

SENATE BILL 937

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4lr2257
CF 4lr3298

By: **Senator Augustine**

Introduced and read first time: February 2, 2024

Assigned to: Education, Energy, and the Environment and Judicial Proceedings

A BILL ENTITLED

1 AN ACT concerning

2 **Grow Your Own Educators Grant Program – Established**

3 FOR the purpose of establishing the Grow Your Own Educators Grant Program to provide
4 grants to certain local school systems for certain employees who pledge to fulfill a
5 certain service obligation as a full-time teacher in the State; requiring the State
6 Department of Education to administer the Program and to take certain actions to
7 develop and implement the program; establishing the eligibility for certain teacher
8 candidates in the Program and requiring teacher candidates to be paid a certain rate
9 and offered certain benefits under the Program; requiring collaboratives to take
10 certain actions under the Program; requiring the Governor to include a certain
11 appropriation in the annual budget bill for the Program; requiring the Department
12 to collect and publish on its website certain data on the Program each year; and
13 generally relating to the Grow Your Own Educators Grant Program.

14 BY adding to

15 Article – Education

16 Section 18–27A–01 through 18–27A–06 to be under the new subtitle “Subtitle 27A.
17 Grow Your Own Educators Grant Program”

18 Annotated Code of Maryland

19 (2022 Replacement Volume and 2023 Supplement)

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

22 **Article – Education**

23 **SUBTITLE 27A. GROW YOUR OWN EDUCATORS GRANT PROGRAM.**

24 **18–27A–01.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS**
2 **INDICATED.**

3 **(B) “COLLABORATIVE” MEANS AN AGREEMENT OUTLINING COMMITMENTS**
4 **OF A PARTNERSHIP AMONG:**

5 **(1) AT LEAST ONE LOCAL SCHOOL SYSTEM;**

6 **(2) AT LEAST ONE UNION REPRESENTING EMPLOYEES OF A LOCAL**
7 **SCHOOL SYSTEM; AND**

8 **(3) AT LEAST ONE INSTITUTION OF HIGHER EDUCATION WITH A**
9 **TEACHER PREPARATION PROGRAM APPROVED BY THE DEPARTMENT.**

10 **(C) “ELIGIBLE INDIVIDUAL” MEANS AN INDIVIDUAL WHO:**

11 **(1) IS EMPLOYED AS A NONCERTIFIED EDUCATION SUPPORT**
12 **PROFESSIONAL BY A PARTICIPATING LOCAL SCHOOL SYSTEM; AND**

13 **(2) MEETS THE EDUCATIONAL REQUIREMENTS DETERMINED BY A**
14 **COLLABORATIVE.**

15 **(D) “NONCERTIFIED EDUCATION SUPPORT PROFESSIONAL” MEANS A**
16 **NONCERTIFIED PUBLIC SCHOOL EMPLOYEE DESIGNATED AS PART OF A BARGAINING**
17 **UNIT UNDER TITLE 6, SUBTITLE 5 OF THIS ARTICLE.**

18 **(E) “PROGRAM” MEANS THE GROW YOUR OWN EDUCATORS GRANT**
19 **PROGRAM ESTABLISHED UNDER THIS SUBTITLE.**

20 **18-27A-02.**

21 **(A) THERE IS A GROW YOUR OWN EDUCATORS GRANT PROGRAM.**

22 **(B) (1) THE PURPOSE OF THE PROGRAM IS TO PROVIDE SUPPORT TO**
23 **ELIGIBLE INDIVIDUALS WHO:**

24 **(I) ARE INTERESTED IN PURSUING A CAREER IN THE TEACHING**
25 **PROFESSION; AND**

26 **(II) ULTIMATELY PLEDGE TO FULFILL A SERVICE OBLIGATION**
27 **AS A TEACHER EMPLOYED FULL-TIME IN A HIGH-NEEDS SCHOOL, GRADE LEVEL, OR**
28 **CONTENT AREA IN THE STATE IN WHICH THERE IS A SHORTAGE OF TEACHERS, AS**
29 **IDENTIFIED BY THE DEPARTMENT.**

1 **(2) THE DEPARTMENT SHALL ADMINISTER THE PROGRAM.**

2 **(C) TO BE ELIGIBLE FOR THE PROGRAM, A TEACHER CANDIDATE**
3 **APPLICANT SHALL:**

4 **(1) BE EMPLOYED AS A NONCERTIFIED EDUCATION SUPPORT**
5 **PROFESSIONAL BY A PARTICIPATING LOCAL SCHOOL SYSTEM ON THE EFFECTIVE**
6 **DATE OF THE PROGRAM; AND**

7 **(2) MEET THE EDUCATIONAL REQUIREMENTS DETERMINED BY A**
8 **COLLABORATIVE.**

9 **18-27A-03.**

10 **(A) A COLLABORATIVE SHALL NEGOTIATE AN AGREEMENT THAT MEETS**
11 **THE REQUIREMENTS OF SUBSECTION (B) OF THIS SECTION.**

12 **(B) A COLLABORATIVE SHALL DEVELOP AND SUBMIT TO THE DEPARTMENT:**

13 **(1) A PLAN TO:**

14 **(I) SELECT AT LEAST ONE CONTENT AREA IN THE LOCAL**
15 **SCHOOL SYSTEM IN WHICH THERE IS A SHORTAGE OF TEACHERS, AS IDENTIFIED BY**
16 **THE DEPARTMENT;**

17 **(II) SELECT AT LEAST ONE TEACHER PREPARATION PROGRAM**
18 **AT AN INSTITUTION OF HIGHER EDUCATION THAT SATISFIES THE TRAINING**
19 **REQUIREMENTS FOR TEACHER CANDIDATES; AND**

20 **(III) DESIGNATE AN INDIVIDUAL FROM A COLLABORATIVE TO**
21 **ASSIST TEACHER CANDIDATES AND PROVIDE PROGRAM GUIDANCE;**

22 **(2) AN ESTIMATE OF THE NUMBERS OF:**

23 **(I) TEACHER APPLICANTS LIKELY TO COMPLETE THE**
24 **PROGRAM; AND**

25 **(II) MENTOR TEACHERS NECESSARY TO SUPPORT TEACHER**
26 **CANDIDATES IN THE PROGRAM; AND**

27 **(3) EVIDENCE OF A WRITTEN BILLING AGREEMENT WITH AN**
28 **INSTITUTION OF HIGHER EDUCATION THAT INCLUDES:**

1 **(I) THE TOTAL COST TO THE COLLABORATIVE FOR THE**
2 **COHORT OF TEACHER CANDIDATES;**

3 **(II) PRORATED TUITION COST THE COLLABORATIVE SHALL PAY**
4 **THE INSTITUTION OF HIGHER EDUCATION IF A CANDIDATE DOES NOT COMPLETE**
5 **THE PROGRAM; AND**

6 **(III) A PROVISION THAT NO TEACHER CANDIDATE SHALL BE**
7 **REQUIRED TO PAY TUITION, BOOKS, OR FEES AS PART OF THE TEACHER**
8 **CANDIDATE'S COURSE OF STUDY.**

9 **(C) A COLLABORATIVE SHALL DEVELOP AND SUBMIT TO THE DEPARTMENT:**

10 **(1) AN OUTREACH PLAN TO RECRUIT TEACHER CANDIDATES AND**
11 **MENTOR TEACHERS THAT:**

12 **(I) PRIORITIZES RACIAL AND LINGUISTIC DIVERSITY OF THE**
13 **NONCERTIFIED EDUCATION SUPPORT PROFESSIONAL WORKFORCE;**

14 **(II) ESTIMATES PROGRAM EXPENSES BY CATEGORY; AND**

15 **(III) IDENTIFIES AT LEAST ONE SOURCE OF LONG-TERM**
16 **FUNDING FOR THE PROGRAM, INCLUDING THE PROCESS AND TIMELINE FOR**
17 **OBTAINING LONG-TERM FUNDING; AND**

18 **(2) ANY OTHER MATERIALS REQUIRED BY THE DEPARTMENT.**

19 **18-27A-04.**

20 **(A) (1) THE DEPARTMENT SHALL AWARD A GRANT TO A LOCAL SCHOOL**
21 **SYSTEM THAT IS PART OF A COLLABORATIVE FOR EMPLOYEES OF THE LOCAL**
22 **SCHOOL SYSTEM TO COMPLETE A TEACHER PREPARATION PROGRAM AT AN**
23 **INSTITUTION OF HIGHER EDUCATION UNDER THE AGREEMENT DESCRIBED IN §**
24 **18-27A-03 OF THIS SUBTITLE.**

25 **(2) THE DEPARTMENT SHALL AWARD A GRANT FOR:**

26 **(I) TUITION, BOOKS, AND FEES FOR TEACHER CANDIDATES;**

27 **(II) STIPENDS FOR MENTOR TEACHERS; AND**

1 (III) COSTS ASSOCIATED WITH THE ADMINISTRATION OF THE
2 PROGRAM.

3 (B) A TEACHER CANDIDATE SHALL BE PAID A RATE OF PAY AND OFFERED
4 BENEFITS THAT ARE AT LEAST EQUAL TO THE RATE OF PAY RECEIVED BY AND
5 BENEFITS OFFERED TO A NONCERTIFIED EDUCATION SUPPORT PROFESSIONAL OF
6 THE EQUIVALENT CLASSIFICATION AND TENURE IN THE LOCAL SCHOOL SYSTEM
7 PROVIDED IN THE COLLECTIVE BARGAINING AGREEMENT.

8 (C) (1) A COLLABORATIVE SHALL PROVIDE EACH TEACHER CANDIDATE A
9 MENTOR TEACHER FOR THE ENTIRETY OF THE PROGRAM.

10 (2) A TEACHER CANDIDATE MAY NOT SERVE AS A TEACHER OF
11 RECORD OR A SUBSTITUTE TEACHER FOR ANY TEACHER OTHER THAN THE MENTOR
12 TEACHER ASSIGNED TO THE TEACHER CANDIDATE.

13 (D) A LOCAL SCHOOL SYSTEM AND A UNION THAT REPRESENTS THE
14 TEACHER CANDIDATES SHALL NEGOTIATE A GRADUAL RELEASE MODEL THAT
15 ALLOWS TEACHER CANDIDATES TO FOCUS PRIMARILY ON INTERNSHIP AND
16 PRACTICUM REQUIREMENTS.

17 (E) (1) A TEACHER CANDIDATE SHALL PERFORM A SERVICE OBLIGATION
18 TO TEACH FULL-TIME IN THE STATE IN A PUBLIC SCHOOL OR A PUBLIC
19 PREKINDERGARTEN PROGRAM IN A HIGH-NEEDS SCHOOL, AS IDENTIFIED BY THE
20 DEPARTMENT, OR IN A GRADE LEVEL OR CONTENT AREA IN WHICH THERE IS A
21 SHORTAGE OF QUALIFIED EDUCATORS, AS IDENTIFIED BY THE DEPARTMENT.

22 (2) THE DEPARTMENT SHALL DETERMINE THE LENGTH OF THE
23 SERVICE OBLIGATION.

24 18-27A-05.

25 BEGINNING IN FISCAL YEAR 2026, THE GOVERNOR SHALL INCLUDE IN THE
26 ANNUAL BUDGET BILL AN APPROPRIATION OF \$5,000,000 FOR THE PROGRAM.

27 18-27A-06.

28 (A) EACH YEAR, THE DEPARTMENT SHALL COLLECT AND PUBLISH ON ITS
29 WEBSITE:

30 (1) DATA ON TEACHER CANDIDATE RACE, GENDER, AND LINGUISTIC
31 STATUS;

- 1 **(2) DATA ON TEACHER CANDIDATE STATUS AND RETENTION;**
2 **(3) SPENDING BY CATEGORY;**
3 **(4) A SUMMARY OF TEACHER CANDIDATE RECRUITMENT METHODS;**
4 **AND**
- 5 **(5) IF APPLICABLE, THE HIRING STATUS AND RETENTION DATA OF**
6 **PROGRAM GRADUATES.**

7 **(B) IN REPORTING THE DATA UNDER SUBSECTION (A) OF THIS SECTION,**
8 **THE DEPARTMENT SHALL MAKE REASONABLE EFFORTS TO ANONYMIZE THE DATA**
9 **TO PROTECT THE PRIVACY OF TEACHER CANDIDATES.**

10 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
11 1, 2024.