

No. 11

(Senate Joint Resolution No. 20)

A Senate Joint Resolution concerning

**Teacher-Salary-Disparities**

FOR the purpose of requesting the Department of Education to devise a plan, including legislative recommendations deemed necessary, to eliminate real teacher salary disparities among the local education agencies throughout the State, requiring the Department to issue its report by a certain date, and generally relating to teacher salary disparities among the local education agencies in the State:

WHEREAS, There is wide disparity in teacher salaries among the State's local education agencies, as evidenced by an annual salary of \$14,500 in Garrett County and \$14,700 for a beginning teacher in Caroline County, as compared to annual salaries for beginning teachers of \$16,600 in Calvert County, \$16,573 in Montgomery County, and \$16,550 in Washington County; and

WHEREAS, The maximum salary available to bachelor's level teachers in the public schools in the State during the 1985-86 school year varies even more widely, from a maximum of only \$20,350 in Somerset County, \$20,570 in Queen Anne's County, and \$21,300 in Dorchester County, to a maximum of \$29,745 in Prince George's County, \$29,503 in Anne Arundel County, and \$27,522 in Baltimore County; and

WHEREAS, Much of the salary differential cannot be attributed merely to differences in the cost of living around the State, but rather to disparities in the real income of teachers depending solely upon the locality in which the teacher is employed; and

WHEREAS, The quality of the teachers employed by a local education agency is significantly influenced by the salary scale for its teachers relative to the actual amount and real purchasing power of the salaries paid by competing local education agencies throughout the State; and

WHEREAS, Vast disparities in the resources available to the local jurisdictions in the State preclude poorer jurisdictions from funding their local education agency budgets in an amount sufficient to provide competitive salaries for its teachers; and

WHEREAS, Increased funding by the State, especially to these local jurisdictions which lack the resources to provide additional funding on their own, is necessary in order to eliminate teacher salary disparities throughout the State and to