

SENATE BILL 720

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1lr2965
CF 1lr2352

By: **Senator Zucker**

Introduced and read first time: February 3, 2021

Assigned to: Education, Health, and Environmental Affairs

A BILL ENTITLED

1 AN ACT concerning

2 **Education – Maryland School for the Blind – Pay Plan**

3 FOR the purpose of requiring a certain pay plan for teachers and professional personnel at
4 the Maryland School for the Blind; requiring the Secretary of Budget and
5 Management to establish the pay plan that includes certain information after
6 considering recommendations by the Board of Directors of the Maryland School for
7 the Blind; requiring the Board to review certain salaries in determining pay plan
8 recommendations; requiring the Board to submit certain recommendations to the
9 Secretary on or before a certain date; requiring the Secretary to adjust the pay plan
10 under certain circumstances; requiring the Board to review certain salaries and
11 make certain recommendations to the Secretary; requiring the Secretary to review
12 certain recommendations prior to a certain occurrence; requiring the Secretary to
13 incorporate certain adjustments into the budget recommendations for the Governor's
14 review and approval for inclusion in the annual budget request; and generally
15 relating to the Maryland School for the Blind.

16 BY repealing and reenacting, with amendments,
17 Article – Education
18 Section 8–308
19 Annotated Code of Maryland
20 (2018 Replacement Volume and 2020 Supplement)

21 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
22 That the Laws of Maryland read as follows:

23 **Article – Education**

24 8–308.

25 **(A) IN THIS SECTION, “BOARD” HAS THE MEANING STATE IN § 8–310 OF THIS**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 SUBTITLE.

2 (B) Teachers and any other professional personnel at the Maryland School for the
3 Blind shall be paid an annual salary that is at least equal to the salary received by public
4 school teachers and professional personnel of similar training and experience in Baltimore
5 County.

6 (C) (1) THERE SHALL BE A SINGLE, UNIFORM PAY PLAN FOR TEACHERS
7 AND OTHER PROFESSIONAL PERSONNEL AT THE MARYLAND SCHOOL FOR THE
8 BLIND.

9 (2) THE PAY PLAN SHALL BE ESTABLISHED BY THE SECRETARY OF
10 BUDGET AND MANAGEMENT AFTER CONSIDERING RECOMMENDATIONS FROM THE
11 BOARD.

12 (3) THE SECRETARY OF BUDGET AND MANAGEMENT SHALL INCLUDE
13 IN THE PAY PLAN CLASSIFICATIONS AND PAY GRADES BASED ON THE DUTIES,
14 RESPONSIBILITIES, EDUCATION, AND TRAINING REQUIRED.

15 (D) IN DETERMINING ITS RECOMMENDATIONS FOR THE PAY PLAN, THE
16 BOARD, IN CONSULTATION WITH THE FACULTY AND STAFF OF THE MARYLAND
17 SCHOOL FOR THE BLIND, SHALL REVIEW THE SALARIES OF PUBLIC SCHOOL
18 TEACHERS AND OTHER PROFESSIONAL PERSONNEL IN BALTIMORE COUNTY AND
19 SHALL RECOMMEND TO THE SECRETARY OF BUDGET AND MANAGEMENT SALARIES
20 THAT WILL BE ADEQUATE TO RECRUIT AND RETAIN QUALIFIED TEACHERS AND
21 PROFESSIONAL PERSONNEL AT THE MARYLAND SCHOOL FOR THE BLIND.

22 (E) THE BOARD SHALL PROVIDE RECOMMENDATIONS TO THE SECRETARY
23 OF BUDGET AND MANAGEMENT ON OR BEFORE THE JUNE 1 PRIOR TO THE JULY 1
24 OF THE FIRST FISCAL YEAR IN WHICH THE PAY PLAN WILL TAKE EFFECT.

25 (F) BEGINNING WITH THE THIRD FISCAL YEAR THE PAY PLAN IS IN EFFECT
26 AND IN EVERY THIRD FISCAL YEAR THEREAFTER, THE SECRETARY OF BUDGET AND
27 MANAGEMENT SHALL ADJUST THE PAY PLAN, IF NECESSARY, TO ENSURE THAT
28 SALARIES IN THE PAY PLAN ARE ADEQUATE TO RECRUIT AND RETAIN QUALIFIED
29 TEACHERS AND OTHER PROFESSIONAL PERSONNEL.

30 (G) ON OR BEFORE THE SEPTEMBER 1 PRECEDING THE BEGINNING OF THE
31 FISCAL YEAR FOR WHICH ADJUSTMENTS TO THE PAY PLAN MAY BE MADE UNDER
32 THIS SECTION, THE BOARD SHALL REVIEW THE SALARIES OF PUBLIC SCHOOL
33 TEACHERS AND OTHER PROFESSIONAL PERSONNEL IN BALTIMORE COUNTY AND
34 SHALL RECOMMEND ADJUSTMENTS TO THE PAY PLAN TO THE SECRETARY OF
35 BUDGET AND MANAGEMENT.

1 **(H) THE SECRETARY OF BUDGET AND MANAGEMENT SHALL REVIEW THE**
2 **RECOMMENDATIONS OF THE BOARD PRIOR TO MAKING ADJUSTMENTS TO THE PAY**
3 **PLAN AUTHORIZED BY THIS SECTION.**

4 **(I) THE SECRETARY OF BUDGET AND MANAGEMENT SHALL INCORPORATE**
5 **THESE ADJUSTMENTS INTO THE BUDGET RECOMMENDATIONS FOR THE**
6 **GOVERNOR'S REVIEW AND APPROVAL FOR INCLUSION IN THE ANNUAL BUDGET**
7 **REQUEST.**

8 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
9 1, 2021.