

ERIC LUEDTKE
Legislative District 14
Montgomery County

MAJORITY LEADER

Ways and Means Committee
Chair, Revenues Subcommittee



The Maryland House of Delegates
6 Bladen Street, Room 350
Annapolis, Maryland 21401
301-858-3110 · 410-841-3110
800-492-7122 Ext. 3110
Fax 301-858-3053 · 410-841-3053
Eric.Luedtke@house.state.md.us

THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

SPONSOR TESTIMONY

**House Bill 139 - State Personnel – Professional Service – Juvenile Services Education
Teachers and Correction Education Teachers**

Madame Chair, Members of the Ways and Means Committee,

As an educator, I have witnessed firsthand how teacher turnover and working conditions directly impact the quality of education provided to students. As a result, high rates of turnover and lack of morale among teachers can lead to a failure to provide our students with the education they deserve. This is true for students enrolled in local school systems and it's true for incarcerated students. I have introduced House Bill 139 to help address a major concern of certain teachers in the Juvenile Services Education System and the Division of Workforce Development and Adult Learning: special appointment status.

Special appointment status classifies teachers in the Juvenile Services Education System separately from their counterparts who were hired through a different process. This classification in the state personnel management system deprives these special appointees of protections that their counterparts benefit from. Some JSES teachers and Adult Corrections teachers were hired through this special appointment process, leaving them at a significant disadvantage from their counterparts.

Educators hired through this process are at will, meaning they can be fired at any time. This creates job insecurity and instability in the workforce. These teachers are also not covered by collective bargaining setting them at a disadvantage. These regulations provide instability for these teachers and create disincentives for them to remain in their current positions. In recognition of this instability, state agencies have moved away from this hiring practice but their status remains unchanged. This bill is intended to bring the outstanding employees in-line with this change.

I thank you for your consideration and ask that the committee provide a favorable report.

Sincerely,

A handwritten signature in cursive script, appearing to read "Eric Luedtke".

Delegate Eric Luedtke