

**UNFAVORABLE**  
**House Bill 803**  
**Public Schools - Career Ladder - Teacher Classroom Teaching Time**

**House Ways & Means Committee**  
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The Maryland State Education Association opposes HB 803, which would alter the requirements of the career ladder for educators to reduce the percentage of collaborative planning time for teachers working on levels one, two, or three of the career ladder from 40% to 20% of school hours.

MSEA represents 76,000 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 44 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

On average, Maryland teachers spend 80% of their workday in classroom instruction, leaving inadequate time to plan and grade lessons, collaborate with peers to strengthen their practice, mentor and be mentored, develop student interventions for improved outcomes, consult with parents and guardians to support family engagement, write student letters of recommendation for college, jobs, or honor societies, and much more. This imbalanced schedule is the reason why so many teachers must spend late nights and weekends grading or planning. This system is an unsustainable approach that affects our ability to retain talented educators.

The Kirwan Commission studied high performing schools around the world as it developed the Blueprint for Maryland's Future and found that such systems reserved more time for educators to plan and collaborate. The Blueprint reflects this best practice by allocating up to 40% of a teacher's day for collaborative time. Collaborative time describes the part of the workday that teachers are not in front of a class; instead, they are working closely with students, families, and colleagues and enriching their pedagogy by developing resources or seeking new strategies to

support students. Crucially, collaborative time does not reduce students' time spent learning. Rather, it brings about a revised approach to school scheduling that enables coordination between multiple teachers and a more balanced curriculum.

MSEA members believe that collaborative time is worth the long-term investment and reflects one of the hallmarks of the Kirwan Commission's deep study of high-ranking school systems. This bill would effectively eliminate our state's commitment to collaborative time, sending a message to educators that their work is not a priority and undercutting the academic and social benefits for students.

**We urge the committee to issue an unfavorable report.**