
FAVORABLE
House Bill 986
Primary and Secondary Education – New Teachers - Retention Program

Senate Committee on Education, Energy, and the Environment
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The Maryland State Education Association supports House Bill 986, which would require each county board of education to establish a retention program for new teachers and direct updates to the teacher support and retention guidelines developed by the State Board of Education.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

It is critically important that as Maryland addresses its educator shortage, we are also retaining new teachers and diversifying the education profession to look more like our state's student body. We know that one of the reasons educators of color are leaving the teaching profession at higher rates than their white counterparts is an "invisible tax," meaning additional responsibilities, pressures, or expectations placed on certain educators because of their racial, ethnic, or linguistic background.¹ To achieve a robust, stable teacher workforce, we must ensure that those already teaching in

¹Maryland's Teacher Workforce: Supply, Demand, and Diversity. Maryland State Department of Education (2022).
<https://www.marylandpublicschools.org/stateboard/Documents/2022/0726/TabGBBlueprintAndDataDeepDiveTeacherPipelineAndDiversity.pdf>



Maryland classrooms are supported and respected, and that their roles are sustainable long term.

We appreciate that this bill seeks to ensure that mentor teachers will be compensated for their contributions to teacher development and retention. Importantly, it also highlights the importance of resources to aid principals in creating an equitable school environment where all educators are fully supported. To make the programs outlined in this bill as effective as possible, we urge alignment with existing induction programs and mentorship efforts, which may include integrating the requirements of this bill into existing programs.

We urge the committee to issue a Favorable Report on House Bill 986.