



# IVYMOUNT™

## SUPPORT

### Senate Bill 706:

Nonpublic Educational Programs – Children with Disabilities – Cost of Teacher Salaries

## OFFERED ON BEHALF OF

The Ivymount School, Inc.

## BEFORE THE

Senate Budget and Tax

March 2, 2022

The Ivymount School, Inc. offers this testimony in SUPPORT of Senate Bill 706. **As a nonpublic school committed to serving Maryland special education students, we must support educators' ability to work in nonpublic education settings with students whose needs are too great to be met in public settings.**

The MSDE salary parity study, completed this past fall, revealed the significant gap between nonpublic special education staff and public-school special education staff. Like other MANSEF schools' staff, our staff is compensated between 23.3% and 40.7% less than their counterparts in the public schools, significantly contributing to the workforce shortage.

The Blueprint for Maryland's Future Act provides that public school teacher salaries will increase significantly over the next few years. However, nonpublic teacher salaries must also increase to prevent the gap from becoming even more significant. If the gap increases, crucial resources will be pulled away from the Maryland students most in need.

At a time of historic teacher shortages, the impact of lower salaries is compounded. Ivymount has long been challenged with hiring qualified staff when we cannot provide competitive compensation. After gaining valuable experience teaching in our nonpublic special education setting, teachers often leave for better paying positions in the public-school systems. Unless salaries improve, this situation will become even worse. Teacher salary parity must be addressed to meet the high expectations mandated by federal and Maryland regulations.

Ivymount respectfully requests a favorable report on Senate Bill 706 to allow our school to align teacher salaries to Montgomery County Public School teachers. This will enable Ivymount to continue to provide the crucial resources that Maryland special education students need, deserve, and are entitled to under IDEA.

Respectfully submitted.

Susan E. Holt  
Executive Director/CEO