

HOUSE BILL 986

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5lr1350

By: **Delegates Ebersole, Guyton, Kaufman, Miller, Palakovich Carr, Pasteur, Patterson, White Holland, Williams, ~~and Young~~ Young, Fair, Vogel, Wells, Wilkins, Wims, and Wu**

Introduced and read first time: January 31, 2025

Assigned to: Ways and Means

Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 4, 2025

CHAPTER _____

1 AN ACT concerning

2 **Primary and Secondary Education – New Teachers – Retention Program**

3 FOR the purpose of requiring each county board of education to establish a new teacher
4 retention program; altering the content required to be included in certain teacher
5 support and retention guidelines developed by the State Board of Education; and
6 generally relating to teacher retention and support programs, guidelines, and
7 training.

8 BY adding to

9 Article – Education

10 Section 4–147

11 Annotated Code of Maryland

12 (2022 Replacement Volume and 2024 Supplement)

13 BY repealing and reenacting, with amendments,

14 Article – Education

15 Section 6–119

16 Annotated Code of Maryland

17 (2022 Replacement Volume and 2024 Supplement)

18 BY repealing and reenacting, without amendments,

19 Article – Education

20 Section 6–128

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 Annotated Code of Maryland
2 (2022 Replacement Volume and 2024 Supplement)

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

5 **Article – Education**

6 **4–147.**

7 (A) IN THIS SECTION, “NEW TEACHER” MEANS A TEACHER WHO HAS TAUGHT
8 FOR LESS THAN ~~2~~ 3 COMPLETE SCHOOL YEARS.

9 (B) (1) EACH COUNTY BOARD SHALL ESTABLISH A NEW TEACHER
10 RETENTION PROGRAM.

11 (2) THE PURPOSE OF A NEW TEACHER RETENTION PROGRAM IS TO
12 PROVIDE SUPPORT TO NEW TEACHERS TO ENSURE THAT NEW TEACHERS CONTINUE
13 TO BE MOTIVATED AND RETAIN THEIR PASSION TO TEACH.

14 (C) A NEW TEACHER RETENTION PROGRAM ESTABLISHED UNDER
15 SUBSECTION (B) OF THIS SECTION SHALL:

16 (1) PROVIDE NEW TEACHERS IN THE COUNTY WITH REGULAR
17 COHORT-BASED OPPORTUNITIES TO SHARE EXPERIENCES AND LESSONS LEARNED
18 ON THE JOB;

19 (2) ASSIGN AN EXPERIENCED TEACHER TO EACH NEW TEACHER
20 COHORT TO PROVIDE OVERSIGHT AND GUIDANCE FOR THE COHORT;

21 (3) ASSIGN EACH NEW TEACHER TO A HIGHLY COMPETENT TEACHER
22 MENTOR IN THE COUNTY, WHO COULD BE A RETIRED TEACHER, TO PROVIDE
23 SUPPORT AND INFORMATION AT THE SCHOOL OF THE NEW TEACHER;

24 (4) SURVEY NEW TEACHERS ON THEIR TEACHING CHALLENGES AND
25 SCHOOL CLIMATE;

26 (5) PROVIDE PRINCIPALS WITH THE RESOURCES AND SUPPORT
27 NEEDED TO HELP NEW TEACHERS IN THEIR SCHOOLS SUCCEED IN THEIR FIRST
28 YEARS OF TEACHING AND REMAIN TEACHING AT THEIR SCHOOLS; AND

29 (6) INCORPORATE THE GUIDELINES DEVELOPED BY THE STATE
30 BOARD UNDER § 6–119 OF THIS ARTICLE.

1 (D) IN ESTABLISHING A PROGRAM UNDER THIS SECTION, A COUNTY BOARD
2 SHALL PRIORITIZE ADDRESSING ISSUES FACED BY NEW TEACHERS:

3 (1) FROM A DIVERSE BACKGROUND; AND

4 (2) IN SCHOOLS OR TEACHING SUBJECT AREAS WITH HIGH RATES OF
5 TEACHER TURNOVER.

6 (E) (1) A COUNTY BOARD SHALL ~~COMPENSATE~~ PROVIDE SUPPLEMENTAL
7 COMPENSATION TO A PUBLIC SCHOOL EMPLOYEE WHO OVERSEES A NEW TEACHER
8 COHORT OR SERVES AS A TEACHER MENTOR IN ACCORDANCE WITH A TEACHER
9 RETENTION PROGRAM THROUGH ADDITIONAL PAY OR ~~PAID-LEAVE~~ PLANNING TIME.

10 (2) TO THE EXTENT PRACTICABLE, A COUNTY BOARD SHALL PROVIDE
11 SUPPLEMENTAL COMPENSATION TO A RETIRED TEACHER WHO SERVES AS A
12 TEACHER MENTOR IN ACCORDANCE WITH A TEACHER RETENTION PROGRAM.

13 6-119.

14 (a) The State Board shall develop guidelines for [an incentive program to
15 encourage] public school systems to:

16 (1) Adopt a teacher support system that provides year-long assistance and
17 support to teachers [through a teacher consulting program in which consulting teachers
18 are fully trained and apply rigorous teaching standards]; and

19 (2) Improve teacher retention during the first 5 years of service.

20 (b) In developing the guidelines under subsection (a) of this section, the State
21 Board shall [conduct]:

22 (1) INCORPORATE RESEARCH ON SUCCESSFUL APPROACHES TO
23 RETAINING NEW TEACHERS AND KEEPING NEW TEACHERS MOTIVATED;

24 (2) ANALYZE THE INFORMATION PROVIDED BY THE MARYLAND
25 EDUCATOR RECRUITMENT, RETENTION, AND DIVERSITY DASHBOARD UNDER §
26 6-128 OF THIS SUBTITLE TO DEVELOP STRATEGIES TO SUPPORT THE MOST
27 VULNERABLE TEACHERS;

28 (3) EXAMINE ISSUES FACED BY TEACHERS FROM A DIVERSE
29 BACKGROUND AND THE POLICIES NECESSARY TO PRESERVE A TEACHING
30 WORKFORCE THAT REFLECTS THE DIVERSITY OF THE PUBLIC SCHOOL STUDENTS IN
31 THE STATE;

1 **(4) ADDRESS THE UNIQUE NEEDS OF TEACHERS IN SCHOOLS OR WHO**
2 **TEACH SUBJECTS WITH HIGH RATES OF TEACHER TURNOVER; AND**

3 **(5) CONDUCT** an assessment of the advisability and feasibility of
4 providing [competitive grants] **SUPPORT** to county boards, **INCLUDING THROUGH**
5 **COMPETITIVE GRANTS, PROFESSIONAL DEVELOPMENT, AND SUSTAINED**
6 **PROGRAMMATIC SUPPORT**, to assist in the development and implementation of a teacher
7 support [incentive] program.

8 (c) It is the intent of the General Assembly that, if money becomes available, the
9 Governor include an appropriation in the State budget for grants for teacher support
10 [incentive] programs established in accordance with the guidelines developed under this
11 section.

12 6–128.

13 (a) (1) On or before January 1, 2025, the Department shall establish and
14 maintain a Maryland Educator Recruitment, Retention, and Diversity Dashboard.

15 (2) Subject to paragraph (3) of this subsection, the Dashboard shall include
16 demographic information and key data points regarding:

17 (i) Certificated and noncertificated personnel in public schools; and

18 (ii) Prospective educators within teacher preparation programs
19 throughout the State who are participating in teacher internships.

20 (3) (i) The Dashboard may not include any demographic information
21 that could be used to identify specific individuals.

22 (ii) Any demographic that is less than 5% of the relevant population
23 may be reported simply as “< 5%”.

24 (b) (1) On or before December 1, 2024, and each December 1 thereafter, each
25 county board shall report to the Department demographic and job status information on
26 educators employed by, and teacher interns placed in, the public schools within the
27 jurisdiction of the county board during the previous school year.

28 (2) Each county board shall report the information required under
29 paragraph (1) of this subsection disaggregated by:

30 (i) School;

31 (ii) Gender;

32 (iii) Race;

- 1 (iv) Ethnicity;
- 2 (v) Average length of service;
- 3 (vi) Status on the career ladder established under § 6–1002 of this
- 4 title;
- 5 (vii) Number of educators hired during the reporting period; and
- 6 (viii) Attrition rates of educators during the reporting period.

7 SECTION 2. AND BE IT FURTHER ENACTED, That, on or before July 1, 2026, the
8 State Board of Education shall update the teacher support and retention guidelines
9 required under § 6–119 of the Education Article as enacted under Section 1 of this Act.

10 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
11 1, 2025.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.