



SB0517 Education - Primary and Secondary Education - Public School Employees - Salaries

Tuesday, March 25, 2025

EDUCATION, ENERGY, AND THE ENVIRONMENT

SUPPORT

Our names are Noah Gordon, Julien Halleman, Olivia Chin, and Dhru Nahan, and we are students of Anne Arundel County and executive team members of the Chesapeake Regional Association of Student Councils (CRASC). We are writing in support of HB 0986, Education - New Teacher Retention Program. This bill requires each county board of education to establish a new teacher retention program to provide essential support to new teachers, ensuring they remain motivated and passionate about teaching. Additionally, it mandates supplemental compensation for public school employees who oversee or mentor new teachers, and it updates teacher support and retention guidelines developed by the State Board of Education.

Education is the cornerstone of a brighter generation and a better Maryland. Students depend on skilled and motivated educators to foster problem-solving, collaboration, social-emotional development, and academic success. However, without structured retention initiatives, new teachers face significant challenges that may lead to early departures from the profession. This bill provides a proactive approach to ensuring Maryland retains high-quality educators.

Research done by Hanushek & Woessmann (2008, 2015) found that student performance in K-12 education directly influences economic growth. Investing in new teacher retention strengthens Maryland's future workforce, which in turn contributes to local and national success. Additionally, studies from the U.S. Department of Education and the World Bank show that retaining experienced educators improves student outcomes, fostering higher graduation rates and long-term self-sufficiency, ultimately reducing public spending.

The challenge of teacher retention is further exacerbated by rising living costs and the competitive job market. Neighboring states, such as Virginia and Pennsylvania, implement policies that attract educators, making it critical for Maryland to adopt strong retention measures. HB 0986 addresses this by providing structured mentorship and financial incentives to support new teachers, reducing attrition rates and ensuring long-term stability in the education workforce.

The CRASC Legislative Department refers back to the following relevant clauses of the CRASC Platform:

- *CRASC Supports...* Improvement in teacher professional development and other measures that improve the quality of instruction for students; (Plank 3, Clause F)
- *CRASC Supports...* Highly qualified teachers in all classrooms in applicable subjects; (Plank 3, Clause G)
- *CRASC Supports...* High standards of learning across the curriculum for all students; (Plank 3, Clause G)

Accordingly, CRASC respectfully requests a **FAVORABLE** committee report on SB517.

Respectfully Submitted,

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