, chair, and staff for the
6 Commission; prohibiting members of the Commission from receiving
7 compensation but entitling members to reimbursement of expenses under a
8 certain law; requiring the Commission to study certain models of teacher
9 compensation in certain states to make certain determinations; requiring the
10 Commission to submit certain reports on or before certain dates; providing for
11 the termination of this Act; and generally relating to the Commission to Study
12 Pay-for-Performance Models of Teacher Compensation.

13 **Preamble**

14 WHEREAS, Traditional compensation systems in public education impede the
15 ability of school districts in Maryland to recruit and retain sufficient numbers of
16 highly qualified teachers for hard-to-staff schools; and

17 WHEREAS, Traditional compensation systems for public school teachers leave
18 Maryland school districts at a competitive disadvantage in trying to recruit and
19 retain sufficient numbers of highly qualified teachers in such critical shortage areas
20 as mathematics and the sciences; and

21 WHEREAS, Maryland cannot produce an educated workforce or a sufficient
22 pool of college-ready high school graduates without greatly enhanced capacity to
23 provide highly qualified teachers for all public school classrooms, and in all core
24 subject areas; and

25 WHEREAS, Many professions that compete for human resources with
26 Maryland's public school systems use their pay-for-performance programs to provide
27 superior career ladders and greater accountability; and

1 WHEREAS, There are jurisdictions external to Maryland developing,
2 implementing, and evaluating pay-for-performance teacher compensation programs;
3 now, therefore,

4 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
5 MARYLAND, That:

6 (a) There is a Commission to Study Pay-for-Performance Models of Teacher
7 Compensation.

8 (b) The Commission consists of the following members:

9 (1) Three members of the Senate of Maryland, appointed by the
10 President of the Senate;

11 (2) Three members of the House of Delegates, appointed by the Speaker
12 of the House;

13 (3) Three members of the public, appointed by the Governor;

14 (4) Two members of county boards of education, appointed by the
15 Maryland Association of Boards of Education;

16 (5) Two members that are either local school superintendents or chief
17 executive officers of local school systems, appointed by the School Superintendents
18 Association of Maryland;

19 (6) Three teachers, appointed by the Maryland State Teachers
20 Association;

21 (7) One teacher, appointed by the Baltimore Teachers Union;

22 (8) One member of the State Board of Education, appointed by the State
23 Board;

24 (9) The State Superintendent of Schools, or the Superintendent's
25 designee; and

26 (10) Two education policy researchers, appointed by the State
27 Superintendent of Schools.

28 (c) The State Superintendent of Schools shall designate one of the education
29 policy researcher members as the chair of the Commission.

30 (d) The State Department of Education shall provide staff for the Commission.

31 (e) A member of the Commission may not receive compensation for serving on
32 the Commission but is entitled to reimbursement for expenses under the Standard
33 State Travel Regulations, as provided in the State budget.

1 (f) The Commission shall study some of the more significant
2 pay-for-performance models of teacher compensation in other states, including
3 Denver's "Pro-Comp" Program, and Minnesota's new "Q Comp" Program, to
4 determine the efficacy of piloting one or more pay-for-performance programs in the
5 State.

6 (g) The Commission shall report its findings and recommendations to the
7 Governor and, subject to § 2-1246 of the State Government Article, the General
8 Assembly, in an interim report on or before January 15, 2007, and in a final report on
9 or before September 15, 2007.

10 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
11 June 1, 2006. It shall remain effective for a period of 1 year and 7 months and, at the
12 end of December 31, 2007, with no further action required by the General Assembly,
13 this Act shall be abrogated and of no further force and effect.