



**HB1322 PRIMARY AND SECONDARY EDUCATION - SCHOOL PERSONNEL - PROHIBITION ON  
RETALIATION FOR NOT RETURNING TO IN-PERSON INSTRUCTION AND WORK**

March 3, 2021

WAYS AND MEANS COMMITTEE

**OPPOSE**

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Anne Arundel County Public Schools (AACPS) opposes **HB1322 Primary and Secondary Education - School Personnel - Prohibition on Retaliation for Not Returning to In-Person Instruction and Work.**

This bill prohibits the Governor, the State Superintendent of Schools, the State Board of Education, a county superintendent, and a county board of education from disciplining, suspending, terminating, or otherwise retaliating against school personnel who choose not to return to a school building for in-person instruction during the 2020-2021 school year. It requires the State Board of Education and county boards to allow certain school personnel to instruct and work remotely to the extent practicable during the 2020-2021 school year.

This legislation is unnecessary. AACPS, along with the other school systems in the State, currently have processes in place for employee work accommodations, approving leaves of absence, and telework opportunities for AACPS employees who qualify based on certain medical criteria or are providing care for a family member meeting certain medical criteria. The AACPS process is aligned with guidelines from the Centers for Disease Control and Prevention as well as State and County governments.

AACPS has concerns that this legislation does not consider or address an employee who refuse to become vaccinated or those employees whose work cannot actually be done remotely. In addition, AACPS opposes legislation that reduces or circumscribes local authority and this bill would essentially usurp the authority of a local superintendent to carry out the superintendent's duties as it relates to employee matters.

Accordingly, AACPS respectfully requests an **UNFAVORABLE** committee report on HB1322.