



February 8, 2023

**Senate Bill 311 – Nonpublic Education – Special Education Placements – Renaming and Teacher Salaries (Teacher Pay Parity Act)
Senate Budget & Committee**

Position: FAVORABLE WITH AMENDMENTS

The Summit School is one of the few schools in Maryland exclusively serving students with dyslexia and other learning differences in grades 1-8. Literacy is infused throughout the program and students receive explicit instruction in every subject. Our school is widely recognized for academic excellence and researched-based methodologies. Summit's excellent reputation attracts students from nine surrounding counties, some of whom commute up to two hours to attend school.

As drafted, Senate Bill 311 would require the State and certain counties to pay for costs of salaries and bonuses for teachers at special education placements in a certain amount and proportion; and generally relating to special education placements for children with disabilities and salaries for teachers at special education placements. Unfortunately, in its current posture, teachers at The Summit School would not have access to the proposed pay parity even though they have public placement students.

Pay parity discriminates against schools who, even though they are Type 1 like The Summit School, have very few funded students. Raising the day rate for five students does not provide the revenue to increase all teachers' pay in line with the county salary scale. An alternate to pay parity should be considered for these Type 1 schools because as a Type I, Special Education School, certified by the state of Maryland, we have to abide by:

- a. COMAR 13A.09.10 Code of Maryland Regulations for Educational Programs in Nonpublic Schools and Child Care and Treatment Facilities and COMAR 13A.08.04 Student Behavior Interventions. These regulations are the same regulations required of schools that are in a position to benefit from pay parity.
- b. Highly trained teachers and staff at The Summit School serve a unique role to maximize students' strengths and support areas of weakness and must have the same credentials required of teachers in other Type 1 schools.

The Summit School serves only a small fraction of students who could benefit from research-based, explicit instruction tailored to meet the needs of bright students who learn differently. The expertise of our teachers and staff allows our students to excel and grow in their communities. After graduating from Summit, our students have a 98% graduation rate which is 84% above the national average graduation rate for all students (71% is the national average graduation rate for students who have been classified with a specific learning disability.) Unfortunately, without pay parity from the State, the only option The Summit School would have would be to raise tuition causing many possible students with learning differences not to get the education they need to excel.

It is for these reasons we politely ask the committee considers amending Senate Bill 311 to include pay parity for all Type 1 schools with funded students, regardless of the number.

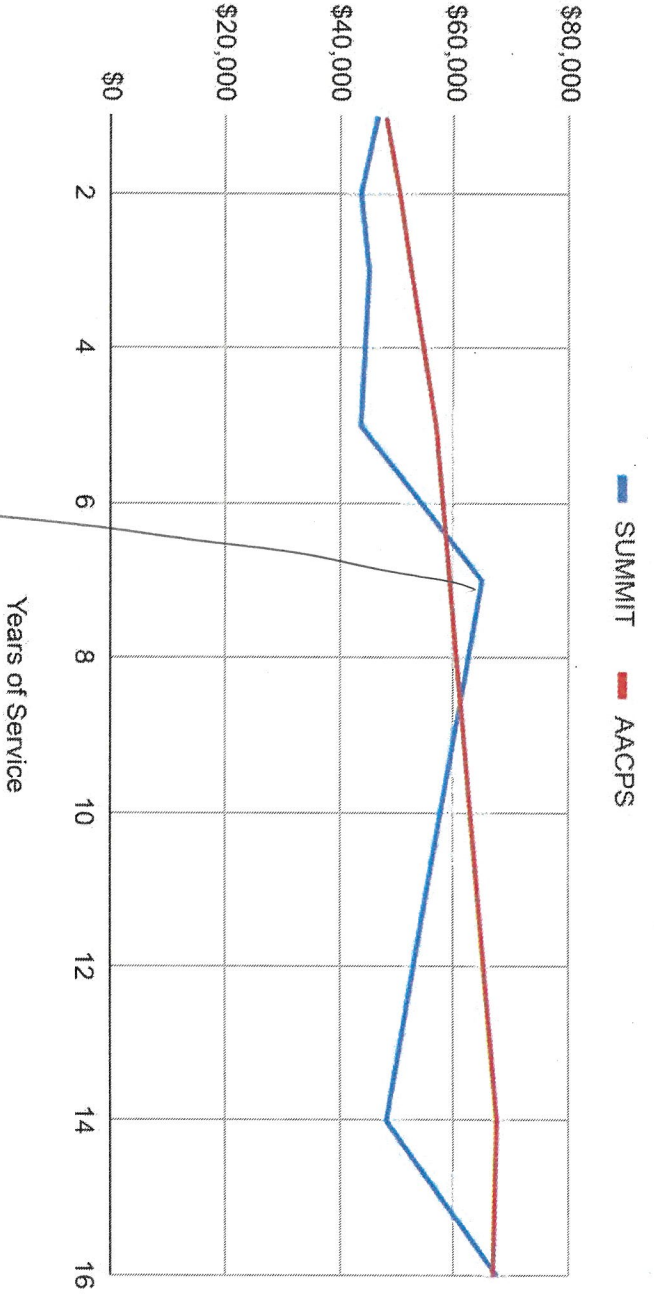
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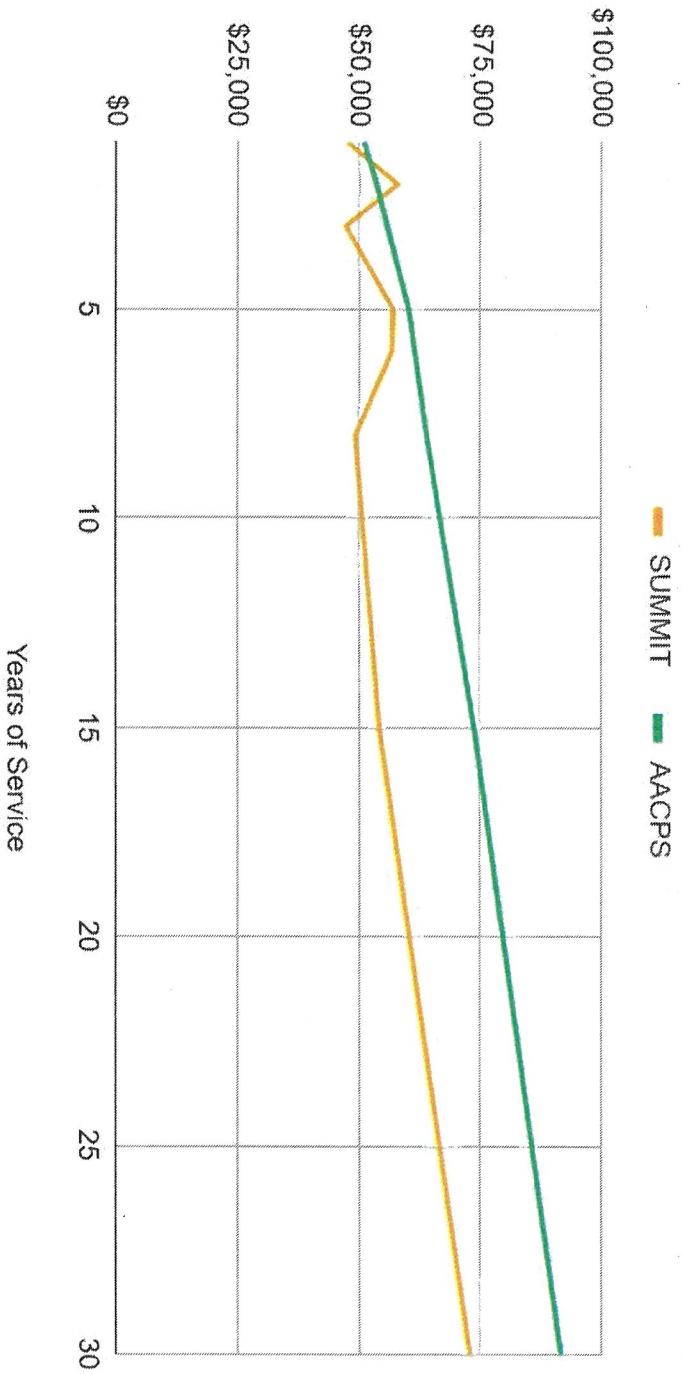
Teacher Pay: Summit vs AACPS (Bachelor's Degree) 21-22 school year



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Teacher Pay: Summit vs AACPS (Master's Degree) 21-22 school year



Summit vs AACPS

Teacher Pay at Summit averages

13.67% lower

than AACPS

for same tenure and education level

Summit vs AACPS

Discrepancy grows with teacher tenure

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Years of Service with a Masters Degree	% of pay difference bt Summit and AACPS
1	-2.8%
2	-15.2%
3	-16.0%
5	-29.7%
7	8.7%
14	-39.5%
16	1.0%

Years of Service with a Masters Degree	% of pay difference bt Summit and AACPS
1	-6.9%
2	7.4%
3	-17.7%
5	-5.7%
6	-8.5%
8	-29.8%
15	-35.6%
30	-25.7%

AACPS Planned Compensation Increases

AACPS will increase teacher pay at least 3% for 22/23 school year

(5)

AACPS has proposed to increase teacher pay 10% to match Blueprint, but will only fund that increase with funding from the state.

Summit Planned Increases

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Summit Board approved 3% Tuition increase for 22/23 school year.

Can provide 3% increase in teacher pay supported by tuition increase.

This will keep Summit 13.67% below the public school pay.

and 3% ↑ for 23-24 school year

AACPS Pay and Summit Current Path

