

# THE MARYLAND PROMISE

Equal Opportunity in Every Community

## The Kirwan Commission's Preliminary Recommendations

### **MSEA's fight for members' priorities—like increased pay, staffing, and supports for high-poverty schools—are reflected in the Commission's preliminary recommendations.**

#### **Educator Pay**

**RESPECT** Teachers should be compensated fairly in relation to other professions requiring similar education—like architects or CPAs. The profession should be an attractive and respected career path for highly motivated college students.

**YES, IT'S POSSIBLE** The Commission wants to raise teacher salaries to match those in Massachusetts and New Jersey. If the Kirwan Commission recommendations are passed in 2019, average salaries would reach \$92,000 in the 2024-2025 school year—an increase of 34% from 2016.

**WHAT ABOUT ESPs?** The Commission has not yet addressed ESP salaries, despite our repeated efforts to include these essential school employees in their work. That's unacceptable. We're working on legislation to enact a living wage for all school employees.

#### **Collaboration and Professional Development Time for Teachers**

**NOT MORE SIT AND GET** Maryland teachers spend between 70-80% of their day teaching. It's 40% in better performing countries where collaboration, observation, and other PD is valued as essential skill-building. With more time to plan and learn, teachers can improve the craft.

**HOW IT COULD HAPPEN** Maryland's Department of Legislative Services is busy figuring out the costs for this recommendation. The deliberations of the Commission and legislature over the next year will determine what the decrease will be.

#### **Hiring More Non-Academic Support Staff to Provide Wrap-around Services**

**MEETING STUDENT NEEDS** We must eliminate non-academic barriers to student learning. Mental health and behavioral specialist staffing must meet industry standards, such as 250 students per school counselor.

**WHERE IT MATTERS MOST** There will be a requirement that all schools above a certain poverty threshold have a community school coordinator.

#### **Universal Access to Career and Technology Education**

**PROVIDING ACCESS** There simply aren't enough programs or room for every high school student interested in the trades or technical careers. Students who don't want to—or are priced out of—a four-year college need better access to career skills and industry certification.

**OPPORTUNITY** The Commission recommendations say all students should have voluntary access to CTE programs in the 11th and 12th grade.

#### **Expansion of Public Pre-K**

**A GUARANTEE** All 3- and 4-year-olds below 300% of poverty (about \$74,000 annual income for a family of four) should have free access to a public full-day pre-K program. Children above that threshold could attend using a sliding scale to determine a fee.



[mseanewsfeed.com](http://mseanewsfeed.com)



[facebook.com/marylandeducators](https://facebook.com/marylandeducators)



[@MSEAeducators](https://twitter.com/MSEAeducators)



**February–April** Urge legislators to pass the Fix the Fund Act

**March 19** Fix the Fund March in Annapolis

**April–August** Kirwan Commission to make final recommendations, including a new school funding formula

**Fall 2018** Elect pro-public education candidates across the state • Vote **YES** on the Fix the Fund ballot question

**January–April 2019** Pass **The Maryland Promise** to enact a new and improved funding formula

## MARCH TO FIX THE FUND! Sign up—[bit.ly/fixthefund](http://bit.ly/fixthefund)

### MARCH 19 — COME TO ANNAPOLIS AND MARCH TO **FIX THE FUND**

Since 2012, \$1.7 billion has gone into the Education Trust Fund from casino revenues, but it hasn't increased funding for schools and students as intended. Instead, the same amount of money that was already going to education was redirected to other areas of the budget. That means all of the additional gambling revenues have resulted in no change to the education budget.

### ON MARCH 19, WE'RE MARCHING TO **FIX THE FUND**

We want the General Assembly to pass the **Fix the Fund Act** to make sure that money goes where it was intended—to increase school funding. This would result in an additional \$500 million in school funding annually, a significant step toward closing the \$3 billion gap.

### WHAT'S NEXT

Achieving what's possible takes commitment. We did it last year when we passed the **Protect Our Schools Act**. We can do it again. Let's break down our path to victory in 2018 and 2019:

1. Keep the pressure on legislators to pass the **Fix the Fund Act**.
2. Work to elect education-friendly candidates in your district and state-wide who support increasing school funding.
3. Educate and activate colleagues, friends, and family to support a new school funding formula that the General Assembly will vote on in 2019.

## WHAT CAN YOU DO RIGHT NOW? **IT'S SIMPLE ...**

**TEXT 84693** for breaking news and action alerts about fixing the fund and Kirwan-related legislation.

**LOBBY your legislators** and ask them to **FIX THE FUND**. Visit, call, email, and write. Share your stories.

**ELECT the right candidates in November** by getting involved. Connect with your local association about how you can help education-friendly candidates in your district.