

~~(3) ON OR BEFORE THE JUNE 1 PRECEDING THE BEGINNING OF THE FISCAL YEAR FOR WHICH THE PAY PLAN WILL TAKE EFFECT, THE BOARD OF TRUSTEES OF THE MARYLAND SCHOOL FOR THE DEAF SHALL REVIEW THE SALARIES OF PUBLIC SCHOOL TEACHERS AND OTHER PROFESSIONAL PERSONNEL IN FREDERICK AND HOWARD COUNTIES AND SHALL RECOMMEND A PAY PLAN TO THE SECRETARY OF PERSONNEL THAT WILL BE ADEQUATE TO RECRUIT AND RETAIN QUALIFIED TEACHERS AND PROFESSIONAL PERSONNEL. THE RECOMMENDED PAY PLAN SHALL INCLUDE CLASSIFICATIONS AND PAY GRADES BASED ON THE DUTIES, RESPONSIBILITIES, EDUCATION, AND TRAINING REQUIRED. THE BOARD OF TRUSTEES SHALL PROVIDE THEIR RECOMMENDATIONS TO THE SECRETARY OF PERSONNEL ON OR BEFORE THE JUNE 1 PRIOR TO THE JULY 1 OF THE FIRST FISCAL YEAR IN WHICH THE PAY PLAN WILL TAKE EFFECT.~~

(4) BEGINNING WITH THE THIRD FISCAL YEAR THE PAY PLAN IS IN EFFECT AND IN EVERY THIRD FISCAL YEAR THEREAFTER, THE SECRETARY OF PERSONNEL SHALL ADJUST THE PAY PLAN IF NECESSARY, TO ENSURE THAT SALARIES IN THE PAY PLAN ARE ADEQUATE TO RECRUIT AND RETAIN QUALIFIED EDUCATORS AND OTHER PROFESSIONAL PERSONNEL.

(5) ON OR BEFORE THE SEPTEMBER 1 PRECEDING THE BEGINNING OF THE FISCAL YEAR FOR WHICH ADJUSTMENTS TO THE PAY PLAN MAY BE MADE UNDER THIS SUBSECTION, THE BOARD OF TRUSTEES OF THE MARYLAND SCHOOL FOR THE DEAF SHALL REVIEW THE SALARIES OF PUBLIC SCHOOL TEACHERS AND OTHER PROFESSIONAL PERSONNEL IN FREDERICK AND HOWARD COUNTIES AND SHALL RECOMMEND ADJUSTMENTS TO THE PAY PLAN TO THE SECRETARY OF PERSONNEL.

(6) THE SECRETARY OF PERSONNEL SHALL REVIEW THE RECOMMENDATIONS OF THE BOARD OF TRUSTEES PRIOR TO MAKING ADJUSTMENTS TO THE PAY PLAN AUTHORIZED BY THIS ACT.

(7) (I) THE SECRETARY OF PERSONNEL SHALL FURNISH A COPY OF THE DEPARTMENT OF PERSONNEL'S RECOMMENDED PAY PLAN TO THE SECRETARY OF BUDGET AND FISCAL PLANNING NOT LATER THAN THE OCTOBER 1 PRECEDING THE BEGINNING OF THE FISCAL YEAR FOR WHICH ADJUSTMENTS TO THE PAY PLAN ARE TO BE MADE.

(II) THE SECRETARY OF BUDGET AND FISCAL PLANNING SHALL INCORPORATE THESE ADJUSTMENTS INTO THE BUDGET RECOMMENDATIONS FOR THE GOVERNOR'S REVIEW AND APPROVAL FOR INCLUSION IN THE ANNUAL BUDGET REQUEST.

SECTION 2. AND BE IT FURTHER ENACTED, That the Secretary of Personnel, in consultation with a representative of the Board of Trustees of the Maryland School for the Deaf, shall classify each current employee affected by this Act in an appropriate classification, pay grade, and step under the new pay plan based on the employee's duties, responsibilities, experience, education, and any other factor deemed relevant by the Secretary.